

# Thinking Pattern Reports

## Applicant Interview Guide

Prepared for

## SampleB SampleB



*Orchestrating Results*

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

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### ATTITUDES:

- Individualist, does things their own way
- Optimistic about the world
- Cautious, hesitant attitude about themselves
- Cautious, skeptical attitude toward others
- Results, 'now' oriented attitude toward getting things done

### PROBLEM SOLVING:

- Good intuitive insights, 'gut instincts'

### SELF IMAGE:

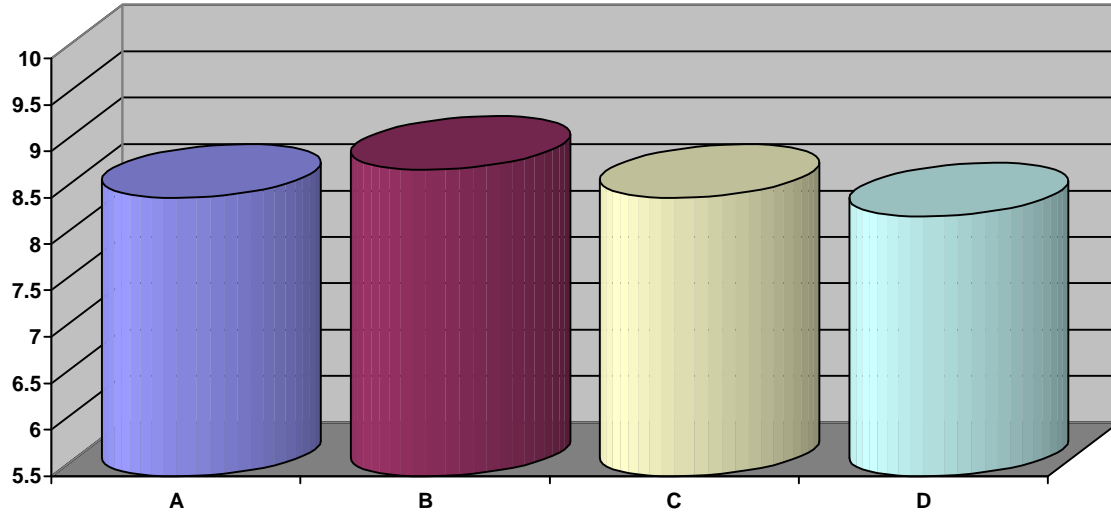
- Cautious, questioning the future
- No fear of failure, some fear of success
- Doubts and questions about what they are doing
- Has difficulty learning from their mistakes

### MOTIVATORS:

- Results, getting things done
- Money, material things

## 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>

**A) Works With Others (Situational Risk)** — 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) Gets Things Done (Low Risk)** — 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.

**C) Knows What To Do (Situational Risk)** — 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.

**D) Job Related Attitudes (Conditional Risk)** — 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**

#### **Results Oriented: (Ability to Get Things Done) (WE-9A)-Good Potential**

Extremely results and 'now' oriented focusing time and energy on decisions which have an immediate result.

#### **Attention To Concrete Detail: (Knowing What To Do) (WE-6B)-Very Good Potential**

A compulsion for seeing things from a unique or different perspective can create novel, creative practical thinking.

#### **Common Sense Thinking: (Knowing What To Do) (WE-5A)-Very Good Potential**

Very Good ability to see and pay attention to things in a practical, functional and common sense way.

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

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

#### **Insight Into Others: (Working With Others) (WE-1B)-Good Potential**

Keen insight into others combined with cautiously discrete attitudes generates cautious optimism about others.

### **PRIORITIZED DEVELOPMENT COMMENTS**

#### **Persistence: (Ability To Get Things Done) (WEI-10B)-Real Risk**

Uncertainty about what is the best thing to do can lead one to not demand the best, to put things off.

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

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

#### **Proactive, Conceptual Thinking: (Knowing What To Do) (WEI-8A)-Real Risk**

Focus on 'now' blocks out concern for or attention to consequences, to making certain that things are done right.

#### **Self Confidence: (Ability To Get Things Done) (WEI-12G)-Real Risk**

Self insecurity, difficulty knowing what to do or marshalling energy to get things done.

#### **Sensitivity To Others: (Working With Others) (WEI-4B)-Real Risk**

Indifferent to the needs and concerns of others, tends to treat others in a cool, competitive and uncaring manner.

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## ***Applicant Interview Guide***

### **PRIORITIZED INTERVIEW NOTES**

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#### **Persistence: (Ability To Get Things Done) (WEI-10B)-Real Risk**

Their doubts about which direction is best can leave them indecisive and inconsistent in their commitments. Find out what they expect from your job and what they are willing to do to work in your organization.

#### **Attitude Toward Authority: (Job Related Attitudes) (WEI-15B)-Real 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.

#### **Proactive, Conceptual Thinking: (Knowing What To Do) (WEI-8A)-Real Risk**

These individuals can become so caught up solving problems that they do not think about the consequences of their actions. Test their ability and willingness to think beyond their immediate circumstances.

#### **Self Confidence: (Ability To Get Things Done) (WEI-12G)-Real Risk**

Their life is in transition leaving them uncertain about what they want or what they are willing to commit to. Make certain that they have the talent, the desire, the need and the expectations to match your job opening.

#### **Sensitivity To Others: (Working With Others) (WEI-4B)-Real Risk**

Describe members of your organization who would be coworkers. Talk in a critical manner which would give them an opportunity to join in your criticism. Test their ability and willingness to be fair in their attitudes.