

Date: Jun 27, 2006

Name: Shauna Test
ID: 173004

Leadership Identifier Graph

Characteristic	Above Average	Average	Below Average
Solving Problems		●	
Making Decisions			●
Motivating Others	●		
Planning and Time Management		●	
Handling Confrontational Situations			●
Making Presentations	●		
Handling Change	●		
Win-Win Team Approach		●	

Solving Problems

A large part of leading others involves the ability to assimilate information, think about how that information affects the big picture or situation and then being able to effectively communicate information and ideas to others in order for them to effectively do something with that information. The speed at which the individual learns new information can dramatically affect not only the ability to understand how different factors affect the big picture, but also in how they ultimately communicate and teach others.

- Shauna tends to learn at the same rate of speed as the majority of the population which in turn means that problem solving will be at an average rate
- Solving complex problems may take a little longer
- If daily problem solving is too routine, Shauna can become bored and less productive

Question: Tell me about a time when you had to deal with a new and complex problem in your job. What was the situation and what was your solution?

Making Decisions

- Prefers to think that others will buy in and make good choices rather than making decisions for them
- Shauna may be uncomfortable making decisions if the situation is viewed as difficult or unpopular
- May take longer to implement decisions particularly if they fear that the decision will be confrontational

Question: Tell me about a time when you had to make a difficult decision that you knew others would not like. What did you do?

Motivating Others

- Shauna tends to be cheerful, outspoken and enthusiastic which can help when others need motivation toward objectives
- Shauna tends to naturally be the cheerleader and spokesperson for things they believe in
- Must be careful to be sincere with enthusiasm and praise

Question: Tell me about a time when your enthusiasm helped you cope with a difficult situation.

Planning and Time Management

- Shauna tends to be moderately organized
- Situations that call for a very detailed plan or strict time management may be more difficult for Shauna

Question: Describe a time when you had to follow a very detailed plan on a regular basis. What was that like?

Handling Confrontational Situations

- Shauna tends to be less comfortable with confrontation preferring to believe that there is a way to make things work out in an amiable manner
- Prefers to compromise and avoid conflict when possible
- May be inclined to take on responsibility for a project or for someone else's issues rather than confront the situation and force the other person to take care of it

Question: Tell me about a time when you had to deal with a very confrontational co-worker. What was the situation and how did it work out?

Making Presentations

- Tends to enjoy the opportunity to talk with others and present ideas
- Presentation style will likely be enthusiastic and upbeat even when a more technical or low-key approach may be called for

Question: Tell me about a time when you made an important presentation to a group of people. What were you presenting and what was the goal of the presentation?

Handling Change

- Shauna typically enjoys change
- Situations that call for the consistent following of systems will be difficult
- Shauna may attempt to change or improve things that don't need to be changed therefore creating an inconsistent environment for employees

Question: Tell me about a time when you tried a different approach in order to improve something in your job and it didn't work out. What was the situation?

Win-Win Team Approach

- Shauna tends to be focused on creating win-win situations with employees
- **Question:** Describe a time when you felt you worked in an environment where everyone

was motivated to do their job and helped each other out when necessary.

Good Impression (Social Desirability)

Note: Shauna's responses have been exaggerated and therefore the information contained in this report may not be accurate

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.

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