

Thinking Pattern Reports

Applicant Interview Guide

Prepared for

Demo Sample

Thinking is the doorway


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Applicant Interview Guide **SUMMARY**

ATTITUDES:

- Individualist, covertly does things their own way
- Optimistic about self and world
- Optimistic, positive attitude toward others
- Cautious, hesitant attitude toward getting things done

PROBLEM SOLVING:

- Practical Problem Solver
- Good intuitive insights, 'gut instincts'
- Excellent, analytical, conceptual thinking and organizing

SELF IMAGE:

- Doubts and questions about the future
- No fear of failure or success
- May not see their mistakes

MOTIVATORS:

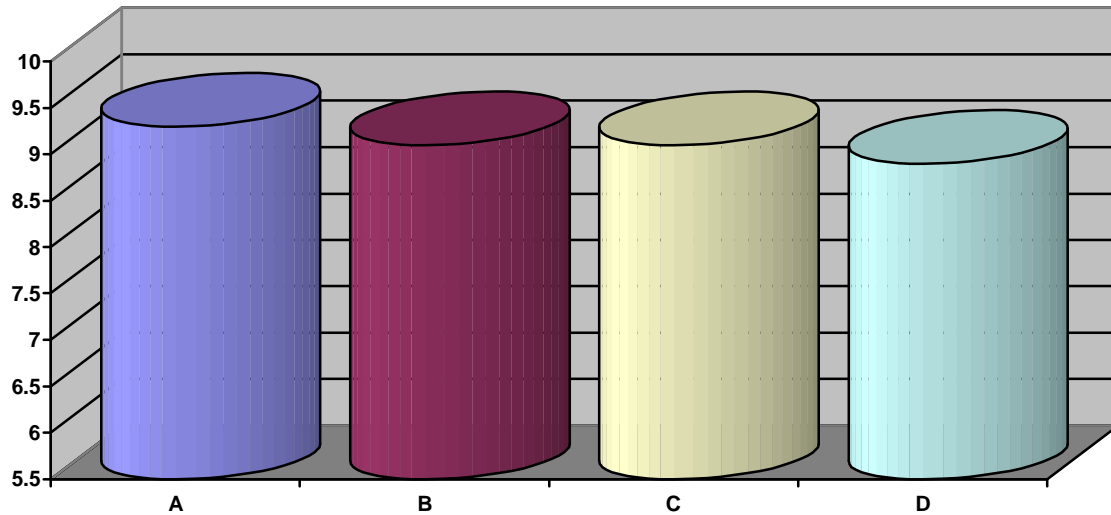
- Status, recognition

STRESSORS:

- Anxiety about how others see and value them

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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

1) Self Confidence: (Getting Things Done) (WEI-12I)-Excellent Potential

Ability to generate and pay attention to developing realistic confidence about one's ability to perform

2) Common Sense Thinking: (Knowing What To Do) (WEI-5B)-Very Good Potential

The ability to see and understand in practical common sense ways is combined with a cautious, 'show me' attitude.

3) Attitude Toward Others: (Working With Others) (WEI-2A)-Very Good Potential

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

4) Consistency: (Getting Things Done) (WEI-11C)-Very Good Potential

The ability to see and understand the value staying on track even though there is some indecisiveness about the future.

5) Sensitivity To Others: (Working With Others) (WEI-4A)-Very Good Potential

The ability to be open to the needs and interests of others without being too subjective and involved.

6) Prejudice/Bias Index: (Working With Others) (WEI-3A)-Very Good Potential

An optimistic attitude combined with good awareness builds tolerance for different ideas and ways of doing things.

7) Intuitive Insight: (Knowing What To Do) (WEI-7)-Very Good Potential

Very Good ability for relying on intuitive insight and inner 'gut' feelings for identifying and solving problems.

8) Doing Things Right: (Job Related Attitudes) (WEI-13A)-Very Good Potential

A strong sense of perfectionism generates focus and attention on making certain that things are done right.

9) Responsibility/Accountability: (Job Related Attitudes) (WEI-16B)-Very Good Potential

A clear understanding of the importance of attending to the consequences of decisions and actions.

PRIORITIZED DEVELOPMENT COMMENTS

1) Results Oriented: (Getting Things Done) (WEI-9B)-Situational Risk

Lack of attention to results can generate a tendency to delay decisions or to overlook what needs to be done.

2) Attitude Toward Authority: (Job Related Attitudes) (WEI-15B)-Situational Risk

Strong individualism can lead one to covertly or overtly disregard existing authority, standards or rules.

3) Proactive/Conceptual Thinking: (Knowing What To Do) (WEI-8C)-Situational Risk

Attention to being individualistic and inventive creates a lack of attention to consequence of decisions and actions.

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PRIORITIZED INTERVIEW NOTES

Results Oriented: (Getting Things Done) (WEI-9B)-Situational 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.

Attitude Toward Authority: (Job Related Attitudes) (WEI-15B)-Situational Risk

They will likely do things their way regardless of what they tell you or regardless of the consequences. Make certain that you can live with their challenges to your way of thinking and that you can accept their way of doing things.

Proactive/Conceptual Thinking: (Knowing What To Do) (WEI-8C)-Situational Risk

Their individualism and passion for being inventive and different can lead them to resist tried and proven methods for solving problems. Test their willingness to be patient and to keep their focus on the consequences of their ideas.