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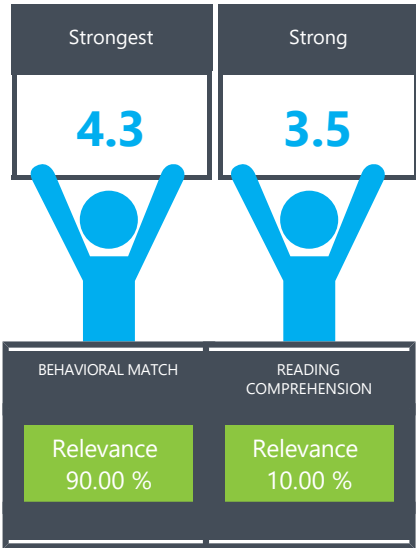
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4.2  
STRONGEST MATCH

Groundskeeper



4.2  
SCORE

Strongest Match

- The Overall Match Score highlights the fit between the individual and the job.
- On the left, view the components of the assessments and their specific scores.
- Scores can range from 0.5 (lowest score) to 5 (highest score).



Leading Strengths

These traits emerged as behavioral strengths for this individual. Review the "Key Insights" tab for more details on these.



Potential Opportunities

These traits emerged as behavioral limitations for this individual. Review the "Key Insights" tab for more details on these.

- Work Intensity:** The extent to which individuals work hard to accomplish many things quickly as opposed to working methodically or at a less hurried pace.
- Frustration Tolerance:** The extent to which individuals have a resilient and positive outlook under most work circumstances as opposed to being concerned about what could go wrong.
- Follow Through:** The extent to which individuals can be relied on to follow through and demonstrate commitment rather than being flexible with priorities.
- Preference for Structure:** The extent to which individuals prefer to be provided with direction and structure in their work environment as opposed to a more loosely defined work setting.
- Accommodation:** The extent to which individuals place more emphasis on accommodating the needs of others as opposed to prioritizing their personal needs.

No Potential Opportunities identified.

For more information:  
Select, Assess & Train  
Tel: 919-787-8395  
Email: [info@selectassesstrain.com](mailto:info@selectassesstrain.com)



4.2  
STRONGEST MATCH

## Key Insights

### Job Match



4.3

STRONGEST

Relevance 90.00 %

#### BEHAVIORAL MATCH

A measure of the critical behavioral traits that lead to success in this role



3.5

STRONG

Relevance 10.00 %

#### READING COMPREHENSION

A measure of an individual's ability to demonstrate reading comprehension skills

Match Area =

#### READING COMPREHENSION

Reading Comprehension

Low

High

##### The Definition

A measure of an individual's ability to draw conclusions from written information.

##### Key Insight Narrative

Capable of drawing the right conclusions when analyzing complex, written information.

#### BEHAVIORAL MATCH

##### Relating

Accommodation

Unyielding

Cooperative

##### The Definition

The extent to which individuals place more emphasis on accommodating the needs of others as opposed to prioritizing their personal needs.

##### Key Insight Narrative

Should be able to take an unpopular stance or deliver tough messages while still being concerned about others.

##### Working

### Follow Through



#### The Definition

The extent to which individuals can be relied on to follow through and demonstrate commitment rather than being flexible with priorities.

#### Key Insight Narrative

Likely to be very reliable, and follow through on committed tasks and finish whatever is started.

### Frustration Tolerance



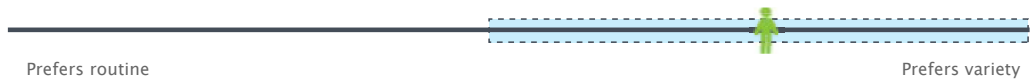
#### The Definition

The extent to which individuals have a resilient and positive outlook under most work circumstances as opposed to being concerned about what could go wrong.

#### Key Insight Narrative

Highly tolerant of stress and frustration and should recover from setbacks quickly.

### Multitasking



#### The Definition

The extent to which individuals prefer variety and handling multiple tasks, as opposed to predictability and focusing on one thing at a time.

#### Key Insight Narrative

Enjoys working in unpredictable, changing environments.

### Preference for Structure



#### The Definition

The extent to which individuals prefer to be provided with direction and structure in their work environment as opposed to a more loosely defined work setting.

#### Key Insight Narrative

Prefers structure and should not feel constrained by the rules and or procedures of the role.

### Process-Focused



#### The Definition

The extent to which individuals prefer to be organized and structured in the way they work, rather than taking a less methodical approach.

#### Key Insight Narrative

Enjoys planning and organizing projects, and should emphasize this in work approach.



**The Definition**

The extent to which individuals work hard to accomplish many things quickly as opposed to working methodically or at a less hurried pace.

**Key Insight Narrative**

Likely to approach tasks energetically and work at a quick pace.

## KYLE Example

Groundskeeper

Interview Date: \_\_\_\_\_

### OPENING QUESTIONS

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1. Please tell me about your work history. How has your previous work experience prepared you to take on the challenges of this role?
2. Tell me about what attracted you most to this position. What prompted you to apply for this job?
3. Describe your ideal work environment. In what type of work culture do you feel you perform best?
4. We all have preferences when it comes to supervisory style and the type of manager with whom we work most effectively. What type of oversight and interaction do you prefer from a manager? Why do you feel this helps you work most effectively?

### COMPETENCY QUESTIONS

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#### QUALITY FOCUS

Give me examples from your recent work experience in which you contributed to improving the quality of a process, product or service. What was the situation? What did you do? Why? What was the outcome?

ANSWER:

In the past, have you developed or helped to develop and implement quality standards and quality measurement processes? Explain the situation. What was your personal involvement?

ANSWER:

## COMMUNICATING EFFECTIVELY

Tell me about a time when you needed to adapt your communication style to meet the needs of a particular person or audience. What was your approach? What was the outcome?

ANSWER:

Tell me about a time when you had a miscommunication with someone. What happened? How did you become aware of the miscommunication? What was the final outcome?

ANSWER:

## DELIVERING RESULTS

Tell me about a time when you were assigned an important task at work. How did you hold yourself accountable to ensure the task was completed on-time and up to standards? How did you approach the task? What was the result?

ANSWER:

Tell me about a time when you were assigned responsibility for a work project, and you did not achieve your desired objective. What was the project? What did you do to accomplish it? Why do you think the project was not completed or fell short?

ANSWER:

## RESILIENCE

Describe a stressful situation at work that you experienced. What was the situation? How did you react to it? How did this impact your work performance?

ANSWER:

Tell me about the last significant setback you had at work. What was the situation? What happened? How did you react?

ANSWER:

## MAKING SOUND DECISIONS

Describe a time when you had an important decision to make, but had several alternatives to choose from. What criteria went into your decision? What was the result?

ANSWER:

Tell me about a time when you implemented a solution to a problem and then discovered later that the problem was not fixed. What actions did you take? What was the result?

ANSWER:

## TEAMWORK AND COLLABORATION

Describe the last assignment in which you were part of a team. What was your role? What aspects of working as part of a team did you do well? Where could you have improved? Why?

ANSWER:

In what types of situations do you prefer to work independently and in what types of situations do you prefer to work as part of a team? Why?

ANSWER: