

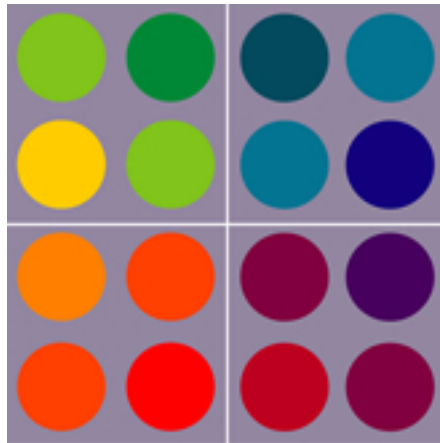


Facet Audition

Matt Test

Date of administration: 12.11.2007

Company: Consulting Tools



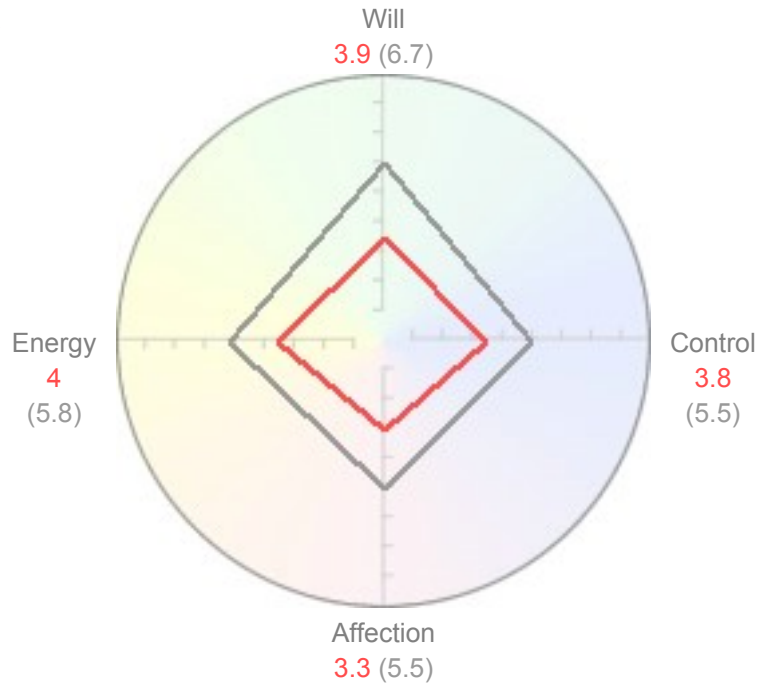
consultingtools 
PERSONALITY ASSESSMENT

Audition

This guide provides a structure for an interview for a **Matt Test** role within **Consulting Tools**. It is based on research carried out within **Consulting Tools** and should not be used for other purposes.

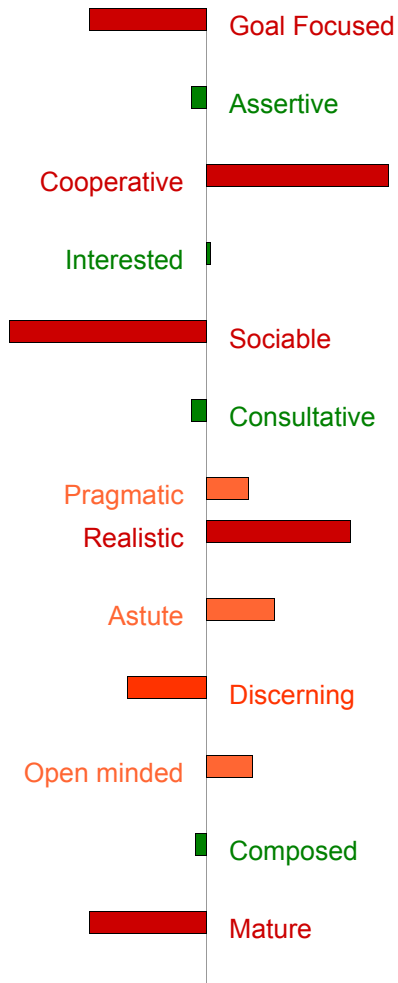
(The ideal profile for this role is shown in grey)

Closeness of fit: 42.5%



Convergence Chart

Not Enough Of 10 9 8 7 6 5 4 3 2 1 1 2 3 4 5 6 7 8 9 10 Excess Of



Much too easily convinced - look for any examples of having persuaded others.

