

## Sam Sample

15-07-2020

## Overall Fit



1-2 Very Low	3-4 Low	5-6 Moderate	7-8 High	9-10 Very High
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## Agility Competency Scores

Learning Agility	6					
Resilience	8					
Resourcefulness	4					

## Achievement Competency Scores

	1-2 Very Low	3-4 Low	5-6 Moderate	7-8 High	9-10 Very High
Decisiveness	5				
Initiative	6				
Ownership	2				
Prioritisation	6				

## Affiliation Competency Scores

	1-2 Very Low	3-4 Low	5-6 Moderate	7-8 High	9-10 Very High
Flexibility	7				
Relationship Building	9				

## Norm Group



General Population

The results in this report are based on the respondent's description of their own personality and behaviour, which may not necessarily reflect the way other people see the individual. These scores should be viewed as hypotheses to validate against other sources of data.

All of the response style indices are **within the normal range**. There is no indication that it is necessary to probe any of them further.

	Impression Management	
	Acquiescence	
	Infrequency	

## Response Style Indices

## Agility Competencies



### Learning Agility

**6**

#### Suggested Interview Probes

- Describe a time when circumstances required you to try a new solution to a problem that you had not used before.
- Describe a situation in which learning something new at work took much longer than you had expected it would.



### Resilience

**8**

- Describe a time when you were able to remain calm despite serious setbacks or difficulties.
- Describe a time you asked for support from others to deal with a challenge.



### Resourcefulness

**4**

- Tell me about a time when your predictions or interpretations were not quite on target.
- Give me an example of a time when you considered multiple solutions to solve a problem.

## Achievement Competencies



### Decisiveness

**5**

#### Suggested Interview Probes

- Tell me about a time when circumstances required you to make a decision independently.
- Tell me about a time when you have decided on a course of action that others did not fully agree with.



### Initiative

**6**

- Tell me about a time when you had an opportunity to make an improvement and you acted quickly on this opportunity.
- Tell me about a time when you volunteered to participate in a task or project outside of your job responsibilities.



### Ownership

**2**

- Tell me about the most structured, goal-focused work environment you've worked in.
- Tell me about the last time when you didn't manage to finish a piece of work you started.



### Prioritisation

**6**

- Describe a time where you struggled to effectively prioritise your work.
- Tell me about a time when you successfully prioritised multiple tasks and got everything done on time.

**Affiliation Competencies**

Flexibility

**Suggested Interview Probes**

- 7
- Under what circumstances do you find it most challenging to change your behaviour?
  - Can you describe a time when you have had to adapt your behavior to overcome a particularly difficult situation?



Relationship Building

9

- Describe a time when you invested considerable time into a relationship in order to form a close work connection.
- Tell me about a time when you were able to effectively navigate a difficult situation because you had established relationships with others at work.

*NOTE: For each question above, use probing question to learn more about the background or situation, actions that were demonstrated, and the final result. Contact PSI if you are interested in structured behavioural interview training.*