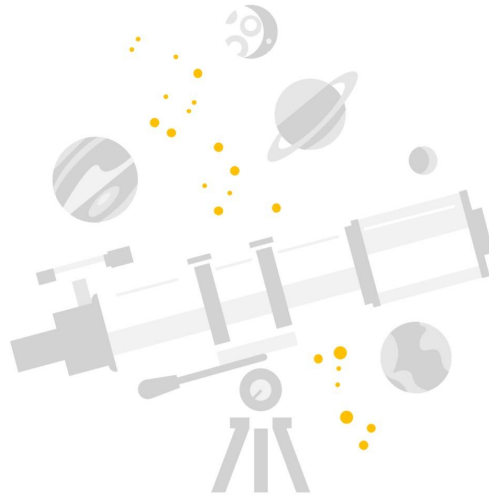


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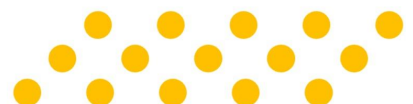
Transforming talent



Job Fitment and Behavioral Assessment Report

JOHN DOE

2023-06-24



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INTERVIEWER CHECKLIST

This report is designed to help you gain insights into the desired behavioral skills to be successful in the job role. It will assist the interviewer in developing an interview strategy that probes more deeply into on-the-job behaviors.

Before The Interview

1

Review job requirements, the candidate's resume and The EdMyst Behavioral Assessment

2

Review the resume and screen the candidate to clarify skills and fit

3

Review the interview questions and get an understanding of what to expect in the responses

Tips For the Interviewer

- ✓ Be on time and ensure no interruptions from phones, email, or people.
- ✓ Do not read questions to the candidate—ask them in a casual, friendly tone.
- ✓ Be non-judgemental—the interview is for information gathering, not decision-making
- ✓ The candidate should be doing 80% of the talking
- ✓ Take brief notes, but maintain eye contact and smile often

After The Interview

Review the job fitment recommended in the report, behavioral skills' scores, strengths and gaps, your notes, add detail, score responses and make a recommendation.



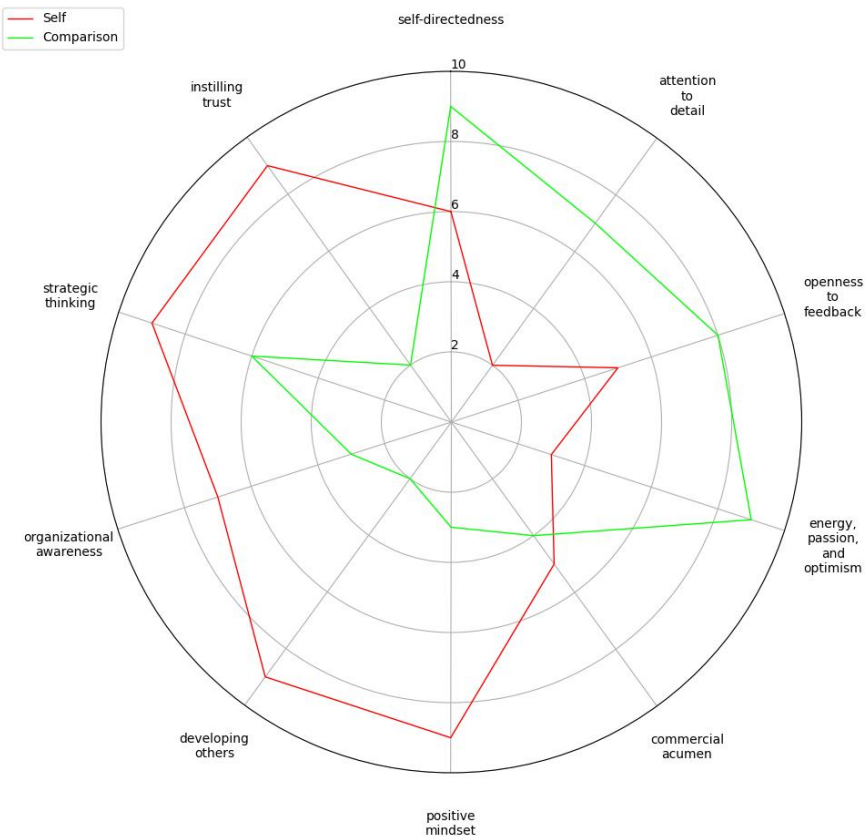
Note: In most countries, human rights or equal opportunity legislation makes it unlawful to ask or record anything that would indicate the candidate's age, sex, marital or family status, etc.

