

# General Questionnaire

**Private & Confidential**

**05/12/2007**

**Mr. Thomas Sample**

	I	II	III
D	7	5	2
I	4	3	1
S	8	6	2
C	4	8	-4

## CHARACTERISTICS

Persistent, dependable, hard-working, assertive, strong-willed, stubbornly independent, amiable, persuasive, self-starter, good listener, communicative, steady, sincere, deliberate, sometimes inflexible.

## GENERAL REVIEW

Being of a specialist nature Mr. Sample is likely to work in a steady and thorough manner in order to achieve his results. He is hard working and has a great deal of persistence. As such he has the ability to tie up the loose ends and see a job through to conclusion. Due to this need to follow a task through to conclusion he can cope with administrative duties. Mr. Sample is amiable by nature and can communicate with others. He prefers to do business in a friendly way and likes to work as part of a specialist team. Decision making should be based on knowledge and expertise as he may be reluctant and cautious to take action unless he has the necessary information before him. Security is important to Mr. Sample as is a structured working environment and clearly defined work parameters. He has the ability to deal with confrontational issues but in the main prefers to work in a relaxed, friendly environment.

Mr. Sample is likely to be best suited to a role within a specific area of expertise. There should be a need to achieve results in an organized and planned manner. The environment should be of a structured nature and wherever possible free from excessive confrontation.

## INTERVIEW HINTS

If the role in question is of a specialist nature and requires a steady person, then begin the interview slowly, allowing Mr. Sample to become confident and relaxed. This should give you the opportunity to see him as he really is and assess his qualities.

If however the environment is to be fast moving or confrontational then the interview should speed up and become pressurized. Start to challenge him hard and question his observations. Does he come back strongly with his answers or does he attempt to slow things down to the pace he can cope with?

## INTERVIEW QUESTIONS

We recommend that you follow your usual interview technique with regard to Resume, education, experience, knowledge and other special needs. The following questions have been selected to assess Mr. Sample's potential shortfalls in relation to the selected type of role. The full battery of questions should be used.

Discussion objective "D"

Can Mr. Sample come up with sufficient new and original ideas to be a winner?

- Tell me about some of the best ideas you have had in recent jobs.
- Were they implemented, - if not, why not.
- If you were failing to get your way with someone and felt strongly about the subject, what action would you take.
- Do you think it is ever necessary to be assertive with work colleagues.
- Can you explain why you feel like that.
- Do you think you could work in this organization.
- What makes you say that.

Notes:

Discussion objective "i"

Can Mr. Sample modify his behaviour in order to accommodate others and could his dislike of rejection get in the way of results?

- If you are dealing with a slow and unemotional person, how do you feel.
- How do you create a quick relationship with such people.
- Do you change your style with such people.
- If yes, what do you do.
- How do you feel when you have to cope with a very aggressive person.
- Do you ever feel rejected.
- If yes, how do you overcome it.
- Have you ever been demotivated by either your work colleagues or your manager.
- If yes, describe what happened.

Notes:

Discussion objective "S"

Has this person the ability to modify his behaviour in order to get the best out of the people around him?

- How important is it to give all the facts and information to people.
- Do you think people in general prefer to have all the facts.
- Do you relate to most people.
- How would you feel about an impatient and aggressive colleague who was intent on speeding up the process in order to make things happen now.
- Do you think this type of person is interested in detailed and specific instructions.
- What makes you think that.
- Explain what you would feel if a work colleague "bucked" the system.
- Have you worked with people who "bucked" the system.

Notes:

Discussion objective "C"

Does Mr. Sample feel he is always right or can he recognize that he may have some weaknesses?

- Tell me about an occasion when you were reprimanded for something at work which you felt was unjustified.
- What did you do about it.
- Do you make mistakes.
- Give me a couple of instances when you felt you had made mistakes in your current or past job.
- How did your manager react on those occasions.
- What do you look for in a manager.
- Do you think I would meet that requirement.
- Why do you think that.

Notes:

### **User Guidance**

It should be noted that these questions are specifically designed for first interview stage only, i.e. initial screening. Further useful information for initial interviews can be obtained from a "Strengths and Limitations" report.

If this candidate is to be considered further, the PPA Profile report will provide additional detail. It includes information about likely behaviour under pressure, frustrations, how Mr. Sample is best motivated and the ideal style for his supervisor.