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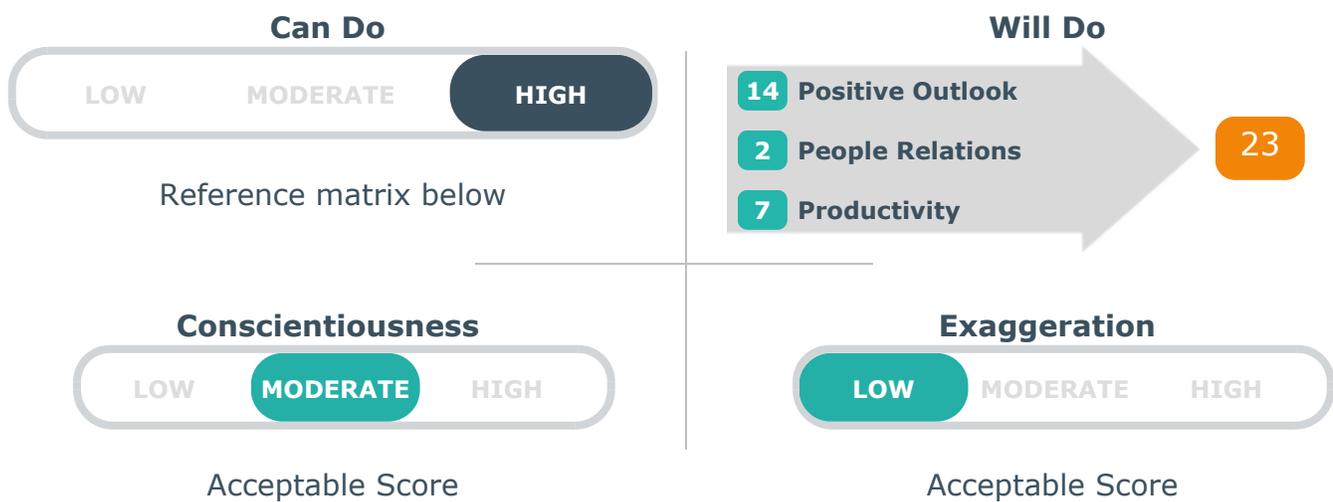# Selection

## Michael Sample

HRM
REFRAME YOUR THINKING

Assessment Completed: 09-01-2017
Report Printed: 21-04-2017

# Selection Report - Michael Sample

This report is comprised of two parts; a summary of his scores and employment information to assist in the interview process.

The level of reasoning ability that Michael has to do this job is indicated by his Can Do score. Match the Can Do score with the level of job difficulty shown in the matrix below. The Will Do score is a representation of his desire to do the job by measuring optimism, people-orientation, and stamina.

Review the Conscientiousness and Exaggeration scores. They are provided to help indicate whether Michael was honest and forthright.

## Can Do

| LOW | MODERATE | **HIGH** |

Reference matrix below

## Will Do

**14** Positive Outlook
**2** People Relations
**7** Productivity

**23**

## Conscientiousness

| LOW | **MODERATE** | HIGH |

Acceptable Score

## Exaggeration

| **LOW** | MODERATE | HIGH |

Acceptable Score

| Can Do Matrix | | | |
|---|---|---|---|
| **LEVEL OF DIFFICULTY** | **LOW** | **MODERATE** | **HIGH** |
| **TRAINING** | Basic | Repetitive | Adaptive |
| **TYPICAL JOBS** | Entry Level Unskilled Labour | Office Worker Cashier Receptionist Mechanic | Administrative Service Rep. Bookkeeper Skilled Labour |

# Employment Information

Michael was asked a set of questions regarding his employment history and his attitude regarding workplace theft. He answered the questions as follows:

| Question Asked | His Answer |
| --- | --- |
| What is your primary reason for wanting to change jobs? | Opportunity for promotion |
| Which of the following most closely represents your most recent monthly wage? | $4001-$5000 |
| When would you be available to start work with us? | Longer than two weeks |
| How much notice, if any, did you provide your employer when you decided to leave your last job, or plan on providing when you leave your current job? | More than two weeks |
| Have you ever been in a supervisor position? | Yes, more than one time |
| How would you rate your relationship with your most recent/current supervisor? | Good |
| If a company requested you to submit to a drug test for illegal drugs based on company policy, would you be willing to do so? | Yes |

Assessment information should only be a part of the information used in the placement process. For more details, please refer to the User's Guide.

# Interviewing Mr Sample

Some of the questions answered by Michael may raise areas of concern that you may want to cover with him. Review this information prior to the interview. You may decide to address these issues or just keep the information in mind.

| Question Asked | His Answer |
| --- | --- |
| How often have you had issues with your supervisor at work? | **More than one time** |
| How would your supervisor categorise your overall job performance on your current or last job? | **Very good, better than my co-workers** |
| How often have you had issues with fellow co-workers at work? | **More than one time** |

# Interview Questions

Mr Sample was asked several questions while taking the assessment. This section displays questions he answered unfavourably. Interview questions are provided for each item to help you investigate these areas of concern.

⟩⟩ Do you agree or disagree with the following statement:
Most people are honest and can be trusted.

**Mr Sample was uncertain.**

## INTERVIEW QUESTIONS

- What would change your thinking about this?

- Would you say that your opinion about this is somewhat speculative, or has someone done something to you? Explain.

- Why do you believe most people are not honest?

**NOTES:**

No one should be expected to always tell the truth.

**Mr Sample agreed.**

## INTERVIEW QUESTIONS

- When is it OK to not always tell the truth? Give a specific example.

- Under what circumstances, if any, should you always tell the truth?

- Under what circumstances, if any, should you never tell the truth?

**NOTES:**