



C O N F I D E N T I A L

Mike Gregory

HR Manager

Interview Report

based on GR8 Leadership
Assessed: Aug 24, 2023



Introduction

This report is meant to aid you in the recruiting process of Mike Gregory. It allows you to explore his potential fit with the HR Manager position by covering the main aspects of his personality and skillset as they pertain to this position. Aside from helping you make an informed hiring decision, the report will also provide some additional insights into his challenge areas.

The GR8 Full Spectrum Assessment includes



Behaviour Section

- Represents the behaviours that an individual exhibits in the company of others, which can often be suggestive of their overall personality.
- These characteristics are illustrated with a scale that covers the range between the two polar opposite behavioural patterns for each particular trait.
- A higher score is not necessarily better than a lower one.



Cognitive Section

- Indicates the degree to which an individual is comfortable working with various types of cognitive processes.
- This part covers quantifiable skillsets that can be graded on a 1 to 10 scale.
- Keep in mind that different positions may require vastly different abilities.



Interests Section

- Shares the main interest themes that are associated with the individual, listed in order of preference.
- These reflect the types of activities that the individual will be most inspired and motivated by.
- They can be juxtaposed and compared with the interest themes that are typically associated with the specified position.

Please note that the results of this, or any assessment, should never be used to make up more than one third of the final decision.

Reading the graphs

1 Scale elements

Each of the candidate's scores will be rendered on a scale of 1 to 10. The blue elements represent the desired benchmark for this particular position and will always appear grouped together. Elements outside this range are shown in light grey.

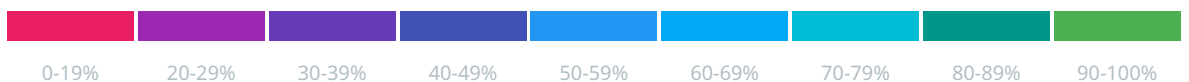


The arrow points to the user's score. It can land anywhere on the scale and will change colour in accordance to its position relative to the desired benchmark. If it ends up within the allocated range, it will be coloured green. Yellow is close, but just outside the benchmark's range, while Red is quite far from the job's specifications.



2 Matching percentages

Percentages are shown on a coloured background that will aid you in quickly "reading" the data. The colours range from a warm green for high match rates to a purple and red shade for lower match rates.



