



Professione Lavoro

Human Resources Management Consulting

Comparison Report

Mario Rossi - Sales Manager

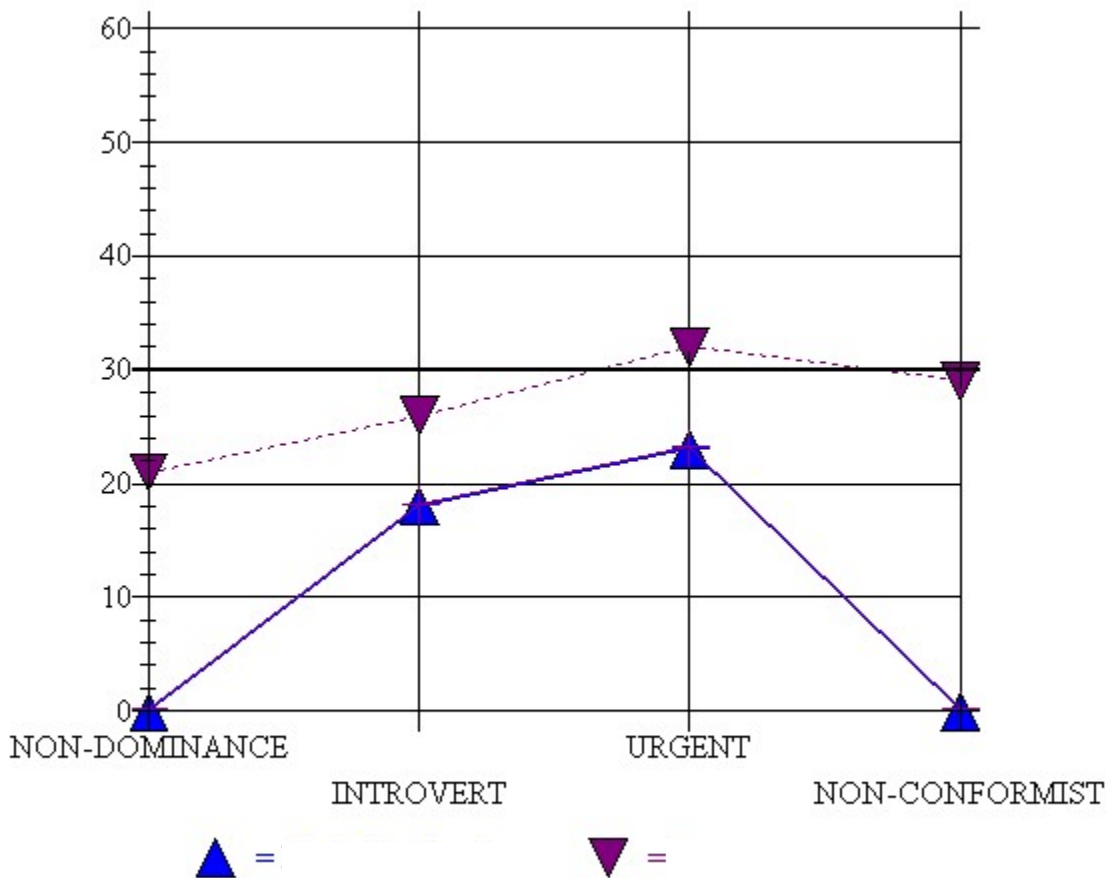
Global Servic Srl is an authorized distributor of PASport Software Programs, Inc. For additional information regarding our human resources management solutions, please e-mail us at pl@global-service.it, visit our web site at www.professionelavoro.net, or call us at +39 0583 33 20 13, and ask for Ms. Rachel Vigue Paterni.



Profile Comparison

Mario Rossi - Sales Manager

DOMINANT EXTROVERTED PATIENT CONFORMIST



	Mario Rossi	Sales Manager
Dominance	0	21
Extroversion	18	26
Patience	23	32
Conformity	0	29
Energy Level	Above Average	Average



Interview Questions

Dominance Lower than Desired

The job analysis indicates that a more controlling person is needed for the job. Following are some questions:

- "Describe some instances in which you have led an activity?"

"How did you react to the situation?"

"How did the people involved react to you?"

- "Can you recall some situations that required you to be more authoritative than you normally would be?"

"What were the circumstances?"

"What was the outcome?"

- "Have you ever had to make an unpopular decision?"

"What were the circumstances?"

"What was the outcome?"



Interview Questions

Dominance Lower than Desired -- Continued

- "Are you comfortable receiving directions from people other than your immediate supervisor?"

"Have you had any experiences with people who appeared to be overly authoritative?"

"How did you react?"



Interview Questions

Extroversion Lower than Desired

The job analysis indicates that a more extroverted person is needed for the job than indicated by the candidate's profile. Following are some suggested questions:

- "Do you like working with a lot of other people around?"

"Tell me about a time when you worked well with others."

- "How do you handle work that involves a lot of contact with other people?"

"How do you feel about it?"

- "What role have you usually assumed when working within a group?"

"Was this role comfortable for you?"

- "What kinds of tasks do you enjoy accomplishing in a group setting?"

"Tell me about the last time this happened."



Interview Questions

Extroversion Lower than Desired -- Continued

- "Have you ever found yourself in situations that required excessive interaction with others?"

"Describe the circumstances."

"How did you react?"

- "How do you feel about meeting new people?"

"Describe a time when that has been required of you."

"How did you feel about it and what was the outcome?"



Interview Questions

Patience Lower than Desired

The job analysis indicates that a more patient person is needed for the job than indicated by the candidate's profile. Following are some suggested question:

- "How have you handled situations in which the work did not progress as quickly as you would have liked?"

"What were the circumstances?"

"What was the outcome?"

- "While at work, how do you tend to react to others who do not appear to be busy?"

"How did you react to the situation?"

"How did the people involved react to you?"

- "On occasions when you have finished a work assignment early, how did you use the time left?"



Interview Questions

Patience Lower than Desired -- Continued

- "Have you ever been in a position that required you to perform a lot of routine tasks?"

"What were the circumstances?"

"How did you deal with the repetition?"

"What was the outcome?"

- "Describe some previous experiences that involved a long-term commitment to a project."

"How did you go about working on the project?"



Interview Questions

Conformity Lower than Desired

The job analysis indicates that a more detailed and structured person is needed for the job than indicated by the candidate's profile. Following are some suggested questions:

- "In general, how do you react to tight rules and regulations in an organization?"

"Give a recent example."

- "Have you ever held a position that required you to constantly follow established procedures?"

"Describe what the procedures entailed."

"Were you comfortable with that amount of structure?"

- "Describe some instances in which you have been successful at completing a very detailed task."

"How did you feel about it?"

"What were the outcomes?"



Interview Questions

Conformity Lower than Desired -- Continued

- "How do you react to situations in which you have to document the details of your work?"

Probe candidate as to whether he/she would prefer to document the means or process to achieve the results or simply the final outcome.

- "Can you think of a situation where you felt that a rule or procedure was inappropriate or irrelevant?"

Have them describe it.

"How did you react?"

