



JobFit™ select

Selection

Doug Black

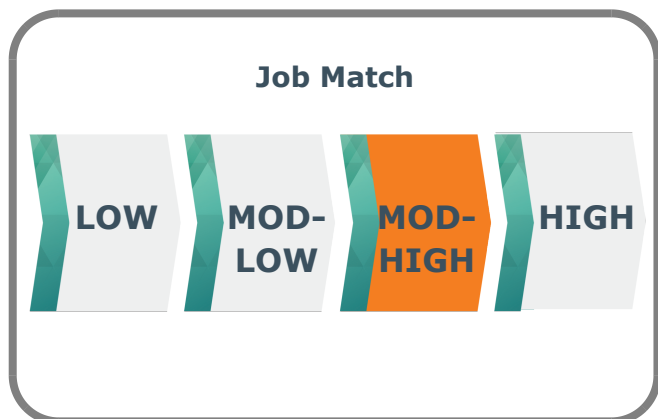


Job Pattern: Account Executive
Assessment Completed: 09-01-2017
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» Selection Report - Doug Black

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 earned an above average score on the Reasoning scale. He should have the capacity to learn and apply a wide variety of techniques and knowledge on the job. He should respond quite well to training.

Working at a moderate pace allows Mr Black to conserve his stamina for particularly time-sensitive tasks. Being fairly sociable, he tends to maintain open lines of communication with other team members. When the situation calls for it, he is willing to be assertive and act as a leader. It can be a challenge for him to refrain from being critical of himself and others.

The distortion score for Doug Black is 8

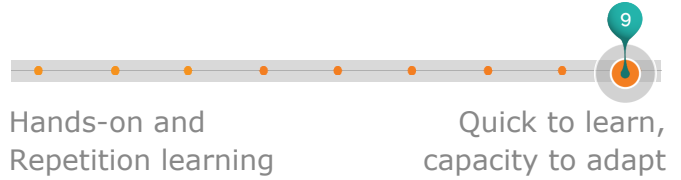
The Distortion score shows how candid the individual was while taking this assessment. The range for this scale is 1 to 9, with higher scores suggesting greater candour.

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.

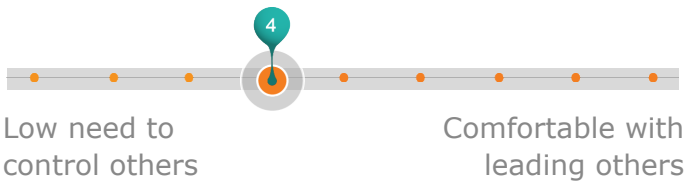
Reasoning Ability

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



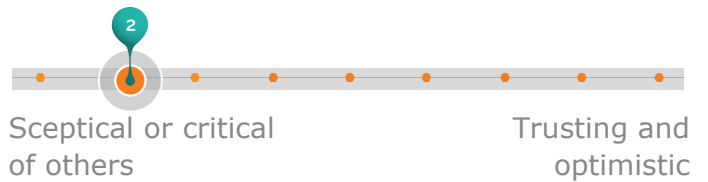
Take Charge

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



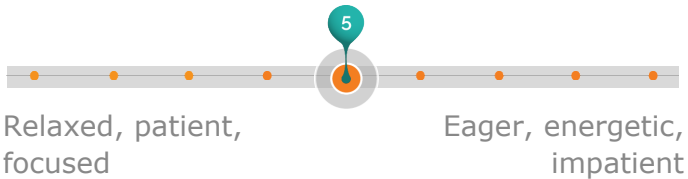
Attitude

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



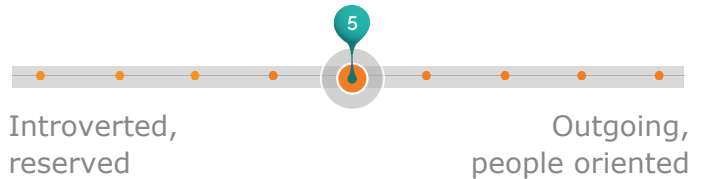
Sense of Urgency

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 scored above average in Reasoning when compared to others in this position. This means that his cognitive ability is higher than is normally suggested for the job. He may find himself less engaged than is preferable.