Summary

Mike Gregory - HR Manager

73.54%

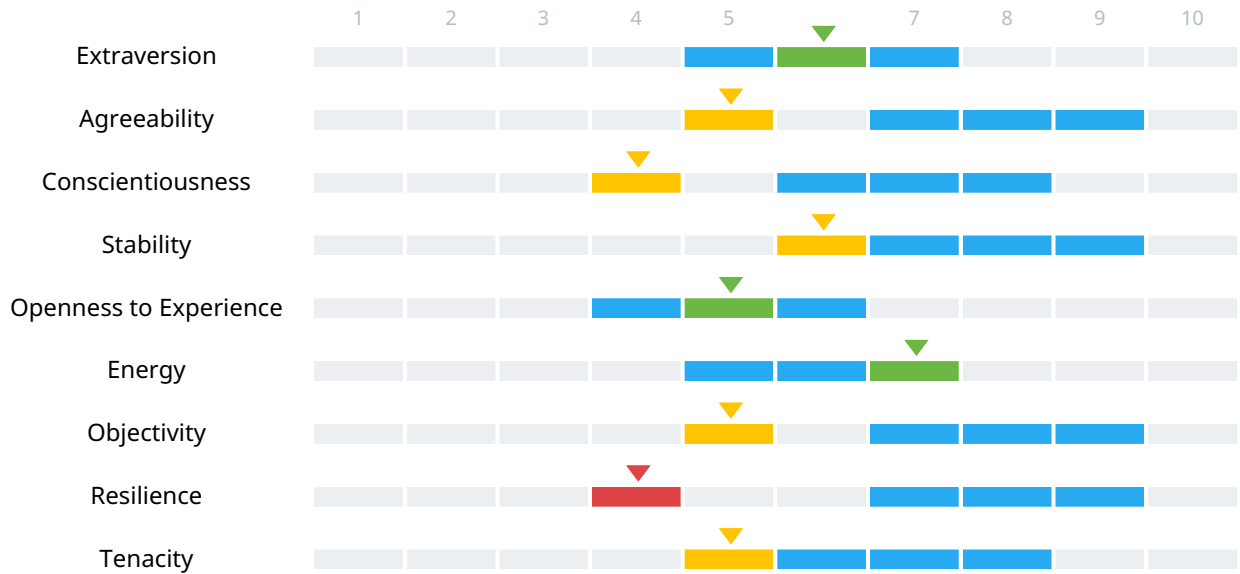
Overall Match

based on GR8 Full Spectrum

74.67%

1

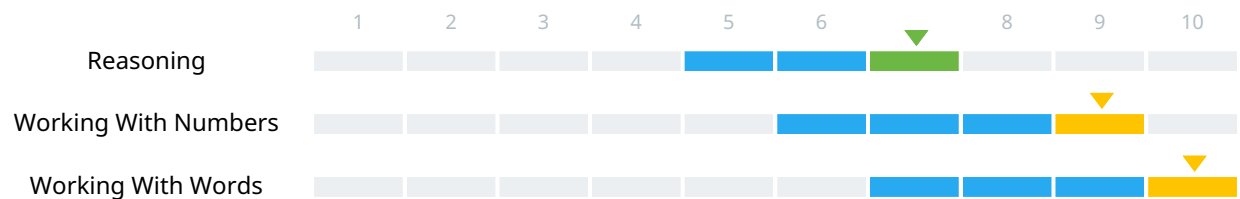
Behaviour Section



80.67%

2

Cognitive Section



57%

3

Interests Section

Top 3 Interests for
HR Manager

- 1 SOCIAL
- 2 INVESTIGATIVE
- 3 CONVENTIONAL

Top 3 Interests for
Mike Gregory

- 1 ENTERPRISING
- 2 SOCIAL
- 3 REALISTIC

The Distortion score for this assessment shows no irregularities. This suggests that the candidate's responses are genuine and consistent with one another.

Overall **73%**Behaviour Section **74%**Cognitive Section **80%**Interests Section **57%**

Extraversion

How much an individual trusts, and enjoys interacting with, other people.

SOLITARY
RESERVEDOUTGOING
ENERGETIC

● Mike's score on this dimension fits in the benchmark for HR Manager.

Consider asking Mike Gregory:

What role (e.g., follower or leader) do you prefer to take when working with a group? Why?

INTERVIEWER'S NOTES

How do you feel about being the centre of attention in a social setting?

INTERVIEWER'S NOTES

Tell me about a time you had to reach out to someone in a new social setting. How was that experience for you?

INTERVIEWER'S NOTES

Overall 73%

Behaviour Section 74%

Cognitive Section 80%

Interests Section 57%



Agreeability

The strength of a person's tendency to cooperate with, and be accommodating to, others.

COMPETITIVE
SELF-FOCUSEDFRIENDLY
INCLUSIVE

● Mike achieved an Agreeability score outside the optimal score range for this position. This suggests that his willingness to cooperate with others is not what the position typically requires and he may have a problem with the work environment. Discussions should explore the possibility that the climate of this position may be too challenging and could lead to frustration and a reduction in his level of performance.

Consider asking Mike Gregory:

Tell me about a time you competed with a colleague. How important was it for you to win?

INTERVIEWER'S NOTES

How would you handle working on a project in which you were required to get approval from multiple group members prior to having your decision accepted?

INTERVIEWER'S NOTES

Have you ever encountered a situation in which you were required to break a rule in order to accomplish an important objective? How did you feel about it?

INTERVIEWER'S NOTES

Overall 73%

Behaviour Section 74%

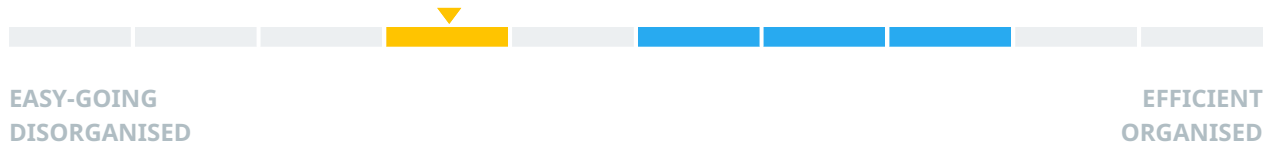
Cognitive Section 80%

Interests Section 57%



Conscientiousness

To what degree an individual is thorough, organised and dependable.



