

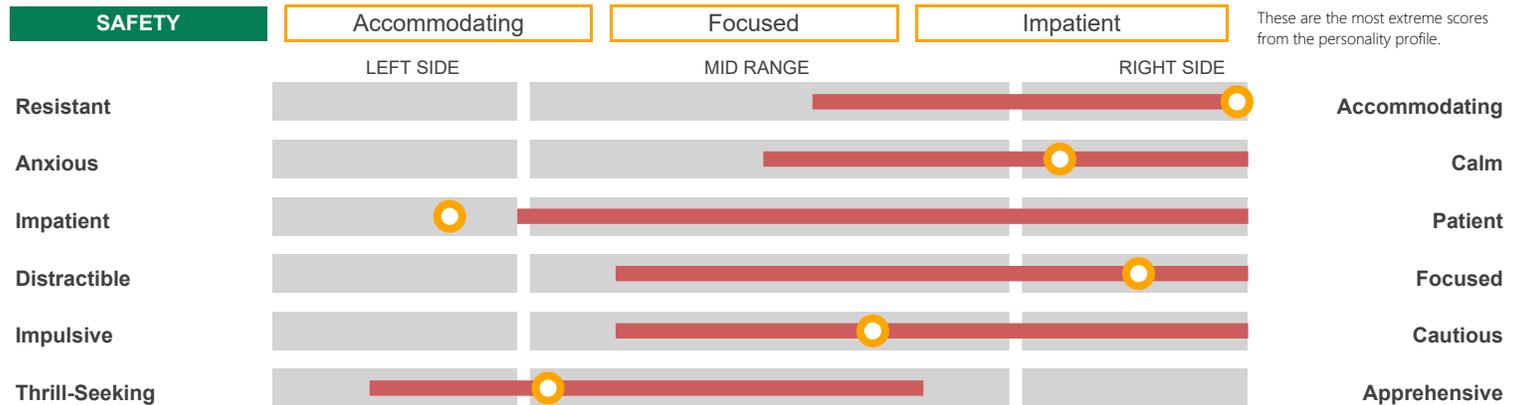
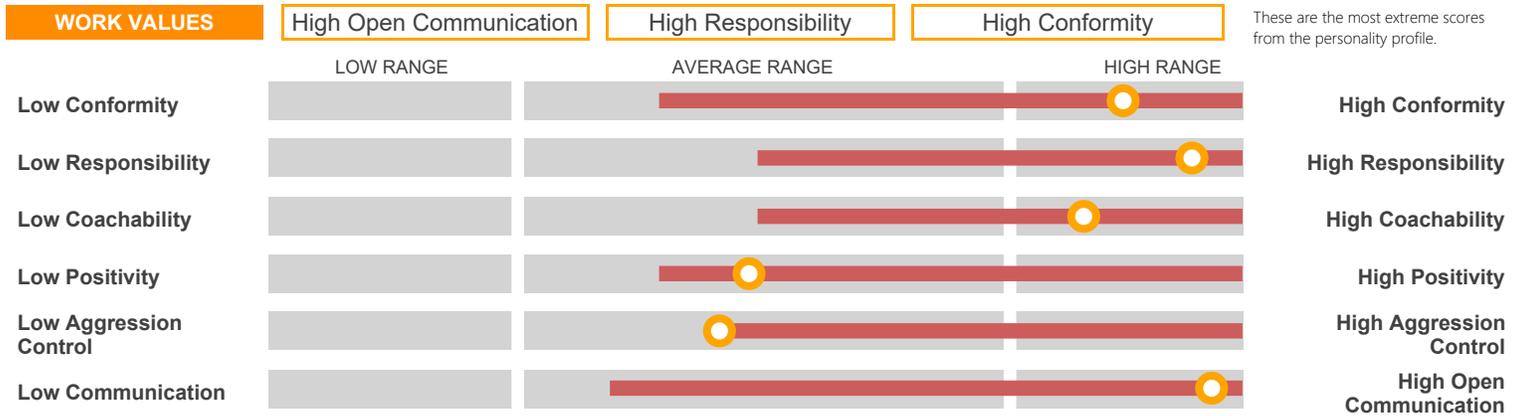


