

## Sam Sample

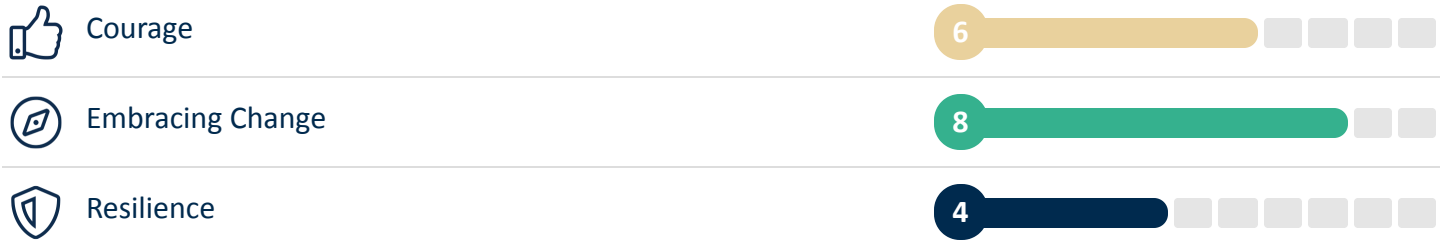
15-07-2020

### Overall Fit



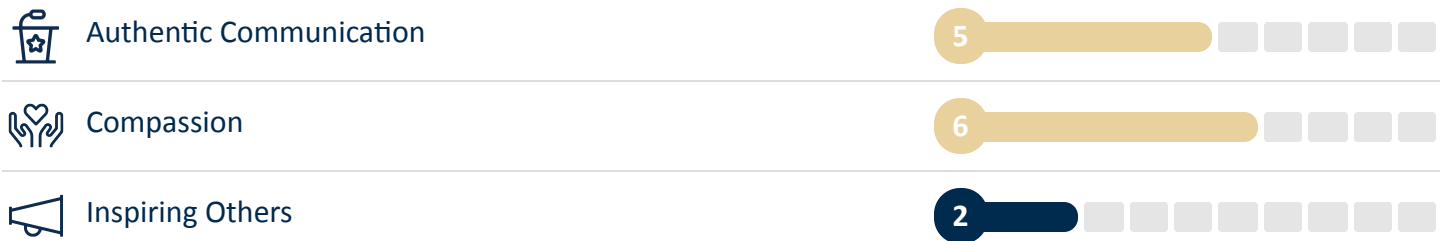
### Presence Competency Scores

1-2 Very Low  
 3-4 Low  
 5-6 Moderate  
 7-8 High  
 9-10 Very High



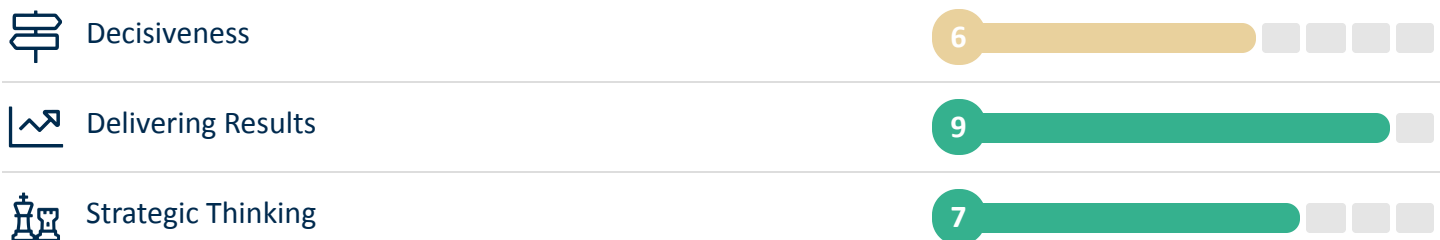
### Connection Competency Scores

1-2 Very Low  
 3-4 Low  
 5-6 Moderate  
 7-8 High  
 9-10 Very High



### Execution Competency Scores

1-2 Very Low  
 3-4 Low  
 5-6 Moderate  
 7-8 High  
 9-10 Very High



### Norm Group

General Population

*The results in this report are based on the respondent's description of their own personality and behaviour, which may not necessarily reflect the way other people see the individual. These scores should be viewed as hypotheses to validate against other sources of data.*

### Response Style Indices

All of the response style indices are **within the normal range**. There is no indication that it is necessary to probe any of them further.

|  |                       |  |
|--|-----------------------|--|
|  | Impression Management |  |
|  | Acquiescence          |  |
|  | Infrequency           |  |

## Presence Competencies

### Suggested Interview Probes

|                  |   |  |
|------------------|---|--|
| Courage          | 6 | <ul style="list-style-type: none"> <li>Describe a time when you held an unpopular opinion about a task or project at work.</li> <li>Describe a situation you when you did not feel confident.</li> </ul>   |
| Embracing Change | 8 | <ul style="list-style-type: none"> <li>Describe a time you successfully improved an existing process.</li> <li>Tell me about a situation in which you had to make a change quickly.</li> </ul>   |
| Resilience       | 4 | <ul style="list-style-type: none"> <li>Give me an example of a stressful situation where you felt you weren't able to remain calm.</li> <li>Tell me about a situation where you felt discouraged about a particular task, but managed to complete it.</li> </ul> |

## Connection Competencies

### Suggested Interview Probes

|                         |   |   |
|-------------------------|---|---|
| Authentic Communication | 5 | <ul style="list-style-type: none"> <li>Describe a situation in which you were able to change your communication approach based on cues from your audience.</li> <li>Describe a time when you had to communicate negative information to a person or group.</li> </ul>                             |
| Compassion              | 6 | <ul style="list-style-type: none"> <li>Tell me about a time when you showed consideration for the feelings and needs of others working with you.</li> <li>Give an example of when you adapted your style in order to develop a better working relationship with a difficult colleague.</li> </ul> |
| Inspiring Others        | 2 | <ul style="list-style-type: none"> <li>Talk about your approach to motivating others, and then tell me about a time when you used this approach to achieve a goal at work.</li> <li>Talk about a time when you had to encourage a team to meet a difficult challenge.</li> </ul>                  |

## Execution Competencies

### Suggested Interview Probes

|  |                    |   |  |
|--|--------------------|---|--|
|  | Decisiveness       | 6 | <ul style="list-style-type: none"> <li>• Tell me about a time when circumstances required you to make a decision independently.</li> <li>• Tell me about a time when you have decided on a course of action that others did not fully agree with.</li> </ul> |
|  | Delivering Results | 9 | <ul style="list-style-type: none"> <li>• Tell me about a time when you put in extra effort, knowing you would not get any recognition.</li> <li>• Describe an event that demonstrates your ability to maintain a high level of focus and effort.</li> </ul>  |
|  | Strategic Thinking | 7 | <ul style="list-style-type: none"> <li>• Describe a time you identified inefficiencies within a process you needed to follow.</li> <li>• Tell me about the last major project you worked on.</li> </ul>  |

*NOTE: For each question above, use probing question to learn more about the background or situation, actions that were demonstrated, and the final result. Contact PSI if you are interested in structured behavioural interview training.*