● Mike achieved a Conscientiousness score that is outside the optimal range for this position. This suggests that his detail orientation in planning and making decisions is different from that typically required for this position. Discussions should explore the possibility that the position may require greater practicality and could lead to a reduction in his level of performance.

Consider asking Mike Gregory:

Describe a time you were assigned a task which required you to develop a comprehensive plan before proceeding.

INTERVIEWER'S NOTES

Tell me about a time you had to adapt to a new rule or policy. How did the change influence your work?

INTERVIEWER'S NOTES

When working on multiple projects do you prefer to approach them spontaneously and solve any problems as they appear or approach them with a structured plan?

INTERVIEWER'S NOTES

Overall 73%

Behaviour Section 74%

Cognitive Section 80%

Interests Section 57%



Stability

The degree to which someone shows confidence, a calm and steady presence and effectively manages difficult situations.



● On the Stability dimension Mike scored outside the optimal range for this particular position. This suggests that his level of self-confidence is different from what the position typically requires but that he should have no problem working under supervisory guidance. Discussions should explore the possibility that the position may be frustrating at times.

Consider asking Mike Gregory:

Tell me about the last time you were able to express your emotions discreetly.

INTERVIEWER'S NOTES

How do you cope with a situation when you are faced with an unexpected problem?

INTERVIEWER'S NOTES

Tell me about a time you openly expressed your opinion without a care about what others thought of you.

INTERVIEWER'S NOTES

Overall 73%

Behaviour Section 74%

Cognitive Section 80%

Interests Section 57%



Openness to Experience

The level to which a person is likely to appreciate new ideas and activities.

CONSISTENT
CAUTIOUSINVENTIVE
CURIOUS

● Mike's score on this dimension fits in the benchmark for HR Manager.

Consider asking Mike Gregory:

Tell me about a time you had to adjust to a new policy in the workplace.

INTERVIEWER'S NOTES

What is the biggest workplace change you've experienced in the last year? How have you handled it?

INTERVIEWER'S NOTES

How do you feel about trying new methods to complete tasks, even if there is nothing wrong with the current method?

INTERVIEWER'S NOTES

Overall **73%**Behaviour Section **74%**Cognitive Section **80%**Interests Section **57%**

Energy

The degree to which an individual displays a readiness to take action quickly.

STUDIED
RETICENTENERGETIC
ACTS QUICKLY

 Mike's score on this dimension fits in the benchmark for HR Manager.

Consider asking Mike Gregory:

Tell me about a time when you had to work long hours to reach your goals and how you achieved the best results.

INTERVIEWER'S NOTES

What experience do you have managing multiple projects? Did you find this situation stressful?

INTERVIEWER'S NOTES

How have you made sacrifices of your time to motivate others to accomplish work for a deadline?

INTERVIEWER'S NOTES

Overall 73%

Behaviour Section 74%

Cognitive Section 80%

Interests Section 57%



Objectivity

The degree to which someone makes decisions using logic or intuition.

UNMETHODICAL
INTUITIVELOGICAL
STRUCTURED

● Mike achieved an Objectivity score that is outside the designated score range for this position. It suggests that his use of information in making decisions is different from that typically required. Discussions should explore the possibility that for him, the position may require greater practicality and could lead to a reduction in his level of performance.

Consider asking Mike Gregory:

Have you ever had to make a decision by intuition alone? How did that make you feel?

INTERVIEWER'S NOTES

Consider a high-stress situation you've had to handle at work. Tell me what happened, who was involved and what you did in terms of problem-solving.

INTERVIEWER'S NOTES

Tell me about a time when you had to make a decision while under pressure.

INTERVIEWER'S NOTES

Overall 73%

Behaviour Section 74%

Cognitive Section 80%

Interests Section 57%



Resilience

How quickly an individual is able to overcome obstacles and recover from difficult situations.

CONSTRAINED
INFLEXIBLERESILIENT
FLEXIBLE

● Mike achieved a Resilience score that is outside the designated range for this position. This suggests that his willingness and ability to adapt and overcome obstacles is different from that typically required.

Discussions should explore the possibility that for him, the position may require greater flexibility and could lead to a reduction in his level of performance.