Prepared to argue if necessary. Doesn't back down unless really pushed.

Needs others for support and advice - look for examples of making independent decisions?

Responds to others' enthusiasm - can they be involved and part of the team?

Reserved and distant - look for evidence of working with a team.

Equally happy working alone or as part of a team. Needs some contact.

Task focused. Are people given a chance?

Leaves people to sort themselves out - look for willingness to help.

Doesn't trust blindly - examples of questioning others motives?

Imaginative but unstructured in approach. How much planning is done?

Flexible - look for evidence of maintaining principles and standards.

Realistic view of own skills. Keen to develop and recognise that they can improve.

Negative and doubtful. Avoids difficult or new situations?

Ideal candidates are more determined and unwilling to compromise. They have strong views to which they are committed.

Facet Says:

Much too easily convinced - look for any examples of having persuaded others.

Behavioural Questions

Tell me about a time when you've had to stick to your view. What was the situation? What did you do? What was the result?

Tell me about a time when you needed to get other people to take action. What was the situation? What did you do? What happened?

Tell me about a time when you felt you had to take charge. What was the situation? What did you do? What was the result?

Situational Questions

If someone has a strong view what's the best way to convince them?

How would you go about getting people started on a new initiative?

How would you go about getting people to do something you felt was important?

Comment

Horizontal lines for writing a comment.

Interviewer's Rating

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Too easily swayed by arguments
Too willing to fit in with other people
Unwilling to take quick decisions

Too determined to stick to their views
Quick to tell others what to do
Hard to convince

Ideal candidates are reasonably assertive. They do not allow issues to go unattended but are prepared to listen to others.

Facet Says:

Prepared to argue if necessary. Doesn't back down unless really pushed.

Behavioural Questions

Tell me about a time when you needed to confront someone. What was the situation? What did you do? What was the result?

Tell me about a time when you were challenged strongly by someone. What was the situation? What did you do? What was the result?

Tell me about a time when you had to have an open argument. What was the situation? What did you do? What was the result?

Situational Questions

What is the best way to confront someone over an issue at work.

If someone challenges you over an issue, how do you defend yourself?

Do open arguments serve a purpose at work or do you feel is there always a better way of solving a problem.

Comment

Multiple horizontal lines for writing a comment.

Interviewer's Rating

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Unwilling to face issues
Avoids issues, hoping they will get better
Too quick to give in to an argument

Reacts and confronts issues without reflection
Over-reacts to a challenge
Argumentative

Ideal candidates are cooperative but are prepared to go it alone once they have the information.

Facet Says:

Needs others for support and advice - look for examples of making independent decisions?

Behavioural Questions

Tell me about a time when a group you worked with had to make a decision. What was the situation? What did you do? What was the result?

Tell me about a time when you were faced with a problem to solve. What was the situation? What did you do? What was the result?

Tell me about a time when you needed people to help you. What was the situation? What did you do? What was the result?

Situational Questions

If a group of people need to make a decision, how do you feel they should go about doing it?

If you had a problem to solve at work, how would you go about it?

When at work do you feel you work better when you consult others or when you follow your own initiative?

Comment

Horizontal lines for writing a comment.

Interviewer's Rating

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Stubbornly independent
Doesn't consult before committing
Goes own way

Always checks with others before acting
Too easily led by others'
Dependent

Ideal candidates are able to respond to new ideas with enthusiasm but do not get carried away by them.

Facet Says:

Responds to others' enthusiasm - can they be involved and part of the team?

