

# **Interview Success Guide - General Employment <sup>TM</sup>**

Innermetrix, Inc.  
Innermetrix Talent Profile of Jay Niblick

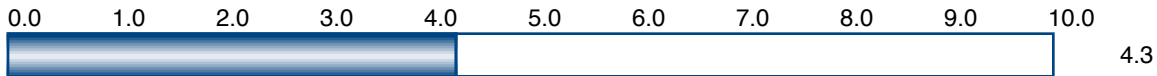
# Interview Success Guide - General Employment Summary

## Report Summary

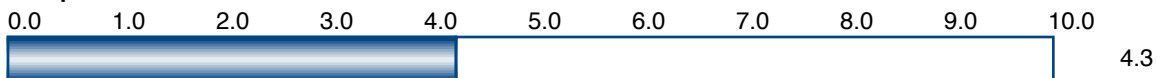
This graph summarizes the 3 categories that comprise this Innermetrix Talent Profile. A description and mean score for each category is on the following page. This Interview Success Profile will show you your greatest soft skills and strengths so you can show them off in the interview, and make you aware of some of your weaker areas so you are prepared to show how they are not an issue. It is meant to be used in conjunction with the IMX Interview Success Guide. If you do not have a copy of this FREE guide visit ([www.innermetrix.com/interviewing](http://www.innermetrix.com/interviewing)) to download your copy now.

## Report Component Graphs

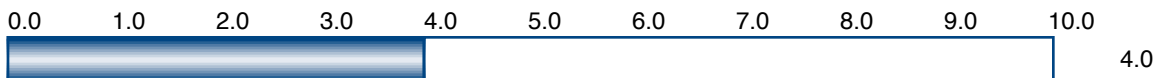
### Getting Results



### Interpersonal Skills



### Work Ethic



## Category Overviews

### Getting Results (4.3)

"What attributes does Jay possess that will help her to get results?" This provides information about Jay's raw ability to get results, to apply herself to a goal and accomplish it using a variety of abilities.

### Interpersonal Skills (4.3)

"How does Jay approach getting along with others?" This measures Jay's ability to interact with clients, customers, and coworkers on a daily basis.

### Work Ethic (4.0)

"Is Jay a hard and honest worker?" This is an overall assessment of Jay's work ethic. It involves her ability to meet pre-set standards, respect company policies and property, possess a strong work ethic, and make decisions which take into consideration the needs of everyone involved (e.g. herself, others and the company).

# Getting Results

## Category Description

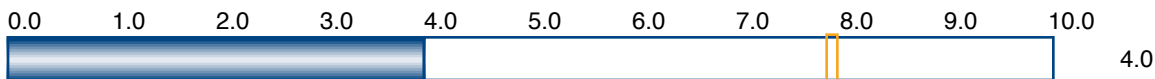
"What attributes does Jay possess that will help her to get results?" This provides information about Jay's raw ability to get results, to apply herself to a goal and accomplish it using a variety of abilities.

## Category Component Graphs

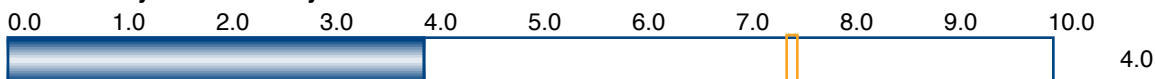
### Accountability For Others



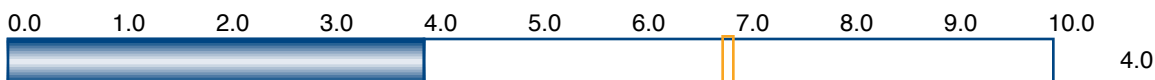
### Attention To Detail



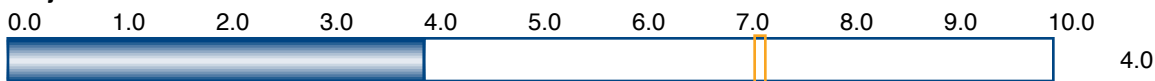
### Consistency and Reliability



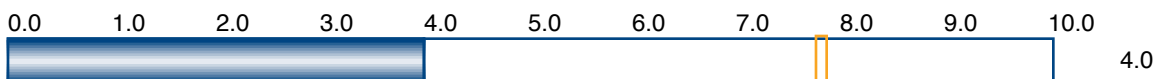
### Personal Commitment



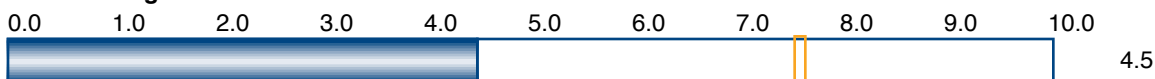
### Project and Goal Focus



### Results Orientation



### Surrendering Control



Jay Niblick

## Category Component Descriptions

**Accountability For Others (5.5)**  
evaluates Jay's ability to be responsible for the consequences of the actions of those whom she manages.

**Attention To Detail (4.0)**  
evaluates Jay's ability to see and to pay attention to details.

**Consistency and Reliability (4.0)**  
evaluates Jay's internal need to be conscientious in her personal or professional efforts, to be both consistent and reliable in her life roles.

