



EMPLOYER REPORT

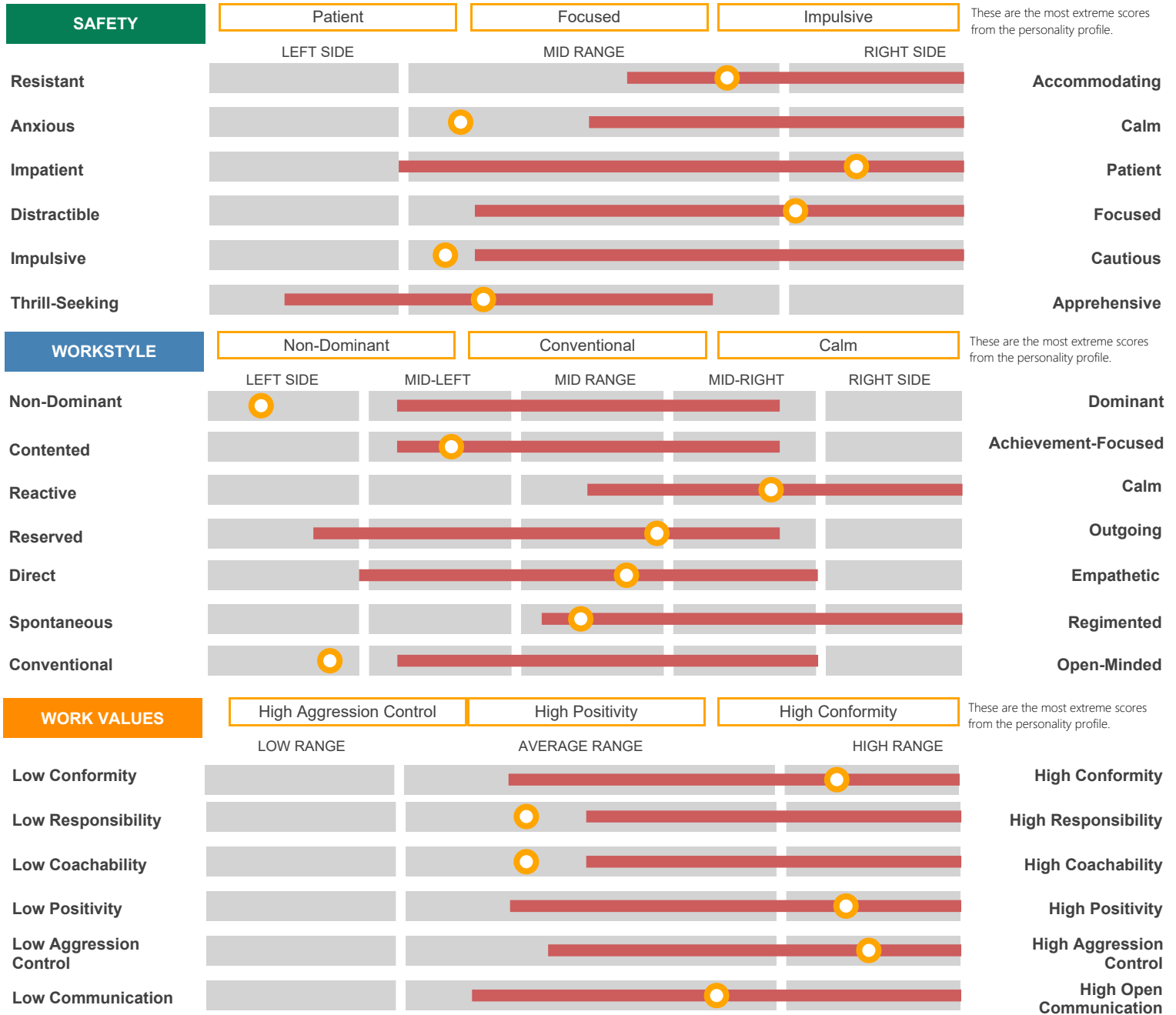
Kelly Sample

test@test.com

86

Laborer

Validity Category: Acceptable



Disclaimer: Results should always be considered in the context of all available information about a person; do not use this as the sole factor for making employment-related decisions.



Suggested Behavioral Interview Questions



Laborer

Non-Dominant



Dominant

Area 1: Kelly Sample scored OUTSIDE THE BENCHMARK

Ask one or more of the following questions:

- Give me an example of a time when you had to resolve a difficulty or conflict with a customer, vendor or co-worker. What was the situation and how did you handle it?
- Give me an example of a situation in the past where you have demonstrated your ability to be assertive when necessary. What was the situation?

Anxious



Calm

Area 2: Kelly Sample scored OUTSIDE THE BENCHMARK

Ask one or more of the following questions:

- Give me an example of a time when you had to complete high pressure or stressful tasks at work. What was the situation and what did you do?
- Give me an example of a time when you had to decide what to do extremely quickly in order to avoid an accident. Describe the situation in detail.

Conventional



Open-Minded

Area 3: Kelly Sample scored OUTSIDE THE BENCHMARK

Ask one or more of the following questions:

- Tell me about a time when you had to adapt to a drastic or rapid change at work. What was the change and what did you do to adapt to it?
- Have you recently pursued any opportunities to improve your skills? How did you learn about these opportunities? What actions did you take to pursue them?

Low Coachability



High Coachability

Area 4: Kelly Sample scored OUTSIDE THE BENCHMARK

Ask one or more of the following questions:

- Give me an example of a time when you changed a behavior or stopped a bad habit. What was it, and what did you do to change?
- Tell me about a time when someone gave you advice that you disagreed with. What was the situation, and what did you do?



Performance Management Considerations and Coaching Tips



Laborer

Non-Dominant



Dominant

Area 1: Kelly Sample scored OUTSIDE THE BENCHMARK

Positive Aspects Related to This Score:

- Would be a cooperative team member
- Able to stay focused on independent work
- Comfortable taking direction from others
- Accommodating of co-workers

Management Considerations and Coaching Tips:

- Will prefer collaborating more than leading
- May be uncomfortable delegating tasks to others if required to
- Would benefit from hearing performance feedback
- Would benefit from recognition for good performance

Anxious



Calm

Area 2: Kelly Sample scored OUTSIDE THE BENCHMARK

Positive Aspects Related to This Score:

- Able to work effectively when under normal levels of stress
- Seen as balanced and stable
- Receptive to feedback and coaching

Management Considerations and Coaching Tips:

- Would benefit from feedback and coaching
- Should be encouraged to build confidence through skill development
- May need to be reminded to see mistakes as developmental opportunities

Conventional



Open-Minded

Area 3: Kelly Sample scored OUTSIDE THE BENCHMARK

Positive Aspects Related to This Score:

- Would follow a practical and realistic approach
- Will adhere to using proven methods
- Able to stay focused while doing repetitive tasks
- Comfortable focusing on details

Management Considerations and Coaching Tips:

- Can be counted on to adhere to guidelines and policies
- May need extra time to adapt to change
- Will benefit from knowing the reasons for change
- May need reassurance when required to take risks

Low Coachability



High Coachability

Area 4: Kelly Sample scored OUTSIDE THE BENCHMARK

Positive Aspects Related to This Score:

- Generally open to suggestions for improvement
- Comfortable questioning advice from others
- Willing to change behaviors
- Sees the value of self-improvement

Management Considerations and Coaching Tips:

- May be sensitive to critical performance feedback
- May give all sources of feedback equal weighting
- Would benefit from constructively-worded criticism to avoid a defensive reaction