

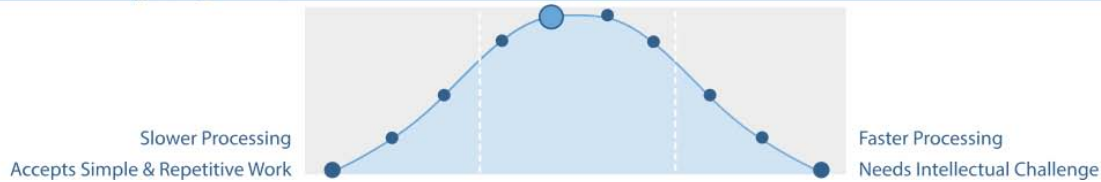
Recruiter Job Fit Report for Ben Whiteley

Overall: 79%

The participant has scored in the "red zone" in 1 area

LEGEND: ● GOOD ● OK ● POOR

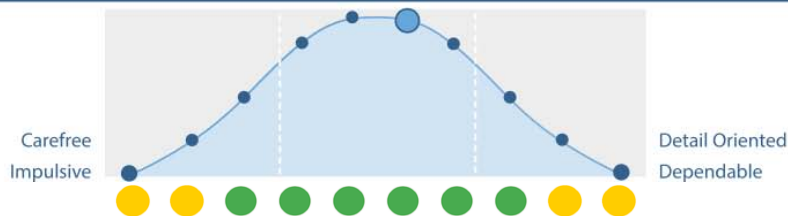
General Reasoning (Cognitive)



- Ben learns new information at an average rate of speed
- Once trained, Ben is usually able to focus on immediate recruiting tasks while keeping the long term strategy in mind
- Once trained, Ben might become bored by more simplistic and routine recruiting assignments

Question: Describe a time when you became bored with your routine and wanted to learn a new approach. What was the situation and how did it turn out?

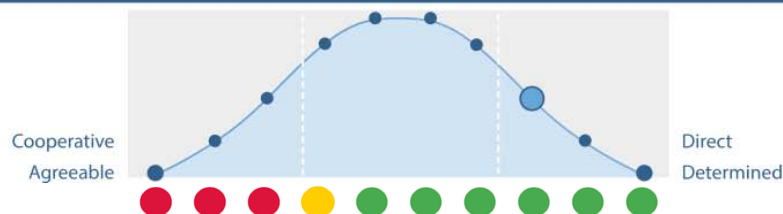
Conscientious (Organisation)



- Ben is typically able to balance the need for planning ahead with reacting to unexpected issues and opportunities as they arise
- Ben will usually be thorough and can deal comfortably with changes in plans

Question: Describe how you build a potential new opportunity or client relationship. How do you keep track of the details and make sure you follow up appropriately?

Tough Minded

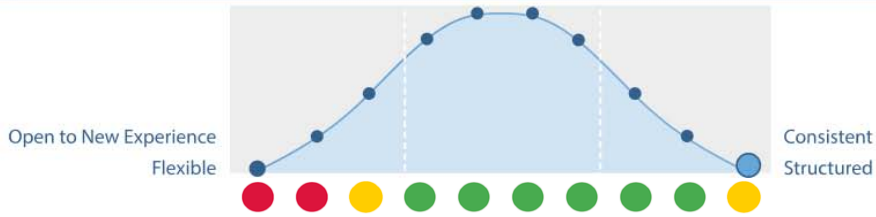


- Tends to be tough minded and comfortable asking prospects to make decisions within the recruiting process
- Well suited for situations where Ben may need to deal with confrontation and be able to take action without direction
- Generally comfortable making decisions
- Given the preference to be in control, Ben may not take direction well

Question: Describe a time when you were asked to handle an assignment in a particular way but you disagreed with the approach. How did you handle it

and what happened?

Conventional (Rules)



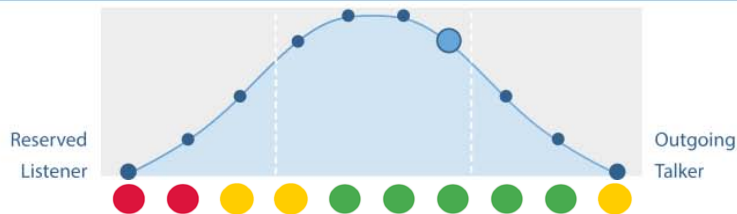
- Ben tends to be consistent and follow structures and procedures

- May require a little extra time adapting to changes in recruiting procedures or specialty areas

- Better suited for customers who are clear about the needs of the jobs they wish to fill and kinds of candidates they want, rather than those that are less defined

Question: Describe a time when you had to handle a new type of situation with a customer that you had not worked with before. What did you do?

Extroversion

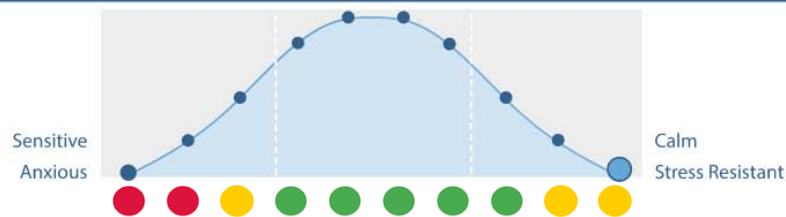


- While typically presenting a moderate level of enthusiasm when speaking about services or candidates, Ben can occasionally deliver a highly enthusiastic presentation when necessary

- Ben has a good balance of listening and talking with others which can work well in many recruiting positions

Question: Describe a time when you really had to stretch and be more enthusiastic than normal in order to make a good presentation. How did you do it?

Stable



- Typically calm under pressure

- Usually appears poised and self-confident

- Customers and prospective applicants may see Ben's calm nature as indicating a lack of urgency

Question: Describe a time when you had to reassure a customer that a concern was being dealt with in a timely manner.

Team

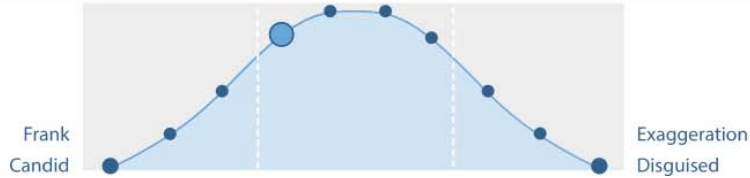




- Ben is more motivated by team rewards than individual rewards
- Some recruiting positions may be too intense and competitive for Ben
- May have difficulty working outside of a team environment
- Prefers a win-win situation for the customer and company

Question: Describe a time when you had to work independently, without others working jointly. How was that and were you successful?

Good Impression (Social Desirability)



- Ben has responded with a moderate level of exaggeration, but still within acceptable levels

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.

Report Generated On 11/02/2022 by Ben Whiteley
ParticipantID #1012046