



Isaac Sample

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Candidate ID: 78034
Email: isullivan@hrmc.com
Job Title Applying For: Sapiente aspernatur expedita consectetur unde aut

Organization: Sample Distributor

To ensure you are obtaining the full benefits available to you from the use of this assessment, please read the information contained in this report carefully. By using the information provided in this report, you are acknowledging that you understand the general guidelines for interpreting the assessment results.

While this assessment was designed to help assess various aspects of personality and/or skills, the report results are presented in terms of probabilities. False Positives and False Negatives are expected. PsyMetrics and the test developer are not liable for test taker behaviors.

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What the Sales Hunter Profile Measures

The Sales Hunter Profile is a general indicator of the individual's ability and desire to be achievement driven, outgoing, confident and an overall go-getter. These characteristics have been scientifically proven to be predictive of top sales and management performance.

The areas assessed by this Profile are:

Achievement Drive	Achievement Drive measures the degree to which the individual is likely to be competitive and driven to be the best. This characteristic is important for jobs where the attainment of established goals and benchmarks are important (e.g., sales jobs). It is also important for jobs where there may be competition within departments or between coworkers and positions where the individual is expected to grow and advance to higher levels within the organization.
Assertiveness	Assertiveness measures the degree to which the individual is likely to assert him/herself, speak his/her mind and enjoy taking control or the lead in group situations. This characteristic is important for jobs where a strong personality is a plus (e.g., most sales jobs and managerial positions).
Extraversion	Extraversion measures the degree to which the individual is likely to be outgoing, sociable and assertive in his/her interactions. This characteristic is important for jobs requiring strong, outgoing personalities and strong social skills (e.g., sales, marketing and some management jobs).
Go-Getter Attitude	Go-Getter measures the degree to which the individual is dedicated, shows initiative, has a positive demeanor and exhibits independence. This characteristic is important for jobs requiring independent work and a self-starter attitude.
Self Confidence	The Self Confidence scale measures the degree to which the individual is likely to be self-assured, independent and is confident in his or her decisions and actions.
Work Ethic	Work Ethic measures the degree to which the individual is likely to be hardworking, reliable, dedicated and punctual. He/she is conscientious, organized and plans ahead.

Candidness of the Sales Hunter Profile Results

This Profile includes a candidness check to determine the degree to which the individual may have exaggerated his/her responses in order to present themselves more favorably. The results of this validity check with interpretation is presented on the following page.

Interpreting the Profile Results

The following page also presents the Total Score Summary and Total Score Interpretation. This is followed by the Score Profile. The Score Profile includes the scores for all of the scales. The scores are presented in terms of percentiles. The percentile indicates how the candidate scored relative to all other individuals who have taken the assessment. For example, if a candidate's score on a particular scale shows as the 75th percentile, this indicates he/she scored better than 75% of all other people who have completed that scale.

The pages that follow the Score Profile provide detailed interpretations for each of the scales, as well as, management strategies and follow-up interview questions one can ask the candidate to obtain more insight with respect to areas needing development.



Total Score Summary



Total Score Interpretation

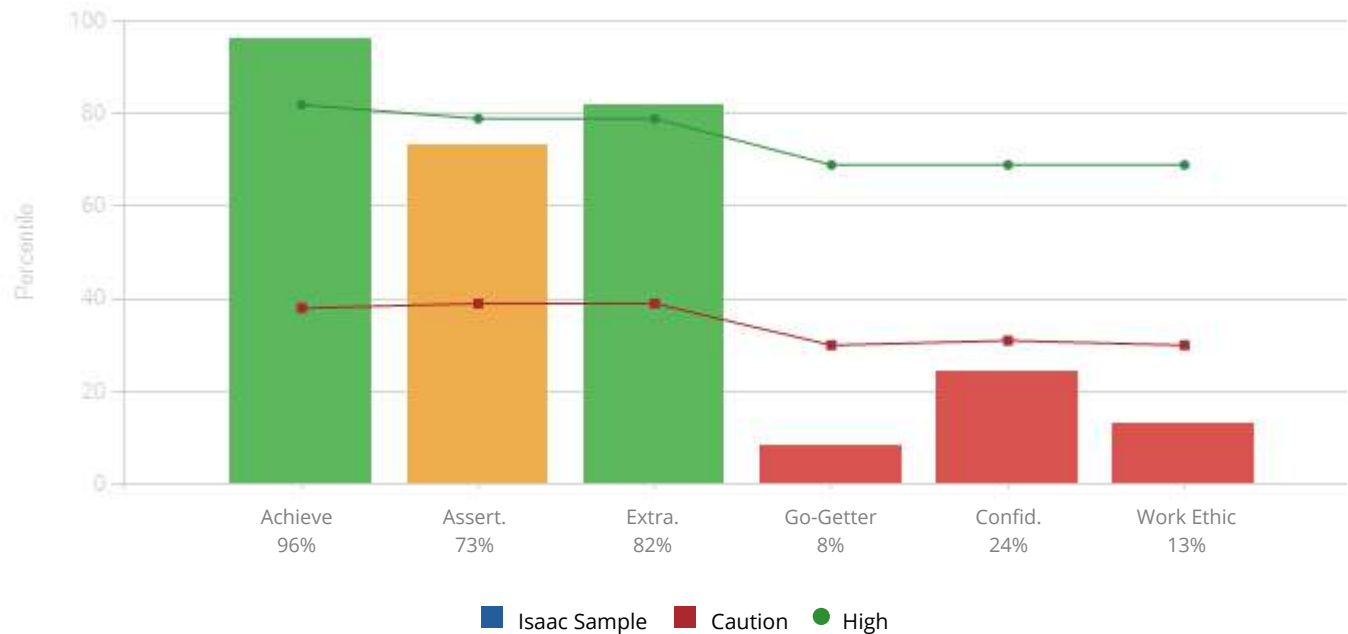
This candidate's total Sales Hunter Profile score falls within the Moderate range. This candidate generally demonstrates moderate to average levels of drive and self-starter attitudes. And works moderately hard to achieve set goals. If the candidate is to be exceptional in those jobs where these attributes are critical (e.g., sales, management, entrepreneur), he/she needs to strengthen certain aspects of these behaviors and attitudes. Review individual scale details to better understand strengths and potential shortcomings. This individual's level of drive and self-starter attitudes is consistent with that of most other candidates.

