

Date: Jul 13, 2008



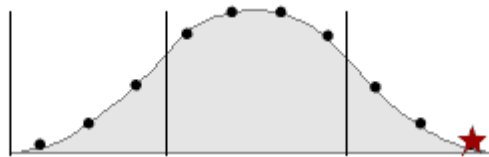
Name: Tom Tester
ID: 295689



Healthcare Professional Summary

General Reasoning (Cognitive)

Slower Processing
Accepts Simple & Repetitive Work



Faster Processing
Needs Intellectual Challenge

- Tom learns new information very quickly
- Often able to anticipate problems and develop appropriate solutions
- Tom enjoys challenges and learning new skills and performs better when these opportunities are available
- May become bored in medical positions that are more routine after the initial training is complete

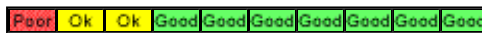
Question: Describe a time when an interesting opportunity to learn an advanced new procedure or type of equipment was cancelled and you were stuck in your usual daily routine. What did you do?

Conscientious (Organization)

Carefree
Impulsive



Detail Oriented
Dependable



- Tom may be somewhat casual keeping track of details, but can generally compensate for lack of detail orientation with quick thinking ability
- Generally responds well to interruptions and unexpected requests even if they are complex
- Tom's quick thinking and reactive nature may make it difficult to perform highly routine tasks on a daily basis

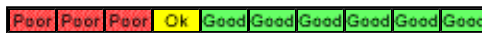
Question: How do you make sure that your patient records are always accurate and in order? Will you give me one or two examples.

Tough Minded

Cooperative
Agreeable



Direct
Determined

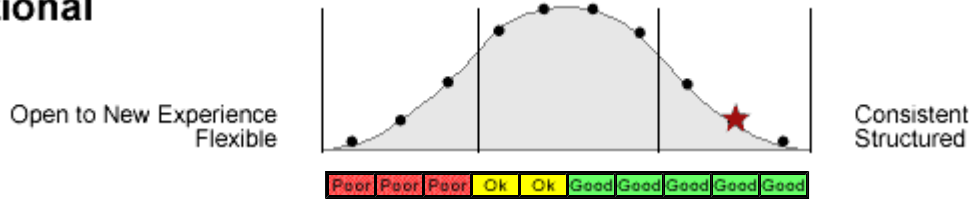


- Tom tends to be tough minded and assertive, particularly when there is a difference of opinion
- Generally comfortable making decisions and directing patients through procedures

- Important for Tom to remember to be warm with patients whenever possible

Question: Tell me about a situation where you had to handle a difficult patient. In what way was the patient difficult and what did you do?

Conventional (Rules)



- Prefers an environment that is structured and predictable as long as there are ongoing opportunities to learn new things
- You may expect Tom to be consistent and follow the procedures closely

Question: Give me an example of a time when you had to stretch or ignore a standard procedure in order to provide better care to your patient

Extroversion



- Patients will usually find Tom to be a good listener
- Tom's reserved nature may appear to others as a lack of interest in them

Question: Sometimes you may have a patient who is very nervous and upset, making it hard to do your job. Tell me about such a time and how you calmed or comforted the patient so you could do your work.

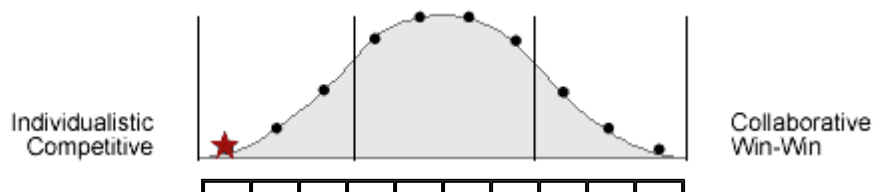
Stable

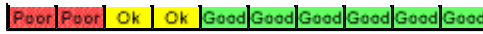


- Typically sensitive to the needs of both patients and coworkers
- Tom may become tense or excitable when the environment is overly demanding and fast-paced

Question: Tell me about a time when you became very upset at work. What was the situation and what happened?

Team

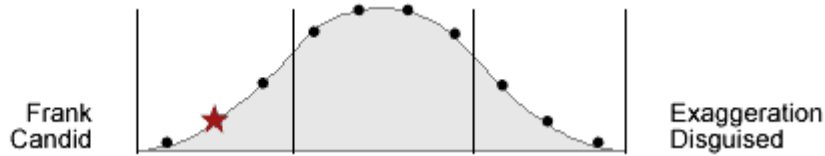




- Tom is typically self-motivated and very competitive
- May not be collaborative with co-workers
- Tom likely to be most successful when fully responsible for the assigned caseload, but not expected to help with general work group tasks

Question: Give me an example of a time when you had to pick up the slack for someone else and you did not receive credit for it. What was that like?

Good Impression
(Social Desirability)



- Tom's responses have been frank and open

*The participant has scored in the "red zone" in 1 area.

Overall
79% *

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.

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Name: Tom Tester
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Healthcare Professional Interview Questions

General Reasoning (Cognitive)

Question: Tell me about a time when you were very motivated to do your job every day. What were you doing and what types of problems did you deal with?

Question: Tell me about a time when a coworker kept asking you the same question over and over again. What did you do?

Question: Give me an example of a job where you were given many simple or routine tasks to perform daily. How did you handle that?

Conscientious (Organization)

Question: Tell me how you keep track of the details of a project or task.

Question: Give me an example of how you have followed up with someone who asked for additional details on a project or task. How did you handle the follow up?

Question: Describe a time when you lost track of some details for a project and it caused a problem. What did you do?

Tough Minded (Assertiveness)

Question: Tell me about a time when you disagreed with a supervisor about how a customer situation should be handled. What did you do?

Question: Tell me about a time when you became impatient with a coworker or supervisor because they were being unreasonable. What happened?

Question: Give me an example of a time when you had to make an important decision on something even though it wasn't your responsibility. What was the situation and how did it work out?

Conventional (Rules)

Question: Describe a time when you had to begin working and you had not really been trained yet and didn't know what you were supposed to do. What was it like?

Question: How have you handled a situation where there was no procedure in place?

Question: Tell me about a time a good customer wanted something that was not consistent with policy. What did you do?

Extroversion

Question: Give me an example of a time that someone praised you for your ability to listen to them. What was the situation?

Question: Tell me how you handle coworkers who like to chat with you even though you need to move on to the next task.

Question: Tell me about a time at work when you needed to take a break and get away from people for a while. What was it like?

Stable

Question: Give me an example of how you have dealt with a lot of stress in your job every day. What did you do?

Question: Tell me about a time when a customer or coworker was very upset and was being unreasonable. What did you do?

Question: Describe a time when you worked in an environment that you thought was motivating but not too stressful. What was your day like and what made it motivating?

Team

Question: Tell me about a time when you did something extraordinary in your job but were not given credit for it. What did you do?

Question: Give me an example of a time when a coworker needed your help with a project or task. What was the situation and how did you handle it.

Question: Give me an example of a time when you were praised for your performance in front of the team. How did your coworkers respond?

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