

Recruitment Consultant

for

Sam Sample

Produced by Selby & Mills in partnership with

Example Organisation

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Norm Group = General population

This report has been prepared with every care and in good faith. However the interpretation arises from the sum of the candidate's choices and preferences in answering a series of self-report inventories, and should therefore be seen purely as indicative of certain trends in their attitudes at that time.

The results are presented as stems where a score of 1 is low and 10 is high.

They are colour-coded; the darker the colour the higher the score and the stronger the persons preference.

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COMMERCIALISM

6

Will respond to work pressure and keen to seek new business opportunities. Can raise performance when necessary and is interested in exploiting new opportunities.

Suggested interview questions

- Developing new business opportunities allows an organisation to progress. Tell me about when developing new business opportunities might be most appropriate. When might this be a low priority task compared to other matters?
- How well do you perform under pressure? Tell me about what you do to ensure that your performance levels remain at a high standard when under pressure.
- Describe how you might react in a situation where a colleague is under considerable pressure in comparison to yourself. Have you ever found yourself in a situation such as this? Describe the situation, and the action you took.
- Stability in the workplace provides a degree of comfort for many individuals. How do you ensure that stability does not turn into complacency in your duties?

COPE WITH PRESSURE

8

Is consistent in performing under pressure, and is relatively calm in a diversity or disappointment.

Suggested interview questions

- Tell me about your levels of performance when under pressure. Are you likely to increase your work-rate? Does your performance suffer in pressurised situations? Describe a time where you have 'thrived' under pressure and achieved results.
- Disappointments in the workplace can have differing effects on an individual's performance. Tell me about how you typically react to a workplace disappointment. Describe a specific example which provides support for this description.
- Many workplace responsibilities include deadlines for work. Tell me about how you ensure deadlines are met. In what ways can you deal with the pressure a deadline creates?
- Pressure can affect the performance of individuals, but some people seem to take enjoyment from it. Tell me about your experiences of working under pressure. Talk briefly about how your effectiveness differs between times of pressure and more relaxed times.

DETAIL CONSCIOUS

10

Very strongly attracted to and suited for work which involves the accurate handling of administrative matters and detail.

Suggested interview questions

- Detailed tasks can be difficult to complete while remaining fully focused. Tell me how you ensure that your attention does not waiver when completing tasks of this nature. Describe an occasion where you have completed an administrative task to an exemplary standard.
- Avoiding mistakes is a key component of the ability to complete administrative tasks effectively. When completing paper-based tasks, how do you ensure that you avoid mistakes?
- Completing administrative tasks may be more attractive for some people than for others. What do you enjoy about administrative tasks? Is this enough for you to prefer administrative tasks over those of a practical nature?
- Some people prefer administrative tasks to those of a less detailed manner. Tell me about your preferences in this regard. Are you comfortable completing detailed tasks? What makes this so?

DRIVE

1

Such people are interested in producing results, but probably do not raise their work rate when the pressure is on. They prefer dealing with easy to resolve problems of a relatively short term nature to dealing with long term strategic ones.

Suggested interview questions

- Facing obstacles to your goals may lead to frustration. How do you deal with workplace frustrations? What changes about your behaviour following a frustration in the workplace?
- Some people prefer working towards short-term goals and quickly resolved issues. Others prefer the challenge of long-term or complex tasks. Tell me which of these more accurately describes you. Why do you prefer this manner of working?
- Provide an example of a time where it was necessary for you to show a high work-rate in order to achieve results.
- How does your work-rate differ from normal when placed under pressure? Tell me about your experience of working under pressure in your previous roles.

GOAL ORIENTATION

4

Prefers to work with clear goals and a focus and generally pursues these consistently, although they may occasionally become distracted by other opportunities.

Suggested interview questions

- Imagine you are in a situation where you are completing a project which has no clear objectives. Tell me how you are likely to generate objectives for this project.
- Some individuals like to focus solely on priority tasks, while others prefer to divide their attention between a number of matters. Which of these descriptions most accurately represents you? What are the benefits of acting in this manner? And what might some of the benefits of acting in the opposite way be?
- Tell me about your approach towards priority tasks. Are you likely to focus on one task until it is completed if it is a priority? Or are you more flexible in your approach to completing priority tasks?
- Setting priorities provides an indication of the importance of each task. Tell me about how you determine which tasks require priority status.