Score Validity

Candidness: High: The candidate's responses are likely to be an accurate representation of his/her attitudes and behaviors.



Score Profile



The bar graph above shows the candidate's score pattern across all the dimensions assessed by this profile. The pages that follow offer detailed insight into each dimension score.



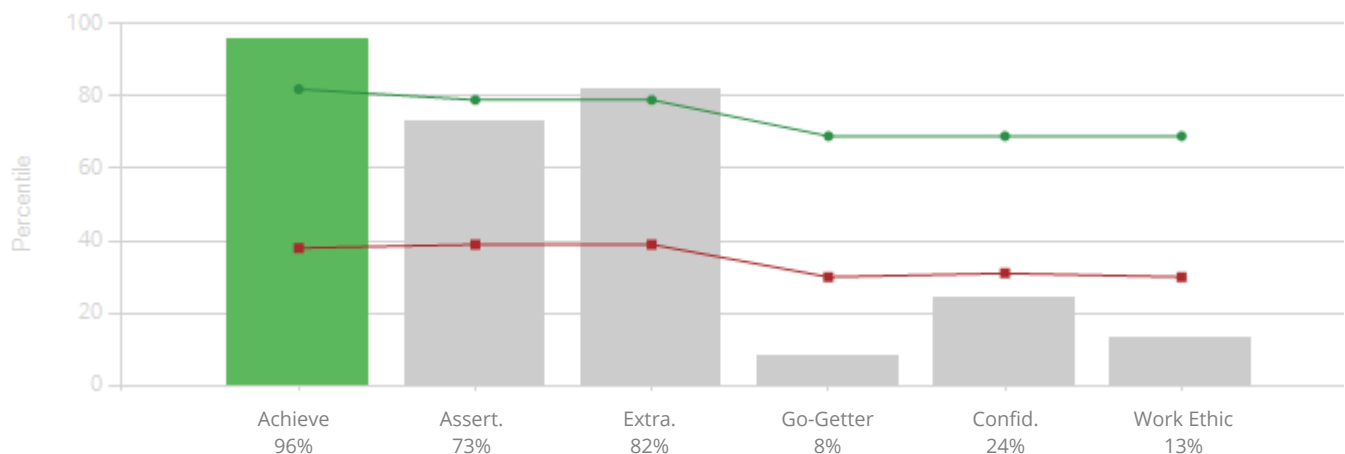
Achievement Drive



Score Details

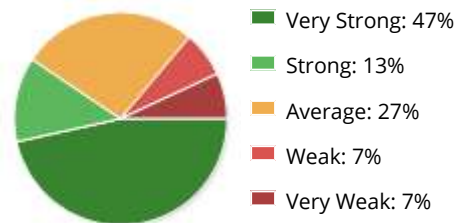
Achievement Drive measures the degree to which the individual is likely to be competitive and driven to be the best. This characteristic is important for jobs where the attainment of established goals and benchmarks are important (e.g., sales jobs). It is also important for jobs where there may be competition within departments or between coworkers and positions where the individual is expected to grow and advance to higher levels within the organization.

Isaac Sample scored in the 96th percentile on Achievement Drive (High), meaning Isaac scored better than 96 percent of other candidates who have completed this assessment.



Strength of Candidate's Responses

The graphic below shows the candidate's response pattern for the Achievement Drive behavioral dimension. This illustration is useful for assessing the strength of the candidate's attitudes and behaviors associated with Achievement Drive.



Expected Job Behaviors

- This individual is competitive.
- Is constantly trying to surpass set goals.
- He/she is driven to be the best at whatever he/she does.
- Is likely to create competitive situations with coworkers.



