

Thinking Pattern Reports

Manager Interview Guide

Prepared for

Demo Sample

Thinking is the doorway


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Manager 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:

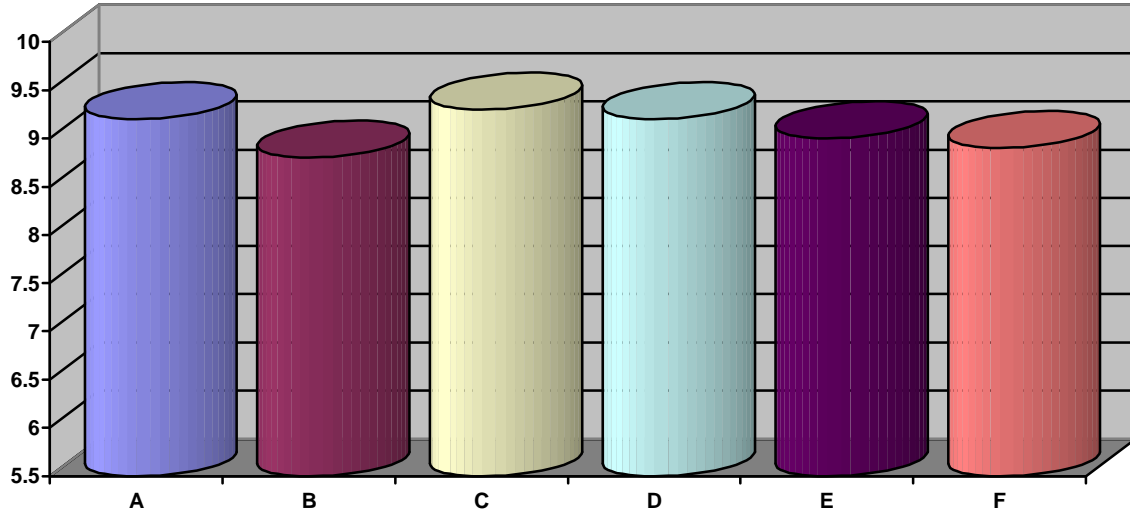
- Status, recognition

STRESSORS:

- Anxiety about how others see and value them

Manager 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) Managing Others (Low Risk) — 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) Managing Activities (Situational Risk) — Measures the ability to see what is needed to get things done.
C) Managing Problems (Low Risk) — Measures the ability to identify potential problems and generate effective solutions.
D) Planning & Organizing (Low Risk) — Measures the ability to set goals, build plans, and translate them into action.
E) Getting Things Done (Low Risk) — 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.
F) Managing Self (Low Risk) — Measures the ability to see, understand, and be sensitive to personal uniqueness, confidence, competency, goals, and self organization.

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PERSONAL MANAGEMENT INVENTORY

PRIORITIZED CORE STRENGTHS

1) Seeing Potential Problems: (Managing Problems) (MGT-16)-Excellent Potential

Excellent capacity for identifying crucial issues in complex and confusing situations.

2) Conceptual Organization: (Planning And Organizing) (MGT-22B)-Excellent Potential

Individualistic, potentially innovative approach to thinking can lead you to novel ways to organize and plan.

3) Concrete Organization: (Planning And Organizing) (MGT-21C)-Excellent Potential

Individualistic, unconventional thinking gives you the ability to organize things in novel, innovative ways.

4) Using Common Sense: (Managing Problems) (MGT-14B)-Excellent Potential

Excellent ability to see and understand how to get things done in a practical, common sense way.

5) Short Range Planning: (Planning And Organizing) (MGT-19H)-Excellent Potential

The ability to see and understand planning in novel, unconventional, and individualistic ways.

6) Role Satisfaction: (Managing Self) (MGT-33A)-Excellent Potential

Combination of confidence about their ability to perform and an urgency to push ahead and get things done.

7) Intuitive Insight: (Managing Problems) (MGT-15)-Very Good Potential

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

8) Attitude Toward Others: (Managing Others) (MGT-2A)-Very Good Potential

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

9) Prejudice/Bias Index: (Managing Others) (MGT-3A)-Very Good Potential

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

PRIORITIZED DEVELOPMENT COMMENTS

1) Health/Tension Index: (Managing Self) (MGT-35B)-Conditional Risk

Imbalance in their thinking can generate anxiety, frustration, and despair as they seek to match expectations to actions.

2) Attitude Toward Authority: (Managing Activities) (MGT-11C)-Situational Risk

Strong individualism will lead them to covertly or overtly challenge or disregard existing rules and authority.

3) Proactive/Conceptual Thinking: (Managing Problems) (MGT-17C)-Situational Risk

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

Manager Interview Guide
PERSONAL MANAGEMENT INVENTORY
PRIORITIZED INTERVIEW NOTES

1) Health/Tension Index: (Managing Self) (MGT-35B)-Conditional Risk

They tend to have difficulty adapting when decisions and priorities do not match their expectations and to look for ways to get out of the stress even if they must make a mistake or refuse to take action.

2) Attitude Toward Authority: (Managing Activities) (MGT-11C)-Situational Risk

They tend to disregard rules, norms, and conventions about how things should be done and do things their own way regardless of consequences. Test their ability to accept ideas and ways of doing things other than their own.

3) Proactive/Conceptual Thinking: (Managing Problems) (MGT-17C)-Situational Risk

Disregard for consequences of decisions can lead to a lack of accountability shifting blame to anyone other than themselves. Test their willingness to admit the negative consequences of their decisions and take corrective action.