Consider asking Mike Gregory:

Describe a past experience when changes were introduced that caused a project to be stopped suddenly. What did you do to overcome this setback?

INTERVIEWER'S NOTES

How have you lost your motivation for continuing with a project and how do you resolve the problem?

INTERVIEWER'S NOTES

How often do you feel your work is not worth completing? Give an example.

INTERVIEWER'S NOTES

Overall **73%**Behaviour Section **74%**Cognitive Section **80%**Interests Section **57%**

Tenacity

To what degree an individual shows determination and perseverance.

RELAXED
ACCEPTINGDOGGED
DETERMINED

● Mike achieved a Tenacity score that is outside the designated score range for this position. This suggests that his persistence and willingness to persevere is different to that typically required. Discussions should explore the possibility that the position may require greater determination and stamina and could lead to a reduction in his level of performance.

Consider asking Mike Gregory:

If you are working with someone who has a negative attitude regarding a positive outcome for a project how do you keep yourself motivated?

INTERVIEWER'S NOTES

Tell me about a time you delegated tasks to other people and motivated them to persevere through hardships.

INTERVIEWER'S NOTES

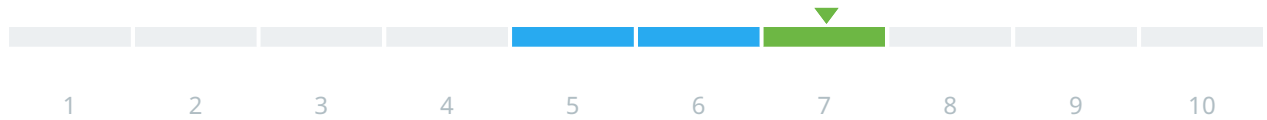
Describe a time you had to overcome numerous failures in order to complete a task.

INTERVIEWER'S NOTES

Overall **73%**Behaviour Section **74%**Cognitive Section **80%**Interests Section **57%**

Reasoning

Understanding ideas expressed by using reasoning and logic.



● Mike's score on this dimension fits in the benchmark for HR Manager.

Consider asking Mike Gregory:

How often do people misunderstand your line of reasoning?

INTERVIEWER'S NOTES

What steps do you usually take to ensure others understand the reasoning behind your ideas?

INTERVIEWER'S NOTES

Give an example of a time when you solved a problem caused by faulty reasoning.

INTERVIEWER'S NOTES

Overall 73%

Behaviour Section 74%

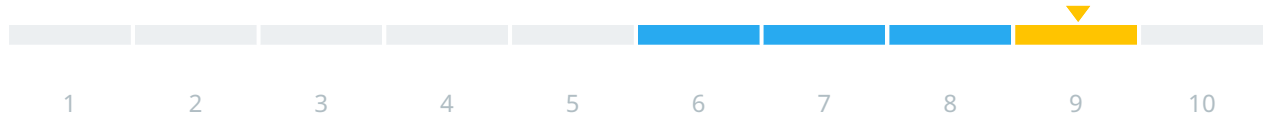
Cognitive Section 80%

Interests Section 57%



Working With Numbers

The ability to understand numerical expressions of ideas and correctly calculate results from numerical problems.



● On the Working With Numbers dimension Mike is above the optimal score range for this position. This suggests that his ability to compute and analyse data is more proficient than the position typically requires and that he may not be sufficiently challenged to maintain his interest and/or level of motivation.

Consider asking Mike Gregory:

When expressing numerical data to others, what method has been most successful for you, even when some of them are not numerically inclined?

INTERVIEWER'S NOTES

Does it take the other people you work with longer to calculate results or understand the numerical information than it does for you? How do you handle this?

INTERVIEWER'S NOTES

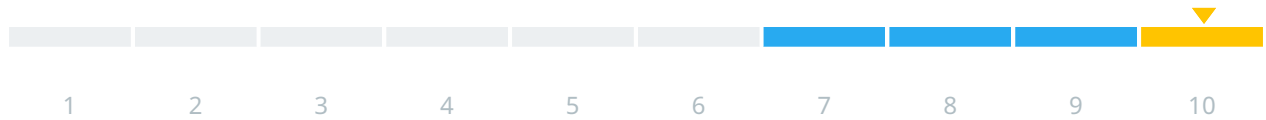
What kind of high stress situations have you experienced in which important calculations were necessary?