INNOVATION

4

Not very attracted to producing innovative solutions to practical problems.

Suggested interview questions

- Using alternative methods to those seen as traditional may be met with some resistance by certain colleagues. Have you ever experienced a disagreement in the workplace over which method is most suitable for a particular task? Describe the situation. How was it resolved?
- Traditional methods may provide some colleagues with a degree of comfort due to the familiarity they provide. How would you ensure transition from using traditional methods to alternative methods is smooth?
- Tell me about a time you have used innovation to achieve an objective or target in the workplace.
- Using unconventional methods of problem resolution may lead to scepticism from colleagues. How might you convince these colleagues that an unconventional method would be worthwhile?

LOGIC AND ANALYSIS

4

Evaluates data within the immediate constraints and current resources. Investigates the present symptoms before devising an action plan.

Suggested interview questions

- How might you be able to make decisions which take into consideration events or requirements of the future? Provide an example of a time where a decision you have taken has been based on future considerations.
- Describe how you typically approach a workplace issue with regard to making decisions. What factors are you likely to consider before making a decision?
- Evaluating all possible outcomes and scenarios can be difficult for many people. Provide an example of a decision you made in the workplace which resulted in a success which had no adverse consequences.
- Some individuals display exemplary decision making skills, whereas others prefer to deal with practical tasks. What makes you good at making workplace decisions? How do you examine the potential consequences of decisions before making them?

PERSISTENT

4

Moderately distracted by events and people, likely to put in sufficient effort to achieve the objective.

Suggested interview questions

- Describe the effort that you put in to achieve a target in comparison to colleagues. Are you particularly hard working? When are you most likely to put in a great deal of effort to achieve a goal? What makes you this way?
- Achieving targets may include the use of tenacity when obstacles are encountered. Provide an example of a time where you have achieved a difficult target, and displayed tenacity in the process.
- Becoming distracted from an objective can lead to a failure to meet such objectives. What is most likely to distract you from accomplishing a target? How do you ensure that workplace distractions do not adversely affect your performance?
- Workplace issues may be complex or long-term. In what ways do you remain persistent even though this may be the case? Tell me about an instance in the workplace which you believe demonstrates your ability to be persistent.

RESPONSIVENESS

6

They respond to issues which they believe they can resolve effectively and where they have a commitment to the person concerned. They are also capable of asserting their own priorities and allowing someone else to deal with the problem.

Suggested interview questions

- How do you determine which issues in the workplace need attention? Provide an example of an occasion where you were happy to leave an issue for a while before resolving it because it was not deemed urgent.
- Tell me about how you might typically respond to a request for assistance from a colleague. Provide an example of a time where you have assisted a colleague on a matter of urgent importance. How did your behaviour differ from that which might be expected if assisting a colleague with a matter of limited importance?
- How might your responsiveness change according to how well you can deal with a matter? Are you likely to respond more quickly to those matters which you are confident in dealing with? Why might this approach be harmful to conduciveness in the workplace?
- In what ways do you typically resolve workplace issues? Some people may believe it is better to resolve issues quickly, whereas others may believe it is better to resolve issues once the full information is available. Where do you stand on this matter?

SALES ORIENTATION

8

They clearly value the feedback from making successful sales and enjoy doing business. It is likely that they are optimistic in their approach and this may communicate itself to others much of the time.

Suggested interview questions

- Are you likely to be interested in a role which involves making sales as a key responsibility? Tell me about some of the characteristics you possess which allow you to make sales effectively.
- Some people are naturally talented at making sales, whilst for others it is more of a struggle. Tell me about your approach to making sales. Is the ability to make sales something that you would actively strive for in the workplace given a choice?
- Making sales allows an individual to quantify their value to an organisation. Provide an example of a time where you have been motivated to make sales in a workplace role.
- In your ideal role, how strongly might sales be involved? Are there any other tasks which you feel you perform better at? Tell me about your past experience of making sales in your previous roles.

This is the end of your report.

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