

Spann & Associates

Applicant Interview Guide

Prepared for:

Demonstration Samples

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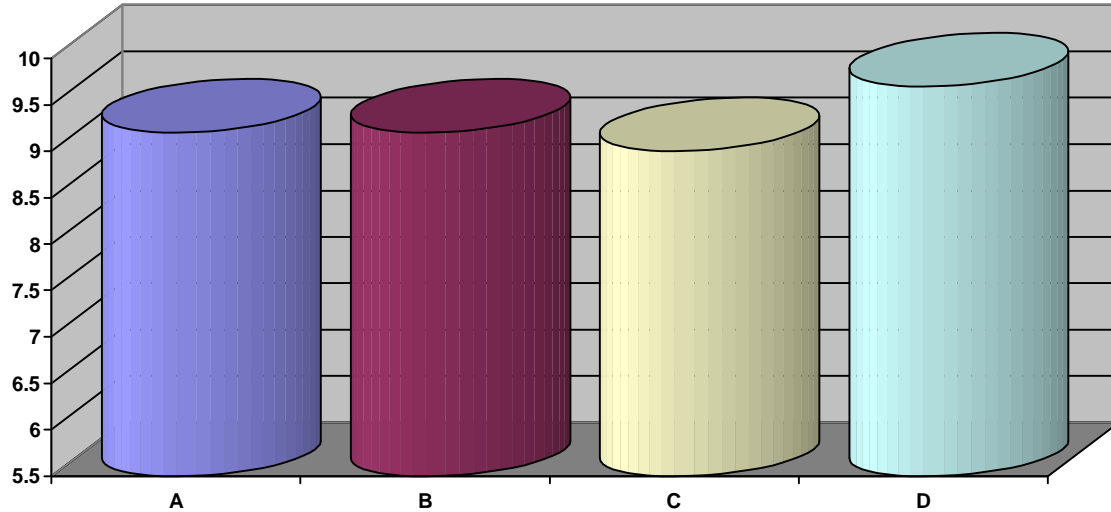
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Applicant Interview Guide

GLOBAL GRAPH



Low Risk (Excellent ability to utilize the capacity and translate the talent into decisions; reduces the potential for errors and mistakes)	8.8 to 10.0
Situational Risk (Very good ability to utilize the capacity especially in well defined areas; however, there are specific situations that can interfere with the translation into decisions)	8.5 to 8.79
Conditional Risk (Limited access to the capacity indicating actual conditions that will increase the potential for mistakes and errors and restrict the transfer into decisions)	8.2 to 8.49
Real Risk (Restricted access to the capacity indicating the ability is consistently unavailable and individuals are subject to mistakes and errors in judgment)	6.0 to 8.19

A) Works With Others (Low Risk) — This capacity measures the ability to see and appreciate the needs and interests of others and the ability to deal with others in a concerned but objective manner.
B) Gets Things Done (Low Risk) — This section measures the ability of an individual to focus energy on tasks and follow them to completion dealing with the stresses and strains without losing freedom of action.
C) Knows What To Do (Low Risk) — This capacity measures a person's ability to decide what issues are relevant and need attention including intuitive insights, practical, common sense and conceptual abilities.
D) Job Related Attitudes (Low Risk) — This capacity measures a person's general work ethic and work attitudes indicating ability and willingness to take direction and work within organizational standards.

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PRIORITIZED CORE STRENGTHS

Proactive, Conceptual Thinking: (Knowing What To Do) (WE-8B)-Excellent Potential

A combination of focus and attention on conceptual, long range thinking creates awareness on consequences of actions.

Attitude Toward Authority: (Job Related Attitudes) (WE-15A)-Excellent Potential

Strong sense of doing things right builds a willingness to accept existing authority and accepted ways of doing things.

Willing To Follow Directions: (Job Related Attitudes) (WE-14A)-Excellent Potential

An appreciation for system and organization builds respect for and attention to following directions and policies.

Persistence: (Ability to Get Things Done) (WE-10A)-Excellent Potential

Strong personal commitment to stay on track and complete goals and tasks regardless what happens.

Attitude Toward Others: (Working With Others) (WE-2A)-Excellent Potential

Positive, open attitude toward others generates genuine concern about the needs and interests of others

Doing Things Right: (Job Related Attitudes) (WE-13B)-Excellent Potential

The ability to focus on doing things right is couched in a tendency to covertly or overtly get around standards.

Self Confidence: (Ability To Get Things Done) (WE-12C)-Excellent Potential

Awareness of social and role image combined with anxiety and uncertainty about which role is best.

PRIORITIZED DEVELOPMENT COMMENTS

Consistency: (Ability To Get Things Done) (WEI-11A)-Real Risk

Inconsistent feelings shifting from confidence and comfort to dissatisfaction can interfere with one's ability to act.

Results Oriented: (Ability To Get Things Done) (WEI-9B)-Conditional Risk

Lack of attention to results will lead to delays in decisions and can interfere with getting things done.

Sensitivity To Others: (Working With Others) (WEI-4A)-Situational Risk

Excessive sensitivity to what others think or say potentially making it difficulty to address difficult issues.

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PRIORITIZED INTERVIEW NOTES

Consistency: (Ability To Get Things Done) (WEI-11A)-Real Risk

Be careful not to over sell and hype your organization and your job opening. These individuals are not certain about what they want to do. Paint both the benefits and the realities of what you expect from them.

Results Oriented: (Ability to Get Things Done) (WEI-9B)-Conditional Risk

Place these individuals in a real time situation from your work environment to test their ability to see what needs to be done, to respond under pressure and get things done regardless of what is happening around them.

Sensitivity To Others: (Working With Others) (WEI-4A)-Situational Risk

They are susceptible to opinions of others and may overlook inappropriate behavior on the part of people whom they feel close to. Test their ability to hold on to their beliefs and to respond consistently under pressure.