

Date: Jul 13, 2008



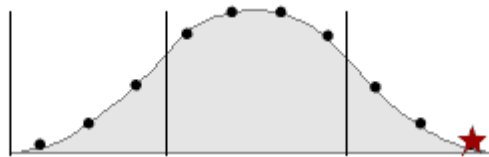
Name: Tom Tester  
ID: 295689



## Driver Summary

### General Reasoning (Cognitive)

Slower Processing  
Accepts Simple & Repetitive Work



Faster Processing  
Needs Intellectual Challenge

- Tom learns at a higher rate of speed than average which may cause them to become bored with many routine driving tasks
- Tends to focus on longer term and strategic issues rather than on immediate issues and tasks
- Tom's lack of focus on routine tasks could cause safety issues because of boredom and failure to pay attention to those immediate routine tasks
- May be better suited for situations where their more complex problem solving skills are valued and needed

**Question:** Tell me about a time when you came up with a great idea at work, but no one seemed to be interested in what you had to say. How did you handle it?

### Conscientious (Organization)

Carefree  
Impulsive



Detail Oriented  
Dependable



- Tom tends to be reactive and easy going when it comes to schedules and details
- May miss important details which can be particularly challenging when dealing with paperwork
- May be better suited for driving situations where the schedule is not necessarily known until the last minute and Tom is expected to simply react to incoming requests that don't require the handling of a lot of details

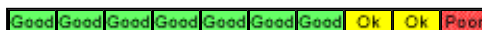
**Question:** Describe a time when you forgot something important in your job and it caused you to finish the task late or inaccurately. What happened?

### Tough Minded

Cooperative  
Agreeable



Direct  
Determined



- Tom's tends to be headstrong and determined which in some cases could create an

aggressive approach to driving

- Direct approach can be helpful when necessary to point out problems or issues that need to be addressed
- If required to interact directly with customers, Tom may sometimes come across as too direct or uncompromising rather than tactful and agreeable
- Tom may have difficulty taking direction from others

**Question:** Describe a time when you were running late for something important and traffic was very frustrating. What happened?

## Conventional (Rules)

Open to New Experience  
Flexible



Consistent  
Structured

- Tends to consistently follow driving laws, policies and safety procedures which can be very important in many driver positions
- Tom may find it difficult to deal with change and will need extra time to adapt to changes
- May be better suited for driver positions that are more predictable and structured

**Question:** Tell me about a time when there were a lot of changes in your job and it became frustrating. What was the situation and how did you deal with all the changes?

## Extroversion

Reserved  
Listener



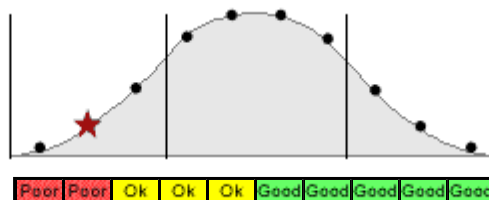
Outgoing  
Talker

- Tom tends to be quiet and shy which can work well for many longer haul driving positions where they must work for long periods of time on their own
- Others may view Tom as unfriendly or aloof

**Question:** Describe a time when you had to work and interact with people a lot during the day. How did this affect your productivity?

## Stable

Sensitive  
Anxious

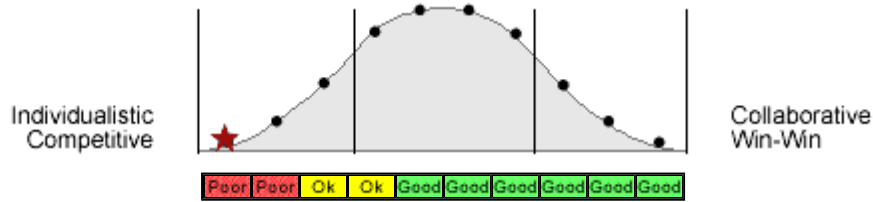


Calm  
Stress Resistant

- Tom may have more difficulty dealing with highly stressful and demanding situations
- In highly stressful conditions, Tom may become nervous and anxious
- Tends to be more sensitive to customer needs

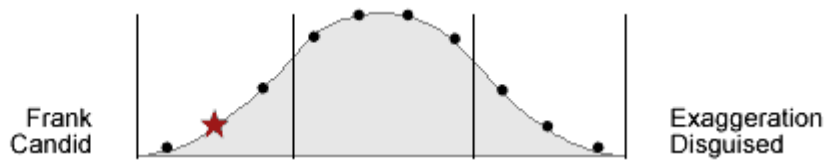
**Question:** Many jobs are really stressful and demanding. Tell me about a time when your job was very demanding and because you had to work so fast, you forgot to follow a policy or safety procedure. What was the situation?

## Team



- Tom is generally competitive and self-confident
  - May have difficulty working on a team and being collaborative
  - Important to note that Tom may view other drivers as competitive which could lead to offensive driving versus defensive
  - It is important that Tom have an outlet for competition outside of the job given that most driver positions are not competitive in nature
- Question:** Tell me about a time when you felt that you did not get the rewards and recognition that you deserved for your hard work. What was the situation?

## Good Impression (Social Desirability)



- Tom's responses have been frank and open

\*The participant has scored in the "red zone" in 4 areas.

Overall  
**39% \***

**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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## Driver Interview Questions

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### General Reasoning (Cognitive)

**Question:** Give me an example of a time when you were bored in your work and you actually didn't perform well as a result. What was the situation?

**Question:** Describe a time when you really felt motivated to work hard. What was your job?

**Question:** Tell me about a time when you came up with a great idea at work, but no one seemed to be interested in what you had to say. How did you handle it?

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### Conscientious (Organization)

**Question:** Tell me about a time when you had to fill out paperwork that you thought was not necessary. What did you do?

**Question:** Give me an example of a time when you were able to react quickly to a situation and get it solved before anyone else even knew what was happening. What was it like?

**Question:** Describe a time when you forgot something important in your job and it caused you to finish the task late or inaccurately. What happened?

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### Tough Minded

**Question:** Tell me about a time when your determination to get something finished paid off at work. What was the situation?

**Question:** Give me an example of when you were impatient and got angry at another driver. What happened?

**Question:** Describe a time when you were running late for something important and traffic was very frustrating. What happened?

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### Conventional (Rules)

**Question:** Give me an example of a time when an important customer asked for something that was not according to policy. How did you handle it?

**Question:** Describe a time when you had to work with others who didn't seem to do what they said they would and you had to pick up the slack. How did you deal with it?

**Question:** Tell me about a time when there were a lot of changes in your job and it became frustrating. What was the situation and how did you deal with all the changes?

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**Extroversion**

**Question:** Tell me about a time when you were praised for your ability to listen to a customer. What was it like?

**Question:** Give me an example of a time when you really enjoyed your work every day. What types of tasks were you doing?

**Question:** Describe a time when you had to work and interact with people a lot during the day. How did this affect your productivity?

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**Stable**

**Question:** Many jobs are really stressful and demanding. Tell me about a time when your job was very demanding and because you had to work so fast, you forgot to follow a policy or safety procedure. What was the situation?

**Question:** Tell me about a time when you lost your cool in traffic. What happened?

**Question:** Describe a time when you had to deal with someone who was angry about their delivery being wrong. What did you do?

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**Team**

**Question:** Give me an example of a time when someone cut you off in traffic and it made you mad. What happened?

**Question:** Describe a time when you beat all your performance goals in your job. What was it like?

**Question:** Tell me about a time when you felt that you did not get the rewards and recognition that you deserved for your hard work. What was the situation?

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