SUMMARY

Job Fit Measurement



Graphical Summary



POTENTIAL STRENGTHS

CREATIVE PROBLEM SOLVING

Formulates rational and innovative ideas harnessing available resources.

- Exhibits creativity in generating viable solutions and enlists the associated potential outcomes.
- Assesses the relevance and accuracy of information using analytical skills, and uncovers missing information.
- Offers actionable solutions with minimal risk by contemplating their broader impact to achieve desired results.

COACHING

Inspires others to improve their performance by providing timely feedback based on close observation.

- Assists others in reaching their maximum potential by helping them pursue the right learning opportunities.
- Co-creates a development plan, evaluates the progress against established goals, and holds others accountable.
- Maintains and upholds the utmost levels of professionalism and confidentiality expectations.

UNDERSTANDING ONE'S STRENGTHS

Effectively utilizes one's strengths to enhance one's performance and productivity.

- Actively seeks feedback to gain insights into one's strengths for further development.
- Can articulate one's core skills and specific contributions in different aspects of life.
- Pursues opportunities in areas that complement one's core strengths.

DEVELOPMENTAL CONSIDERATIONS

COURAGE AND RISK-TAKING

Prefers to stick to tried and tested methods and shows a tendency to play it safe and maintain the status quo.

- Has a tendency to attribute responsibility for the outcomes of one's decisions to external factors or influences.
- May overemphasize possible adverse consequences rather than potential positive outcomes.
- Has difficulty recuperating from setbacks, which inhibits risk-taking in the future.

ATTENTION TO DETAIL

May overlook pertinent information and struggles to complete tasks accurately.

- Tends to be disorganized and deliver work of varying quality due to rushing through tasks.
- Rarely filters out distractions and focuses on the particulars of the task at hand.
- May not fully realize the need for accuracy and how it directly impacts the outcomes.

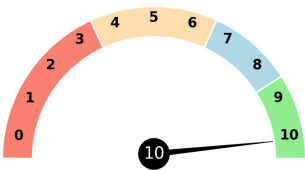
PROJECT MANAGEMENT

Experiences difficulty in delivering projects on time, within budget, and to the specified standards.

- May have a limited understanding of the project management tools and techniques.
- Has difficulty tracking project progress and foreseeing obstacles to assure a smooth delivery.
- May not prioritize communicating project status updates to stakeholders to keep them informed.

Interview Questions - Strength Analysis

CREATIVE PROBLEM SOLVING: HIGH



1. Describe a time when you had to use unconventional methods to solve a challenging or complex problem.

Probing Questions

- What was the problem? Why was it so hard to solve using conventional methods?
- What unconventional approaches did you consider? How did you come up with them?
- Did this experience change your perspective on problem-solving or encourage you to explore more unconventional approaches in the future?

2. Explain a time when you recommended a creative solution to a problem.

Probing Questions

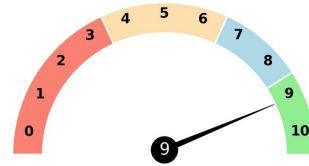
- What was the problem? What was the solution?
- How did you come up with a creative solution? Did you find ways to mitigate risks? Did you see any resistance to your solution?
- Did the solution achieve the desired results? Why or why not?

Indicate your level of agreement with the statement "The candidate shows evidence that they use this skill effectively".

1	2	3	4	5	6	7	8	9	10
Strongly disagree	Disagree	Slightly disagree	Somewhat disagree	Neither agree nor disagree	Neither agree nor disagree	Somewhat agree	Slightly agree	Agree	Strongly agree

Interview Questions - Strength Analysis

COACHING: HIGH



1. Tell us about the last time you had to coach somebody on his/her performance.

Probing Questions

- What was the situation?
- How did you give feedback? How did you prepare yourself to give effective feedback? How did you ensure simplicity and comprehension?
- What was the outcome? If you were to redo this, would you change anything?

2. Share an example of a time when you faced someone who seemed unmotivated or lacked commitment.

Probing Questions

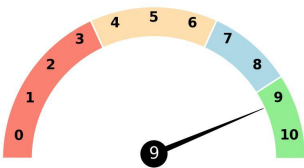
- What specific signs or behaviors did you observe that led you to believe they were unmotivated or lacked commitment?
- Did you uncover any underlying reasons or challenges that were contributing to the person's lack of motivation or commitment?
- What strategies or techniques did you use to help the person rekindle their motivation and commitment? Can you provide specific examples of interventions or exercises you employed?

Indicate your level of agreement with the statement "The candidate shows evidence that they use this skill effectively".

