



Applicant Interview Guide

Prepared for:

Demo Sample

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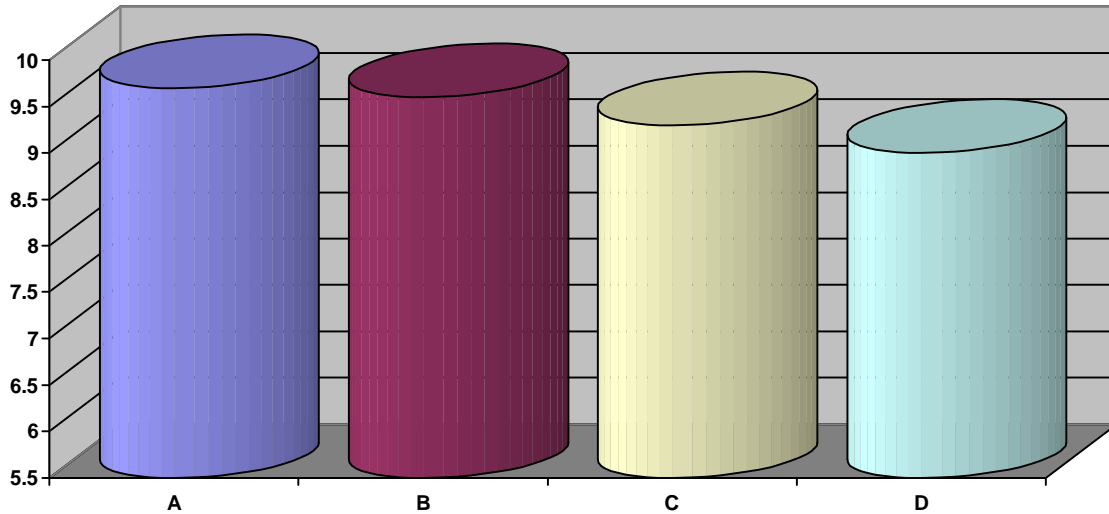
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Applicant Interview Guide

GLOBAL GRAPH



Low Risk (Excellent ability to utilize the capacity and translate the talent into decisions; reduces the potential for errors and mistakes)	8.8 to 10.0
Situational Risk (Very good ability to utilize the capacity especially in well defined areas; however, there are specific situations that can interfere with the translation into decisions)	8.5 to 8.79
Conditional Risk (Limited access to the capacity indicating actual conditions that will increase the potential for mistakes and errors and restrict the transfer into decisions)	8.2 to 8.49
Real Risk (Restricted access to the capacity indicating the ability is consistently unavailable and individuals are subject to mistakes and errors in judgment)	6.0 to 8.19

A) Works With Others (Low Risk) — This capacity measures the ability to see and appreciate the needs and interests of others and the ability to deal with others in a concerned but objective manner.
B) Gets Things Done (Low Risk) — This section measures the ability of an individual to focus energy on tasks and follow them to completion dealing with the stresses and strains without losing freedom of action.
C) Knows What To Do (Low Risk) — This capacity measures a person's ability to decide what issues are relevant and need attention including intuitive insights, practical, common sense and conceptual abilities.
D) Job Related Attitudes (Low Risk) — This capacity measures a person's general work ethic and work attitudes indicating ability and willingness to take direction and work within organizational standards.

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PRIORITIZED CORE STRENGTHS

Intuitive Insight: (Knowing What To Do) (WE-7)-Excellent Potential

Excellent ability for relying on intuitive insight and inner 'gut' feelings for identifying and solving problems.

Attitude Toward Others: (Working With Others) (WE-2A)-Excellent Potential

Positive, open attitude toward others generates genuine concern about the needs and interests of others

Insight Into Others: (Working With Others) (WE-1A)-Excellent Potential

Keen insight into others combined with a positive attitude builds a realistically optimistic evaluation of others.

Common Sense Thinking: (Knowing What To Do) (WE-5B)-Excellent Potential

The ability to see and understand in practical common sense ways is combined with a cautious, 'show me' attitude.

Attention To Concrete Detail: (Knowing What To Do) (WE-6C)-Excellent Potential

Good practical common sense and a compulsion for doing things things right creates immediate awareness and balance.

Prejudice/Bias Index: (Working With Others) (WE-3A)-Excellent Potential

An optimistic attitude combined with good awareness builds tolerance for different ideas and ways of doing things.

Persistence: (Ability to Get Things Done) (WE-10A)-Excellent Potential

Strong personal commitment to stay on track and complete goals and tasks regardless what happens.

PRIORITIZED DEVELOPMENT COMMENTS

Attitude Toward Authority: (Job Related Attitudes) (WEI-15B)-Situational Risk

Strong individualism can lead one to covertly or overtly disregard existing authority, standards or rules.

Responsibility, Accountability: (Job Related Attitudes) (WEI-16A)-Low Risk

A dogmatic and idealistic set of self expectations can create an unrealistic sense of responsibility and accountability.

Willing To Follow Directions: (Job Related Attitudes) (WEI-14B)-Low Risk

An individualist who will overtly or covertly do things their own way challenging existing rules and ways of doing things.

Applicant Interview Guide **PRIORITIZED INTERVIEW NOTES**

Attitude Toward Authority: (Job Related Attitudes) (WEI-15B)-Situational Risk

They will likely do things their way regardless of what they tell you or regardless of the consequences. Make certain that you can live with their challenges to your way of thinking and that you can accept their way of doing things.

Responsibility, Accountability: (Job Related Attitudes)(WEI-16A)-Low Risk

Their insistence on being responsible for everything which happens around them can lead them to try to control the environment to prevent mistakes. Make certain that they can handle the problems and situations in your work environment.

Willing To Follow Directions: (Job Related Attitudes) (WEI-14B)-Low Risk

Their insistence on doing things their way can conflict with your need for them to see and accept your way of doing things. Give them directions for solving a problem and test their willingness to try things your way.