

Entrepreneur/Startup

for

Sam Sample

Produced by Selby & Mills in partnership with

Example Organisation

Report Date **Thursday 18th September 2014**

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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CHARISMA

1

Such people probably display a short-term vision and prefer to stick to their own tasks, rather than spending much time influencing and networking with other people.

Suggested interview questions

- Describe what you understand the term 'charisma' to mean. Do you believe that you could be described as charismatic? Provide an example of why.
- Showing enthusiasm for a workplace task can affect the motivation of those around you. Describe an occasion where you have used enthusiasm as a tool to motivate colleagues. Talk about how you displayed enthusiasm and what effect this had on those around you.
- Tell me about the last time you were extremely enthusiastic about a workplace issue. What was the matter at hand? What was the outcome? How did your enthusiasm have an affect on others?
- Influencing colleagues can be done in a manner of ways. How might you influence colleagues who are sceptical about a new project or task?

COST CONTROL

8

Concerned to control costs and provide clients with value for money.

Suggested interview questions

- Provide an example of a time where you have provided value for money for a client. Describe the scenario, the action taken, and the short-term and long-term outcome.
- Controlling your costs or the cost of a project is important to the overall profitability of an organisation. What methods do you employ that ensure you keep costs down in your workplace performance?
- Describe any experience you have in cost effectiveness considerations in your previous roles.
- Providing clients with value for money increases the chances of repeat business. What do you do to ensure that the customer or clients' needs are met while still being good value for money?

CLARITY

8

Whilst keen to produce clear results and to work with well defined objectives, they are less concerned about the organisation's structure and will make sense of it for themselves, in order to produce results

Suggested interview questions

- Having clear objectives for work may facilitate increased motivation for some individuals. How does having clear objectives affect your performance? What do you do differently when provided with objectives?
- Organisational structure can influence how individuals behave within the workplace. Tell me about how you might outline an organisational structure to a new colleague. How did the organisational structure influence your performance in a previous role?
- Having clear aims can aid an individual's performance on a task. Tell me how you generate aims for yourself and others.
- Tell me about what motivates you to work to a high standard.

CLIENT SENSITIVE

1

Gives consideration to client's interests but can lose sight of the company's interest or the need for equity of treatment.

Suggested interview questions

- Satisfying customers might have to come at the expense of profit for the organisation. Provide an example of a situation where you would consider this to be acceptable.
- How do you ensure that you are acting in a manner which is sensitive to the needs of a client? Tell me about how you determine what the needs of a client are and provide an example from your past experience of a time where you have done this.
- Tell me about how you maintain relationships with clients. What do you do to ensure that relationships with clients have reciprocal benefits?
- Tell me about your approach towards ensuring customers are satisfied with the service you provide. Describe an instance where you have satisfied a customer and generated profit for the organisation simultaneously.

PERSUASIVE

4

Sometimes uses ideas and facts in an unsystematic way and occasionally fails to present them according to the expectations and preferences of others.

Suggested interview questions

- Imagine you are tasked with persuading a group of colleagues that a certain method is most suitable for a project. Tell me what steps you might take in your attempt to persuade.
- When presenting a message to a group of colleagues, different manners of presentation can be used. Tell me about a scenario where you used an unconventional method of presentation in order to portray a message to colleagues. Why was this deemed necessary? What was the outcome of the scenario?
- Describe a situation where you have had to tailor a message in order to appeal to the preferences of an individual. Tell me about what you did, what the message was, how you tailored the information, and whether you were successful in portraying the message.
- What techniques of persuasion have you found most successful in the past? Tell me about a time where you have successfully persuaded an individual to your way of thinking using these techniques.

RISK ASSESSMENT

5

May weigh up and quantify risks, despite occasional difficulty. Achieves this at an individual as well as company level.

Suggested interview questions

- Tell me what you think constitutes risk for this organisation. Tell me how you ensure that you do not take undue risk within your job role.
- Assessing risk seems to be simple for some and difficult for others. What characteristics may make an individual effective at quantifying risk within a workplace scenario? Which of these characteristics do you believe you display? Provide evidence to support this claim.
- Taking risks can lead to great success but also potential failures. Tell me about your general attitude towards taking risk in the workplace? Are you inclined to take risks, or more likely to act cautiously?
- Assessing the risk attached to a decision can be quite a difficult skill to master. Would you say that you are effective at risk assessment in a workplace context? What characteristics do you have which make this so? Provide an example of a time where you accurately assessed the risk of a potential decision in the workplace.

SALES ORIENTATION

8

They clearly value the feedback from making successful sales and enjoy doing business. It is likely that they are optimistic in their approach and this may communicate itself to others much of the time.

Suggested interview questions

- Describe the experience you possess of working in sales. Provide a specific example of a time where you have made a successful sale to a client.
- Are you likely to be interested in a role which involves making sales as a key responsibility? Tell me about some of the characteristics you possess which allow you to make sales effectively.
- In your ideal role, how strongly might sales be involved? Are there any other tasks which you feel you perform better at? Tell me about your past experience of making sales in your previous roles.
- Making sales allows an individual to quantify their value to an organisation. Provide an example of a time where you have been motivated to make sales in a workplace role.

THINKING AGILITY

4

Values the thinking process and the use of logic in order to reach conclusions, but may consult relatively narrowly and not utilise lateral thought automatically.

Suggested interview questions

- Why might it be important to be decisive in the workplace? Describe some of the benefits of being decisive. What are some of the drawbacks of being decisive? How do you ensure that your decisions are appropriate before finalising them?
- What do you understand by the term 'lateral thinking'? Tell me how your behaviour reflects this. Provide a specific example of a time within the workplace where you have used lateral thinking.
- Keeping an open mind may allow an individual to think in a flexible nature. Tell me about an occasion in a previous role where your behaviour has represented flexible thinking.
- Describe an occasion where you have implemented a change in the workplace. Describe the situation, your decision making process, and the outcome.

WHOLE BUSINESS APPROACH

5

Prefers work where there can be some integration of activities but is more comfortable with relatively sequential activities than complexity.

Suggested interview questions

- When an individual has clearly defined roles and expectations, the work they are completing will flow naturally. Tell me about a time where you have worked on a collaborative effort, either with colleagues from another department or peers from another organisation. Describe the situation, your actions, any problems encountered, and the outcome.
- Do you have any experience in working between departments? Describe an occasion where you have worked in collaboration with unfamiliar colleagues from other departments on a project or task. What did you do to ensure that this progressed smoothly?
- Having a range of abilities may provide beneficial for an individual in the long run. Describe an occasion where you have used an unconventional ability to achieve workplace success.
- Tell me about how you might approach a complex task that involves a number of different departments. What steps would you take to ensure that all collaborators share common goals?

This is the end of your report.