



Validity Category: Acceptable

98

- Good Fit
- Possible Fit
- Low Fit

Project Staff

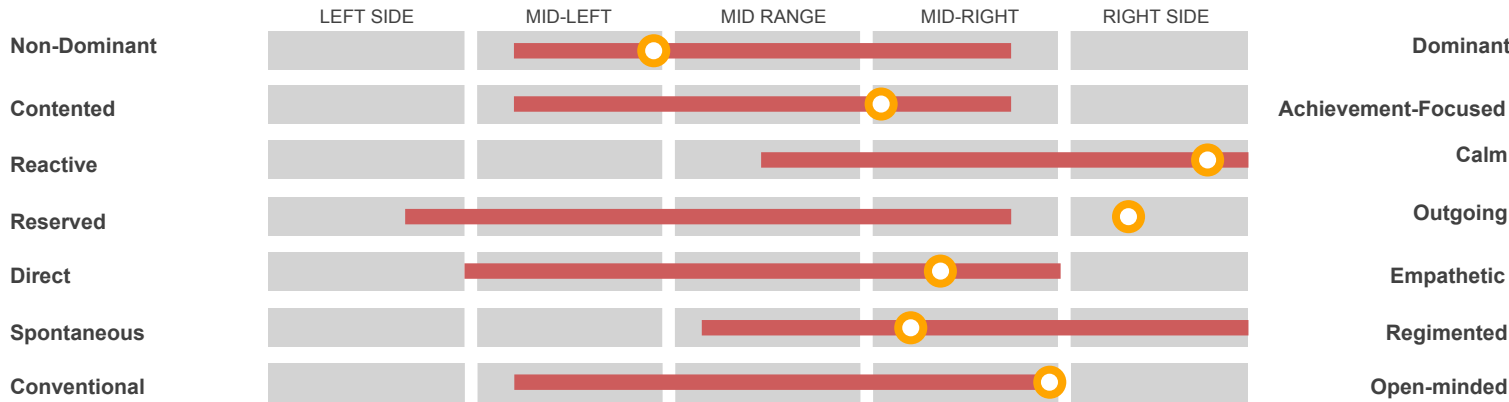
WORKSTYLE

Calm

Outgoing

Open-minded

These are the most extreme scores from the personality profile.



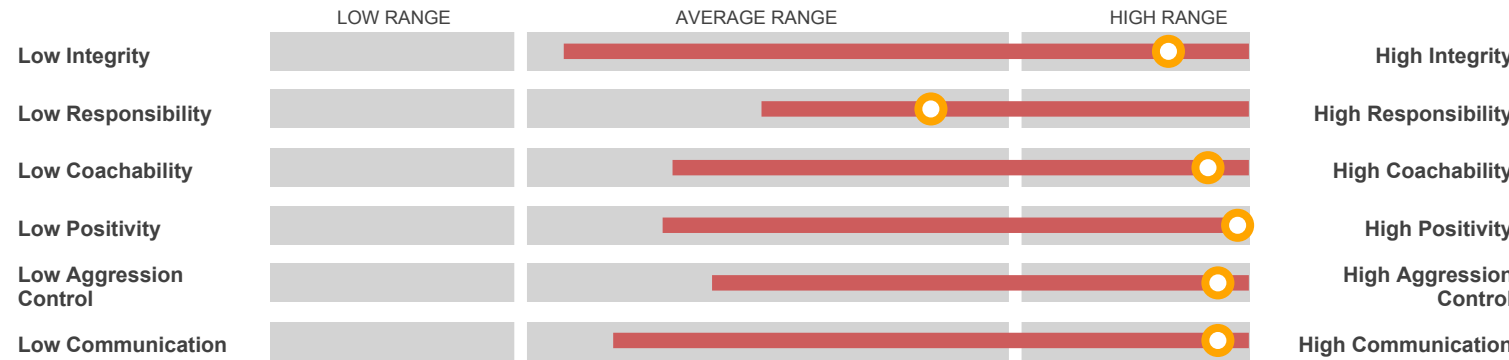
WORK VALUES

High Positivity

High Aggression Control

High Communication

These are the most extreme scores from the personality profile.



