



Job Fit Report

of John Doe

Conducted on **Apr 20, 2022**

This Job Fit Report is a product of
Discover Assessments.

Discover Assessments - The leader in
applied behavioral assessments for the
recruitment, retention, motivation and
development of talent.

John Doe

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20-Apr-2022

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The Discover Job Fit Report indicates the compatibility of the behavior of a candidate with the behavior required for the job as per the Job Fit system

SCORE INTERPRETATION

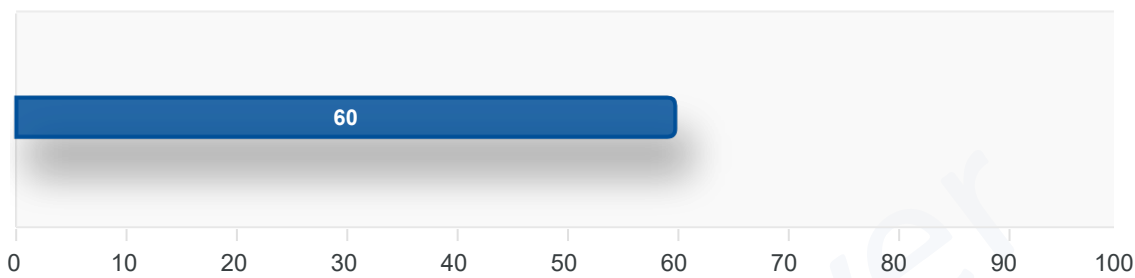
Score Range	Interpretation of Compatibility of Individual with the Job
0 - 50	Poor
50 - 60	Fair
60 - 70	Average
70 - 80	Good
80 - 90	Very Good
90 - 100	Excellent

Candidate Name : John Doe
Natural Profile : 95 48 43 15
Job Name : Sales Manager

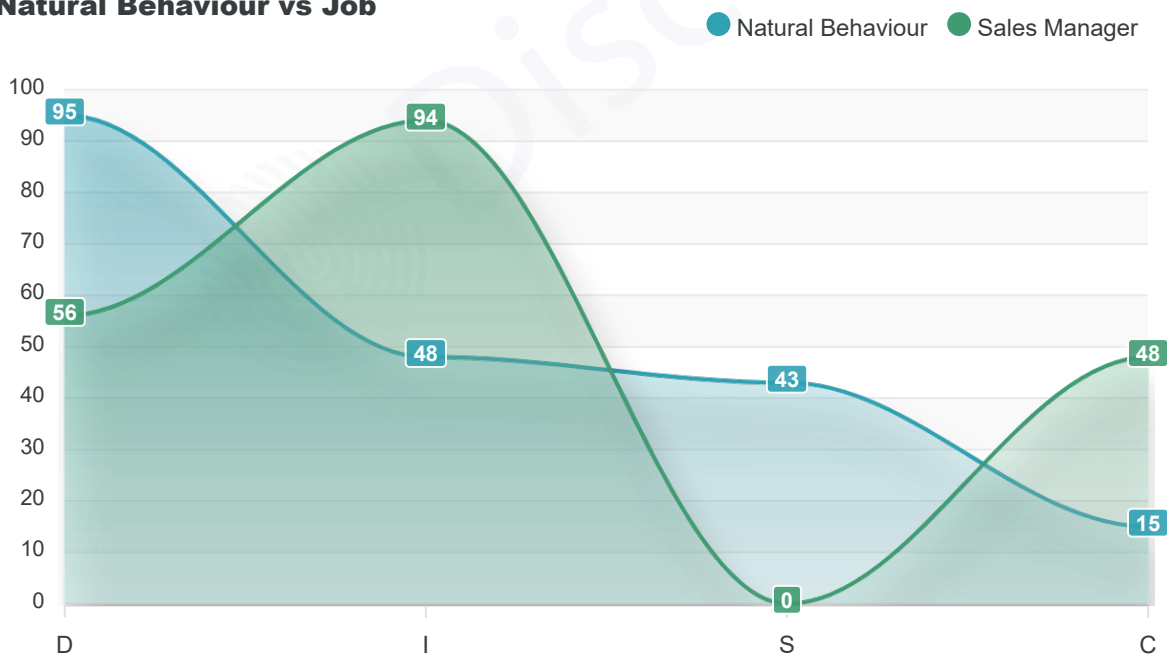
Job Fitment Graphs

This section can be interpreted by a trained Discover analyst.

