

Driver

for

Sam Sample

Produced by Selby & Mills in partnership with

Example Organisation

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Norm Group = General population

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The results are presented as stems where a score of 1 is low and 10 is high.

They are colour-coded; the darker the colour the higher the score and the stronger the persons preference.

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LOYAL

6

They are likely to be conscientious and conventional, putting equal weight on commitment to the organisation and self-interest.

Suggested interview questions

- Do you believe that a passion for your work might be related to the quality of such work that you produce? What motivates you to do well?
- Conscientiousness is a virtue that might be valued by an employer. Tell me about what you believe conscientiousness to be. How do you display conscientiousness at work?
- Tell me about a time where you have put personal interest to one side in order to help the organisation you were working for. Is this typical of your behaviour?
- Describe a situation where you might put your own personal interest before the needs of the organisation. Tell me about an occasion where you have done this.

PRACTICAL

6

They will sometimes respond to novel propositions because of the people making them, although in general they will be oriented towards practical and achievable goals.

Suggested interview questions

- Novel suggestions from colleagues might have unknown consequences. How do you determine whether a novel approach in the workplace may be effective and worthwhile?
- Unconventional approaches occasionally unearth surprising results. When would you be most willing to use an unconventional approach to solve a workplace issue? Provide an example of a time where you have done so.
- Provide an example of your behaviour in a previous role which demonstrates that you use a practical approach to problem solving.
- Give me an example of a time where you have rejected an attempt at an ideal solution in favour of one that was more practical. Why did you feel this approach was preferable to the other?

OPEN MINDED

3

May try, but has difficulty considering new possibilities and the views expressed by others.

Suggested interview questions

- When might you be most willing to consider a suggestion from a colleague? Contrastingly, when might you be least willing to consider a suggestion from a colleague?
- Tell me about a time where you have used the opinions of colleagues to base a decision on. When do you believe the opinions of colleagues may prove most useful?
- New possibilities excite some people. Tell me about your attitude towards new possibilities within the workplace. Are you likely to embrace an opportunity for change? When is this most likely?
- Describe the last time you considered a new possibility within the workplace and describe the consequences this had.

WILLINGNESS TO ASSIST

2

Rarely willing to help and support others.

Suggested interview questions

- Helping others in the workplace may involve acting selflessly. Describe an occasion where you have acted in a way which you consider to be selfless. Why did you choose to behave in this way?
- When under pressure, people may be less willing to help others. Describe an occasion where you have helped a colleague despite being under pressure or busy. Why did you feel that it was necessary to help your colleague?
- By assisting others, an individual may receive reciprocation in the future when they are in need of assistance. Tell me about some of the other benefits of assisting a colleague.
- Provide an example of an occasion where you have gone beyond the call of duty to assist a colleague.

EXTERNAL IMAGE

3

Endeavours to provide a limited vision and act as an ambassador and mentor to subordinates, may occasionally develop the business through empowering colleagues.

Suggested interview questions

- Representing the organisation to an external market can be an important role. What characteristics do you feel you possess that would make you effective at something like this? Tell me about a time where you have done this effectively.
- Provide an example of a time where you have represented your organisation to an external audience. How did you ensure that this was successful?
- How important do you believe a first impression to be? Describe how you leave a positive first impression with clients or colleagues.
- Acting as an ambassador for your organisation involves considerable skill. How well do you think that you would perform in a role such as this? Tell me about some of your characteristics which might make you suitable for something like this.

SERVICE ORIENTATION

1

Has difficulty in establishing and maintaining working relationships with client management.

Suggested interview questions

- Providing the best possible service may be a deciding factor for a client. In which ways do you ensure that the service you provide is of a higher standard than competitors? How do you sustain this over a long-term period?
- Some people enjoy dealing with clients and customers, whereas others prefer to focus on administrative or theoretical tasks. What is your attitude in relation to this? Why do you prefer this?
- Tell me how you provide high quality service for clients. What do you do that competitors might not? How do you ensure that the service you provide meets the needs of the clients?
- Give an example of a time where you have provided 'exemplary' service to a client. What do you think made the service that you provided exemplary? What was the outcome of this instance?

SELF-DIRECTED

6

Able to choose key issues and pay careful attention to them, only occasionally allowing others to influence choice of priorities.

Suggested interview questions

- How do you determine which tasks take priority over others? Talk me through how you might typically assess the urgency of workplace issues or projects.
- Would you be described by colleagues as individualistic? Provide some examples of your previous workplace behaviour which substantiates this claim.
- Imagine you are in a situation where another member of staff is attempting to influence the tasks you should deem to be of high priority. Tell me how you would react in a situation like this. What might be the best way to deal with this colleague?
- Describe an occasion where you have set your own priorities and achieved results by following these. Is this typical of your workplace behaviour?

RELIABILITY

3

Their reliability will depend upon the priority they give an issue and they are capable of changing their plans in the light of new information. This is not a particular strength.

Suggested interview questions

- Priorities can lead to plans being changed. Tell me about what other issues might lead to you changing a previously agreed plan or schedule? Provide an example of a time in the workplace where you deemed it appropriate to change your plans.
- Would your colleagues describe you as reliable? Tell me about why this is the case by providing examples of your behaviour. What characteristics make you reliable and dependable?
- Imagine you have scheduled a meeting with a colleague or client. What circumstances might occur that would mean that you cancelled or rearranged the meeting? Tell me how you might behave in a situation where the meeting was cancelled.
- Imagine circumstances dictate that a change of plans is needed. Describe what you would do to ensure that those who need to be made aware of this change are informed. Tell me about how you might react to a short-notice change of plans.

COMMITMENT

2

Expedient and less conventional, putting more value on self-interest than commitment to the organisation.

Suggested interview questions

- Commitment to an organisation is a valued asset. Describe a time when you have shown commitment to your organisation beyond that which might be reasonably expected.
- Tell me about your typical workplace methods; would you describe them as traditional? Why might conventional methods be beneficial to an organisation? And why might the use of unconventional methods be beneficial to an organisation?
- Achieving results requires a lot of effort. Tell me about a time in the workplace where you have exerted a great deal of effort in order to achieve a result. Describe the situation, your action, and the outcome.
- Do you feel that it is important that individuals show commitment to their organisation? Why?

This is the end of your report.

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