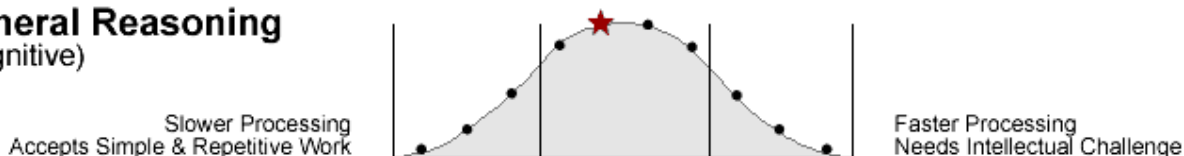


Result Report – *Job Specific Suitability*

EXECUTIVE MANAGEMENT

Candidate Name: Strike, Christie
Candidate ID: ChristieS
Candidate Email: Christie@recruitsolutions.com.au
Evaluation Name: Reliant Assessment
Evaluation Date: 1/7/2006 1:51 PM

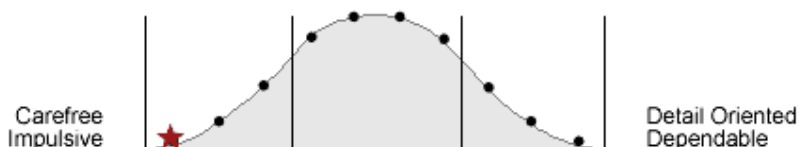
General Reasoning
(Cognitive)



- Christie learns new information and solves problems at an average rate of speed
- Usually has the balance to think strategically when necessary and at the same time deal with the day-to-day issues of many management positions
- More complex problem solving may be a little more difficult and require additional time

Question: Tell me about a time when you were able to solve a complex efficiency problem for your company. What did you do?

Conscientious
(Organization)



- Easy going nature may make it a little more difficult to develop detailed long term strategic plans
- Can generally see the bigger picture as long as the product/service or industry is not overly complex

Question: Describe a time when you failed to meet a deadline because of a lack of planning. What did you do?

Tough Minded



- Usually comfortable managing others as long as the environment is not highly confrontational
- Employees will usually view Christie as likeable and able to compromise when necessary
- Can be tough minded when necessary, but prefers an environment of cooperation
- In highly confrontational situations, Christie may not handle discipline as quickly as necessary to avoid further problems

Question: In managing there are times when you simply have to hold the line, be tough in your approach. When have you been involved in such a situation and how did it work out?

Conventional (Rules)

Open to New Experience
Flexible



Consistent
Structured

- Christie enjoys variety and change
- May be able to come up with creative solutions to problems
- May not provide enough structure and consistency for managers

Question: Give me an example of a time when your creative approach to a problem made all the difference in coming up with a solution. What was the problem and how did you solve it?

Extroversion

Reserved
Listener



Outgoing
Talker

- Most people will find Christie to be friendly and sociable
- Tends to be balanced between wanting to talk and to listen to others
- Will understand when employees need to be motivated and energized, but Christie may occasionally need to stretch beyond normal comfort zone to be more outgoing and forceful

Question: Describe a time when you had to sell something to your team that you knew would be greatly resisted. How did you do it?

Stable

Sensitive
Anxious



Calm
Stress Resistant

- Christie may have an exaggerated sense of urgency leading to feelings of stress more quickly than others
- Will typically be more sensitive to the needs of customers and managers
- May become defensive when under extreme pressure

Question: Describe a time when you had to deal with a difficult but important strategic customer. What was it like?

Team

Individualistic
Competitive

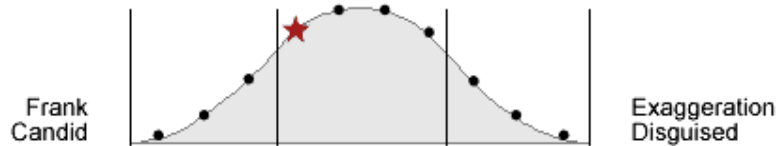


Collaborative
Win-Win

- Christie is typically self-motivated and very competitive
- May be too quick to actually compete with managers for recognition or fail to give the recognition to others for their accomplishments
- At times, Christie may not be collaborative with the internal team

Question: Tell me about a time when one of your employees was doing an incredible job. What did you do to reward them and what would you do differently in the future?

Good Impression
(Social Desirability)



- Christie has responded with a moderate level of exaggeration, but still within acceptable levels

**Overall:
82% suited
to Executive
Management**

Note: This report represents only a small part of the factors that can be helpful in determining job performance. It is not designed to specifically recommend or not recommend any individual for employment and the ultimate employment decision rests with the Employer.

**Executive Management Interview Questions for Candidate
Christie Strike**

General Reasoning (Cognitive)

Question: Describe a time when you had to deal with a tough problem, but had not been trained on the issue yet. What did you do?

Question: Give me an example of a time when you helped an employee learn a task and as a result you were able to delegate that task to them permanently. What was it like?

Question: Tell me about a time when you were able to solve a complex efficiency problem for your company. What did you do?

Conscientious (Organization)

Question: Tell me about a time when you became impatient with a situation and made a decision before you had all the facts. What happened?

Question: Give me an example of how your carefree nature helped you in a stressful situation.

Question: Describe a time when you failed to meet a deadline because of a lack of planning. What did you do?

Tough Minded

Question: Tell me about a time when you had to be particularly determined in order to get your team to complete a project. How did it work out?

Question: In managing there are times when you simply have to hold the line,

be tough in your approach. When have you been involved in such a situation and how did it work out?

Question: Give me an example of a time when you tried a cooperative and trusting approach with an employee but it didn't work. What did you do?

Conventional (Rules)

Question: Describe a situation when you got into hot water because you allowed an employee to do something against corporate policy.

Question: Give me an example of a time when your creative approach to a problem made all the difference in coming up with a solution. What was the problem and how did you solve it?

Question: Tell me about a situation when you bent the rules to get something done but it didn't work out as well as you would have hoped. What did you do?

Extroversion

Question: Tell me about a time when you had to be very assertive with an employee in order to correct a performance issue. How did you do it?

Question: Give me an example of a time when you had to give an important presentation to your boss or co-workers in order to get their buy-in to something. What was the situation?

Question: Describe a time when you had to sell something to your team that you knew would be greatly resisted. How did you do it?

Stable

Question: Tell me about a time when you worked in a very stressful environment with lots of deadlines. How did you deal with the stress?

Question: Give me an example of a time when you became angry with an employee and had to go away and regain your cool before approaching them. What was the situation?

Question: Dealing with others as a manager can make a person impatient or irritable. When this happens to you, how do you deal with situations like that?

Team

Question: Give me an example of a time when you became frustrated because you were not being given credit for your accomplishments. What did you do?

Question: Tell me about a time when one of your employees was doing an incredible job. What did you do to reward them and what would you do differently in the future?

Question: Sometimes when you're working in a team, one or more of the team members are not pulling their weight. How did you deal with that situation?