Job Fit Compatibility



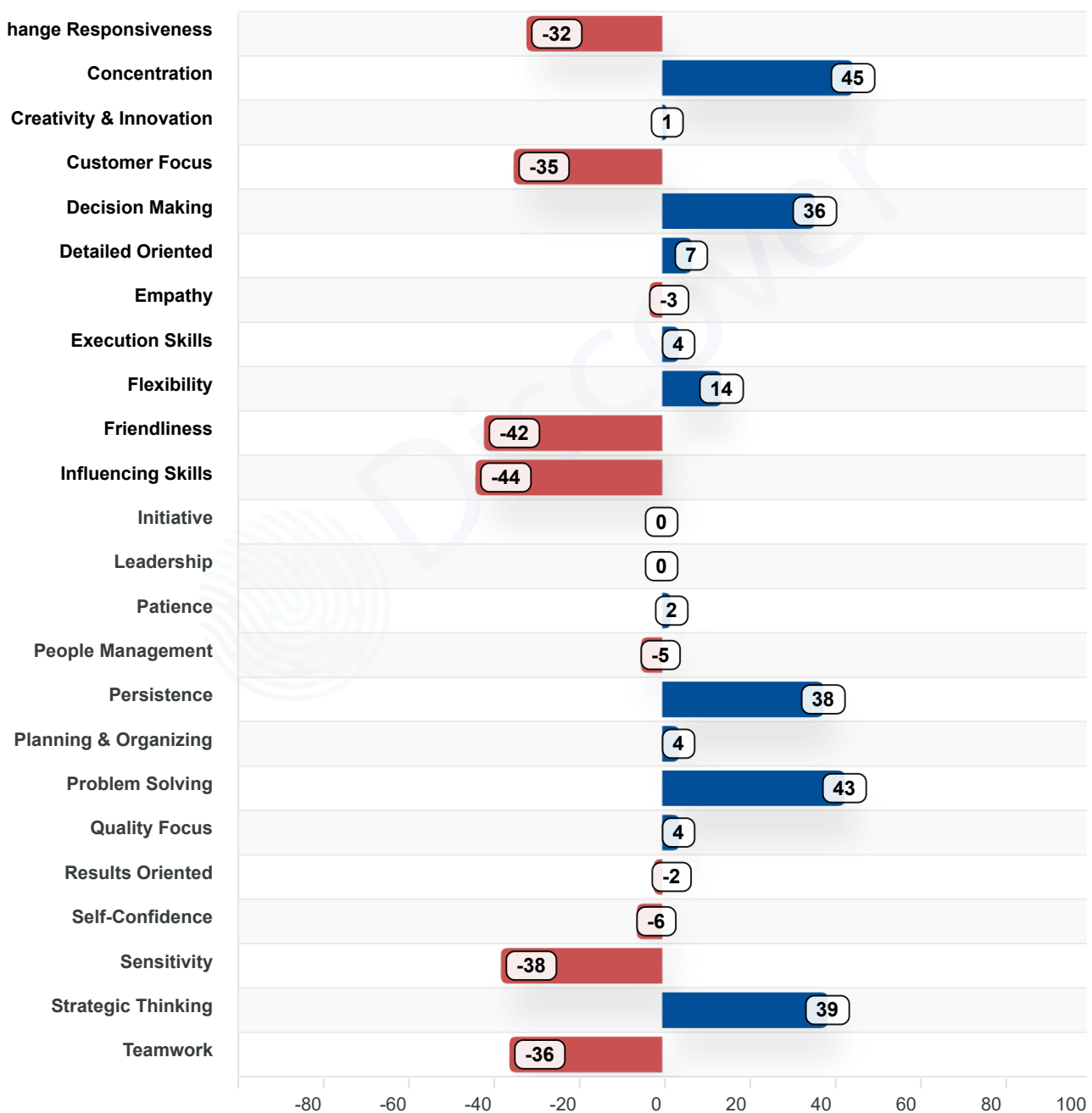
Natural Behaviour vs Job



Job Fitment Graphs

This section can be interpreted by a trained Discover analyst.

Candidate Vs Job Competencies



Competency Based Interview Questions

Persistence Questions

- Can you describe a situation in which you had to follow up for a long time with a client to win the contract? What was your experience?
- What is the longest that you had to follow up with a client to win the contract?
- Describe an experience where your persistence paid off. How did you feel about it?

Problem Solving Questions

- What steps do you follow to analyse a problem before making a decision?
- Give me a specific example of a time when you used good judgment and logic in solving a problem
- Tell me about a time when you were systematic in identifying potential problems in a project

Sensitivity Questions

- Tell us about a time when you had to use coping strategies to deal with a high pressure situation
- Can you share an experience in your past when you worked under tremendous pressure? What did you do to manage it?
- Tell us about a time when you were under extreme pressure and remained calm and focused at work.

Competency Based Interview Questions

Strategic Thinking Questions

- Describe a project which allowed you to exhibit your strategic thinking. What are the steps you took and tools you deployed, if any?
- Can you share any long term goal that you achieved by devising the right strategies? Describe the strategy used
- Tell us about a project where you had to display your strategic intent. How did you go about developing the strategy?

Teamwork Questions

- What did you do in your last job/project to contribute toward a teamwork environment? Be specific
- Describe the most difficult team you worked on, what was your role, and what knowledge have you applied?
- Describe your most recent group effort

Change Responsiveness Questions

- Can you share an experience where you had to adapt to change and how you managed it?
- In your past, have you had to quickly change your style of work to adapt to a new environment? Can you share what was the outcome?
- Please describe a situation in your previous job where the management changed the policies and you had to adapt to it. How did you respond to this change?

