

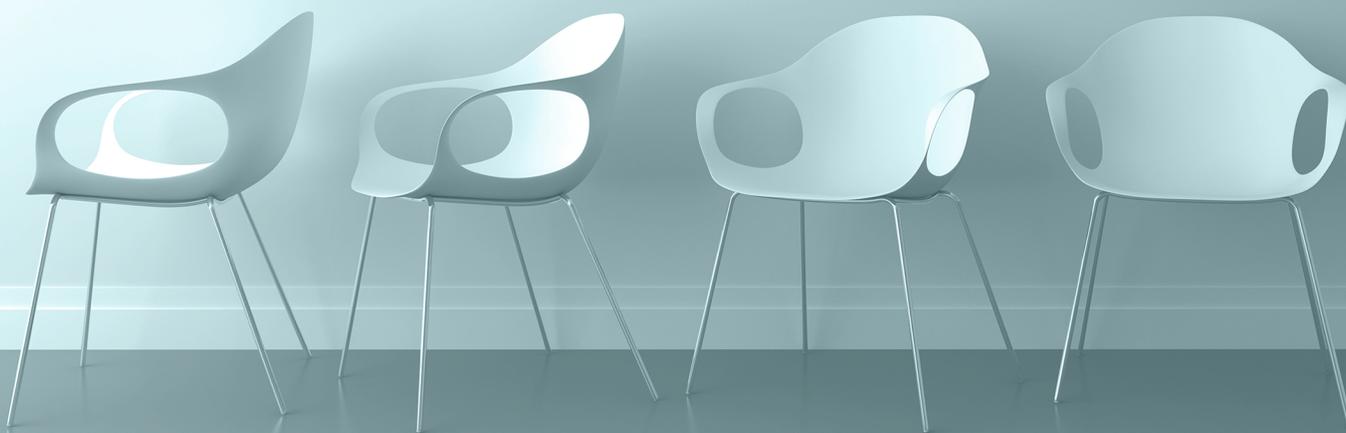


# Comprehensive Selection Report

One person, one position

CANDIDATE FIT  
PERFORMANCE MODEL  
INTERVIEW QUESTIONS

BETA 2



PROVIDED BY

**Predictive Assets**

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# INTRODUCTION

This report is intended to assist you in choosing the most qualified candidate(s) for the position of **Sample Position for PXTBETA2**. The Performance Model for this position reflects the attributes typical of high performers in this position. **Sally Sample's** personalized information will be compared to the Performance Model, giving you a detailed understanding of how well she might fit into this role.

## What's in this report?

| CANDIDATE FIT   | PERFORMANCE MODEL  | INTERVIEW QUESTIONS  |
|---|--|--|
| Candidate's results from the assessment compared to the Performance Model | Range of scores typical for success in the position, with scale and job fit interpretation | Series of personalized questions based on the candidate's fit to the Performance Model |

## What is a Performance Model?

The Performance Model for **Sample Position for PXTBETA2** provides the recommended range of skills and behaviors for the job. This report reflects the responses provided by Sally Sample when she completed the assessment and how well she fits into the range of scores for the position. The Performance Model measures:

### THINKING STYLE

- Thinking Style is the ability to process information
- The scale represents problem-solving, communication, interaction, and learning skills
- Results are illustrated on scales ranging from 1 to 10
- A higher score is not necessarily the best indicator of on-the-job performance

### BEHAVIORAL TRAITS

- Behavioral Traits are commonly observed actions that help define who you are
- Each scale is defined by two opposing, but equally valuable, end-points
- One end of the continuum is not better than the other

### INTERESTS

- This section may indicate a person's motivation and potential satisfaction with various jobs
- These are ranked in order from the person's highest- to lowest-scoring interest

## Was there distortion in the candidate's responses?

Some candidates may answer in a way that is socially desirable or to make themselves look better, rather than respond candidly and risk disapproval. Based on her assessment results, it appears that **Sally answered candidly**.

