



Date : Oct 3, 2006

Name : Julie Testing
ID : 137903**Health Care - Non Clinical II - Clerical Graph**

Characteristic	Above Average	Average	Below Average
Mentally Focused on Immediate Tasks	●		
Following Rules and Privacy Policies	●		
Customer Service Oriented			●
Handling Details			●
Listening	●		
Handling Stress			●

Mentally Focused on Immediate Tasks

- Julie tends to focus on immediate tasks
 - Very important to provide Julie additional training time using hands on experience whenever possible
- QUESTION: What type of training have you found to be the most effective for you in the past?

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?

Customer Service Oriented

- Julie MAY HAVE DIFFICULTY BEING CUSTOMER SERVICE ORIENTED
 - Better suited to environments that foster individual achievement rather than team work
- QUESTION: Give me an example of a situation when you had to let a customer be right even though you did not agree. How did it work out?

Handling Details

- Julie MAY HAVE DIFFICULTY WORKING WITH TASKS INVOLVING DETAILS
 - 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?

Listening

- Julie tends to listen well to others
 - Julie may occasionally be seen as unfriendly by others
- 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.

Handling Stress

- Julie TENDS TO BE MORE SENSITIVE TO STRESS THAN OTHERS
 - 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?

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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