1	2	3	4	5	6	7	8	9	10
Strongly disagree	Disagree	Slightly disagree	Somewhat disagree	Neither agree nor disagree	Neither agree nor disagree	Somewhat agree	Slightly agree	Agree	Strongly agree

Interview Questions - Strength Analysis

UNDERSTANDING ONE'S STRENGTHS: HIGH



1. Tell us the last time you used your core strength at work.

Probing Questions

- What is your core strength?
- Where did you use it and how? In such a situation, how did it help you?
- Did this situation help you learn more about your core strength? What did you learn?

2. Tell us about a time when you received feedback on your core strengths.

Probing Questions

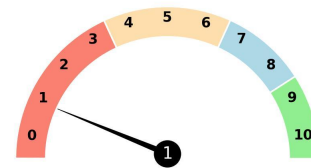
- What is your core strength?
- What was the feedback? Did you agree with it?
- Did it help you? What did you learn from it?

Indicate your level of agreement with the statement "The candidate shows evidence that they use this skill effectively".

1	2	3	4	5	6	7	8	9	10
Strongly disagree	Disagree	Slightly disagree	Somewhat disagree	Neither agree nor disagree	Neither agree nor disagree	Somewhat agree	Slightly agree	Agree	Strongly agree

Interview Questions - Development Gap Analysis

COURAGE AND RISK-TAKING: LOW



1. Describe a time when you displayed courage and took calculated risk-taking at work.

Probing Questions

- What was the situation? What pushed you to take the calculated risk?
- How did you weigh the benefits against the risks before making your choice? What steps did you take to reduce the risks of your decision?
- What was the result? How did this change your approach to risk-taking at work?

2. Describe a time when you voluntarily took on a challenging task or project.

Probing Questions

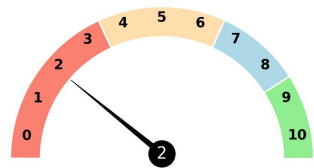
- Why was the task challenging? Why did you decide to volunteer?
- Did you face any unexpected challenges? How did you handle those?
- What did you learn from this experience about stepping out of your comfort zone?

Indicate your level of agreement with the statement "The candidate shows evidence that they use this skill effectively".

1	2	3	4	5	6	7	8	9	10
Strongly disagree	Disagree	Slightly disagree	Somewhat disagree	Neither agree nor disagree	Neither agree nor disagree	Somewhat agree	Slightly agree	Agree	Strongly agree

Interview Questions - Development Gap Analysis

ATTENTION TO DETAIL: LOW



1. Tell us about a time when your attention to detail helped you catch a critical error.

Probing Questions

- What was the situation? What was the error?
- How did you first learn about the error? How did you confirm it?
- How did you rectify the error? What did you take away from this experience?

2. Describe a time you had to sift through detailed information for work.

Probing Questions

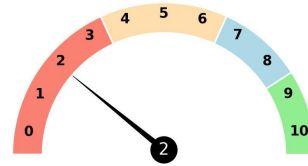
- What was the nature of the information?
- How did you approach this task? What was your biggest challenge?
- if you were to do this again, what would you change?

Indicate your level of agreement with the statement "The candidate shows evidence that they use this skill effectively".

1	2	3	4	5	6	7	8	9	10
Strongly disagree	Disagree	Slightly disagree	Somewhat disagree	Neither agree nor disagree	Neither agree nor disagree	Somewhat agree	Slightly agree	Agree	Strongly agree

Interview Questions - Development Gap Analysis

PROJECT MANAGEMENT: LOW



1. Specify a time when you successfully completed a project under stringent time constraints.

Probing Questions

- What was the project? What were the timelines? Who were the stakeholders?
- What measures did you take? How did you overcome challenges?
- What would you do differently if you could redo the event?

2. Tell us about a time you identified potential risks in a project and created a backup plan.

Probing Questions

- What project were you working on, and what perceived risks did you recognize?
- How did you identify these potential risks? What specific steps did you take to develop a backup plan?
- What was the outcome? What were your key takeaways from this particular project?

Indicate your level of agreement with the statement "The candidate shows evidence that they use this skill effectively".

1	2	3	4	5	6	7	8	9	10
Strongly disagree	Disagree	Slightly disagree	Somewhat disagree	Neither agree nor disagree	Neither agree nor disagree	Somewhat agree	Slightly agree	Agree	Strongly agree

Next Steps

Overall Job Match

Indicate your level of agreement with the statement "The candidate shows evidence that they use this skill effectively".

1	2	3	4	5	6	7	8	9	10
Strongly disagree	Disagree	Slightly disagree	Somewhat disagree	Neither agree nor disagree	Neither agree nor disagree	Somewhat agree	Slightly agree	Agree	Strongly agree

Action Steps

Comments

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