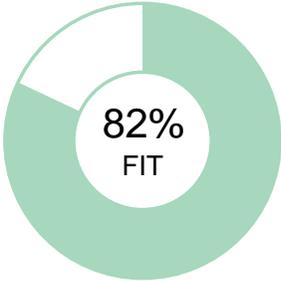
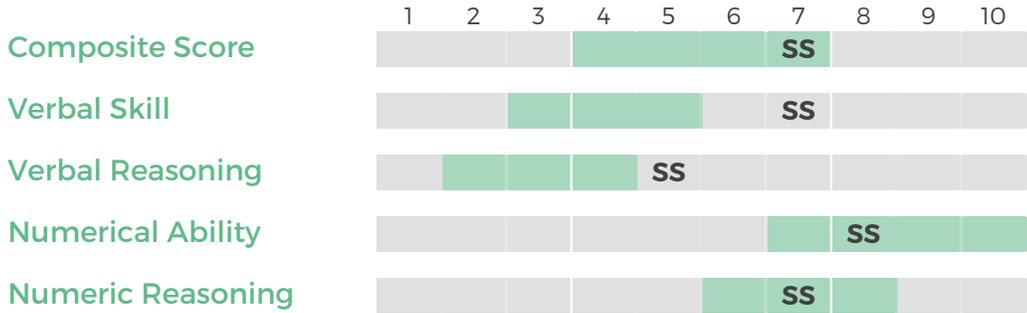
# \*\* SAMPLE POSITION FOR PXTBETA2 \*\*

Sally Sample

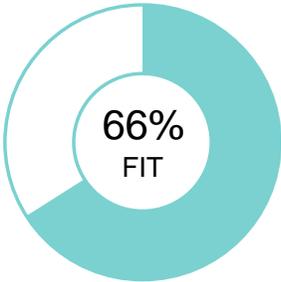
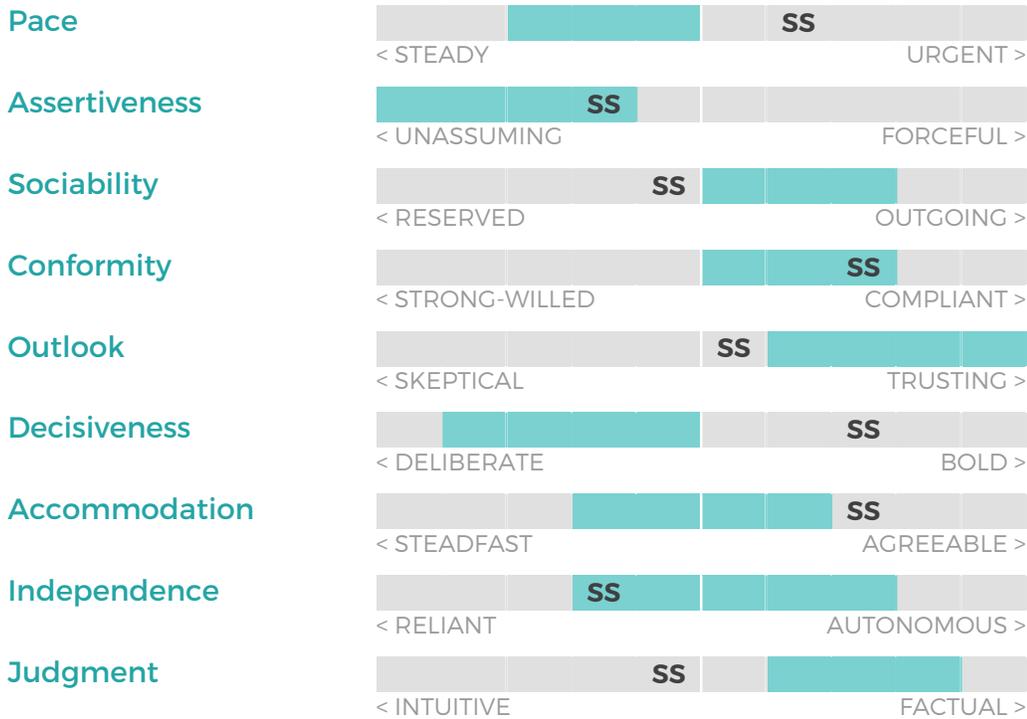


