

Interview Success Guide - Management TM

Innermetrix, Inc.
Innermetrix Talent Profile of Jay Niblick

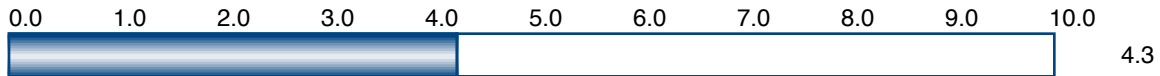
Interview Success Guide - Management Summary

Report Summary

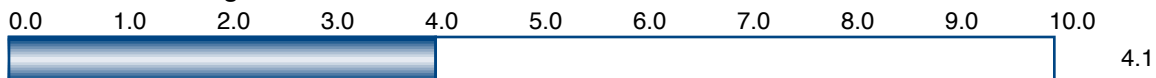
This graph summarizes the 3 categories that comprise this Innermetrix Talent Profile. A description and mean score for each category is on the following page. This Interview Success Profile will show you your greatest soft skills and strengths so you can show them off in the interview, and make you aware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

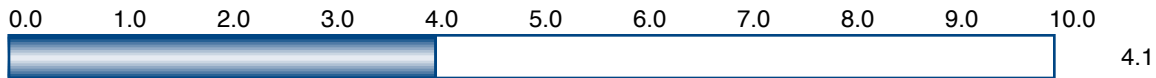
Finding Talent



Performance Management



Rough water navigation



Category Overviews

Finding Talent (4.3)

"Does Jay effectively manage the needs for first class employees?" This measures Jay's ability to identify and implement the steps needed to find, develop and retain the very best talent.

Performance Management (4.1)

"Can Jay keep others focused?" Closely tied to Human Resource Management, this category expands that examination of Jay's abilities to include her aptitude for motivating others to success. This involves her ability to be aware of others, convey a role's value, gain commitment and understand the motivational needs of others.

Rough water navigation (4.1)

"Will Jay diffuse a conflict, or will she fuel it?" This is a measurement of Jay's ability to resolve problems or conflicts in a tactful manner, and to keep momentum moving forward for all parties involved.

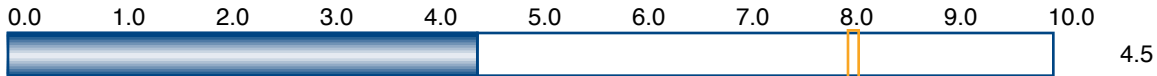
Finding Talent

Category Description

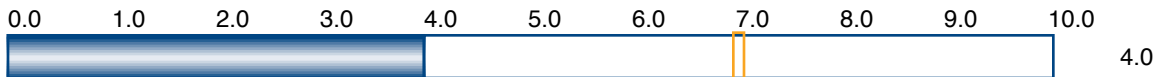
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Category Component Graphs

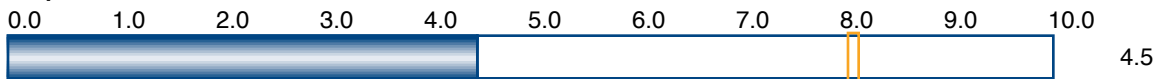
Attitude Toward Others



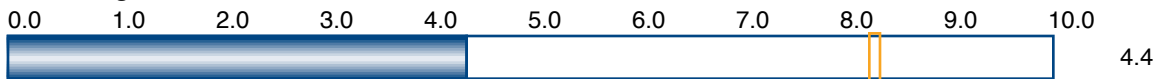
Balanced Decision Making



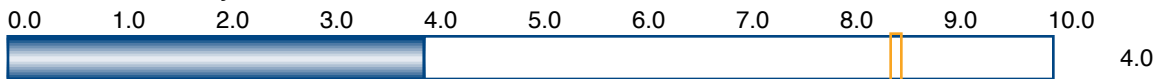
Empathetic Outlook



Evaluating Others



Freedom From Prejudices



Category Component Descriptions

Attitude Toward Others (4.5)

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

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.

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.

Evaluating Others (4.4)

evaluates Jay's ability to make realistic and accurate judgments about another, to evaluate his or her strengths and weaknesses, and to understand his or her manner of thinking, acting, and behaving.