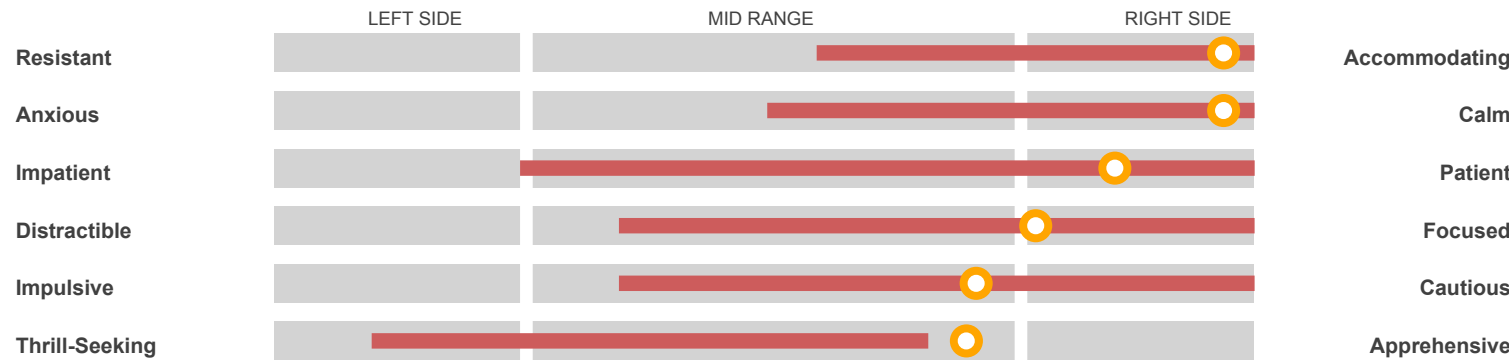
SAFETY

Accommodating

Calm

Patient

These are the most extreme scores from the personality profile.



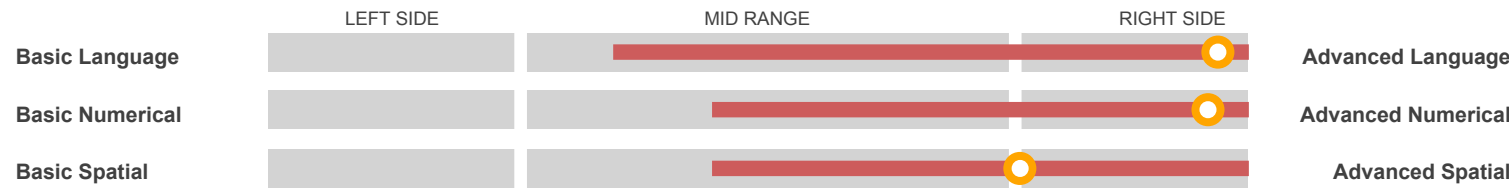
COGNITIVE

Advanced Verbal

Advanced Numerical

Advanced Spatial

These are the most extreme scores from the personality profile.



Disclaimer: Results should always be considered in the context of all available information about a person; do not use this as the sole factor for making employment-related decisions



Suggested Behavioral Interview Questions

■ Project Staff

Reserved



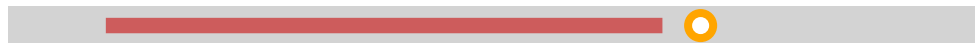
Outgoing

Area 1: CHARLES Smith scored OUTSIDE THE BENCHMARK on Reserved vs. Outgoing

Ask one or more of the following questions:

- Give me an example of a time when you were in a situation where communicating with someone was challenging. What was the situation and how did you handle it?
- Give me an example of when your listening skills played a key role in achieving an objective. Describe the situation in detail.

Thrill-Seeking



Apprehensive

Area 2: CHARLES Smith scored OUTSIDE THE BENCHMARK on Thrill-Seeking vs. Apprehensive

Ask one or more of the following questions:

- Tell me about a time when you were doing work that you thought was risky. What was the situation and how did you react to it?
- Tell me about a time when you recognized a risk at work that needed to be dealt with. What was the situation and what did you do?

Conventional



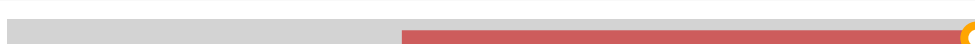
Open-minded

Area 3: CHARLES Smith scored INSIDE THE BENCHMARK on Conventional vs. Open-minded

Ask one or more of the following questions:

- Tell me about a time when you had to do a tedious task or set of tasks. What was the situation and what did you do?
- Give me an example of a time when you needed to be creative or innovative in order to complete a task or objective. What was the situation and how did you respond?

Low Positivity



High Positivity

Area 4: CHARLES Smith scored INSIDE THE BENCHMARK on Low Positivity vs. High Positivity

Ask one or more of the following questions:

- Tell me about a time when you encouraged others in a challenging situation. What was the situation, what did you do, and what was the result?
- Describe a situation when you felt that you needed to give critical feedback to others. What was the situation, and how did you handle it?