Behavioural Questions

Tell me about new ideas that you have implemented at work. What were they? How did you discover them? What did you achieve?

Tell me about a time when you had to take a public role for your team? What happened? What did you do? How did you feel about it?

Tell me about a time when you saw a new opportunity which excited you. What was the situation? What did you do? What was the result?

Situational Questions

How do you feel new ideas should be introduced at work?

How would you feel if you were asked to take on a public role for your team?

When asked to introduce new ideas to your team, how would you go about it?

Comment

Multiple horizontal lines for writing a comment.

Interviewer's Rating

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Low profile in a team
Calm and detached
Unenthusiastic

Enthusiastic and eager
Quick to get started on things
Impulsive

Ideal candidates are able to maintain a balance between the task at hand and the needs of the people involved.

Facet Says:

Task focused. Are people given a chance?

Behavioural Questions

Tell me about a time when you identified a good business opportunity. What was the situation? What did you do? What was the result?

Can you give me an example of where your action has protected the organisation's commercial interests?

Tell me about a time when you had to make a tough decision about a team member. What was the situation? What did you do? What was the result?

Situational Questions

How do you go about finding good business opportunities

Are you better than most at turning a situation to your advantage?

How do you balance short and long term benefits in a business?

Comment

Multiple horizontal lines for writing a comment.

Interviewer's Rating

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Puts other people first
Always tries to help
Overly selfless

Protects own interests
Focuses on immediate gains
Self centred and opportunistic

Ideal candidates evaluate what they are told and act accordingly. They are not prejudiced.

Facet Says:

Doesn't trust blindly - examples of questioning others motives?

Can you give me an example of when someone tried to take advantage of you at work? What happened? What did you learn from this?

Behavioural Questions

Give me an example of when you felt someone was not being open with you. What was the situation? What did you do? What was the result?

Tell me about a time when you were able to see through a person to what they were really like. What was the situation? What did you do? What was the result?

Situational Questions

Can you usually trust what people say in business?

Do you feel that most people will try to help if given the opportunity?

To what degree do you feel people look out for others in business?

Comment

Horizontal lines for writing a comment.

Interviewer's Rating

1

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Unquestioning belief in people
Naive
Idealistic

Defensive
Suspicious
Wary

Ideal candidates plan for eventualities but are able to change should the need arise. They are firm but not rigid.

Facet Says:

Imaginative but unstructured in approach. How much planning is done?

Behavioural Questions

Tell me about your daily routine. How do you plan? How does it help you?

Tell me about a situation when you followed a difficult task right through to the finish. What was the situation? What did you do? What was the result?

Describe how you set your work plan out. What steps do you go through? How do you implement it? Do you stick to it?

Situational Questions

Do you prefer a very planned approach or to be more responsive and see what the day brings?

Are you better handling a few tasks right through to the finish or applying yourself to many things at once?

At work do you feel it is better to stick to a work plan or to take things as they come?

Comment

Multiple horizontal lines for writing a comment.

Interviewer's Rating

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Creative but unstructured
Free thinking
Lacking discipline

Measured and steady in work
Risk averse
Resistant to change

Ideal candidates are confident and unworried. They believe they can handle any difficulties that arise. They take things as they come.

Facet Says:

Realistic view of own skills. Keen to develop and recognise that they can improve.

Behavioural Questions

Have you ever felt that you lacked a particular skill required for work? What was the skill? What did you do about it? What was the result?

Give an example of an event at work that was stressful for you. What was the situation? What did you do? What was the result?

What skills have you managed to improve while in your job? What motivated you to change? How do you know that you have improved?

Situational Questions

What skills do you think you need to develop to do your job better?

What things are likely to make you feel stressed at work?

If someone lacks confidence at work what is the best way of re-assuring them?

Comment

Multiple horizontal lines for writing a comment.

Interviewer's Rating

1

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Anxious
Self-deprecating
Worrisome

Relaxed
Comfortable with themselves
Overconfident

Notes: