

Screening Analysis Interview Questions

Energy level – *deals with issues such as efficiency and time utilization*

High - Risk taking, restlessness, activity seeking excitement, challenge, self starter, multi-tasker, self-motivated
Low - Patience, calmness, good with methodical processes, good with task focus

Assertiveness – *identifiable as a measure of generalized confidence, associated with expressed influence*

High - Focus on achievement, seeks leadership, control of situations
Low - Low or minimal need to control others, willing to accept a leader, diplomatic, compliant follower

Sociability – *strong measure of social presence, directly relates to self-control and flexibility*

High - Desire to work closely with others, accomplish goals in a group setting, conversational, people oriented, comfortable working in a group setting
Low - Achieving goals through individual efforts, work over longer periods without considerable interpersonal contact, “stick to business”, avoids small talk, keeps to one’s self, will not become frustrated by a lack of social contact.

Manageability – *strong relationship to social responsibility and stability, how one reacts to the limits placed by authority and the acceptance of conventional thinking.*

High - Comfortable with authority and rules, taking duties seriously, conformity, taking pride in being self-disciplined, cooperative and agreeable
Low - Individualized thinking, willingness to question inefficient practices, can be cautious with authority figures, tends to defend point of view, willing to question when not in agreement

Attitude – *degree one is willing to demonstrate trust toward others, relates to the tendency to suspend judgments about others*

High - Positive and accepting outlook, optimistic, trusting, relaxed social style
Low - Good at expressing dissatisfaction with situations that do not appear acceptable to them, sometimes skeptical, can be critical of others, often vigilant (wary, on guard, cautious, watchful)

Decisiveness – *reflect how confident one is in accepting the risk of making a decision in a timely fashion*

High - Make a decision with the information currently available, moves quickly when making decisions, accepts risk in most situations, do not become too mired in deliberation
Low - Requires input and support from others, need for analysis and collaboration leads to ultimate progress, not typically impulsive, prefers methodical approach, analyses before making a decision

Accommodating – *associated with a concern for group accountability, willingness to consider the needs of all group members is typical*

High - Holds societal norms and self-control as important guides for behavior, cooperative, harmonious, likeable

Low - Maintain a measure of doubt that protects from being taken advantage of, can seem too firm, may be disagreeable on occasion, will not typically follow the group just to get along with others

Independence – *manner in which an individual prefers to be directed by others, and one's potential to accomplish tasks with minimal supervision*

High - Usually willing to accomplish goals in own way, adventurous, slow to follow, likes to set own direction

Low - Prefer to turn to others to guide performance, expression of predictability and prudence, may seek support, cautious or reserved, accepts supervision easily

Objective Judgment – *willingness to make use of cognition vs. intuition, referred as the balance between "head" and "gut"*

High - Tends to trust observable facts in thinking process, comfortable with a logical approach, unemotional thinking

Low - Willing to follow a hunch or listen to intuition before acting, subjective, not overly bound by systematic thinking