



Supervisor Screen

Name: test test
Telephone: 416111111
Email:
Position:

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#111111 for test test on 2015/11/18

OVERALL RECOMMENDATION



PROCEED WITH EXTREME CAUTION

PROCEED WITH CAUTION

PROCEED

SNAPSHOT OF POTENTIAL

SUCCESS FACTORS	Low Scores	Average	High Scores
Self Manager	Responds	Balanced	High Initiative
Task Orientation	Low	Balanced	High
Approach to Structure	Depends on it	Adaptable	Independent
Confidence	Low	Satisfactory	High
Work Attitude	Questionable	Satisfactory	Positive
Job Stability	Frequent Changes	Relatively Stable	Stable
Work Experience	Little	Some	Very Relevant

CANDIDATE SCORES	Poor	Below Average	Average	Above Average	Excellent
Talent (5)					
Effort (3.8)					
Opportunity (4.5)					
Overall Rating (4.43)					

BACKGROUND/CURRENT STATUS

EDUCATIONAL STATUS	
1. What is your level of education?	University/College Graduate
2. If you attended University, College or Trade School, please indicate which one:	
3. Location of University, College or Trade School:	
4. Your course of study:	
EMPLOYMENT STATUS	
5. Select the one that reflects your situation	Employed Full-Time
6. If unemployed, how long have you been unemployed?	3 to 6 months
7. If employed, how long have you been at your current job?	6 to 1 year
8. If employed, what is your current job title?	v8
9. How many jobs have you held in the last year	1
10. What are your personal hourly earnings?	\$25 to \$30
11. What is the major reason you are looking for a job?	Looking for a career
12. How many management or supervisory roles have you had?	1
13. How much experience have you had in a supervisory role?	1 to 3 years
14. How much experience have you had working in a manufacturing plant?	1 to 3 years
15. How much experience have you had in a warehouse or logistics?	1 to 3 years
16. How much experience have you had in customer service?	1 to 3 years
17. Please rate your expected proficiency working with computers.	Excellent
18. Have you had much experience working in a union environment?	Yes
19. Have you ever worked for us before?	No

Selection Questions

Initiative/Self Starter

- Ask her what training she needs to do the job.
- In her current (or previous) position, how much of her time has been devoted to working on tasks that she has initiated? Have her give an example.
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Motivation/Sense of Urgency

- Are her activities primarily 'people oriented' or 'results oriented'?
- Ask her for an example of a situation where she made a commitment to a difficult challenge. How did it turn out?
- Ask her what sorts of things frustrate her? How does she motivate the people that she is supervising?

Approach to Rules/Structure

- What does she like best about working as a team leader?
- How well did she get along with her most recent team?
- Ask her for examples of situations in which she has led the team. How did these situations work out? Were they successful and satisfying?