



Date : Oct 3, 2006

Name : Julie Testing  
ID : 137903**Health Care - Non Clinical I - Professional Graph**

Characteristic	Above Average	Average	Below Average
<b>Quick Problem Solving</b>			●
<b>Following Rules and Privacy Policies</b>	●		
<b>Handling Confrontation</b>	●		
<b>Handling Details</b>			●
<b>Handling Stress</b>			●
<b>Listening</b>	●		

**Quick Problem Solving**

- Julie generally solves problems more slowly than others
  - Important to provide Julie additional training time using hands on experience whenever possible
- QUESTION: Describe a situation where you felt the training you received was effective and as a result, you were able to do your job well.

**Following Rules and Privacy Policies**

- Julie usually follows rules and patient privacy policies
  - Julie may have difficulty and require additional time to adapt to changes in policies and procedures
- QUESTION: Tell me about a time when you felt that policies and procedures were changing too frequently. How did you handle it?

**Handling Confrontation**

- Julie can handle most confrontational situations well
  - States opinions directly to others which may cause Julie to be viewed as argumentative
- QUESTION: Describe a time when you felt you had to be very direct with a supervisor or boss in order to get your point across. How did it turn out?

**Handling Details**

- Julie MAY HAVE DIFFICULTY WORKING WITH TASKS INVOLVING DETAILS
  - Julie prefers to be in a more reactive role versus creating and following a plan
- QUESTION: Describe a time when you had to work on a very detailed project. How did you deal with it?

### **Handling Stress**

- Julie TENDS TO BE MORE SENSITIVE TO STRESS THAN OTHERS
- Julie is better suited to environments where stress can be minimized

QUESTION: Describe a time when you had to handle a great deal of stress during the day. How did you manage it?

### **Listening**

- Julie tends to listen well to others
- Others may occasionally view Julie as unfriendly

QUESTION: Describe a time when your job required you to be more talkative and friendly with others than you are accustomed to. How did you deal with it day to day?

### **Good Impression (Social Desirability)**

- Julie's responses have been frank and open

**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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