Warehouse Person

for

Sam Sample

Produced by Selby & Mills in partnership with

Example Organisation

Report Date **Thursday 18th September 2014**

Norm Group = **General population**

This report has been prepared with every care and in good faith. However the interpretation arises from the sum of the candidate's choices and preferences in answering a series of self-report inventories, and should therefore be seen purely as indicative of certain trends in their attitudes at that time.

The results are presented as stens where a score of 1 is low and 10 is high.
They are colour-coded; the darker the colour the higher the score and the stronger the persons preference.

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HARD WORKING

1

Tends to be multi-focused and easy going, probably reacting rather than initiating. Focus will vary according to issue.

Suggested interview questions

- Some workplace situations require people to be ruthless in order to achieve results. Tell me about a time where you have been ruthless in order to achieve an objective or target.
- Some workplace issues require complete focus and attention, possibly at the expense of other matters. When would you believe an issue falls into this category?
- Tell me about how you determine the objectives of workplace projects or tasks.
- Tell me about your experience of setting standards for colleagues in the workplace. How do you determine how high these standards should be set?

PRACTICAL

6

They will sometimes respond to novel propositions because of the people making them, although in general they will be oriented towards practical and achievable goals.

Suggested interview questions

- Novel suggestions from colleagues might have unknown consequences. How do you determine whether a novel approach in the workplace may be effective and worthwhile?
- Tell me about an occasion where you have rejected your intuition when making a decision. How did you decide that you needed to investigate matters further?
- Work situations can be well structured or spontaneous. When do you believe a well-structured work environment would be most appropriate? And when do you believe a spontaneous work situation may be acceptable?
- When deciding how best to proceed, how practical a potential solution is should be considered. How do you determine whether a suggested solution to a problem is practical or not before implementing it?

COMPANY WORKER

7

Such people are oriented towards working with groups and are committed to achieving results through a cohesive team based approach. Under such circumstances these people will produce impressive results.

Suggested interview questions

- It may not always be possible to maintain harmonious relationships with colleagues when working under pressure. Describe how you try to ensure that conflicts do not arise in situations like this.
- Working in groups can provide individuals within it with support from other members. What other benefits are there of working in a group? Describe some circumstances where you think collective performance might benefit from working in a group.
- Working on an individual basis may allow you to work clearly towards goals, whereas working in a group may cloud the perceived aims. Tell me about a time where you have worked in a group and achieved success. How did you ensure that members of the group shared common goals?
- Working within a group can alter the behaviour of individuals. Tell me how you act or behave differently when in a group compared with working on an individual basis.

TEAMWORK

2

Prefers to operate as an individual with their own professional colleagues.

Suggested interview questions

- Working effectively alone and as a member of a group can be difficult for some people. Tell me how you adapt your working habits when going from one style to the other. How do your working methods differ between working individually and working as a member of a group?
- Working as an individual allows for more control. How do you react when placed in a group environment? Does your behaviour change at all from a situation where you are working as an individual?
- Working within a group can prove stressful for some individuals. Provide an example of a time where you have successfully led a group within the workplace. How did you ensure that the group worked effectively? Did you achieve results?
- Working individually is different in many ways to working within a group. Tell me about when you might prefer one of these methods over the other. Would you be more inclined typically to work alone or within a group? Why is this?

STATUS

7

It is important for them to celebrate their success and achievements, and status is one value which they appreciate. This is a strength.

Suggested interview questions

- Tell me about how you typically react to a workplace success. Are you likely to celebrate this success in public?
- Describe your typical reaction to a workplace success. How do you feel about individuals who 'gloat'?
- Provide an example of an instance where you have celebrated a workplace success in public. Tell me about the situation. What did you achieve? What factors made you believe that the success should be celebrated?
- Provide an example of a time where you have celebrated a workplace success openly with others. Why did you feel this was necessary?

TOLERANCE

6

Accepts that others will make mistakes but may become intolerant when they reoccur. Willing to accept that it can take others time to learn and develop new skills.

Suggested interview questions

- Learning new skills inevitably takes time. Describe some of the ways an individual might be able to speed up the learning process.
- Providing colleagues with time to learn new skills allows some leeway and may provide comfort. Give an example of a time where you have assisted a colleague develop and use a new skill or technique in the workplace. How did your behaviour differ from that when dealing with an experienced colleague?
- How do you react to repeated mistakes by colleagues? Tell me about how you might approach an individual who has made repeated mistakes and how you might attempt to rectify the situation. Have you ever experienced a situation like this? Describe this to me.
- Tolerance of mistakes varies greatly between individuals. Would you say that you are tolerant of mistakes? Under what circumstances are you most likely to tolerate a mistake made by others? Under what circumstances are you least likely to tolerate mistakes by others?

CONFIDENCE

2

A relative loner who may take on more than they can handle, or become impulsive under pressure. May not be comfortable working in a team.

Suggested interview questions

- If you disagree with the majority on an issue, what do you do about it? Can you recall a recent example when you behaved like this? Tell me what happened?
- If you have time to yourself, do you prefer the company of others or do you enjoy some time on your own? Do you play more individual or team sports? Can you give me a real example? What's the pleasure it provides to you?
- Which weakness is the one you are most aware of? Why is that? Can you describe an occasion when this weakness was apparent to you? What happened? What might you do differently if the situation occurred again?
- Please tell me about your strengths and weaknesses. and how each affects your behaviour.

DETERMINED

4

Identifies the main priority and sticks effectively to it. Under pressure performance may decline slightly and systematic approach may also decline.

Suggested interview questions

- Working to high standards despite distractions or pressure in the workplace is a desirable ability to have. Provide an example of an occasion in the workplace where you have worked under pressure and still produced results.
- Taking a determined attitude into the workplace may mean that issues or problems are dealt with effectively. Tell me about what makes you determined to succeed in the workplace.
- Priority tasks take priority because they are generally more important than others. How difficult is it to distract you from a priority workplace task? Tell me about some of the circumstances when distractions may occur.
- Distractions in the workplace can lead to the quality of performance of an individual suffering. Describe a time where you have had to deal with distractions and still achieved results. In hindsight, how might it have been possible to avoid these distractions?

This is the end of your report.