**Personal Commitment (4.0)**  
evaluates Jay's ability to focus and to stay committed to a task: a measure of her internal, personal commitment.

**Project and Goal Focus (4.0)**  
evaluates Jay's ability to stay on target regardless of circumstances.

**Results Orientation (4.0)**  
evaluates Jay's ability to identify the actions necessary to complete tasks and to obtain results.

**Surrendering Control (4.5)**  
evaluates Jay's ability to surrender control of a given situation or outcome to another person or a group of people.

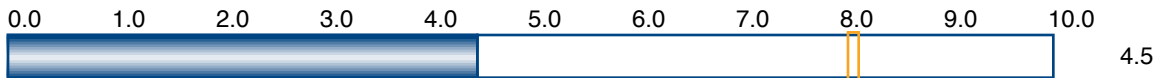
# Interpersonal Skills

## Category Description

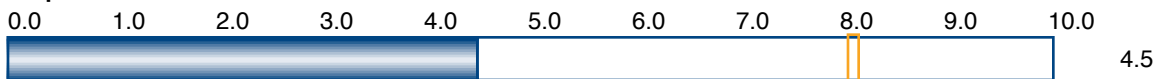
"How does Jay approach getting along with others?" This measures Jay's ability to interact with clients, customers, and coworkers on a daily basis.

## Category Component Graphs

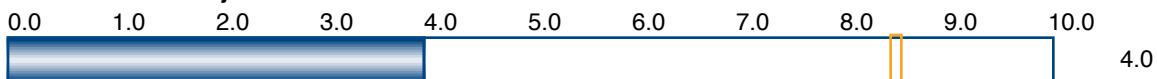
### Attitude Toward Others



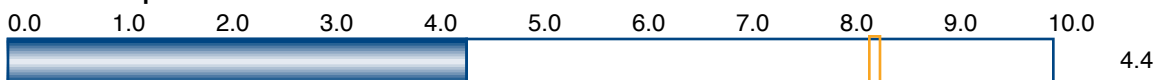
### Empathetic Outlook



### Freedom From Prejudices



### Realistic Expectations



### Self Control



## Category Component Descriptions

### Attitude Toward Others (4.5)

evaluates Jay's ability to maintain a positive, open and objective attitude towards others.

### Empathetic Outlook (4.5)

evaluates Jay's capacity to perceive and understand the feelings and attitudes of others or to place herself in the shoes of another.

### Freedom From Prejudices (4.0)

evaluates Jay's ability to prevent prejudices from entering into and affecting an interpersonal relationship.

### Realistic Expectations (4.4)

evaluates whether Jay's expectations (in either quality of production or quality of performance) of others can realistically be met.

### Self Control (4.0)

evaluates Jay's ability to remain rational and objective when faced with a stressful and emotional situation.

Jay Niblick

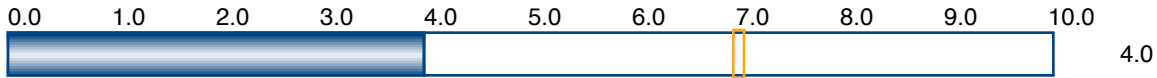
# Work Ethic

## Category Description

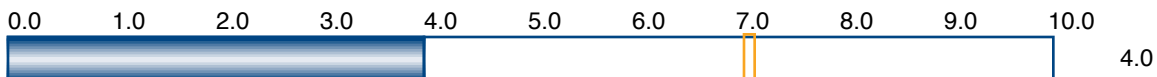
"Is Jay a hard and honest worker?" This is an overall assessment of Jay's work ethic. It involves her ability to meet pre-set standards, respect company policies and property, possess a strong work ethic, and make decisions which take into consideration the needs of everyone involved (e.g. herself, others and the company).

## Category Component Graphs

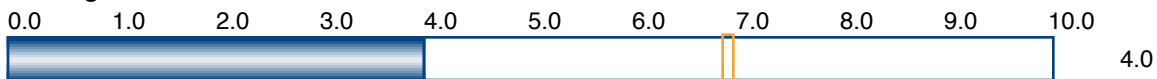
### Balanced Decision Making



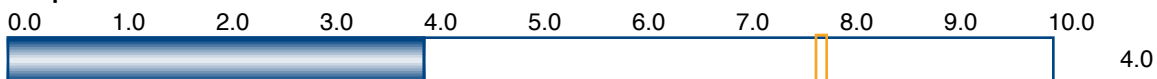
### Job Ethic



### Meeting Standards



### Respect For Policies



## Category Component Descriptions

### Balanced Decision Making (4.0)

evaluates Jay's ability to be objective and to evaluate fairly the different aspects (people and other) of a situation; and her ability to make an ethical decision that takes into account all aspects and components.

### Job Ethic (4.0)

evaluates Jay's personal commitment to the execution of a specific task.

### Meeting Standards (4.0)

evaluates Jay's ability to see and to understand the standard requirements established for a job and evaluates her commitment to meeting them.

### Respect For Policies (4.0)

evaluates Jay's appreciation for the value of conducting business affairs according to the intent of company policies and standards.

Jay Niblick