



Interview Assistant

Debbie Sample

Sample

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Introduction to Criteria One

Individuals have a recognizable and understandable behavioral style. Style can be described as the way in which people think, solve problems, express feelings and interact with others to get a job done.

Criteria One identifies and describes those external behaviors, which each style displays to others in a work environment. It uses a model of behavior developed by William M. Marston known as DISC. Marston's model has been tested, proven accurate and effective with tens of thousands of people for more than 30 years.

The terms most often associated with Marston's DISC Behavioral Model are: (D) Dominance, (I) Influence, (S) Steadiness and (C) Compliance. These factors can range in intensity and work independently or in tandem with the other behavioral factors. The interrelationship of these factors describes how an individual responds to the work environment. The Criteria One report puts in writing how an individual's DISC behavioral traits impact their work environment.

The report generated by this analysis is designed to help individuals and management achieve a better understanding of this individual's behavioral style. It will provide helpful insight into the individual's behavioral strengths and areas in need of possible improvement. The Criteria One report can also be used to develop strategies and methods to help individual's increase their personal flexibility in their work relationships with their managers, peers and staff.

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Notable Primary Behaviors

We all have a basic behavioral style that we bring to our work environment. Criteria One produces an overview of Debbie's basic behavioral style based on her responses to the questionnaire. This report discusses how she prefers to function in her work environment. Read this section of the report carefully to get a good understanding of her basic behavioral style.

D = Dominance - How Debbie Solves Problems

Debbie will not want to participate in any idea or project that could be seen as high risk. She will attempt to lower the inherent risk in an idea, problem or project by assessing all possible outcomes before deciding to move ahead. She will be most comfortable when she is able to follow a set course of action. When an issue or problem arises, she will want time to carefully weigh the pros and cons of each possible option. Debbie has a preference to follow established rules, regulations and procedures. She prefers to work in a job with structure, consistency and predictability. She will put forth great effort for those she holds in high regard. Debbie can be upsetting to others when she vacillates in making a decision or attempts to avoid dealing with tough issues. She may disappoint others by refusing challenging tasks or expecting others to make the first move.

I = Influence - How Debbie Influences Others

Debbie finds it easy to give others feedback on their performance, and she will expect them to accept it without question. She will want clear lines of communications between the boss, co-workers and team members. Winning the support of others is important to Debbie and she will use sincerity to accomplish this goal. When given time alone to research a problem, she will logically and systematically focus her attention on finding a solution. Debbie's analytical style will challenge others to prove what they have said is actually true. She does not necessarily want to destroy other peoples' ideas. She wants to be certain their theories and ideas are valid. Others will see Debbie as logical and rigorous in her approach to problem solving. She will be objective and unbiased, using data to support her position because it is non-judgmental and has no agenda.

S = Steadiness - How Debbie Reacts and Responds to Change

She will be very dependable and will make every effort to follow through on personal commitments. People with Debbie's style will often be seen doing nice things for others. These random acts of kindness are done for others, because she wants to help, rather than be recognized for her actions. Even though she has an internal need to get the job done, she does not like the pressure of having to meet a deadline. Debbie will work steadily and patiently toward completing a project or getting a job finished after receiving well-explained directions. She is responsive to others' requests or needs, and she can be counted on as a dependable member of the team. It will take her longer to

become angry and she can tolerate unpleasant situations better than most. Others will see her as a kind, gentle and agreeable person. She will tend to have difficulty making important decisions and implementing change. She will be most at ease working where she can find satisfaction doing routine work and adhering to procedures and processes set by others. She will willingly accept the decisions of others. She will find it is easier than making a decision on her own. Debbie may prefer to have the responsibility of doing her own job as opposed to being held accountable for the work of others. Debbie would prefer to not give others criticism on their performance, especially if the feedback is not positive.

C = Compliance - How Debbie Displays Independence or Dependence

She will use solid facts to prove her point. Debbie will communicate this same information in depth with clear answers. Her goal is to use this information to protect her from being wrong. Debbie has a strong need to be precise and accurate in nearly everything she does. When it comes to making decisions, Debbie will want to have time to research the problem or issue, giving it considerable thought before reaching a logical solution. When challenged by others, she will often respond by using information that is accurate, to the point and in great detail. People with Debbie 's style will be respectful of rules, regulations, laws and authority. She thinks it is important to have discipline and structure to operate competently. People with Debbie 's style don't wear their emotions on their sleeves. Others will find it hard to read her feelings because she displays so little emotion.

Preferred Work Environment

Most people have the ability to be flexible and use their intelligence to adjust their behavior to be comfortable and productive in various work environments. Debbie has a work environment that she feels most comfortable in. It is an environment in which she can produce her best results. The factors listed will provide Debbie with an outline of her Preferred Work Environment. The number to the left of an item listed below is used to keep record of the item. It does not indicate an item's order of importance.

A Work Environment:

- 1) Where she can be a team member, rather than the leader.
- 2) Where she can take her time to explore the details in depth.
- 3) Free of office politics and where a consensus can be built.
- 4) Where she doesn't need to be involved in all the social aspects of the job.
- 5) Where she can use her ingenuity and innovation.
- 6) Where she can solve problems without becoming emotionally involved.
- 7) With work relationships without conflict or confrontation.
- 8) With sensible and realistic work processes.
- 9) With responsibilities where she can use her patience and stick-to-it attitude.
- 10) That will allow her to meet her high standards.
- 11) With the opportunity to do it right the first time.
- 12) With information, data and facts to study in detail.

Potential Strengths In Business

An important part of every organization is its ability to use the inherent behavioral strengths of each member of the team. The Criteria One report highlights potential behavioral traits and aptitudes Debbie brings to the work environment. This information will help Debbie and her organization understand and maximize her behavioral strengths. The number to the left of an item listed below is used to keep record of the item. It does not indicate an item's order of importance.

- 1) Is practical in her approach to solving problems and issues.
- 2) Deliberates before taking action.
- 3) Is willing to accept the input of others.
- 4) Doesn't waste time socializing needlessly.
- 5) Probes beneath the surface of issues and problems.
- 6) Is wary of people, their reasons and motives.
- 7) Achieves consistent effectiveness.
- 8) Supplies necessary support services.
- 9) Encourages cooperation among others.
- 10) Is precise and punctual.
- 11) Has perceptive insight into the situation.
- 12) Maintains strong self-control.

Strengths To The Team

This section of the Criteria One report outlines the positive behaviors Debbie will contribute to the team. Each behavioral style has strengths that can benefit a team. This section of the Criteria One report highlights the behavioral strengths Debbie is capable of bringing to her work team. Use this information to place Debbie on a team where her strengths will be maximized to benefit the team and the organization. The number to the left of an item listed below is used to keep record of the item. It does not indicate an item's order of importance.

- 1) Cooperates well with other team members.
- 2) Will work on problems and issues for the team that are repetitive.
- 3) Will review all team decisions prior to moving ahead.
- 4) Is considerate of others in an objective and realistic manner.
- 5) Will keep the team from making hasty decisions without examining all the facts.
- 6) Will be as critical of her performance as she is of the performance of others.
- 7) Is an excellent behind the scenes team member.
- 8) Has genuine concern for other team member's well-being.
- 9) Will exhibit patience as a member of the team.
- 10) Excels in task oriented team development.
- 11) Contributes ideas to the team that are well thought out.
- 12) Is a precise and punctual team member.