

# Axiometrics™

## Extended Manager Interview Guide

Prepared for  
Demo Sample



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Partners

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- *Please do not read this report unless authorized to do so.*
- *The content should not be used as the sole source for decisions regarding hiring, placement, career moves or termination.*

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## ***Extended Manager Interview Guide***

### **SUMMARY**

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#### **ATTITUDES:**

- Individualist, covertly does things their own way
- Optimistic about self and world
- Optimistic, positive attitude toward others
- Cautious, hesitant attitude toward getting things done

#### **PROBLEM SOLVING:**

- Practical Problem Solver
- Good intuitive insights, 'gut instincts'
- Excellent, analytical, conceptual thinking and organizing

#### **SELF IMAGE:**

- Doubts and questions about the future
- No fear of failure or success
- May not see their mistakes

#### **MOTIVATORS:**

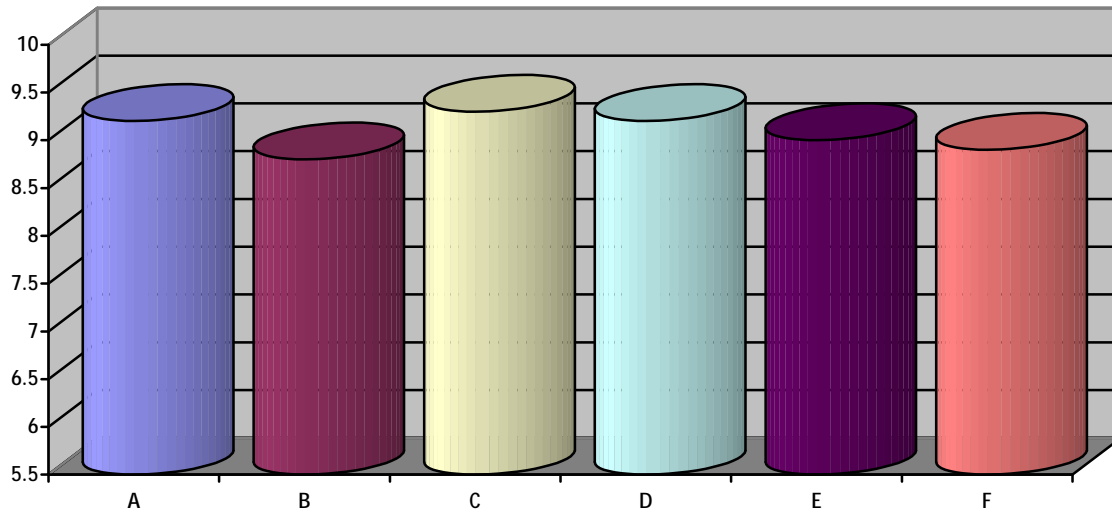
- Status, recognition

#### **STRESSORS:**

- Anxiety about how others see and value them

## Extended 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>

**A) Managing Others (Low Risk)** — 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) Managing Activities (Situational Risk)** — Measures the ability to see what is needed to get things done.

**C) Managing Problems (Low Risk)** — Measures the ability to identify potential problems and generate effective solutions.

**D) Planning & Organizing (Low Risk)** — Measures the ability to set goals, build plans, and translate them into action.

**E) Getting Things Done (Low Risk)** — 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.

**F) Managing Self (Low Risk)** — Measures the ability to see, understand, and be sensitive to personal uniqueness, confidence, competency, goals, and self organization.

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## ***Extended Manager Interview Guide***

### **PERSONAL MANAGEMENT INVENTORY**

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#### **PRIORITIZED CORE STRENGTHS**

**1) Seeing Potential Problems: (Managing Problems) (MGT-16)-Excellent Potential**

Excellent capacity for identifying crucial issues in complex and confusing situations.

**2) Conceptual Organization: (Planning And Organizing) (MGT-22B)-Excellent Potential**

Individualistic, potentially innovative approach to thinking can lead you to novel ways to organize and plan.

**3) Concrete Organization: (Planning And Organizing) (MGT-21C)-Excellent Potential**

Individualistic, unconventional thinking gives you the ability to organize things in novel, innovative ways.

**4) Using Common Sense: (Managing Problems) (MGT-14B)-Excellent Potential**

Excellent ability to see and understand how to get things done in a practical, common sense way.

**5) Short Range Planning: (Planning And Organizing) (MGT-19H)-Excellent Potential**

The ability to see and understand planning in novel, unconventional, and individualistic ways.