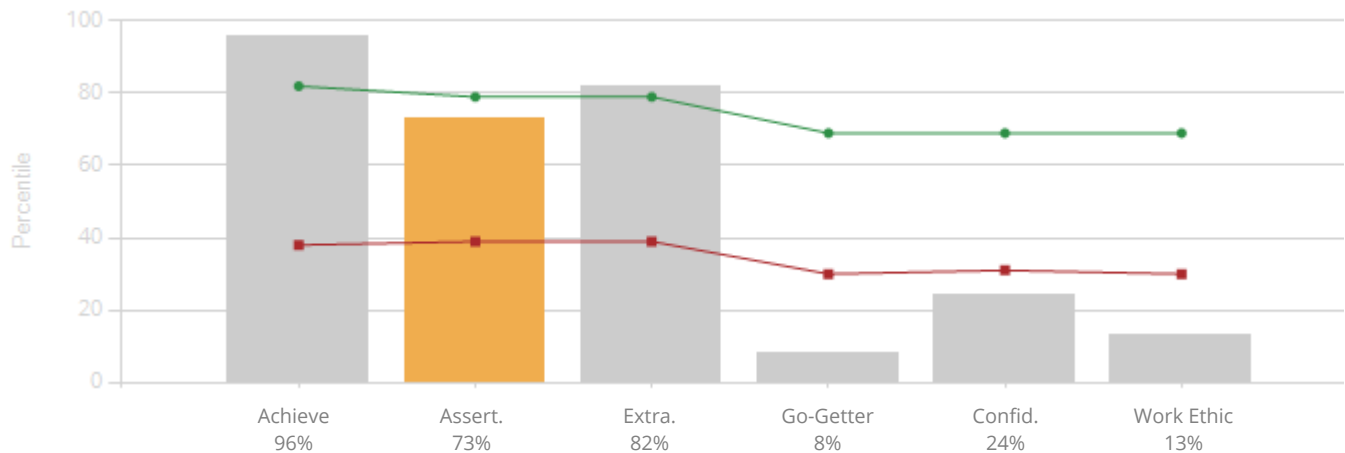
Assertiveness



Score Details

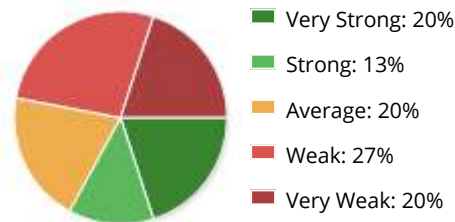
Assertiveness measures the degree to which the individual is likely to assert him/herself, speak his/her mind and enjoy taking control or the lead in group situations. This characteristic is important for jobs where a strong personality is a plus (e.g., most sales jobs and managerial positions).

Isaac Sample scored in the 73rd percentile on Assertiveness (Average), meaning Isaac scored better than 73 percent of other candidates who have completed this assessment.



Strength of Candidate's Responses

The graphic below shows the candidate's response pattern for the Assertiveness behavioral dimension. This illustration is useful for assessing the strength of the candidate's attitudes and behaviors associated with Assertiveness.



Expected Job Behaviors

- Does not normally engage in overly controlling behaviors.
- Is not overly persistent with other people.
- This individual's assertiveness score is consistent with most other candidates.
- Tends to show an even-tempered demeanor when it comes to assertiveness.
- On occasion can be expected to speak his/her mind.



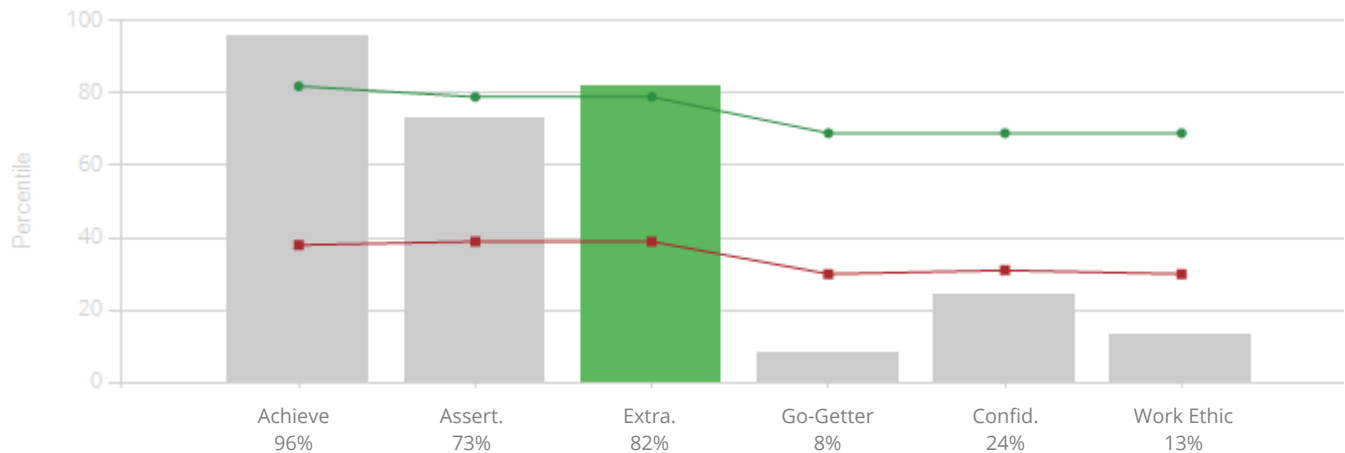
Extraversion



Score Details

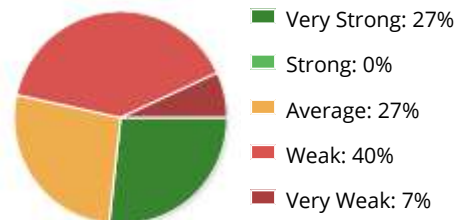
Extraversion measures the degree to which the individual is likely to be outgoing, sociable and assertive in his/her interactions. This characteristic is important for jobs requiring strong, outgoing personalities and strong social skills (e.g., sales, marketing and some management jobs).

Isaac Sample scored in the 82nd percentile on Extraversion (High), meaning Isaac scored better than 82 percent of other candidates who have completed this assessment.



