

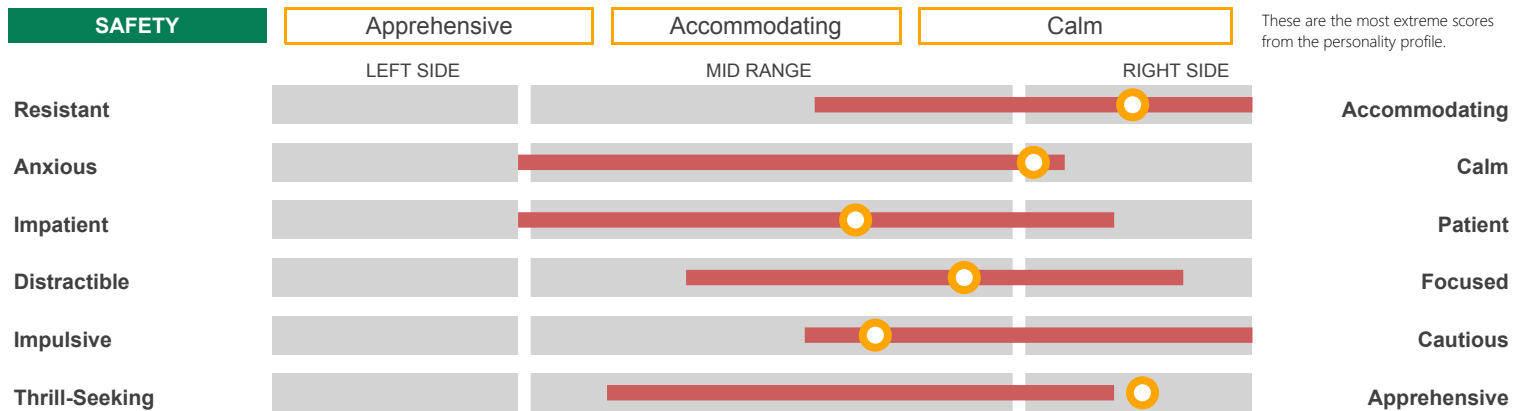
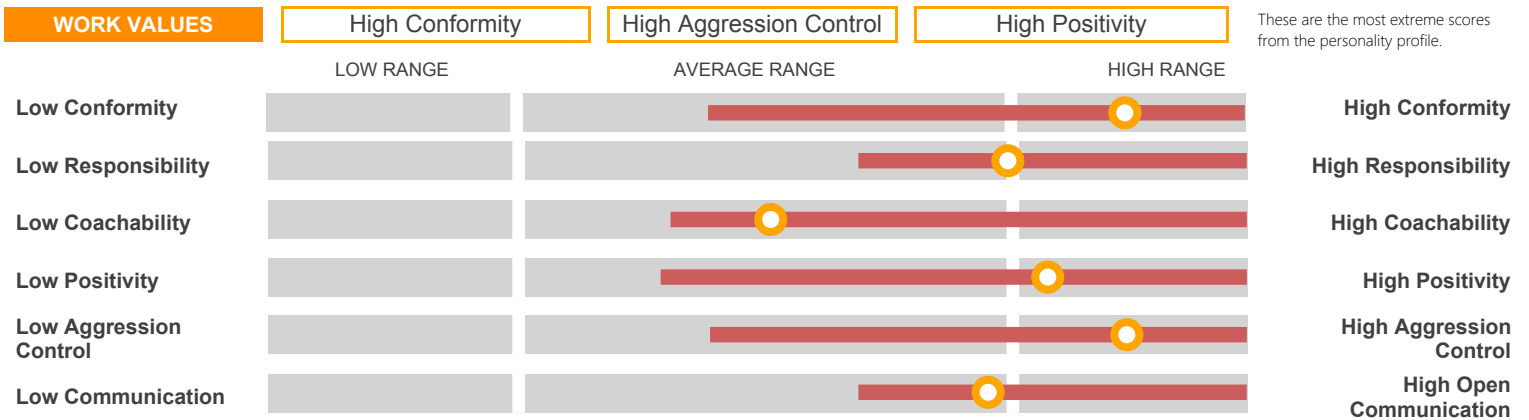
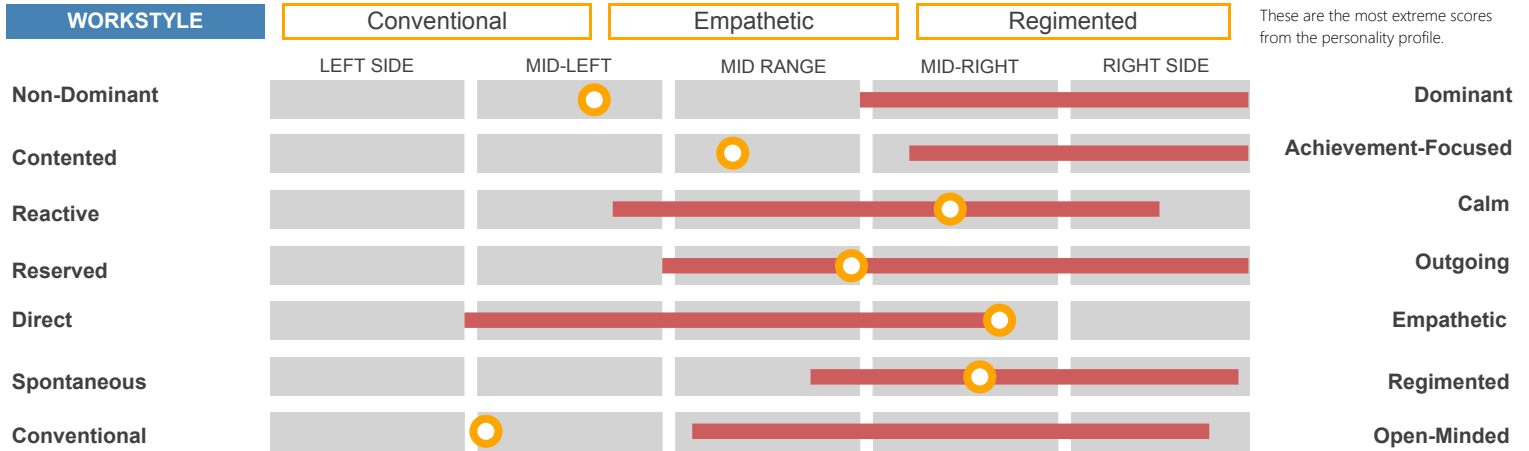


