

Teacher/Trainer

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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QUICK TO LEARN

3

Slower than most to pick up and learn new skills and techniques.

Suggested interview questions

- New skills can be reinforced by using them in a real-life situation. Describe how else you can ensure that new skills are learned effectively.
- Tell me about a time where you have used a recently learned skill to achieve results. What was the situation? How did you use the skill? What was the outcome?
- Describe your ability to learn new skills. Would you say that your ability to learn new skills is above average? What characteristics do you have which make you able to learn new skills effectively?
- Using new skills practically can be a useful way of reinforcing the learning process. Tell me about how else you might ensure a newly learned skill is applied appropriately.

APPROACHABLE

2

Communication with others is not a priority for them and they may become impatient if approached by many others for an explanation of their work or actions. Some of those who work closely with them may find them harder to approach than they think.

Suggested interview questions

- What do you do that indicates to others that you are easily approachable?
- Imagine your organisation is experiencing an unusually busy period. What might you do to ensure that you remain approachable to colleagues who have queries or questions?
- Tell me about your general communication style. Provide an example of a time where you have communicated an important message effectively. What made the communication so effective?
- If your communication was described by others as unclear, how might you react? Tell me about a time where you have had to clarify a piece of communication you had made to others'. What was unclear about your original message? How did you ensure that this did not occur again?

WILLINGNESS TO ASSIST

2

Rarely willing to help and support others.

Suggested interview questions

- Helping others in the workplace may involve acting selflessly. Describe an occasion where you have acted in a way which you consider to be selfless. Why did you choose to behave in this way?
- When under pressure, people may be less willing to help others. Describe an occasion where you have helped a colleague despite being under pressure or busy. Why did you feel that it was necessary to help your colleague?
- By assisting others, an individual may receive reciprocity in the future when they are in need of assistance. Tell me about some of the other benefits of assisting a colleague.
- Describe your general attitude towards assisting colleagues. When do you believe you would be least likely to assist a colleague in need?

LEADERSHIP

3

Displays confidence and willingness to accept responsibility for tasks which fall within remit. Provides modest task leadership to others.

Suggested interview questions

- Being a leader within a working environment requires confidence in your own abilities. How confident are in leading colleagues on a task or project? Provide an example of an instance where you have successfully done this.
- Tell me about why you would be an effective leader of a group of colleagues. Describe any leadership experience you have in your previous roles.
- Imagine you are placed in charge of a group of colleagues partaking in group work. How would you attribute blame for failed work? How would attribute credit for successful work?
- Describe your leadership style. Do you believe that you are an effective leader? Provide an example of a time where your behaviour substantiates this claim.

PEOPLE DEVELOPMENT

2

This is not a general priority for them and it would be useful if they could bear in mind the need to focus on their career development as a priority along with other work activities.

Suggested interview questions

- It may be easy to overlook your own long-term aims when faced with short-term pressures in the workplace. How can you stay focused on your own aims whilst not damaging your ability to achieve results in the short-term? Tell me about some of your long-term career goals.
- Provide an example of a time where you have helped a colleague or acquaintance achieve their potential. Tell me about what you did which helped the colleague.
- People who develop their potential will undoubtedly be beneficial for an organisation. Describe your past experience of helping others achieve their potential in the workplace.
- What are the best ways of an individual developing and achieving their full potential? How can you assist a colleague to achieve their potential?

TRAINING AND DEVELOPMENT FOCUS

3

Sees people as a resource to achieve goals, support is given if objectives are met and puts most emphasis on immediate payoffs.

Suggested interview questions

- Imagine a colleague wants to partake in training which will have no short-term benefits for the organisation, but may have some long-term benefits. How would you determine whether the training would be worthwhile?
- Tell me about some of the ways in which you act as a role model for more junior staff members.
- How might you determine how effective a training or development scheme is? Tell me about your experience of leading training or development programmes in your previous roles.
- Imagine you are placed in a situation where targets have not been met by colleagues. How would you attempt to rectify their performance into effective goal achievement? Tell me about a time where you have tried to do this. What was the outcome?

EVIDENCE BASED

6

While open to the ideas of others, they will need strong and sound reasoning to persuade them that a different approach may be appropriate. However, they are not stubborn.

Suggested interview questions

- Would colleagues describe you as difficult to persuade? Describe the last time a colleague persuaded you to do something. What was it about the situation that led to you being persuaded?
- Some people use hard evidence as the basis for decisions, others use intuition and feelings. Tell me about which of these most accurately describes you. Talk me through a typical decision making process.
- Describe your general attitude towards suggestions from others. When are you least and most likely to take on board a suggestion from a colleague?
- Imagine a colleague is attempting to persuade you to change your opinion on a matter. What criteria would be necessary in order for you to change your mind? Tell me about a time where you have been persuaded on a matter. Was your decision correct?

INTEGRITY

3

May have difficulty handling sensitive or confidential information.

Suggested interview questions

- Do you have any experience of dealing with sensitive or confidential workplace information? Tell me about how you typically ensure that the information remains confidential until the appropriate time.
- Are colleagues able to rely on you? Tell me what characteristics you possess which make this so. Provide an example of an instance in the workplace where you have been relied on by colleagues; tell me about the situation, your actions, and the outcome.
- Imagine you are in a situation where you have not explicitly been told so but are concerned that information you are privy to is confidential. How might you behave in a situation like this?
- Tell me how you normally deal with confidential or sensitive information. Tell me about your experiences of this in your previous roles.

This is the end of your report.

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