

Interview Success Guide - IT TM

Innermetrix, Inc.
Innermetrix Talent Profile of Jay Niblick

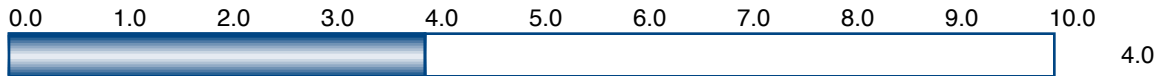
Interview Success Guide - IT Summary

Report Summary

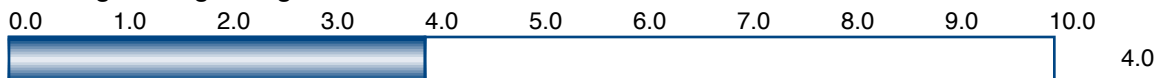
This graph summarizes the 3 categories that comprise this Innermetrix Talent Profile. A description and mean score for each category is on the following page. This Interview Success Profile will show you your greatest soft skills and strengths so you can show them off in the interview, and make you aware 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) to download your copy now.

Report Component Graphs

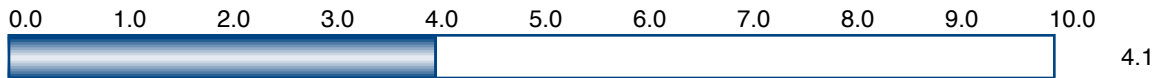
Conceptual Thinking



Planning and Organizing



Problem Solving Capacity



Category Overviews

Conceptual Thinking (4.0)

Planning and Organizing (4.0)

"Is Jay an effective planner and organizer?" This category measures Jay's conceptual abilities and how she applies them to organizing and setting direction. These include: long-range planning ability, concrete organizing, proactive thinking and being able to see the big picture.

Problem Solving Capacity (4.1)

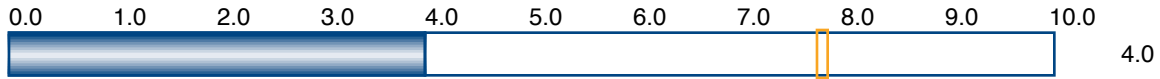
The ability to see and understand the crucial issues in a problem situation and to then identify workable solutions.

Conceptual Thinking

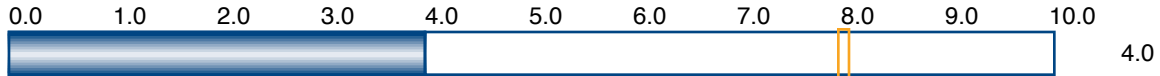
Category Description

Category Component Graphs

Conceptual Thinking



Theoretical Problem Solving



Category Component Descriptions

Conceptual Thinking (4.0)

evaluates Jay's ability to see the big picture and then to determine which direction to take, and how resources should be used to attain future goals.

Theoretical Problem Solving (4.0)

evaluates Jay's ability to envision a situation and to then apply her Problem Solving Ability.

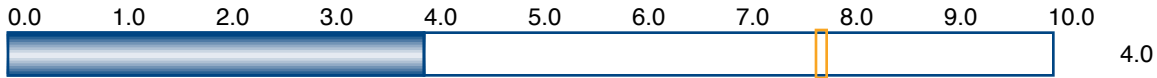
Planning and Organizing

Category Description

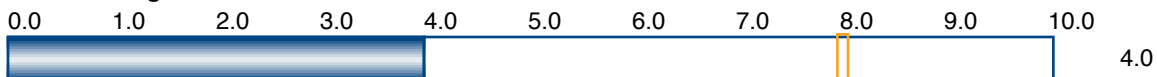
"Is Jay an effective planner and organizer?" This category measures Jay's conceptual abilities and how she applies them to organizing and setting direction. These include: long-range planning ability, concrete organizing, proactive thinking and being able to see the big picture.