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Validity Category: Acceptable

Project Manager

- Good Fit
- Possible Fit
- Low Fit





Suggested Behavioral Interview Questions

■ Project Manager

Non-Dominant



Dominant

Area 1: Kelly Sample scored OUTSIDE 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?

Conventional



Open-Minded

Area 2: Kelly Sample scored OUTSIDE THE BENCHMARK on Conventional vs. Open-Minded

Ask one or more of the following questions:

- Tell me about a time when you had to adapt to a drastic or rapid change at work. What was the change and what did you do to adapt to it?
- Have you recently pursued any opportunities to improve your skills? How did you learn about these opportunities? What actions did you take to pursue them?

Contented



Achievement-
Focused

Area 3: Kelly Sample scored OUTSIDE THE BENCHMARK on Contented vs. Achievement-Focused

Ask one or more of the following questions:

- Tell me about a time when you faced a challenge that required an exceptional amount of self-motivation to overcome. Please describe the situation and your actions in detail.
- Tell me about a time when you had to motivate yourself to accomplish something difficult. What was the situation and how did you motivate yourself?

Thrill-Seeking



Apprehensive

Area 4: Kelly Sample 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?



Performance Management Considerations and Coaching Tips

Project Manager

Non-Dominant



Dominant

Area 1: Kelly Sample scored OUTSIDE THE BENCHMARK on Non-Dominant vs. Dominant

Positive Aspects Related to This Score:

- Would be a cooperative team member
- Able to stay focused on independent work
- Comfortable taking direction from others
- Accommodating of co-workers

Management Considerations and Coaching Tips:

- Will prefer collaborating more than leading
- May be uncomfortable delegating tasks to others if required to
- Would benefit from hearing performance feedback
- Would benefit from recognition for good performance

Conventional



Open-Minded

Area 2: Kelly Sample scored OUTSIDE THE BENCHMARK on Conventional vs. Open-Minded

Positive Aspects Related to This Score:

- Would follow a practical and realistic approach
- Will adhere to using proven methods
- Able to stay focused while doing repetitive tasks
- Comfortable focusing on details

Management Considerations and Coaching Tips:

- Can be counted on to adhere to guidelines and policies
- May need extra time to adapt to change
- Will benefit from knowing the reasons for change
- May need reassurance when required to take risks

Contented



Achievement-Focused

Area 3: Kelly Sample scored OUTSIDE THE BENCHMARK on Contented vs. Achievement-Focused

Positive Aspects Related to This Score:

- Motivated to fulfil responsibilities
- Able to meet others' standards and expectations
- Able to complete tasks and reach objectives
- Has modest expectations of themselves and others

Management Considerations and Coaching Tips:

- Would respond well to being recognized for good work
- Would benefit from occasional reminders for work quality standards
- Would respond best to being given reachable goals
- Would be motivated by group collaboration

Thrill-Seeking



Apprehensive

Area 4: Kelly Sample scored OUTSIDE THE BENCHMARK on Thrill-Seeking vs. Apprehensive

Positive Aspects Related to This Score:

- Will not tolerate unnecessary risks
- Able to identify risks that can be avoided
- Would be able to recognize and point out others' risky behavior

Management Considerations and Coaching Tips:

- May be uncomfortable when things are uncertain
- May find it difficult to take risks even when it is necessary
- May avoid trying new ways to complete tasks or experimenting with new ideas