

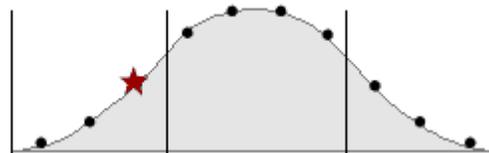
Date: Jun 29, 2006

Name: Julie Testing  
ID: 137903

## Financial Summary

### General Reasoning (Cognitive)

Slower Processing  
Accepts Simple & Repetitive Work



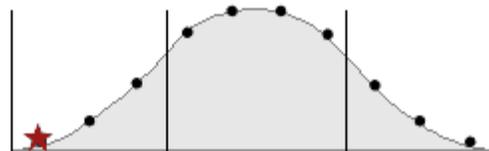
Faster Processing  
Needs Intellectual Challenge

- Julie typically requires more time to learn new information
- Better suited for positions where the problems they encounter every day are typical in nature and ones that they have seen before which can be the case in many accounting or bookkeeping positions
- In higher level financial positions, Julie may have difficulty developing or implementing long-term strategic financial objectives
- Julie should be allowed additional time to learn the job and hands-on training is recommended

**Question:** Tell me about a time when you did not do a task correctly because you had not been trained properly. How could the training have been handled better to suit your learning style?

### Conscientious (Organization)

Carefree  
Impulsive



Detail Oriented  
Dependable



- Unorganized nature may cause Julie to overlook important details that are critical in many financial positions
- Julie prefers to be in situations that allow them to react to situations rather than plan ahead
- Typically will handle interruptions during the day better than most people

**Question:** Tell about a time when you missed some important details involving a financial task and it created a problem. What happened?

### Tough Minded

Cooperative  
Agreeable



Direct  
Determined

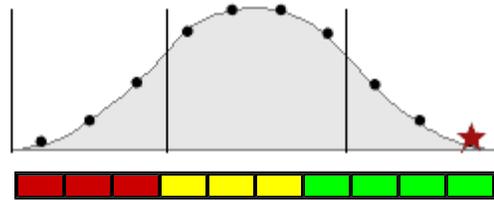


- Shrewd nature helps Julie in their determination to find problems or issues with financial records
- Tends to be tough minded, out-spoken and capable of dealing with difficult situations
- Can be seen as uncompromising and difficult

**Question:** Describe a time when your shrewd investigation helped solve a problem and ultimately helped save the company money.

## Conventional (Rules)

Open to New Experience  
Flexible



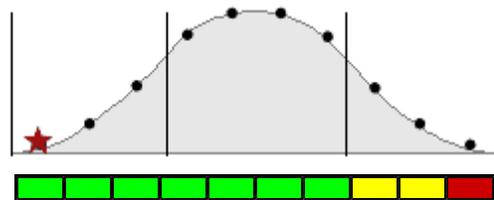
Consistent  
Structured

- Tends to be consistent, following accounting and financial procedures closely
- Julie prefers a working environment that allows for structure and the use of tried and true problem solving
- Difficulty working in an environment where flexibility and dealing with continual change is the norm

**Question:** Describe a time when it seemed like the policies and procedures were changing too quickly and it was difficult to keep up. What was it like?

## Extroversion

Reserved  
Listener



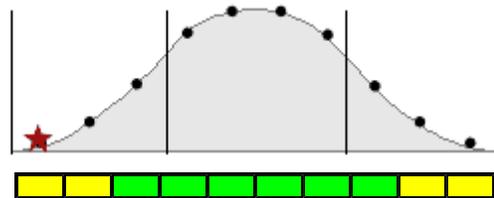
Outgoing  
Talker

- Tends to be reserved and quiet preferring minimal interaction with people
- Typically a good listener
- When you need information from Julie, it is important to ask directly rather than assuming that Julie will initiate conversation

**Question:** Tell me about a time when you had to present some information to several people at once in a meeting. What was it like?