Performance Model = highlighted boxes; Sally's placement = her initials

## THINKING STYLE



## BEHAVIORAL TRAITS



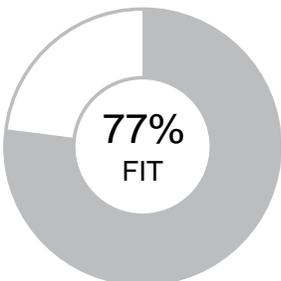
## ORDER OF INTERESTS

### Sally

- 1- MECHANICAL
  - ✓ 2- FINANCIAL/ADMIN
  - ✓ 2- TECHNICAL
  - 4- ENTERPRISING
  - ✓ 5- PEOPLE SERVICE
  - 5- CREATIVE
- } TIED
- } TIED

### Performance Model

- 1- FINANCIAL/ADMIN
- 2- PEOPLE SERVICE
- 3- TECHNICAL



# PERFORMANCE MODEL

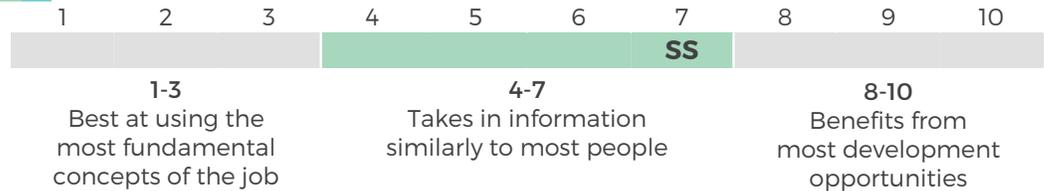
For \*\* Sample Position for PXTBETA2 \*\*

The highlighted boxes represent the \*\* Sample Position for PXTBETA2 \*\* Performance Model, reflecting the specific requirements for this position. Sally's placement is labeled with her initials.

## THINKING STYLE

### Composite Score

A reflection of overall learning, reasoning, and problem-solving potential

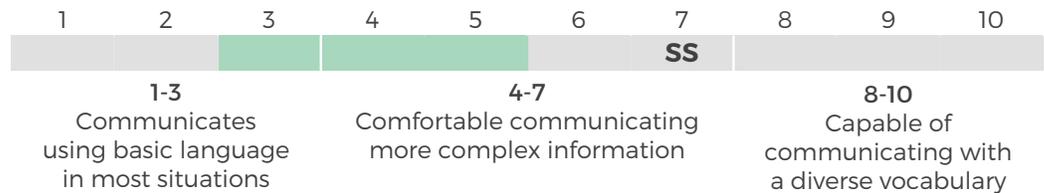


**Ideal Candidate:** Assimilates information with minimal confusion and can appreciate more complex information processing.

**Sally:** Fits the performance model.

### Verbal Skill

A measure of vocabulary

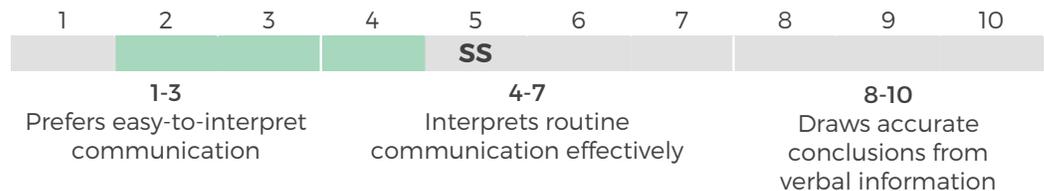


**Ideal Candidate:** Can process moderately complex language and has a vocabulary in the average range.

**Sally:** Has a bit more of a diverse vocabulary than people who are most successful in this position.

### Verbal Reasoning

Using words for reasoning and problem solving

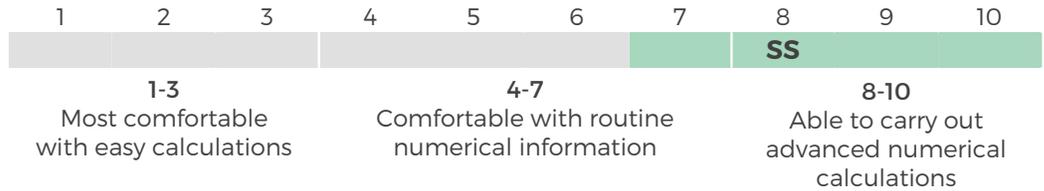


**Ideal Candidate:** Prefers communication that is clear, unambiguous, and does not require in-depth analysis.

**Sally:** May be a bit more capable of interpreting verbal instruction than others who have been successful in this position.