Strength of Candidate's Responses

The graphic below shows the candidate's response pattern for the Extraversion behavioral dimension. This illustration is useful for assessing the strength of the candidate's attitudes and behaviors associated with Extraversion.

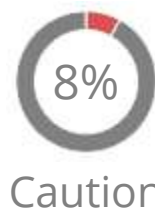


Expected Job Behaviors

- This individual is outgoing and sociable.
- He/she usually does most of the talking in conversations.
- He/she will speak his/her mind when the situation calls for it.
- Enjoys building relationships with others.



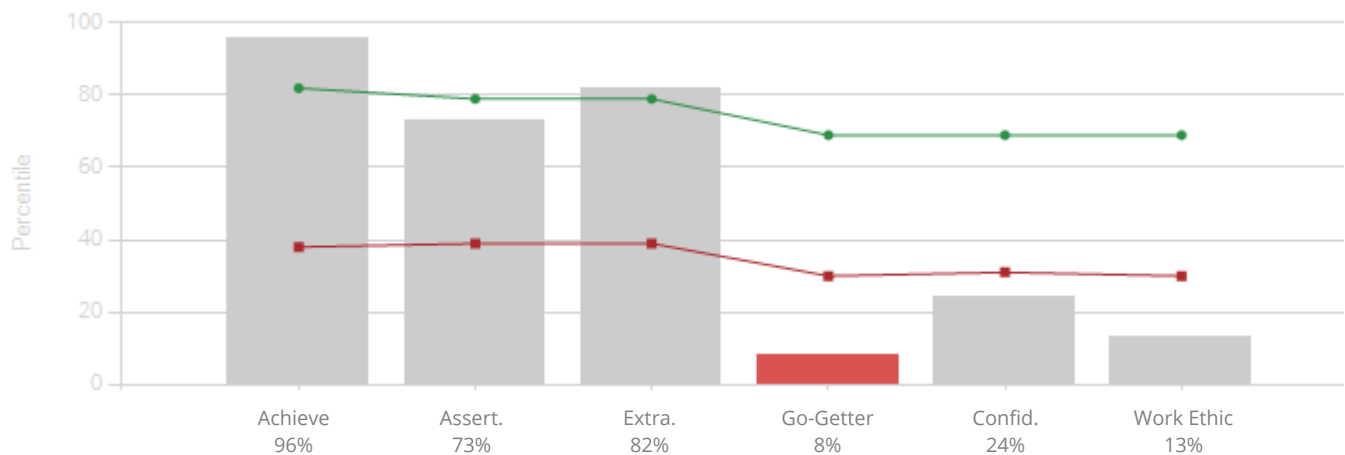
Go-Getter Attitude



Score Details

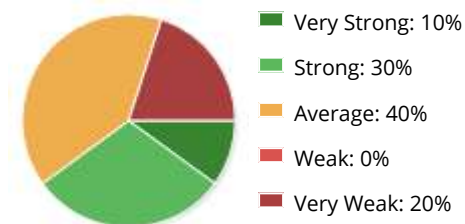
Go-Getter measures the degree to which the individual is dedicated, shows initiative, has a positive demeanor and exhibits independence. This characteristic is important for jobs requiring independent work and a self-starter attitude.

Isaac Sample scored in the 8th percentile on Go-Getter Attitude (Caution), meaning Isaac scored lower than 92 percent of other candidates who have completed this assessment.



Strength of Candidate's Responses

The graphic below shows the candidate's response pattern for the Go-Getter Attitude behavioral dimension. This illustration is useful for assessing the strength of the candidate's attitudes and behaviors associated with Go-Getter Attitude.



Expected Job Behaviors

- This individual's go-getter demeanor is lower than that of most other candidates.
- May be difficult for this candidate to exhibit commitment and autonomy.
- May find it difficult to exhibit initiative, independence and dedication.
- This is an area for development.