## Stable

Sensitive  
Anxious



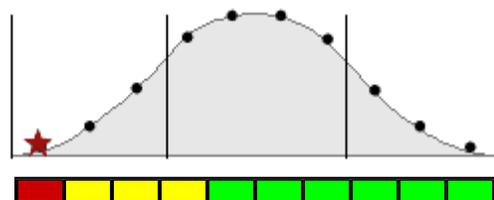
Calm  
Stress Resistant

- Julie is typically sensitive to the needs of others
- Tends to be tense and anxious when dealing with deadlines

**Question:** Tell me about a time when you had so much pressure to complete a project that you worked too quickly and missed something that ultimately created a problem. What was the situation and what happened when you found out?

## Team

Individualistic  
Competitive



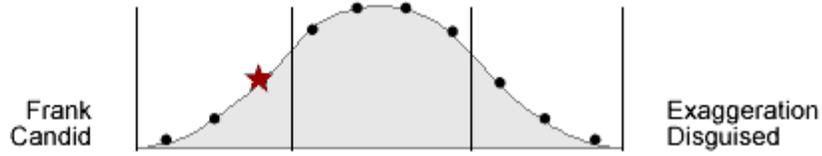
Collaborative  
Win-Win

- Julie is typically self-motivated and very competitive
- At times, Julie may not be collaborative with internal team or co-workers

- May have difficulty working within a team environment

**Question:** Describe a time when you felt that you were not appreciated for your hard work. What could the company have done better to keep you motivated?

## Good Impression (Social Desirability)



- Julie's responses have been frank and open

\*The participant has scored  
in the "red zone" in 2 areas.

Overall  
**64% \***

**Note:** This report represents only a small part of the factors that can be helpful in determining job performance. It is not designed to specifically recommend or not recommend any individual for employment and the ultimate employment decision rests with the Employer.

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Name: Julie Testing  
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## Financial Interview Questions

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### General Reasoning (Cognitive)

**Question:** Give me an example of a time when you did not know how to handle something but there was no one around to help. What did you do?

**Question:** Tell me about a time when you did not do a task correctly because you had not been trained properly. How could the training have been handled better to suit your learning style?

**Question:** Describe a time when you really felt good about your performance in your job. What were you doing and what in particular do you feel you did well?

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### Conscientious (Organization)

**Question:** Tell about a time when you missed some important details involving a financial task and it created a problem. What happened?

**Question:** Give me an example of a financial project or task you completed that was not as organized and complete as it should have been. What happened?

**Question:** Show me the time management system that you use. How well does it work for you?

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### Tough Minded

**Question:** Tell me about a situation where you disagreed with a co-worker on how a financial transaction should be handled. What happened?

**Question:** Describe a time when your shrewd investigation helped solve a problem and ultimately helped save the company money.

**Question:** Give me an example of a situation where management questioned your judgment. How did that work out?

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### Conventional (Rules)

**Question:** Tell me about a time when you had to complete a project that a co-worker had started but you were not given any direction or training. How did that work out?

**Question:** Give me an example of a time when someone asked you to do something that you knew was against company policy. What happened?

**Question:** Describe a time when it seemed like the policies and procedures were changing too quickly and it was difficult to keep up. What was it like?

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**Extroversion**

**Question:** Tell me about a time when you had to present some information to several people at once in a meeting. What was it like?

**Question:** Give me an example of a project you completed with a team of coworkers where you had to work side by side with them for a long period of time.

**Question:** Tell me about a time when you had to deal with lots of interruptions during the day. How did it effect your productivity?

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**Stable**

**Question:** Tell me about a time when you had so much pressure to complete a project that you worked too quickly and missed something that ultimately created a problem. What was the situation and what happened when you found out?

**Question:** Describe a time when you thought a project was really urgent and you worked hard to finish it only to find out that there were other things that were more important to be working on. What happened?

**Question:** Give me an example of a time when you really felt stressed out, but you still had to stay and complete a task before you could take a break. How did you deal with it?

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**Team**

**Question:** Give me an example of a time when you had to pick up the slack for someone and you did not receive credit for it. What was that like?

**Question:** Give me an example of a time when your competitive spirit has helped you be more productive and successful in your work. What was the situation and what were you doing?

**Question:** Describe a time when you felt that you were not appreciated for your hard work. What could the company have done better to keep you motivated?

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