



# Manager Interview Guide

**Prepared for:**

*Demo Sample*

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## ***Manager Interview Guide*** **SUMMARY**

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### ATTITUDES:

- Optimistic about self and world
- Optimistic, positive attitude toward others
- Cautious, hesitant attitude toward getting things done

### PROBLEM SOLVING:

- Excellent intuitive insights, 'gut instincts'
- Proactive thinking, focuses on consequences

### SELF IMAGE:

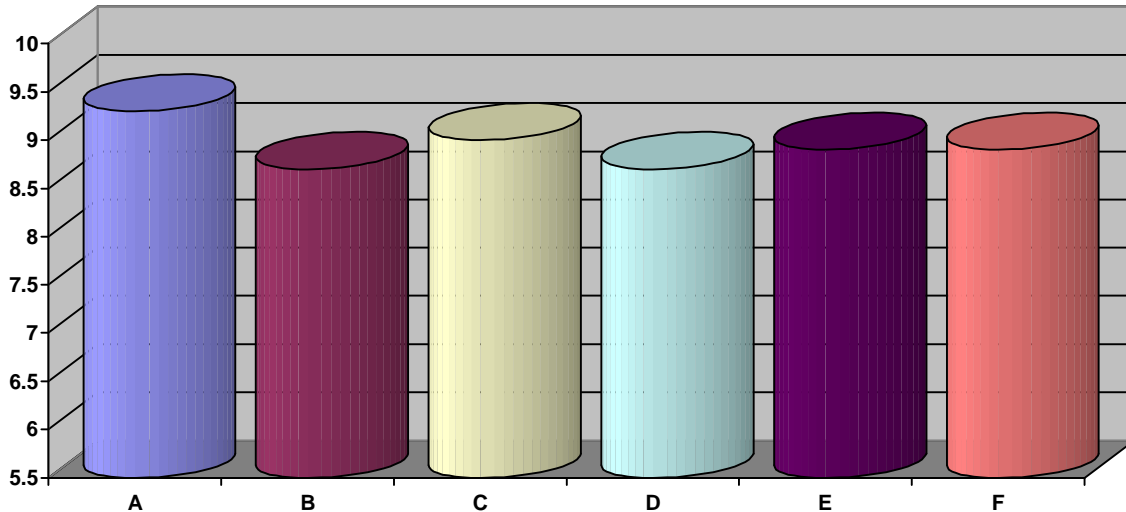
- Doubts and questions about the future
- No fear of failure or success
- Inner directed, sees things their own way

### MOTIVATORS:

- Status, recognition
- Sense of commitment to organization or team goals

## Manager Interview Guide

### GLOBAL GRAPH



<b>Low Risk</b> (Excellent ability to utilize the capacity and translate the talent into decisions; reduces the potential for errors and mistakes)	<b>8.8 to 10.0</b>
<b>Situational Risk</b> (Very good ability to utilize the capacity especially in well defined areas; however, there are specific situations that can interfere with the translation into decisions)	<b>8.5 to 8.79</b>
<b>Conditional Risk</b> (Limited access to the capacity indicating actual conditions that will increase the potential for mistakes and errors and restrict the transfer into decisions)	<b>8.2 to 8.49</b>
<b>Real Risk</b> (Restricted access to the capacity indicating the ability is consistently unavailable and individuals are subject to mistakes and errors in judgment)	<b>6.0 to 8.19</b>

<b>A) Working With Others (Low Risk)</b> — Measures the ability to see and appreciate the needs and interests of others and the ability to deal with others in a concerned but objective manner.
<b>B) Managing Activities (Situational Risk)</b> — Measures the ability to see what is needed to get things done.
<b>C) Problem Solving (Low Risk)</b> — Measures the ability to identify potential problems and generate effective solutions.
<b>D) Planning &amp; Organizing (Situational Risk)</b> — Measures the ability to set goals, build plans, and translate them into action.
<b>E) Getting Things Done (Low Risk)</b> — Measures the ability of an individual to focus energy on tasks and follow them to completion, dealing with the stresses and strains without losing freedom of action.
<b>F) Managing Self (Low Risk)</b> — Measures the ability to see, understand, and be sensitive to personal uniqueness, confidence, competency, goals, and self organization.

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## ***Manager Interview Guide***

### **PERSONAL MANAGEMENT INVENTORY**

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#### **PRIORITIZED CORE STRENGTHS**

**1) Intuitive Insight: (Managing Problems) (MG-15)-Excellent Potential**

Very Good ability for relying on intuitive insight and inner 'gut' feelings for identifying and solving problems.

**2) Insight Into Others: (Managing Others) (MG-1A)-Excellent Potential**

Keen insight into others combined with a positive attitude builds a realistically optimistic evaluation of others.

**3) Self Assessment: (Managing Self) (MG-31)-Excellent Potential**

The ability to realistically see and understand how to utilize personal strengths in situations.

**4) Role Satisfaction: (Managing Self) (MG-33A)-Excellent Potential**

Combination of confidence about their ability to perform and an urgency to push ahead and get things done.

**5) Self Control: (Ability To Handle Rejection) (MG-32)-Excellent Potential**

The ability to maintain composure in difficult prospecting, interview, or closing situations.

**6) Attitude Toward Others: (Managing Others) (MG-2A)-Excellent Potential**

Positive, open attitude toward others generates genuine concern about the needs and interests of others.

**7) Listening To Others: (Managing Others) (MG-5B)-Very Good Potential**

Ability and willingness to pay attention to the unique viewpoints of others, to their needs and concerns.

**8) Sensitivity To Others: (Managing Others) (MG-4A)-Very Good Potential**

The ability to be open to the needs and interests of others without being too subjective and involved.

#### **PRIORITIZED DEVELOPMENT COMMENTS**

**1) Health Tension Index: (Managing Self) (MGT-35A)-Real Risk**

Inner directed, self-directed thinking can generate anxiety frustration and despair.

**2) Results Oriented: (Getting Things Done) (MGT-26B)-Real Risk**

Lack of attention to results can generate a tendency to delay decisions or to overlook what needs to be done.

**3) Attention To Concrete Detail: (Managing Activities) (MGT-12A)-Conditional Risk**

Pays attention only to what is important to them, to their agenda and priorities.

**4) Common Sense Thinking: (Managing Problems) (MGT-14B)-Situational Risk**

May have difficulty seeing what is important and needs attention potentially leading them to bump into the world.

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***Manager Interview Guide***  
**PERSONAL MANAGEMENT INVENTORY**  
**PRIORITIZED INTERVIEW NOTES**

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**1) Health/Tension Index: (Managing Self) (MGT-35A)-Real Risk**

They tend to be easily distracted and to be susceptible to physical or emotional effects from stresses and strains. Test their ability to see and accept things as they are and to suppress negative and reinforce positive feelings.

**2) Results Oriented: (Getting Things Done) (MGT-26B)-Real Risk**

Place these individuals in a real time situation from your work environment to test their ability to see what needs to be done, to respond under pressure, and get things done regardless of what is happening around them.

**3) Attention To Concrete Detail: (Managing Activities) (MGT-12A)-Conditional Risk**

They tend to bite off more than they can chew, to overestimate what is possible, and to underestimate what will be needed. Test their ability to identify crucial issues and decide not only what needs to be done but how to get the job done.

**4) Common Sense Thinking: (Managing Problems) (MGT-14B)-Situational Risk**

Describe a typical problem in your work environment. Ask them to evaluate the problem and to make a priority list for solving the problem. Give them only a short period of time to respond and add distractions while they think.