

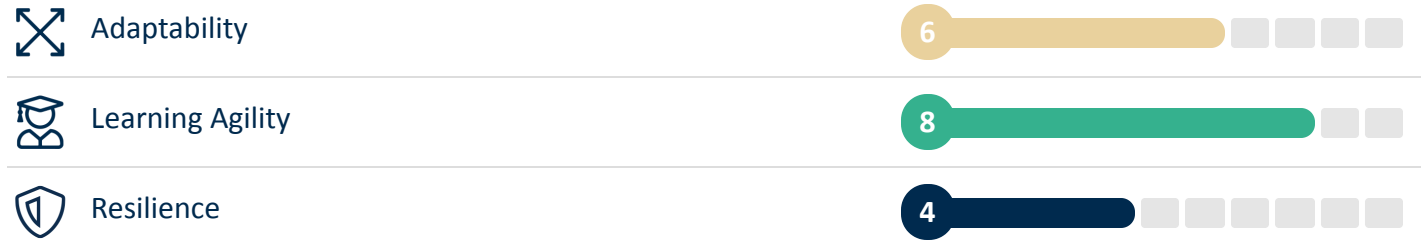
## Sam Sample

15-07-2020

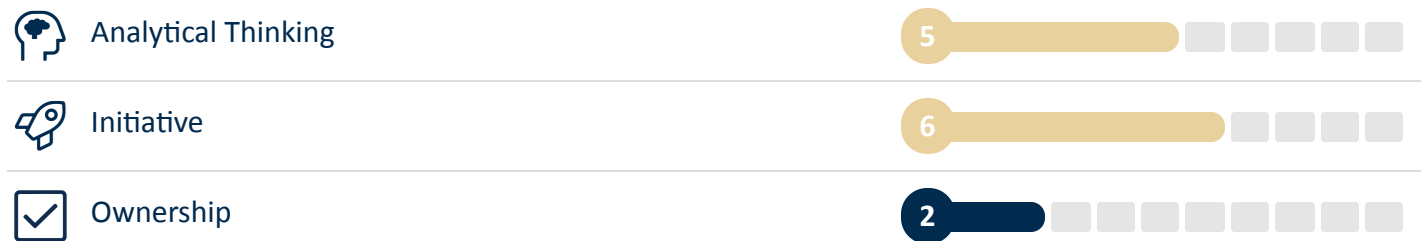
### Overall Fit



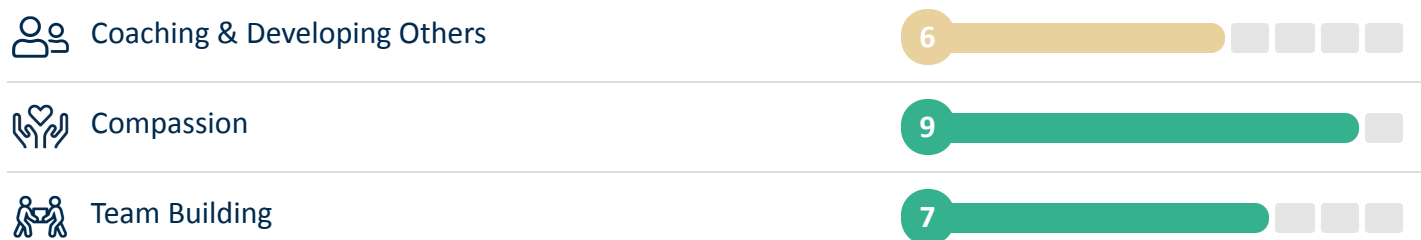
### Agility Competency Scores



### Achievement Competency Scores



### Affiliation Competency Scores



### 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	✓

## Agility Competencies

### Suggested Interview Probes

Adaptability

6

- Tell me about a time when you changed your style or approach to resolve a difficult problem or issue.
- Please describe an example where you changed your behaviour to overcome an obstacle.

Learning Agility

8

- Tell me about a time when you realised you needed to increase your skill level or knowledge in a particular area.
- Describe a time when you learned a new skill or educated yourself on a new topic to stay current with your job.

Resilience

4

- Give me an example of a stressful situation where you felt you weren't able to remain calm.
- Tell me about a situation where you felt discouraged about a particular task, but managed to complete it.

## Achievement Competencies

### Suggested Interview Probes

Analytical Thinking

5

- Think about a time when you were asked to find a creative solution to a problem.
- Give me an example of analyses you conducted where you were able to identify among several factors the most likely causing factor to the problem.

Initiative

6

- Tell me about a time when you had an opportunity to make an improvement and you acted quickly on this opportunity.
- Tell me about a time when you volunteered to participate in a task or project outside of your job responsibilities.

Ownership

2

- Tell me about the most structured, goal-focused work environment you've worked in.
- Tell me about the last time when you didn't manage to finish a piece of work you started.

## Affiliation Competencies

## Suggested Interview Probes



Coaching &amp; Developing Others

6

- Tell me about a time when you have coached someone to help them progress.
- Tell me about a time you have inspired others to exceed their expected results.



Compassion

9

- Tell me about a time when you had to resolve a conflict between two or more of your colleagues, or direct reports.
- Provide an example of when you considered the possible negative consequences of a work decision on the people within your organisation.



Team Building

7

- Describe a recent time where you displayed the characteristics of a good team player.
- Describe a time when you were effective in establishing personal credibility with another person or group. What approach did you take to reach this goal?

*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.*