Freedom From Prejudices (4.0)

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

Jay Niblick

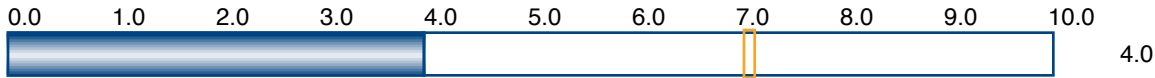
Performance Management

Category Description

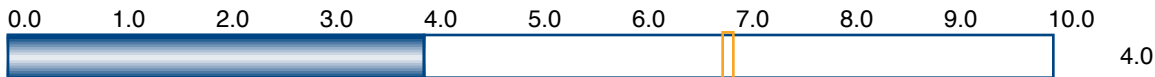
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Category Component Graphs

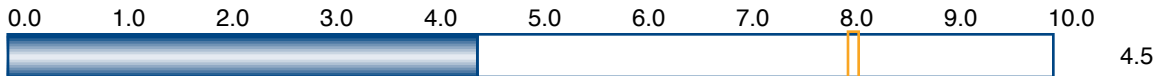
Conveying Role Value



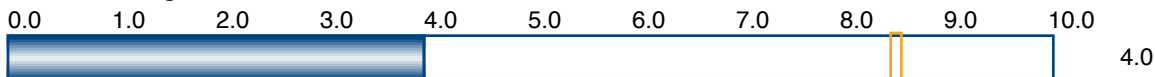
Gaining Commitment



Human Awareness



Understanding Motivational Needs



Category Component Descriptions

Conveying Role Value (4.0)

evaluates Jay's ability to use her own capacities (for empathy, interpersonal relationships, and leadership) to instill, in an employee, a sense of value for the task at hand.

Gaining Commitment (4.0)

evaluates Jay's ability to develop and invoke a self motivating attitude in her employees or coworkers in their pursuit of their goals.

Human Awareness (4.5)

evaluates Jay's ability to be conscious of the feelings and opinions of others; and to value others as people instead of just as their organizational role or value.

Understanding Motivational Needs (4.0)

evaluates Jay's ability to understand the needs and desires of employees and to use this knowledge to motivate them to succeed.

Jay Niblick

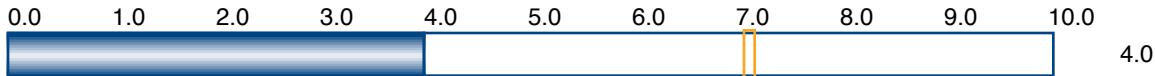
Rough water navigation

Category Description

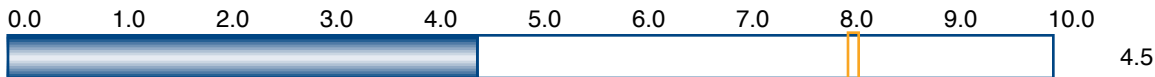
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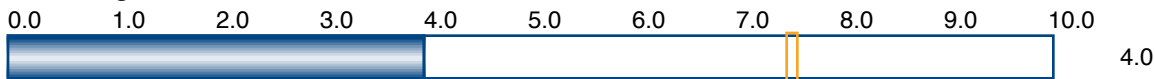
Emotional Control



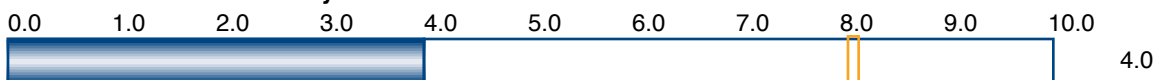
Empathetic Outlook



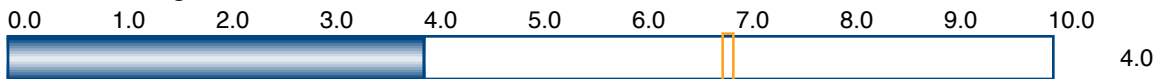
Evaluating What Is Said



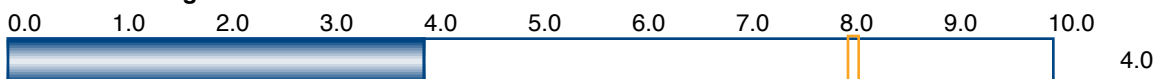
Problem and Situation Analysis



Problem Management



Problem Solving



Jay Niblick

Category Component Descriptions

Emotional Control (4.0)

evaluates Jay's ability to maintain a rational and objective demeanor when faced with a stressful or emotional situation, and to act objectively, rather than impulsively and emotionally.

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.

Evaluating What Is Said (4.0)

evaluates Jay's openness toward other people and her willingness to hear what others are saying, rather than what she thinks they should say or they are going to say.

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 Management (4.0)

evaluates Jay's ability to keep critical issues in context so that she can understand what is happening and effectively use available resources to solve the problem.

Problem Solving (4.0)

evaluates Jay's ability to identify alternative solutions to a problem and to select the best option.