Validity Category: Acceptable

89

- Good Fit
- Possible Fit
- Low Fit

Laborer

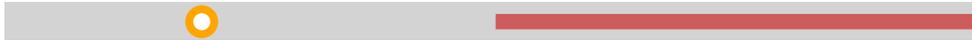




Suggested Behavioral Interview Questions

 Laborer

Reactive



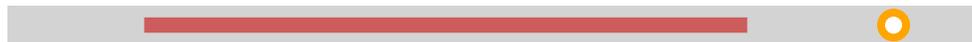
Calm

Area 1: Kelly Sample scored OUTSIDE THE BENCHMARK on Reactive vs. Calm

Ask one or more of the following questions:

- Tell me about a time when you were particularly overwhelmed with your responsibilities at work. What strategies did you use to deal with this pressure?
- Stress can often decrease our job effectiveness. Tell me about a particularly stressful situation that could have affected your performance at work if you had let it. How did you cope with the stress?

Reserved



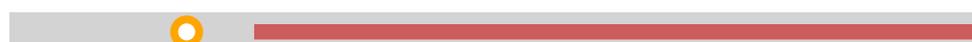
Outgoing

Area 2: Kelly Sample 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.

Impatient



Patient

Area 3: Kelly Sample scored OUTSIDE THE BENCHMARK on Impatient vs. Patient

Ask one or more of the following questions:

- Give me an example of a work situation where someone did something that you found to be extremely annoying. What was the situation?
- Give me an example of a work situation where you became angry about something. What was the situation and how did you handle it?

Low Aggression
Control



High Aggression
Control

Area 4: Kelly Sample scored INSIDE THE BENCHMARK on Low Aggression Control vs. High Aggression Control

Ask one or more of the following questions:

- We all have people we don't get along with. Describe a time when you had to work with someone you didn't get along with and how you handled it.
- Tell me about a time when someone did something bad to you and you did something about it. Describe the situation and your actions in detail.



Suggested Behavioral Interview Questions

■ Laborer

Resistant Accommodating

Area 5: Kelly Sample scored INSIDE THE BENCHMARK on Resistant vs. Accommodating

Ask one or more of the following questions:

- Tell me about a situation where you felt that if you followed standard rules and procedures it might be unsafe. How did you handle the situation? Did you tell anyone?
- Tell me about a time when you were supposed to follow rules or regulations that you thought were unnecessary. What was the situation and what did you do?

Non-Dominant Dominant

Area 6: Kelly Sample scored INSIDE THE BENCHMARK on Non-Dominant vs. Dominant

Ask one or more of the following questions:

- Give me an example of a time when you had to resolve a difficulty or conflict with a customer, vendor or co-worker. What was the situation and how did you handle it?
- Give me an example of a situation in the past where you have demonstrated your ability to be assertive when necessary. What was the situation?

Low Communication High Open Communication

Area 7: Kelly Sample scored INSIDE THE BENCHMARK on Low Communication vs. High Open Communication

Ask one or more of the following questions:

- Give me an example of a time when you demonstrated the ability to be open and transparent with your coworkers. What was the situation, and what were the results of your actions?
- Sometimes we have to withhold information at work. Tell me about a time when you didn't share information with your coworkers or customers because it was the right thing to do.

Low Responsibility High Responsibility

Area 8: Kelly Sample scored INSIDE THE BENCHMARK on Low Responsibility vs. High Responsibility

Ask one or more of the following questions:

- Tell me about a time when you put in a lot of effort to get something done on time. What was the situation, and what did you do?
- Describe a situation when you weren't able to meet a commitment to a customer or coworker. What was the situation, and how did you handle it?