INSIGHTS

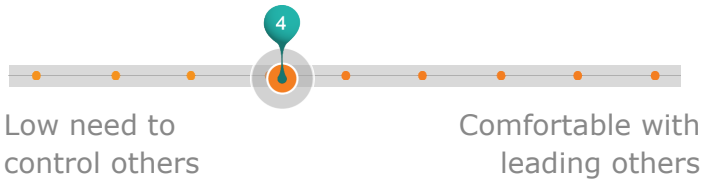
- Doug has the capacity to adapt to a wide variety of training situations.
- He can adapt to new situations with ease and he will test a variety of ways to address his tasks.
- Mr Black learns new concepts with ease and he is able to apply that information when addressing new job requirements.

INTERVIEW QUESTIONS

- Tell me about a poor training experience you had in the past.
- 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.

INSIGHTS

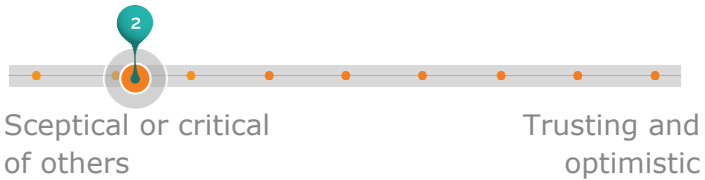
- Doug sometimes appreciates being in charge of projects, provided that he believes he can preserve the integrity of his partnerships with others.
- Mr Black is careful about being assertive, tending to be more of a facilitator than an influencer.
- Doug is willing to occasionally take charge of a situation, but he prefers to adopt a somewhat passive role in the group.

INTERVIEW QUESTIONS

- 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?
- In your own opinion, what does it mean to be assertive?

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.

INSIGHTS

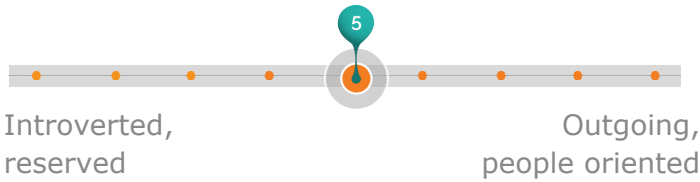
- Doug is often quick to question the intentions of others.
- Doug often finds it difficult to place confidence in the plans of others.
- Mr Black generally views unfamiliar situations in a negative light.

INTERVIEW QUESTIONS

- Tell me about a time you were sceptical about something your organisation was trying to accomplish or implement. Describe your reasoning.
- 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?
- How would you react if your supervisor assigned you a task you believed could not be done and he or she simply said "just trust me on this".

People Contact

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



Mr Black has a People Contact score that is within the appropriate range for this position. He appreciates social interaction, but he can prevent it from becoming a distraction.

INSIGHTS

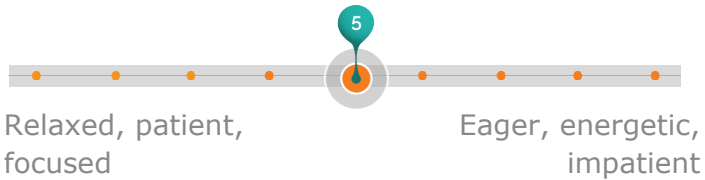
- He maintains good interpersonal relations and, because of his interactions with others, he likely possesses an adequate understanding of issues that commonly concern team members.
- Mr Black may be inclined to promote the benefits of working as a group, if asked.
- Doug can be fairly outgoing, but he may also be more reserved on some occasions.

INTERVIEW QUESTIONS

- Do you have any preferences regarding the degree of interpersonal contact in the workplace?

Sense of Urgency

Tendency to display stamina and an eagerness for immediate results.



Having scored within this position's recommended range of the Sense of Urgency scale, Mr Black can generally be expected to resist the temptation to act too quickly, unlike less patient individuals.

INSIGHTS

- He takes pride in working to accomplish goals quickly, but he recognises the need for slowing down and recharging at times.
- Doug generally has a fast and steady work pace, but he may occasionally need time to refresh energy reserves when the workload is especially intense.
- He is able to meet goals in a timely manner, if given adequate time to prepare.

INTERVIEW QUESTIONS

- How do you balance your work load effectively when your tasks vary significantly in urgency?