Category Component Graphs

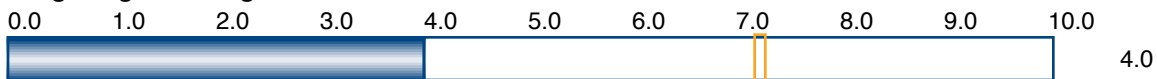
Conceptual Thinking



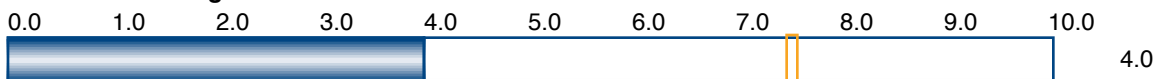
Concrete Organization



Long Range Planning



Proactive Thinking



Category Component Descriptions

Conceptual Thinking (4.0)

evaluates Jay's ability to see the big picture and then to determine which direction to take, and how resources should be used to attain future goals.

Concrete Organization (4.0)

evaluates Jay's understanding of the immediate, concrete needs of a situation and to establish an effective plan of action for meeting those needs.

Long Range Planning (4.0)

evaluates Jay's ability to identify and to evaluate resources and to plan for their utilization throughout the execution of comprehensive, long-range projects.

Proactive Thinking (4.0)

evaluates Jay's ability to determine the future implications of current decisions and actions.

Jay Niblick

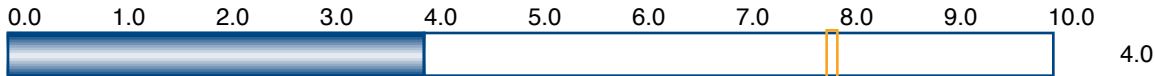
Problem Solving Capacity

Category Description

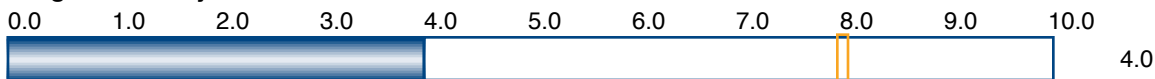
The ability to see and understand the crucial issues in a problem situation and to then identify workable solutions.

Category Component Graphs

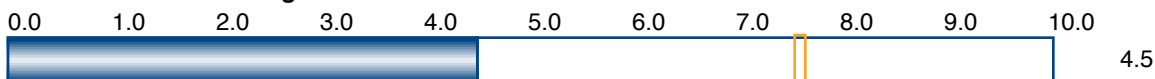
Attention To Detail



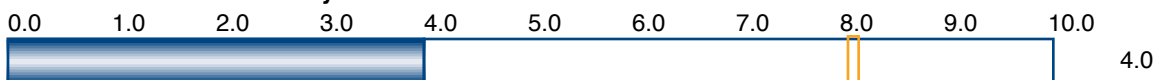
Integrative Ability



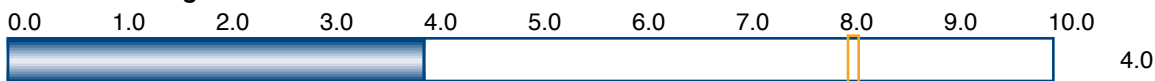
Intuitive Decision Making



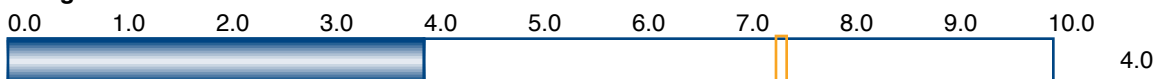
Problem and Situation Analysis



Problem Solving



Using Common Sense



Jay Niblick

Category Component Descriptions

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

Integrative Ability (4.0)
evaluates Jay's ability to identify the elements of a problem situation, to understand which components are critical, and to decide what to do.

Intuitive Decision Making (4.5)
evaluates Jay's ability to accurately compile intuitive perceptions about a situation into a decision or action.

Problem and Situation Analysis (4.0)
evaluates Jay's ability to identify the elements of a problematic situation and to understand which components are critical.

Problem Solving (4.0)
evaluates Jay's ability to identify alternative solutions to a problem and to select the best option.

Using Common Sense (4.0)
evaluates Jay's ability to focus on practical thinking, to see the world clearly, and to make common sense decisions.