### Numerical Ability

A measure of numeric calculation ability

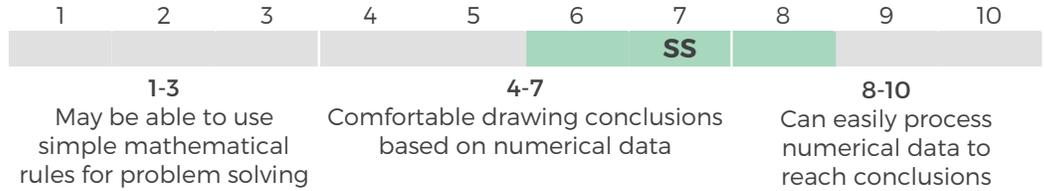


**Ideal Candidate:** Performs intricate calculations easily and is comfortable communicating complex data to others.

**Sally:** Fits the performance model.

### Numeric Reasoning

Using numbers as a basis in reasoning and problem solving



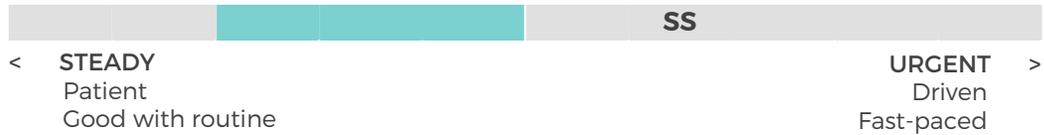
**Ideal Candidate:** Reasonably efficient when using numerical data in decision making and requires little assistance in processing charts and graphs.

**Sally:** Fits the performance model.

## BEHAVIORAL TRAITS

### Pace

Overall rate of task completion



**Ideal Candidate:** Most effective in a more low-pressure environment, but will pick up the pace when necessary.

**Sally:** Tends to perform at a brisker pace than the position requires and may lose patience with its routine.

### Assertiveness

Expression of opinions and need for control



**Ideal Candidate:** Little need to have influence over others and, instead, is content to follow direction in an amicable environment.

**Sally:** Fits the performance model.

**Sociability**

Desire for interaction with others



< **RESERVED**  
Introverted  
Keeps to one's self

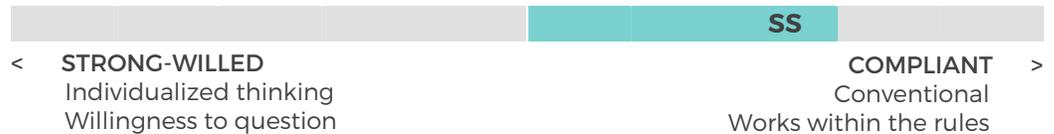
**OUTGOING** >  
Extraverted  
People-oriented

**Ideal Candidate:** Generally outgoing and capable of working effectively in a team environment.

**Sally:** Probably prefers a little less interaction with others than is typically required for success in this position.

**Conformity**

Attitude on policies and supervision



< **STRONG-WILLED**  
Individualized thinking  
Willingness to question

**COMPLIANT** >  
Conventional  
Works within the rules

**Ideal Candidate:** Responds well to a structured environment and does not mind close supervision.

**Sally:** Fits the performance model.

**Outlook**

Anticipation of outcomes and motives



< **SKEPTICAL**  
Seeks evidence  
Cautious

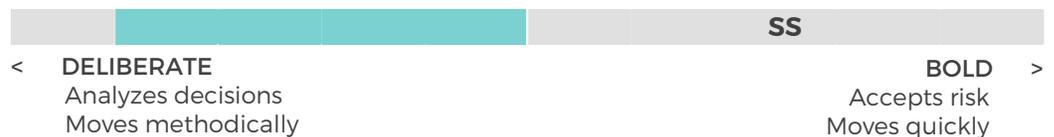
**TRUSTING** >  
Optimistic  
Unsuspecting

**Ideal Candidate:** Consistently maintains a positive expression and is very trusting of people and situations.

**Sally:** Less optimistic and trusting than others who typically perform best in this position.

**Decisiveness**

Use of speed and caution to make decisions



< **DELIBERATE**  
Analyzes decisions  
Moves methodically

**BOLD** >  
Accepts risk  
Moves quickly

**Ideal Candidate:** Capable of making timely responses but frequently deliberates by weighing the pros and cons of a situation.