INTERVIEWER'S NOTES

Overall **73%**Behaviour Section **74%**Cognitive Section **80%**Interests Section **57%**

Working With Words

The ability to use words and phrases as a method for understanding a concept or perspective.



● On the Working With Words dimension Mike is above the designated score range for this position. This suggests that his command of vocabulary and reading ability is greater than the position typically requires. Discussions should explore the possibility that the position may not be sufficiently challenging to maintain his interest and/or level of performance.

Consider asking Mike Gregory:

When you write notes, memos or instructions, do people have to ask you the meaning of some words?
Describe a time this has happened.

INTERVIEWER'S NOTES

Have you found yourself feeling impatient with how slow others are in understanding simple ideas?

INTERVIEWER'S NOTES

What are the advantages of a diverse and comprehensive vocabulary? The disadvantages?

INTERVIEWER'S NOTES

Overall **73%**

Behaviour Section **74%**

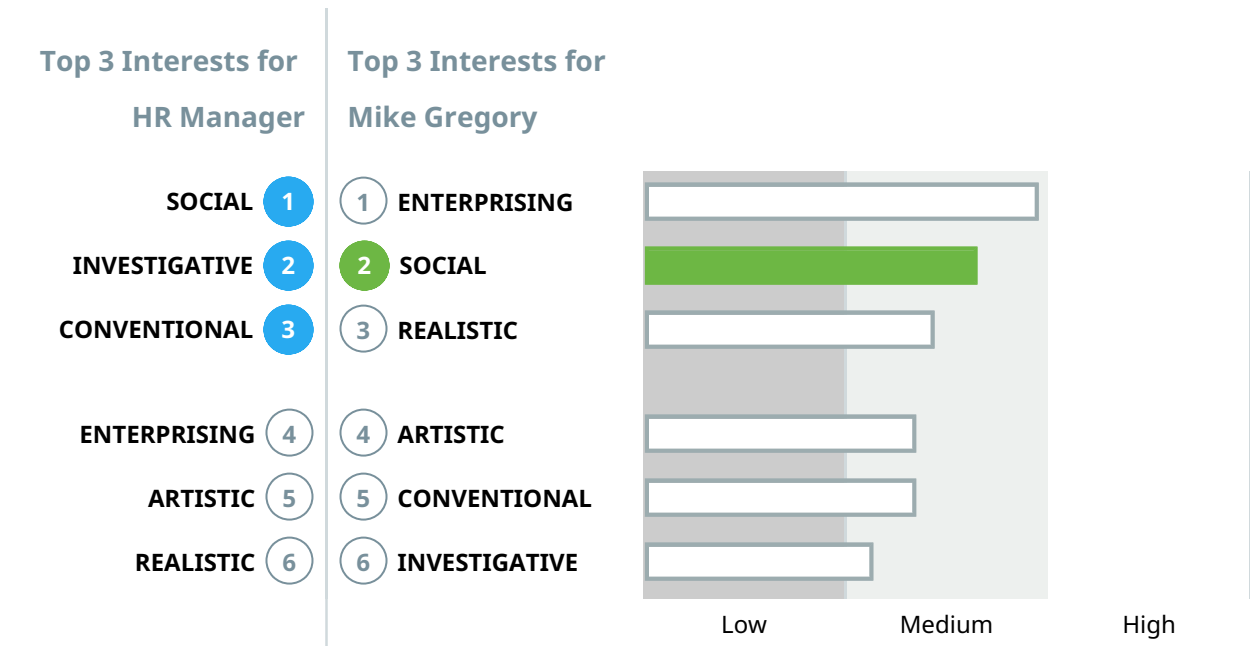
Cognitive Section **80%**

Interests Section **57%**



Interests Section

Research demonstrates that there are six basic interest themes that define work-related activities. The responses given so far by the candidate have yielded the following interest areas, listed in order of importance to the individual. You can compare their results with the interest themes that are generally associated with the HR Manager position.



What is Mike Gregory most interested in?

1 ENTERPRISING

Energetic and confident individuals. They are comfortable expressing themselves and persuading others to work with them.

2 SOCIAL

Individuals who enjoy helping others and building relationships. They are cooperative and patient with others.

3 REALISTIC

Individuals who enjoy working with things more than people. They tend to be practical and pursue activities where they can work with their hands.