Competency Based Interview Questions

Concentration Questions

- Please describe a situation where you had to stay focused at a single task ignoring everything else. What did you do?
- In your previous projects, can you share an example where you had to pursue a single minded goal leaving aside everything else? What was the outcome?
- Please share an example of a project which needed your full attention leaving aside everything else. What was your experience and the result?

Customer Focus Questions

- Describe a time when you chose to exceed, rather than meet, a customer's expectations. Why did you do so, and what were the results?
- Customers often need support in deciding exactly what they want. Describe a time when you invested time and effort in helping a customer evaluate his/her needs.
- Please provide me with an example of how you solved a customer inquiry at your previous job. What were the exact steps you used from the time you began the conversation to when the inquiry was resolved?

Decision Making Questions

- Give an example of a time in which you had to be relatively quick in coming to a decision
- Tell me about a time when you had to make a decision, but didn't have all the information you needed
- Give me an example of a time you had to make an important decision. How did you make the decision?

Competency Based Interview Questions

Friendliness Questions

- Could you share an example of your kindness / friendliness towards others?
- In the past, have you been seen by other as being friendly / amiable? What do you do to be seen as friendly / amiable?
- Tell us of an experience where a customer or vendor complimented you for being kind / friendly. What did you do to receive this compliment?

Influencing Skills Questions

- Describe a situation in which you were able to use persuasion to successfully convince someone to see things your way?
- Tell me about the last time you had to "sell" your ideas to others. What did you do that was particularly effective/ineffective? How did others react to you?
- Give me a specific example of a time when you sold your supervisor or professor on an idea or concept. How did you proceed? What was the result?