Self Confidence

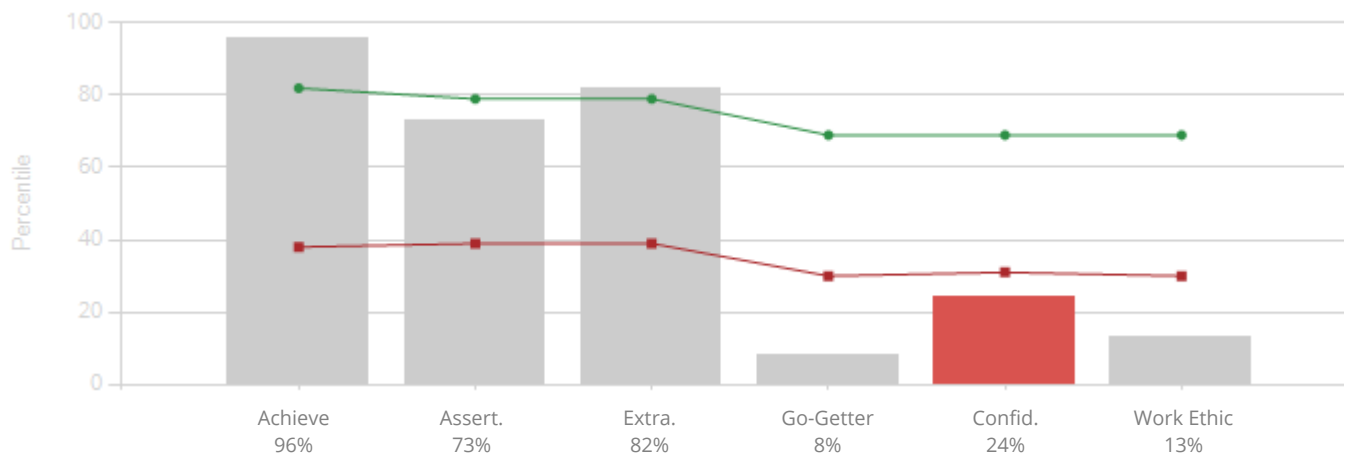


Caution

Score Details

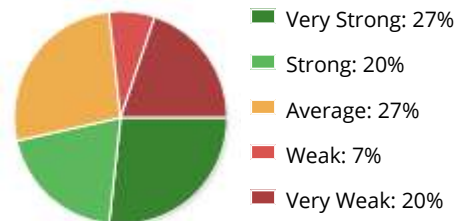
The Self Confidence scale measures the degree to which the individual is likely to be self-assured, independent and is confident in his or her decisions and actions.

Isaac Sample scored in the 24th percentile on Self Confidence (Caution), meaning Isaac scored lower than 76 percent of other candidates who have completed this assessment.



Strength of Candidate's Responses

The graphic below shows the candidate's response pattern for the Self Confidence behavioral dimension. This illustration is useful for assessing the strength of the candidate's attitudes and behaviors associated with Self Confidence.



Expected Job Behaviors

- Has trouble being self-assured.
- May not demonstrate self-confidence in their decisions.
- Is generally overly affected by what others think of him/her.
- Bouncing back from negative situations is difficult for him/her due to their lack of belief in self.



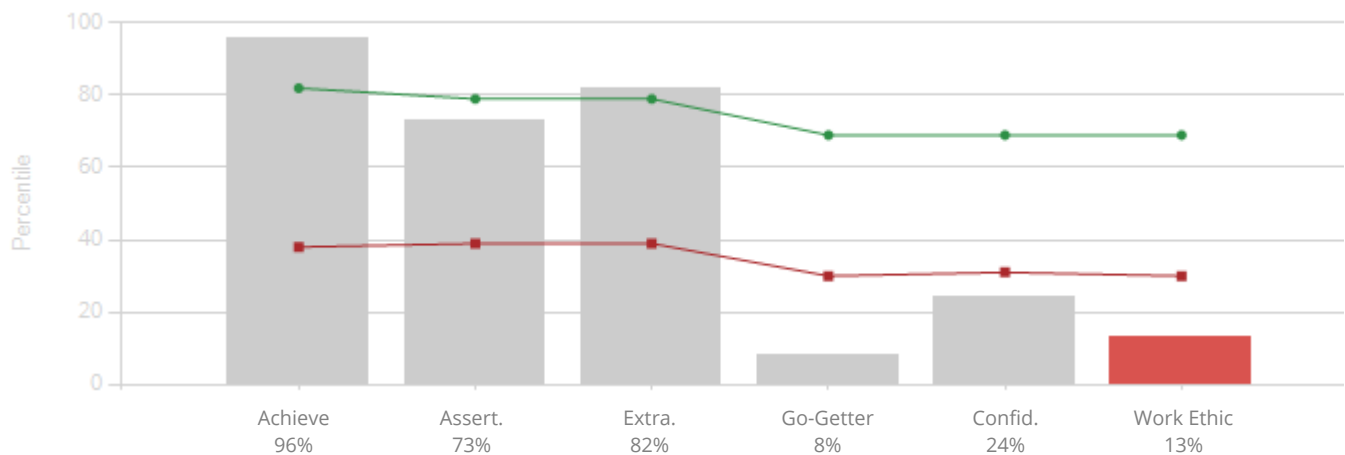
Work Ethic



Score Details

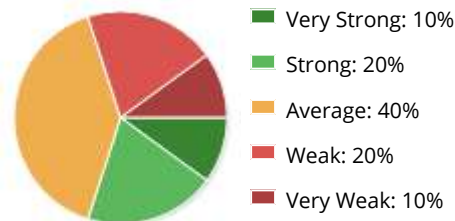
Work Ethic measures the degree to which the individual is likely to be hardworking, reliable, dedicated and punctual. He/she is conscientious, organized and plans ahead.

Isaac Sample scored in the 13th percentile on Work Ethic (Caution), meaning Isaac scored lower than 87 percent of other candidates who have completed this assessment.



Strength of Candidate's Responses

The graphic below shows the candidate's response pattern for the Work Ethic behavioral dimension. This illustration is useful for assessing the strength of the candidate's attitudes and behaviors associated with Work Ethic.



Expected Job Behaviors

- This individual may experience difficulty showing up to work on time consistently, and may lack attention to detail when performing assigned tasks.
- This employee tends not to be quality focused.
- This employee may struggle to meet work deadlines.
- This is an area of concern with this individual and additional interviewing and reference checks are strongly encouraged.



Management Strategies

This section of the report offers suggestions for developing or managing the candidate based on his/her Profile responses. The diagram below also offers a graphical representation of the areas covered by the Profile. The smaller the area, the more coaching/development might be required.

Achievement Drive

- To maintain the candidate's drive and motivation, reward their winning attitude.
- Work with the individual to develop challenging goals and reward goal accomplishment.
- While this characteristic is important for business success, care must be taken to make sure the individual's high level of competitiveness does not affect team performance or relationships.
- This individual's competitive energy needs to be focused on being the best he/she can be within the overall business plans and strategies.



