

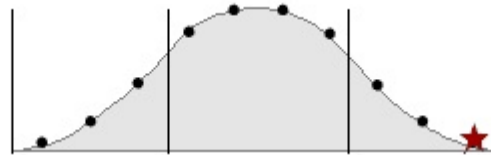
Administrative Job Fit Report for Andrew Bain

Overall: 75%

The participant has scored in the "red zone" in 1 area

General Reasoning (Cognitive)

Slower Processing
Accepts Simple & Repetitive Work



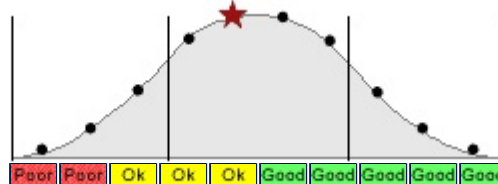
Faster Processing
Needs Intellectual Challenge

- Andrew learns and processes new information very quickly
- Due to faster learning speed, Andrew may be better suited for administrative roles that require a high level of problem solving skills versus mundane and repetitive tasks
- Andrew may be seen as too quick to act by those who need a little more time to think through the situation
- Can easily become bored if the job does not require continual learning and complex problem solving

Question: Tell me about a time when you felt intellectually challenged in your job. What about the job made it challenging?

Conscientious (Organization)

Carefree
Impulsive



Detail Oriented
Dependable

- Andrew tends to be balanced between the need to manage details while also handling unexpected requests
- Administrative or Clerical roles that require a particularly high attention to detail continually throughout the day may be more difficult

Question: Tell me about a time when you were asked to take on several last minute requests and expected to complete the other items already on your plate for that day. What did you do?

Tough Minded

Cooperative
Agreeable



Direct
Determined

- Tends to be tough minded and assertive particularly when there is a difference of opinion
- Best suited for administrative roles where Andrew is expected and has authority to deal with issues directly as often as possible
- Generally comfortable making decisions

- Given the preference to be in control, Andrew may have some difficulty being told "how" to respond to a situation

Question: Describe a time when you came across to someone else a little too strong when the situation may have required you to be a little more tactful. What was the situation and what happened?

Conventional (Rules)



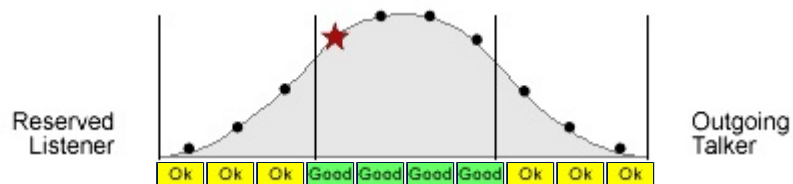
- Andrew may not consistently follow policies and procedures

- Better suited for administrative or clerical roles where following a process is not as important as being able to react to unexpected requests and issues

- Be sure to provide extra time for training and for regular reinforcement of policies and procedures

Question: Tell me about a time when you were asked to change a long standing process. What happened and how did you go about it?

Extroversion



- Andrew is usually seen as friendly and tends to have a good balance between talking and listening to others

- Andrew's has a moderate need to interact with others during the day

Question: Tell me about a time when you worked in an environment that had lots of noise and activity around you. How were you able to stay focused on assignments requiring your full attention?

Stable



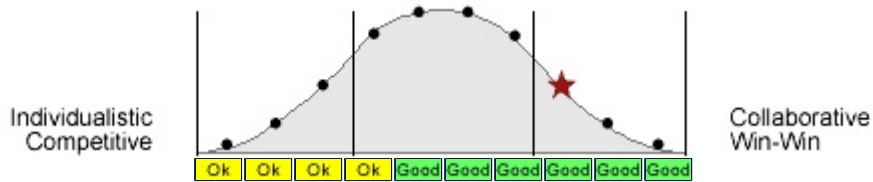
- Andrew is usually able to handle difficult situations with poise and remain calm under pressure

- Others may see Andrew's calm nature as lacking urgency or concern with issues

- Be clear with timelines and objectives to avoid Andrew from procrastinating or misunderstanding important deadlines

Question: Describe a time when you felt others were spending too much time worrying about an issue at work. What did you do?

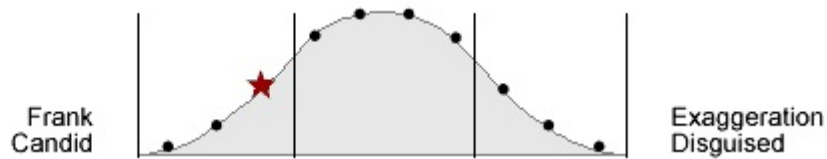
Team



- Andrew tends to be highly loyal and team oriented
- Collaborative and motivated by team wins
- May be quick to try and make others happy even when it is not in their own best interest

Question: Tell me about a time when you did not express your concern on a matter in order to support the rest of the team. What happened and how did you feel about it?

Good Impression (Social Desirability)



- Andrew's responses have been frank and open
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Note: This report represents only a small part of the factors that can be helpful in determining job performance. It is not designed to specifically recommend or not recommend any individual for employment and the ultimate employment decision rests with the Employer.

Report Generated On 27/02/2020 by Andrew Bain
ParticipantID #884463