

# Thinking Pattern Reports

## Applicant Interview Guide

Prepared for

## Sample Sample



*Orchestrating Results*

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## ***Applicant Interview Guide*** **SUMMARY**

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### ATTITUDES:

- Individualist, does things their own way
- Cautious, hesitant toward the world
- Optimistic about themselves
- Optimistic, positive attitude toward others
- Cautious, hesitant attitude toward getting things done

### PROBLEM SOLVING:

- Practical Problem Solver
- Excellent intuitive insights, 'gut instincts'
- Good analytical, conceptual thinking and organizing

### SELF IMAGE:

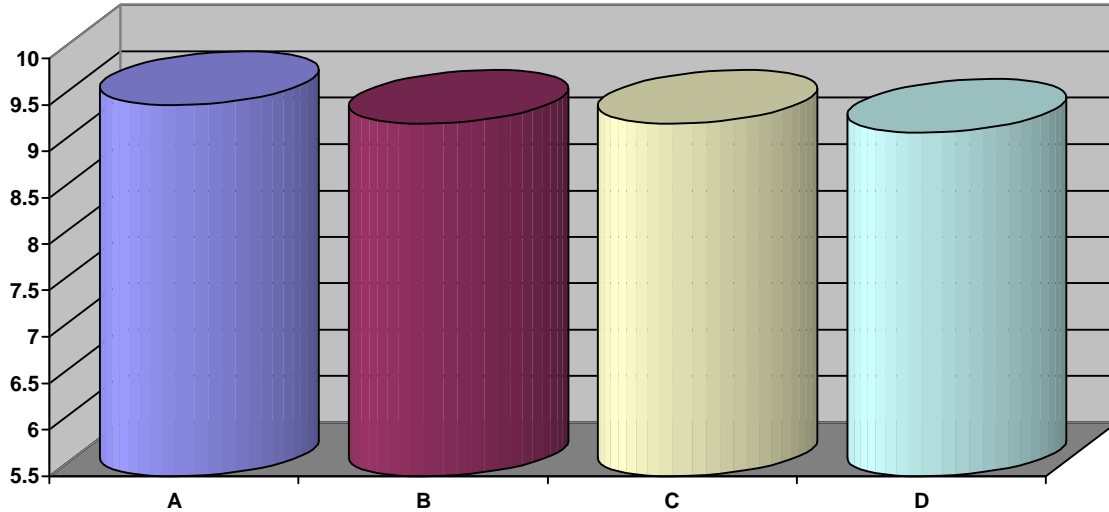
- Goal directed
- No fear of failure or success
- Confident, goal oriented

### MOTIVATORS:

- Sense of mission, personal goals

## Applicant Interview Guide

### GLOBAL GRAPH



<b>Low Risk</b> (Excellent ability to utilize the capacity and translate the talent into decisions; reduces the potential for errors and mistakes)	<b>8.8 to 10.0</b>
<b>Situational Risk</b> (Very good ability to utilize the capacity especially in well defined areas; however, there are specific situations that can interfere with the translation into decisions)	<b>8.5 to 8.79</b>
<b>Conditional Risk</b> (Limited access to the capacity indicating actual conditions that will increase the potential for mistakes and errors and restrict the transfer into decisions)	<b>8.2 to 8.49</b>
<b>Real Risk</b> (Restricted access to the capacity indicating the ability is consistently unavailable and individuals are subject to mistakes and errors in judgment)	<b>6.0 to 8.19</b>

<b>A) Works With Others (Low Risk)</b> — This capacity measures the ability to see and appreciate the needs and interests of others and the ability to deal with others in a concerned but objective manner.
<b>B) Gets Things Done (Low Risk)</b> — This section measures the ability of an individual to focus energy on tasks and follow them to completion dealing with the stresses and strains without losing freedom of action.
<b>C) Knows What To Do (Low Risk)</b> — This capacity measures a person's ability to decide what issues are relevant and need attention including intuitive insights, practical, common sense and conceptual abilities.
<b>D) Job Related Attitudes (Low Risk)</b> — This capacity measures a person's general work ethic and work attitudes indicating ability and willingness to take direction and work within organizational standards.

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## ***Applicant Interview Guide***

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### **PRIORITIZED CORE STRENGTHS**

#### **Intuitive Insight: (Knowing What To Do) (WE-7)-Excellent Potential**

Excellent ability for relying on intuitive insight and inner 'gut' feelings for identifying and solving problems.

#### **Persistence: (Ability to Get Things Done) (WE-10A)-Excellent Potential**

Strong personal commitment to stay on track and complete goals and tasks regardless of what happens.

#### **Insight Into Others: (Working With Others) (WE-1A)-Excellent Potential**

Keen insight into others combined with a positive attitude builds a realistically optimistic evaluation of others.

#### **Doing Things Right: (Job Related Attitudes) (WE-13A)-Excellent Potential**

A strong sense of perfectionism generates focus and attention on making certain that things are done right.

#### **Self Confidence: (Ability To Get Things Done) (WE-12C)-Excellent Potential**

Awareness of social and role image combined with anxiety and uncertainty about which role is best.

#### **Attitude Toward Others: (Working With Others) (WE-2A)-Excellent Potential**

Positive, open attitude toward others generates genuine concern about the needs and interests of others

#### **Prejudice/Bias Index: (Working With Others) (WE-3A)-Excellent Potential**

An optimistic attitude combined with good awareness builds tolerance for different ideas and ways of doing things.

### **PRIORITIZED DEVELOPMENT COMMENTS**

#### **Results Oriented: (Ability To Get Things Done) (WEI-9B)-Situational Risk**

Lack of attention to results can generate a tendency to delay decisions or to overlook what needs to be done.

#### **Attitude Toward Authority: (Job Related Attitudes) (WEI-15B)-Situational Risk**

Strong individualism can lead one to covertly or overtly disregard existing authority, standards or rules.

#### **Sensitivity To Others: (Working With Others) (WEI-4A)-Low Risk**

Excessive sensitivity to what others think or say potentially making it hard to address difficult issues.

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***Applicant Interview Guide***  
**PRIORITIZED INTERVIEW NOTES**

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**Results Oriented: (Ability to Get Things Done) (WEI-9B)-Situational Risk**

Place these individuals in a real time situation from your work environment to test their ability to see what needs to be done, to respond under pressure and get things done regardless of what is happening around them.

**Attitude Toward Authority: (Job Related Attitudes) (WEI-15B)-Situational Risk**

They will likely do things their way regardless of what they tell you or regardless of the consequences. Make certain that you can live with their challenges to your way of thinking and that you can accept their way of doing things.

**Sensitivity To Others: (Working With Others) (WEI-4A)-Low Risk**

They are susceptible to opinions of others and may overlook inappropriate behavior on the part of people whom they feel close to. Test their ability to hold on to their beliefs and to respond consistently under pressure.