



JobFit™ select

# Selection

Doug Black

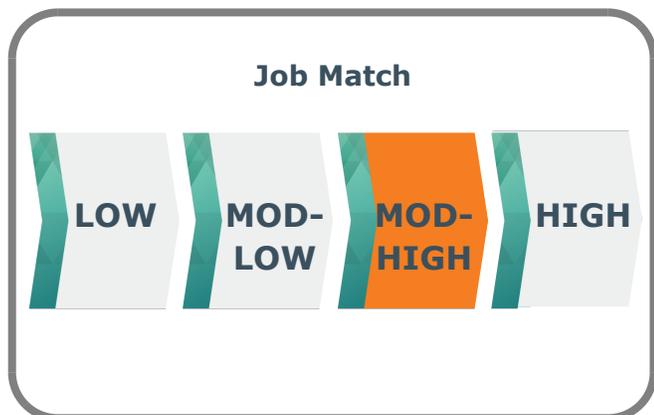


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Job Pattern: Account Executive  
Assessment Completed: 09-01-2017  
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## » Selection Report - Doug Black

This report provides information which reflects the responses provided by Mr Black when completing the assessment. This information will be valuable when considering Doug for the position by providing insights into his personality and reasoning ability. By quantifying his characteristics, our technology compares them to a type of job. The assessment provides Job Patterns for positions commonly found in the workplace that share common personality and reasoning ability characteristics.



### Job Pattern - Account Executive

Job Match is a result of comparing Doug to the Job Pattern. Mr Black has a moderately high match to this job.

## Talent Summary

Mr Black scored above average on the Reasoning scale. This indicates that his capacity for learning and applying new information is greater than that of most people in this organisational level. He will adapt easily to increasing work complexity.

Working at a moderate pace allows Mr Black to conserve his stamina for particularly time-sensitive tasks. He devotes some effort to fostering good relations across departments and he keeps up with issues of common concern. Being moderately assertive, he is motivated by situations in which he is held personally accountable for results. It can be a challenge for him to refrain from being critical of himself and others.

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The distortion score for Doug Black is 8

The Distortion score shows how candid the individual was while taking this assessment. The range for this scale is 1 to 9, with higher scores suggesting greater candour.

# Talent Details

For an in-depth picture of Mr Black the following graphs provide detailed information regarding his scores. Results are illustrated on the scale from 1 to 9.

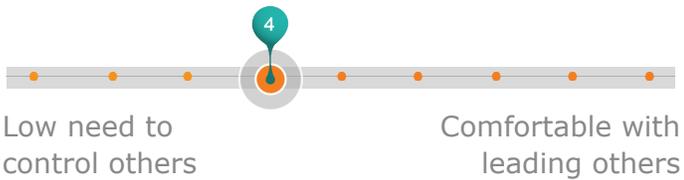
## Reasoning Ability

A measure of expected learning, reasoning and problem solving potential.



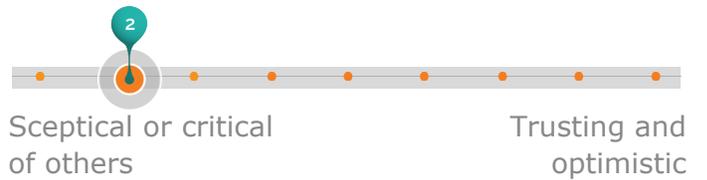
## Take Charge

Tendency to strive for control of people and situations and to lead more than follow.



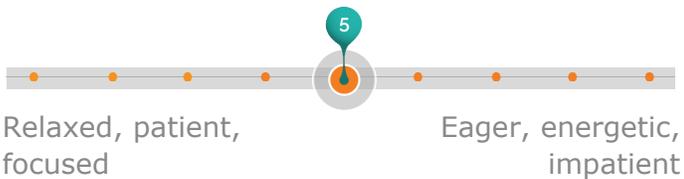
## Attitude

Tendency to have a positive or optimistic outlook regarding people and outcomes.



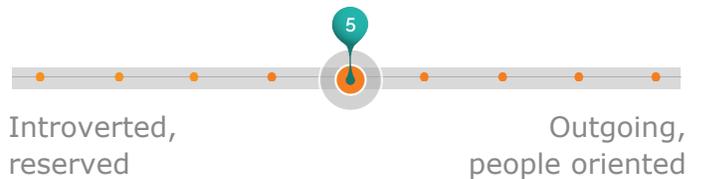
## Sense of Urgency

Tendency to display stamina and an eagerness for immediate results.



## People Contact

Tendency to be outgoing, people-oriented and to participate with others.



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.

## Interview Questions

Interview questions are provided based on how Mr Black compared to this Job Pattern. These questions address areas where Doug did not match with the job and are designed to assist you in the interview process.



### Reasoning Ability

A measure of expected learning, reasoning and problem solving potential.



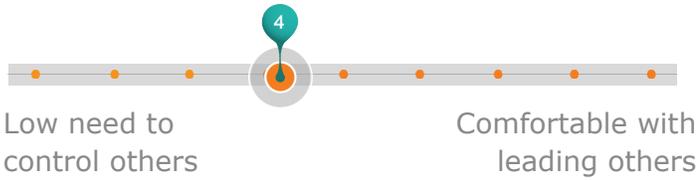
Mr Black earned a Reasoning score that is above the suggested level for this position. His problem-solving capabilities are greater than those of other individuals in this position. He may find himself less challenged than he would like.

### INTERVIEW QUESTIONS

- How do you prefer to gather information during a training session?
- Tell me about a time when you became bored with a job because it was not challenging enough.
- What experiences do you have in teaching new skills to others? What methods do you employ?

## Take Charge

Tendency to strive for control of people and situations and to lead more than follow.



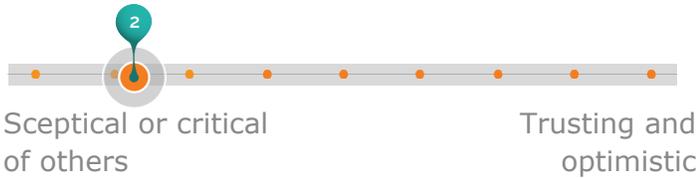
Having scored below the recommended level for the Take Charge scale for this position, Mr Black may be may have difficulty asserting himself to the degree that is optional for the job.

## INTERVIEW QUESTIONS

- In your own opinion, what does it mean to be assertive?
- Have you ever worked with someone you felt was too assertive? Describe your interactions with this person.
- How do you typically handle a situation when you have to be forceful in giving directions to others?

## Attitude

Tendency to have a positive or optimistic outlook regarding people and outcomes.



Mr Black scored below the recommended level for the Attitude scale for this position. This suggests his outlook is less positive than that of most successful individuals in this position and he may be more critical of himself than is necessary.

## INTERVIEW QUESTIONS

- Tell me about a time when someone questioned your intentions when you had done nothing to deserve it. What happened as a result and how did you react?
- Tell me about a time you were sceptical about something your organisation was trying to accomplish or implement. Describe your reasoning.
- Tell me about the last time you questioned the intentions of someone else. What motivated you to do that?