

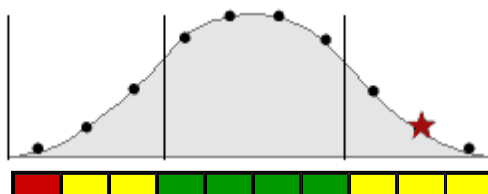
Date: Sep 24, 2005

Name: Pat Sample
ID: 104576

Central Service Technician Summary

General Reasoning (Cognitive)

Slower Processing
Accepts Simple & Repetitive Work



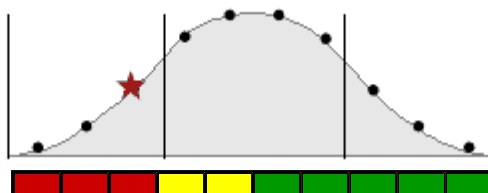
Faster Processing
Needs Intellectual Challenge

- Pat can quickly learn procedures and operations, but may become bored with some routine functions of a Central Service Technician role
- Pat may be better suited for Central Service Technician roles where more complex problem solving skills are valued and needed

Question: Give me an example of a time when you felt fully engaged and challenged by your job. What types of things did you deal with during the day?

Conscientious (Organization)

Carefree
Impulsive



Detail Oriented
Dependable

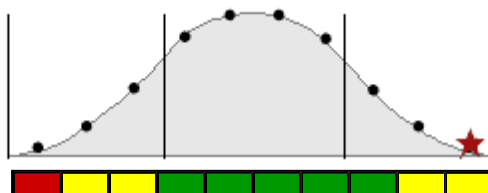
Note: Pat's score is in an area that may pose a significant challenge in terms of job fit for many Central Service Technician positions. You may wish to spend extra time reviewing this area and refer to additional follow-up questions provided in the Interview Question Report.

- Pat may appear to be careless and miss important details with instrument procedures and paperwork

Question: Tell me about a situation where you forgot to handle an important detail and it caused a problem. What happened?

Tough Minded

Cooperative
Agreeable



Direct
Determined

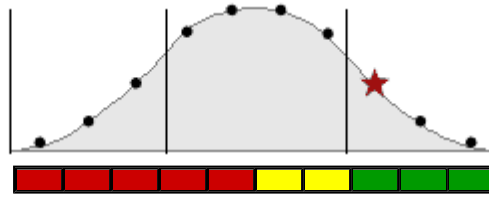
- Pat tends to be direct and out-spoken with others
- Pat's direct and tough-minded nature can be helpful in ensuring that policies and operations are being followed properly
- Pat's out-spoken and demanding nature can come across as argumentative and unpleasant
- May have difficulty taking direction from others which can create issues within some Central Service Technician roles

Question: Tell me about a time when you realized that someone was doing something

inappropriate on the job. What did you do?

Conventional (Rules)

Open to New Experience
Flexible



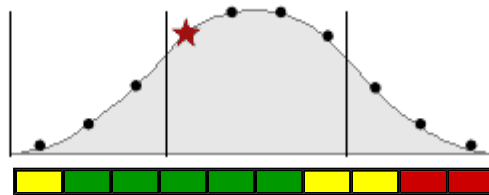
Consistent
Structured

- Pat is usually very consistent and structured when it comes to following Central Service Technician instrument sterilization standards and other work place procedures
- Pat usually has a high level of follow-through and thoroughness
- May find it difficult to deal with change

Question: Describe a time when you had to deal with several changes in your job all at once. How did you handle it?

Extroversion

Reserved
Listener



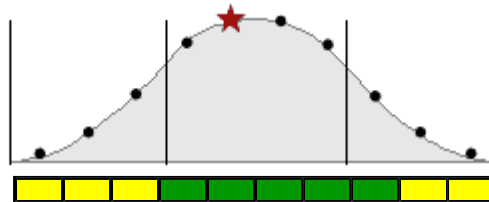
Outgoing
Talker

- Pat usually has a good balance between being able to be friendly and talkative but at the same time being able to listen and work alone
- Usually sociable while at the same time able to move on the next task without spending too much time with any one individual

Question: Tell me about a time when you really enjoyed the social interaction in your job. What was it like?

Stable

Sensitive
Anxious



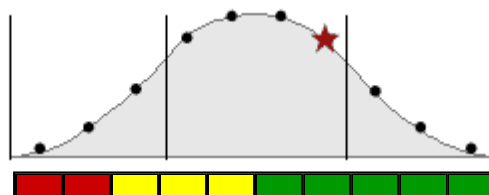
Calm
Stress Resistant

- Pat is usually able to remain calm and at the same time demonstrate sensitivity to others
- Generally relaxed and poised unless the environment or situation is particularly stressful

Question: Tell me about a time when you worked in a highly stressful environment and you had an unexpected serious issue to resolve. How did you deal with the stress of the situation?

Team

Individualistic
Competitive



Collaborative
Win-Win

- Pat is generally team oriented and has a good balance between wanting to take care of

themselves and others at the same time

- Can be motivated by occasionally receiving individual recognition and rewards for individual accomplishments

Question: Tell me about a time when you received a compliment or recognition for something that you did at work. How did you feel?

Good Impression (Social Desirability)

Frank
Candid



Exaggeration
Disguised

- Pat's responses have been frank and open

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

Overall
57.% *

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.

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Date: Sep 24, 2005



Name: Pat Sample
ID: 104576

Central Service Technician Interview Questions

General Reasoning (Cognitive)

Question: Describe a time when you were involved with some long term issues and forgot to handle an important routine patient task. What happened?

Question: Tell me about a time when you became bored dealing with the same old issues every day. What did you do?

Question: Give me an example of a time when you really liked your work. What sorts of tasks did you handle every day?

Conscientious (Organization)

Question: Describe a time when you thought you had handled something but had actually overlooked it. What did you do?

Question: Give me an example of a time when you were able to react quickly to a patient situation before others really even knew what was going on.

Question: Tell me about a situation where you forgot to handle an important detail and it caused a problem. What happened?

Tough Minded

Question: Tell me about a time when your ability to be determined helped you deal with a very difficult patient. What was the situation?

Question: Give me an example of a time when it was difficult to be compassionate about a patient's situation. How did you handle it?

Question: Describe a time when you dealt with a patient a little too strong when the situation may have needed you to be a little more tactful and tolerant. What was the situation and what happened?

Conventional (Rules)

Question: Tell me about a time when someone asked you to bypass a important procedure because they were in a hurry to take care of a patient. What did you do?

Question: Give me an example of a time when an urgent problem came up but you were not familiar with the procedure for handling it. What did you do about it?

Question: Describe a time when you had to deal with several changes in your job all at once. How did you handle it?

Extroversion

Question: In times when you have had to work with people all day long without a break, how have you dealt with it?

Question: Give me an example of a time when you were able to use a cheerful and optimistic manner with a patient to make them feel better. How did it work out?

Question: Tell me about a time when you really enjoyed the social interaction in your job. What was it like?

Stable

Question: Give me an example of a time when you had to deal with an emergency situation with a patient. What was the situation and what did you do?

Question: Tell me about a time when you worked in a highly stressful environment and you had an unexpected serious issue to resolve. How did you deal with the stress of the situation?

Question: Describe a time when you came close to losing your cool because of the pressure. How did you handle it?

Team

Question: Give me an example of a time when you had to cover for someone on your team who failed to do something they were supposed to. Why did you help them and what was the situation?

Question: Tell me about a time when you received a compliment or recognition for something that you did at work. How did you feel?

Question: Describe a time when you really enjoyed the people you worked with during the day. What made it special?

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