**6) Role Satisfaction: (Managing Self) (MGT-33A)-Excellent Potential**

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

**7) Intuitive Insight: (Managing Problems) (MGT-15)-Very Good Potential**

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

**8) Insight Into Others: (Managing Others) (MGT-1A)-Very Good Potential**

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

**9) Attitude Toward Others: (Managing Others) (MGT-2A)-Very Good Potential**

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

#### **PRIORITIZED DEVELOPMENT COMMENTS**

**1) Health/Tension Index: (Managing Self) (MGT-35B)-Conditional Risk**

Imbalance in their thinking can generate anxiety, frustration, and despair as they seek to match expectations to actions.

**2) Attitude Toward Authority: (Managing Activities) (MGT-11C)-Situational Risk**

Strong individualism will lead them to covertly or overtly challenge or disregard existing rules and authority.

**3) Proactive/Conceptual Thinking: (Managing Problems) (MGT-17C)-Situational Risk**

Attention to being individualistic and inventive creates a lack of attention to consequence of decisions and actions.

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## ***Extended Manager Interview Guide***

### **PERSONAL MANAGEMENT INVENTORY**

### **PRIORITIZED INTERVIEW NOTES**

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#### **1) Health/Tension Index: (Managing Self) (MGT-35B)-Conditional Risk**

They tend to have difficulty adapting when decisions and priorities do not match their expectations and to look for ways to get out of the stress even if they must make a mistake or refuse to take action.

#### **2) Attitude Toward Authority: (Managing Activities) (MGT-11C)-Situational Risk**

They tend to disregard rules, norms, and conventions about how things should be done and do things their own way regardless of consequences. Test their ability to accept ideas and ways of doing things other than their own.

#### **3) Proactive/Conceptual Thinking: (Managing Problems) (MGT-17C)-Situational Risk**

Disregard for consequences of decisions can lead to a lack of accountability shifting blame to anyone other than themselves. Test their willingness to admit the negative consequences of their decisions and take corrective action.

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Attention to being individualistic and inventive creates a lack of attention to consequence of decisions and actions.

### **4) Long Range Planning: (Planning And Organizing) (MGT-20B)-Situational Risk**

A tendency to be naturally skeptical about the value of spending time and energy on long range planning.

### **5) Doing Things Right: (Managing Activities) (MGT-8C)-Situational Risk**

Individualistic thinking can lead them to disregard even the need for order, structure, and doing things by standards.

### **6) Attention To Planning: (Planning And Organizing) (MGT-23E)-Situational Risk**

Cautious, skeptical thinking can lead to either discount or overlook the need for planning decisions and actions.

### **7) Goal Directedness: (Getting Things Done) (MGT-25E)-Situational Risk**

A combination of uncertainty about the future and skepticism can lead to indecisiveness and disorganization.

### **8) Results Oriented: (Getting Things Done) (MGT-26B)-Situational Risk**

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

### **9) Self Esteem: (Managing Self) (MGT-30A)-Situational Risk**

Inattentive to inner self worth, may be too hard on themselves and too critical of themselves when they do not measure up.

### **10) Flexibility/Adaptability: (Managing Self) (MGT-34B)-Situational Risk**

Uncertainty about which direction is best can lead them to feel anxiety and frustration about the future.

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## **Extended Manager Interview Guide**

### **MANAGER CHART**

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<b>CAPACITY</b>	<b>LOW RISK</b>	<b>SITUATIONAL RISK</b>	<b>CONDITIONAL RISK</b>	<b>REAL RISK</b>
<b>Managing Others</b>				
- Insight Into Others	ü			
- Attitude Toward Others	ü			
- Prejudice/Bias Index	ü			
- Sensitivity To Others	ü			
- Listening To Others	ü			
- Talking At The Right Time	ü			
<b>Managing Activities</b>				
- Meeting Established Standards	ü			
- Doing Things Right		ü		
- Attention To Policies & Procedures		ü		
- Meeting Schedules & Deadlines	ü			
- Attitude Toward Authority		ü		
- Attention To Concrete Detail	ü			
<b>Managing Problems</b>				
- Evaluating What To Do	ü			
- Using Common Sense	ü			
- Intuitive Insight	ü			
- Seeing Potential Problems	ü			
- Proactive, Conceptual Thinking		ü		

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### **MANAGER CHART**

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<b>Planning &amp; Organizing</b>				
- Realistic Goal Setting	ü			
- Short Range Planning	ü			
- Long Range Planning		ü		
- Concrete Organization	ü			
- Conceptual Organization	ü			
- Attention To Planning		ü		
<b>Getting Things Done</b>				
- Self Confidence	ü			
- Goal Directedness		ü		
- Results Oriented		ü		
- Ambition	ü			
- Persistence	ü			
- Consistency	ü			
<b>Managing Self</b>				
- Self Esteem		ü		
- Self Assessment	ü			
- Self Control	ü			
- Role Satisfaction	ü			
- Flexibility & Adaptability		ü		
- Health/Tension Index			ü	