- Achievement Drive 96%
- Assertiveness 73%
- Extraversion 82%
- Go-Getter Attitude 8%
- Self Confidence 24%
- Work Ethic 13%

Assertiveness

- Candidates who score in this range from time to time may not be as assertive as they should be for certain positions. Past situations when they lacked assertiveness should be brought to their attention.
- Develop a specific action plan to enhance assertiveness.
- Develop strategies during training, focusing on specific instances where he/she can improve and giving them the tools to do so.
- May want to consider assigning the individual to job responsibilities where assertiveness is not a priority.



- Achievement Drive 96%
- Assertiveness 73%
- Extraversion 82%
- Go-Getter Attitude 8%
- Self Confidence 24%
- Work Ethic 13%

Extraversion

- This individual is ideal for jobs requiring social interactions and building relationships. He/she enjoys interacting with others. Ensure his/her job involves coworker or customer contact and the opportunity to grow those relationships.
- Expect him/her to be talkative and sociable. Support these behaviors if they do not negatively affect his/her performance.
- If their outgoing/talkative nature does affect productivity in a negative manner, point it out and discuss expectations going forward.

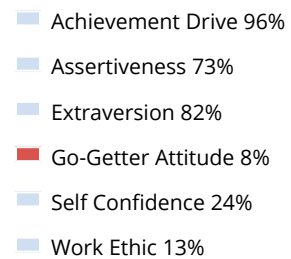


- Achievement Drive 96%
- Assertiveness 73%
- Extraversion 82%
- Go-Getter Attitude 8%
- Self Confidence 24%
- Work Ethic 13%



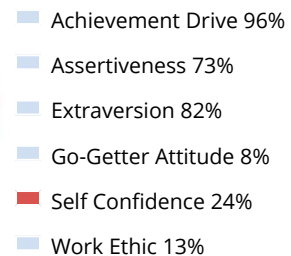
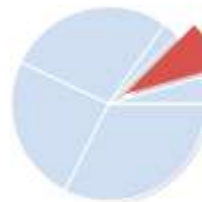
Go-Getter Attitude

- This individual's level of go-getter attitude is lower than most.
- Given the importance of this characteristic for jobs requiring drive and autonomous work, significant focus needs to be placed on finding out what could be blocking such behaviors and attitudes. Are there internal or external factors impeding Initiative? Independence? Commitment? Show the individual examples of expected behaviors in these areas.
- Spend time developing a relationship with the individual and find out what motivates him/her (e.g., praise, awards, recognition, the challenge) and use these motivators to boost their performance.
- Reward the individual when initiative is demonstrated.



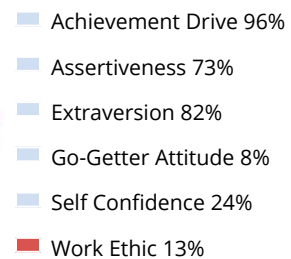
Self Confidence

- Having confidence and feeling one is in control of situations is critical for all aspects of work and life in general. This candidate needs to be positively reinforced consistently.
- Criticism should be avoided. Instead, reinforce positive behaviors through praise and acknowledgment.
- Training should focus on repetition of specific tasks that require decision-making. This will build confidence.
- The key with these individuals is building their self-esteem and self-confidence so that they feel they are in control during their day-to-day activities.



Work Ethic

- Monitor this employee's attendance and punctuality closely. Establish clear guidelines on attendance and task completion and consequences for not following through.
- Clearly explain work deadlines and hold him/her accountable.
- Establish a system of consequences for unreliable behaviors. Reinforce these consequences. When the individual demonstrates steady, dependable behaviors, be sure to recognize and encourage these actions.



Interview Guide

This report includes follow-up interview questions that focus on those areas where further development might be needed. These questions serve as an excellent guide during the hiring process, coaching or developmental efforts to further uncover potentially negative behavioral tendencies.

Achievement Drive

Question:

Give examples from your work history when you have "lost" or an outcome was not what you were striving for? What did you learn from it?

Response Notes:

Response Expected of a
Poor Performing Employee

1

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Response Expected of a
Satisfactory Employee

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Response Expected of an
Excellent Employee

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Question:

Do you tend to strive for perfection or are you more relaxed and easy going? Give examples from your work to support your response.

Response Notes:

Response Expected of a
Poor Performing Employee

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Response Expected of a
Satisfactory Employee

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Response Expected of an
Excellent Employee

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Question:

What percentage of the work objectives or goals that you and your supervisor have established for yourself do you feel are appropriate to achieve? What percentage of your goals do you normally achieve?

Response Notes:

Response Expected of a
Poor Performing Employee

1

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Response Expected of a
Satisfactory Employee

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Response Expected of an
Excellent Employee

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Question:

Describe work situations when you were not able to take a risk when others did? Why did you hold back?

Response Notes:

Response Expected of a
Poor Performing Employee

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Response Expected of a
Satisfactory Employee

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Response Expected of an
Excellent Employee

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Question:

Please give examples from your experience of employees or coworkers you felt were overly competitive. Please describe their behavior and how it differed from yours.

Response Notes:

Response Expected of a
Poor Performing Employee

1

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Response Expected of a
Satisfactory Employee

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Response Expected of an
Excellent Employee

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Question:

What motivates you? Are you self-motivated or are you motivated by external factors (for example, money, other people, etc.)?

