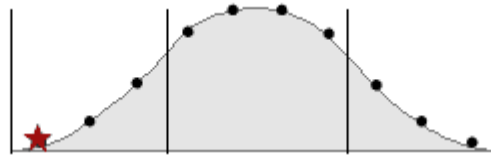




## Construction Summary

### General Reasoning (Cognitive)

Slower Processing  
Accepts Simple & Repetitive Work



Faster Processing  
Needs Intellectual Challenge

- Jay tends to solve problems and learn new information more slowly than others
- Should be allowed more time for initial training and for learning new procedures and job requirements
- Typically capable of dealing with routine issues without becoming bored which can be very beneficial in many construction worker positions where it is necessary to stay focused on immediate tasks

**Question:** Tell me how you have learned a new job in the past. How were you trained?

### Conscientious (Organization)

Carefree  
Impulsive



Detail Oriented  
Dependable



- Jay may miss important details
- May appear to be careless and unorganized which can prove to be problematic in many construction environments
- May be better suited for positions that value spontaneity and ability to handle issues as they arise
- Jay will typically handle interruptions during the day better than most people

**Question:** Some jobs require that you deal with a lot of details during the day. Describe a time when you had to deal with a lot of details and you forgot something important. What happened?

### Tough Minded

Cooperative  
Agreeable



Direct  
Determined



- Jay tends to be tough-minded and out-spoken
- This directness can be helpful when they voice feedback and offer opinions for solving construction issues
- Can become argumentative with others particularly when they are not in control or in charge
- Jay may have difficulty taking direction from others which can create issues within some construction environments

**Question:** Describe a time in a job when you have gotten into an argument with someone over how a particular task should be handled. What happened?

## Conventional (Rules)

Open to New Experience  
Flexible



Consistent  
Structured



- Tends to be very consistent in following construction policies and safety procedures
  - Jay may find it difficult to deal with change and will need extra time to adapt to changes made in construction procedures
  - May be better suited to environments where the problems are more predictable in nature rather than dealing with new types of problems on a regular basis
- Question:** Tell me about a time when there were a lot of changes in your job and it became frustrating. What was the situation and how did you deal with all of the changes?

## Extroversion

Reserved  
Listener



Outgoing  
Talker



- Jay tends to be quiet and shy which can work well for many construction environments where employees must work for long periods of time on their own
- Others may view Jay as unfriendly or aloof
- Tends to have good listening skills

**Question:** Describe a time when you had to work and interact with people a lot during the day. How did you deal with it?

## Stable

Sensitive  
Anxious



Calm  
Stress Resistant



- Jay is usually sensitive to design specifications which can be beneficial in some construction environments
  - In highly stressful and demanding construction environments, Jay may become nervous and anxious
  - May be better suited for situations where there is less stress and where sensitivity is valued
- Question:** Many jobs are really stressful and demanding. Tell me about a time when your job was very demanding and because you had to work so fast, you were not able to completely follow a policy or safety procedure. What was the situation?

## Team

Individualistic  
Competitive



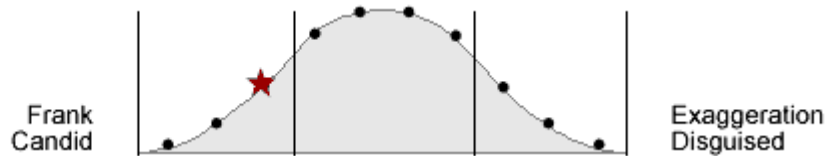
Collaborative  
Win-Win



- Jay is generally competitive and self-confident
- May have difficulty working on a team and being collaborative
- May be better suited for an environment where they are allowed to work independently rather than one where they are expected to continually be a part of a team effort

**Question:** Tell me about a time when you were particularly motivated to do your job every day. What was the situation and how were you rewarded for your efforts?

### Good Impression (Social Desirability)



- Jay's responses have been frank and open

\*The participant has scored  
in the "red zone" in 1 area.

Overall  
**75% \***

**Note:** This report represents only a small part of the factors that can be helpful in determining job performance. It is not designed to specifically recommend or not recommend any individual for employment and the ultimate employment decision rests with the Employer.

Date: Jun 14, 2006



Name: Jay Demo  
ID: 137911

## Construction Interview Questions

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**Question:** Describe a time when you really enjoyed a job and the types of projects you worked on. What types of tasks did you handle during the day?

**Question:** Tell me about a situation when you were not able to solve a problem and called in other team members or a job foreman to help out. What was the situation?

**Question:** Tell me how you have learned a new job in the past. How were you trained?

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**Question:** Tell me about a time when you forgot a very important detail on a job and it caused a problem. What happened?

**Question:** Give an example of your ability to trouble shoot problems. How do you approach them?

**Question:** Describe the most successful job you worked on? What types of tasks did you work on, and what was your specific role?

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**Question:** Tell me about a situation when your determination for making sure that a project was done right really paid off.

**Question:** Give me an example of a time when you found an error in someone else's work because you didn't trust that it had been done correctly. How did you handle the communication?

**Question:** Describe a time in a job when you have gotten into an argument with someone over how a particular task should be handled. What happened?

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**Question:** Tell me about a time when you walked into a situation where there were no previous policies or procedures in place but you had to get up to speed quickly. How did you do it?

**Question:** Give me an example of how your dedication to proven methods has paid off. What was the situation?

**Question:** Tell me about a time when there were a lot of changes in your job and it became frustrating. What was the situation and how did you deal with all of the changes?

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**Question:** Describe a time when you needed to express optimism and enthusiasm for a project. How did you do that?

**Question:** Give me an example of a time when you had to deal directly with a customer and you were asked to be very enthusiastic in your approach. How did you get yourself prepared for this?

**Question:** Tell me about a period of time when you had to interact with others frequently during the day. How did this affect your productivity?

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**Question:** Tell me about a time when you had to deal with an unreasonable deadline. What did you do?

**Question:** Give me an example of a time when you became angry with a co-worker or supervisor and had to cool off before you dealt with them again. What was the situation?

**Question:** Many jobs are really stressful and demanding. Tell me about a time when your job was very demanding and because you had to work so fast, you were not able to completely follow a policy or safety procedure. What was the situation?

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**Question:** Give me an example of a time when you did something above and beyond what was expected on a job, but you were not rewarded for it. How did you deal with it?

**Question:** Describe a time when you had to work with someone who didn't pull their weight. How did you deal with it?

**Question:** Tell me about a time when you were particularly motivated to do your job every day. What was the situation and how were you rewarded for your efforts?

**Note: This report represents only a small part of the factors that can be helpful in determining job performance. It is not designed to specifically recommend or not recommend any individual for employment and the ultimate employment decision rests with the Employer.**