**Sally:** May make decisions using too little information.

## Accommodation

Inclination to tend to others' needs and ideas



**Ideal Candidate:** Expresses his or her point-of-view, but is very attentive to the needs of others.

**Sally:** Less willing to be direct and challenge others' opinions than is typically required for optimum performance in this role.

## Independence

Level of preference for instruction and guidance



**Ideal Candidate:** Moderately independent yet can accept necessary supervision and structure.

**Sally:** Fits the performance model.

## Judgment

Basis for forming opinions and making decisions



**Ideal Candidate:** Bases decisions mostly on observable behaviors and data.

**Sally:** May be less objective when making decisions than people who have been successful in this position.

## INTERESTS

The PXT measures the level of preference for six interests. The **top three Interests for the Performance Model** are ranked in order in the column to the right. All six of **Sally's Interests** are ranked in order to the left, and the three that fit into the Performance Model are indicated with a **checkmark**.

### Sally's order of Interests

- 1- **MECHANICAL**  
Tools, machinery, various trades, work outdoors
- ✓ 2- **FINANCIAL/ADMIN**  
Organizing info, processing financial data, office routines
- **TIED** -
- ✓ 2- **TECHNICAL**  
Scientific and technical activities, research, intellectual skills
- 4- **ENTERPRISING**  
Using persuasiveness, presenting ideas, leading others
- ✓ 5- **PEOPLE SERVICE**  
Helping people, reaching compromises, working with others
- **TIED** -
- 5- **CREATIVE**  
Imaginative, original, and artistic activities

### Top Interests for this Performance Model

- 1- **FINANCIAL/ADMIN**
- 2- **PEOPLE SERVICE**
- 3- **TECHNICAL**

# INTERVIEW QUESTIONS

Sally Sample & \*\* Sample Position for PXTBETA2 \*\*

## CHALLENGE AREAS FOR THIS JOB FIT

Next you will find what could be Sally's top challenge areas for this position. The selection is based on how Sally scored on the assessment compared to the specific requirements for \*\* Sample Position for PXTBETA2 \*\*.

### Decisiveness

MORE BOLD THAN PERFORMANCE MODEL

She tends to make quick decisions, even when limited information is available.

→ Listen for: whether she can identify when it's beneficial to be more cautious in her decision-making.

1. Tell me about a decision you made that you regret. How long did you deliberate before you made that decision?
2. What types of decisions do you feel are appropriate to make quickly, and what decisions are better suited to extra research or analysis? Give me examples of each.

### Verbal Skill

ABOVE PERFORMANCE MODEL

She is comfortable communicating the more complex information.

→ Listen for: how much effort she uses to adjust her communication style to the needs of the audience.

3. Tell me about a time when you realized a colleague didn't understand what you were saying. What did you do to communicate your message more clearly?
4. Describe a situation where you had to explain a technical or complex subject to others. What steps did you take to ensure you adequately explained the key points?

### Pace

MORE URGENT THAN PERFORMANCE MODEL

She tends to be fairly driven and works at a moderate to fast pace.

→ Listen for: how willing she is to accommodate her colleagues' work pace and adjust to it.

5. Describe a situation in which you were working on an assignment with someone who prefers a slower pace than you do. How did you work together, and how did it turn out?
6. Tell me about a time when you had to motivate others to meet an urgent deadline. What was the result?

## AREAS OF STRENGTH FOR THIS JOB FIT

Next you will find what could be Sally's top areas of strength for this position. The selection is based on how Sally scored on the assessment compared to the specific requirements for \*\* Sample Position for PXTBETA2 \*\*.

### Numerical Ability

#### FITS PERFORMANCE MODEL

She can perform complex calculations on a regular basis.

☞ Listen for: her comfort with numerical calculations, including using new methods of calculating data.

7. Describe a situation where you had to consider different types of numerical information. How did you ensure that you understood the most important aspects of the data and correctly applied it?
8. When you are asked to use new mathematical processes at work, how long does it take for you to feel comfortable with it?