Response Notes:

Response Expected of a
Poor Performing Employee

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Response Expected of a
Satisfactory Employee

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Response Expected of an
Excellent Employee

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Assertiveness

Question:

How would your coworkers describe you in terms of your aggressiveness or assertiveness? Why would they have this impression of you?

Response Notes:

Response Expected of a
Poor Performing Employee

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Response Expected of a
Satisfactory Employee

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Response Expected of an
Excellent Employee

6

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Question:

If you are in a meeting and you have something you want to say, but you have not had the opportunity to speak, what would you do?
How would you handle the situation?

Response Notes:

Response Expected of a
Poor Performing Employee

Response Expected of a
Satisfactory Employee

Response Expected of an
Excellent Employee

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Question:

Describe for me instances when you wished you had been more assertive? Give work-related examples.

Response Notes:

Response Expected of a
Poor Performing Employee

Response Expected of a
Satisfactory Employee

Response Expected of an
Excellent Employee

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Question:

What do you do when you don't agree with your supervisor or manager? Do you let him/her know? Describe previous work situations when you did not speak up.

Response Notes:

Response Expected of a
Poor Performing Employee

Response Expected of a
Satisfactory Employee

Response Expected of an
Excellent Employee

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Question:

Would you say you are more laid back than assertive? Give examples from your work experience to support your answer.

Response Notes:

Response Expected of a
Poor Performing Employee

Response Expected of a
Satisfactory Employee

Response Expected of an
Excellent Employee

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Question:

Describe your usual role in group meetings or discussions? Would you say you are a listener or a talker?

Response Notes:

Response Expected of a
Poor Performing Employee

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Response Expected of a
Satisfactory Employee

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Response Expected of an
Excellent Employee

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Question:

Why is it difficult for you to be assertive? Looking back, what work situations should you have been more assertive in?

Response Notes:

Response Expected of a
Poor Performing Employee

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Response Expected of a
Satisfactory Employee

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Response Expected of an
Excellent Employee

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Question:

Describe work situations when you have been more reserved than you should have been. What was the outcome?

Response Notes:

Response Expected of a
Poor Performing Employee

1

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Response Expected of a
Satisfactory Employee

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Response Expected of an
Excellent Employee

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Question:

Have there been times when you wished you could have stated what you were thinking? What keeps you from expressing your true opinion?

Response Notes:

Response Expected of a
Poor Performing Employee

1

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Response Expected of a
Satisfactory Employee

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Response Expected of an
Excellent Employee

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Question:

Describe how being less assertive than most people has benefitted you in work situations?

Response Notes:

Response Expected of a
Poor Performing Employee

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Response Expected of a
Satisfactory Employee

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Response Expected of an
Excellent Employee

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Extraversion

Question:

Describe situations when you have been more easy going than assertive.

Response Notes:

Response Expected of a
Poor Performing Employee

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Response Expected of a
Satisfactory Employee

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Response Expected of an
Excellent Employee

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Question:

Describe for me how you generally have handled yourself in meetings. Give specific examples of times when you have been quieter than you should have been.

Response Notes:

Response Expected of a
Poor Performing Employee

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Response Expected of a
Satisfactory Employee

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Response Expected of an
Excellent Employee

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Question:

Give work-related examples of when you have not been able to take charge of a situation that you wished you would have.

Response Notes:

Response Expected of a
Poor Performing Employee

1

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Response Expected of a
Satisfactory Employee

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Response Expected of an
Excellent Employee

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Question:

If you had to choose between spending time alone or with others, which would you prefer? Give examples from your work experience when you have preferred to spend time alone rather than with groups of coworkers or customers.

Response Notes:

Response Expected of a
Poor Performing Employee

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Response Expected of a
Satisfactory Employee

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Response Expected of an
Excellent Employee

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Question:

Give examples of when you have found it awkward to have to try and start a conversation with a stranger. How have you generally dealt with these types of situations at work?

Response Notes:

Response Expected of a
Poor Performing Employee

1

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Response Expected of a
Satisfactory Employee

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Response Expected of an
Excellent Employee

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7

Question:

Tell me about work experiences when you have preferred to be alone rather than spending time with others.

Response Notes:

Response Expected of a
Poor Performing Employee

1

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Response Expected of a
Satisfactory Employee

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Response Expected of an
Excellent Employee

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Question:

Tell me about personal relationships you have built with your coworkers. How has this impacted your work?

Response Notes:

Response Expected of a
Poor Performing Employee

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Response Expected of a
Satisfactory Employee

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Response Expected of an
Excellent Employee

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Question:

Give examples of when you have acted shyer than you should have in work situations.

Response Notes:

Response Expected of a
Poor Performing Employee

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Response Expected of a
Satisfactory Employee

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Response Expected of an
Excellent Employee

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Question:

From your work experience, in what situations have you found it difficult to be sociable?

Response Notes:

Response Expected of a
Poor Performing Employee

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Response Expected of a
Satisfactory Employee

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Response Expected of an
Excellent Employee

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Question:

When have you been less assertive than you should have been? Please explain your response based on your work experiences.

Response Notes:

Response Expected of a
Poor Performing Employee

1

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Response Expected of a
Satisfactory Employee

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Response Expected of an
Excellent Employee

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Question:

How difficult has it been for you to take charge of discussions and interactions with others at work? How have you dealt with this?

Response Notes:

Response Expected of a
Poor Performing Employee

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Response Expected of a
Satisfactory Employee

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Response Expected of an
Excellent Employee

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Go-Getter Attitude

Question:

What percentage of your deadlines do you usually meet? How acceptable is that to you?