### Numeric Reasoning

#### FITS PERFORMANCE MODEL

She is reasonably efficient using numerical data in decision-making.

☞ Listen for: the complexity of the numerical problem-solving techniques used and how readily she can explain the details of those techniques.

9. Describe a situation where there were changes to the way you had to work with or report data. What did you do to make the adjustment and to ensure accuracy?
10. Tell me about a time when you used numerical data to find a solution to a problem or convince others to change the way they were doing things.

### Conformity

#### FITS PERFORMANCE MODEL

She tends to be very cooperative and almost always works within the rules.

☞ Listen for: whether she recognizes when to push back and when to comply, given the situation.

11. Tell me about a time when your supervisor made a decision and you disagreed with it. How would colleagues describe your reaction to the situation?
12. Describe a situation where you had to push repeatedly for your opinion. Would you handle the situation differently today? Why or why not?

## QUESTIONS FOR REMAINING SCALES

You will find suggested interview questions for the remaining scales below.

### Verbal Reasoning

#### ABOVE PERFORMANCE MODEL

She is capable of discerning the important elements in basic communications.

☞ Listen for: how willing she is to take responsibility for successful communication with others.

13. Tell me about a time when you had to update people who all needed different information. How did you determine who needed what information?
14. When you communicate to people with different needs, how do you adjust your approach? Give me an example of how you've been successful in this and when you could have communicated differently.

### Assertiveness

#### FITS PERFORMANCE MODEL

She tends to be fairly diplomatic and has little desire for control over people or policies.

☞ Listen for: how successfully she determines when to push forward and when to refrain from action.

15. Describe a recent experience where you had to be assertive with a colleague. How did you determine how much you needed to push to get what you needed?
16. When you work with someone who is highly forceful or demanding, what approach do you take to maintain an effective working relationship with this person?

### Sociability

#### MORE RESERVED THAN PERFORMANCE MODEL

She tends to be fairly introverted and may often keep to herself.

☞ Look for: how willing she is to socialize when a task calls for it.

17. What are some practices you've used to develop and maintain strong workplace relationships?
18. Tell me about a work situation that required you to be very outgoing. What was challenging and what did you enjoy about this experience?

**Outlook****MORE SKEPTICAL THAN PERFORMANCE MODEL**

She tends to be fairly optimistic and trusting.

☞ **Listen for: how willing she is to give others the benefit of the doubt.**

19. Describe a recent brainstorming or problem solving session you had with your colleagues. What are advantages and disadvantages of such sessions?
  
20. How do you rebuild trust that has been lost in a relationship? Give me an example from your experience.

**Accommodation****MORE AGREEABLE THAN PERFORMANCE MODEL**

She tends to be harmonious and eager to cooperate.

☞ **Listen for: whether she is willing to engage in difficult situations or conflict when the situation calls for it.**

21. Tell me about a time when another person really tried your patience. Specifically, talk about a time when you were angry or frustrated.
  
22. Describe a time when you acted as a mediator between two of your team members. What was the outcome?

**Independence****FITS PERFORMANCE MODEL**

She may seek support and is usually ready to accept supervision.

☞ **Listen for: the level of guidance she prefers and whether she has been satisfied with guidance in the past.**

23. For work you've done in the past, when has following a very structured procedure been beneficial? When has it been better to develop your own approach?
  
24. Describe an example of the ideal level of guidance you received at the start of a new assignment. Tell me about a time when you were frustrated with the level of guidance.

**Judgment****MORE INTUITIVE THAN PERFORMANCE MODEL**

She probably balances common sense and practical experience to make decisions.

☞ **Listen for: her level of frustration when asked to disregard her instincts and base a decision solely on facts.**

25. Describe a time when you had to put aside your strong sense of the right direction and make a decision based purely on facts. What happened, and how did you feel about it?
  
26. What are the benefits of basing decisions on "gut instincts?" When might this approach be problematic?

# APPENDIX

## Sally Sample & \*\* Sample Position for PXTBETA2 \*\*

The following chart depicts the **normal distribution** of the scores. About 68% of the population falls within the mid-range of scores. The breakdown of population percentages for each is listed below. The Performance Model is shaded, and **Sally Sample's** placement is labeled with her initials.