Response Notes:

Response Expected of a
Poor Performing Employee

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Response Expected of a
Satisfactory Employee

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Response Expected of an
Excellent Employee

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Question:

What words would those who know you use to describe you? Where would a "winning attitude" fit in this description? Somewhere at the top of the list, the middle or near the end?

Response Notes:

Response Expected of a
Poor Performing Employee

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Response Expected of a
Satisfactory Employee

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Response Expected of an
Excellent Employee

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Question:

How important is having a winning attitude to be successful? Please give examples of why you feel this way.

Response Notes:

Response Expected of a
Poor Performing Employee

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Response Expected of a
Satisfactory Employee

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Response Expected of an
Excellent Employee

6

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Question:

Give work related examples when you have sat back and let others take the first step in doing something. Are you more comfortable in this role than in taking the lead? Why do you feel this way?

Response Notes:

Response Expected of a
Poor Performing Employee

1

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Response Expected of a
Satisfactory Employee

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Response Expected of an
Excellent Employee

6

7



Question:

Describe for me your energy level compared to your coworkers? How do you compare? Give work examples.

Response Notes:

Response Expected of a
Poor Performing Employee

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Response Expected of a
Satisfactory Employee

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Response Expected of an
Excellent Employee

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Question:

What are your thoughts about preparation for a challenging situation? Do you feel most people prepare too hard?

Response Notes:

Response Expected of a
Poor Performing Employee

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Response Expected of a
Satisfactory Employee

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Response Expected of an
Excellent Employee

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Self Confidence

Question:

What would you say are your strengths and weaknesses? Describe how these have affected your past work performance.

Response Notes:

Response Expected of a
Poor Performing Employee

1

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Response Expected of a
Satisfactory Employee

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Response Expected of an
Excellent Employee

6

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Question:

How have you dealt with managers who have criticized your work?

Response Notes:

Response Expected of a
Poor Performing Employee

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Response Expected of a
Satisfactory Employee

4

5

Response Expected of an
Excellent Employee

6

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Question:

What situations have made you feel the most confident and which ones have made you feel least confident?

Response Notes:

Response Expected of a
Poor Performing Employee

Response Expected of a
Satisfactory Employee

Response Expected of an
Excellent Employee

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Question:

Tell me about work situations where being self-confident might affect one's work in a negative manner. How would you describe your confidence level at work?

Response Notes:

Response Expected of a
Poor Performing Employee

Response Expected of a
Satisfactory Employee

Response Expected of an
Excellent Employee

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Question:

Tell me about a time when you took a criticism personally. What led to the incident? How was it resolved?

Response Notes:

Response Expected of a
Poor Performing Employee

Response Expected of a
Satisfactory Employee

Response Expected of an
Excellent Employee

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Question:

When has thinking positive about a work situation led you to being disappointed? How did you handle this situation? What effects has it had on you?

Response Notes:

Response Expected of a
Poor Performing Employee

Response Expected of a
Satisfactory Employee

Response Expected of an
Excellent Employee

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Question:

Tell me about a time when you wished you had the confidence to do something you normally would not do. How has this lack of confidence affected your work?

Response Notes:

Response Expected of a
Poor Performing Employee

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Response Expected of a
Satisfactory Employee

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Response Expected of an
Excellent Employee

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Question:

Tell me about a time when your work was criticized. How did you react? Was the criticism justified? Why or why not?

Response Notes:

Response Expected of a
Poor Performing Employee

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Response Expected of a
Satisfactory Employee

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Response Expected of an
Excellent Employee

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Work Ethic

Question:

Describe the last time you missed a deadline at work. What caused your work to be late?

Response Notes:

Response Expected of a
Poor Performing Employee

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Response Expected of a
Satisfactory Employee

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Response Expected of an
Excellent Employee

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Question:

Describe a time in the past when you failed to meet a work deadline. What made this so difficult?

Response Notes:

Response Expected of a
Poor Performing Employee

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Response Expected of a
Satisfactory Employee

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Response Expected of an
Excellent Employee

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Question:

Tell me about a time at work when you could not keep a promise you made. What was the outcome?

Response Notes:

Response Expected of a
Poor Performing Employee

Response Expected of a
Satisfactory Employee

Response Expected of an
Excellent Employee

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Question:

Tell me about a time when you worked really hard but nothing came of it. How did you respond? Did this change your opinion about how hard one should work?

Response Notes:

Response Expected of a
Poor Performing Employee

Response Expected of a
Satisfactory Employee

Response Expected of an
Excellent Employee

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Question:

Have you ever been taken advantage of by a supervisor due to your willingness to help? How did you respond?

Response Notes:

Response Expected of a
Poor Performing Employee

Response Expected of a
Satisfactory Employee

Response Expected of an
Excellent Employee

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Question:

Give an example of a time when you reacted spontaneously as opposed to strategically. How did this affect your work performance?

Response Notes:

Response Expected of a
Poor Performing Employee

Response Expected of a
Satisfactory Employee

Response Expected of an
Excellent Employee

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Question:

Are you always on time or do you show up a few minutes late now and then, like most people?

Response Notes:

Response Expected of a
Poor Performing Employee

Response Expected of a
Satisfactory Employee

Response Expected of an
Excellent Employee

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Sum of Ratings

Number of Questions Rated

Average Rating

(Sum of all ratings divided by the number of questions rated.)

