

# Manager Sample Project

## Entry-Level Supervisor

### ▶ Candidate Work Style

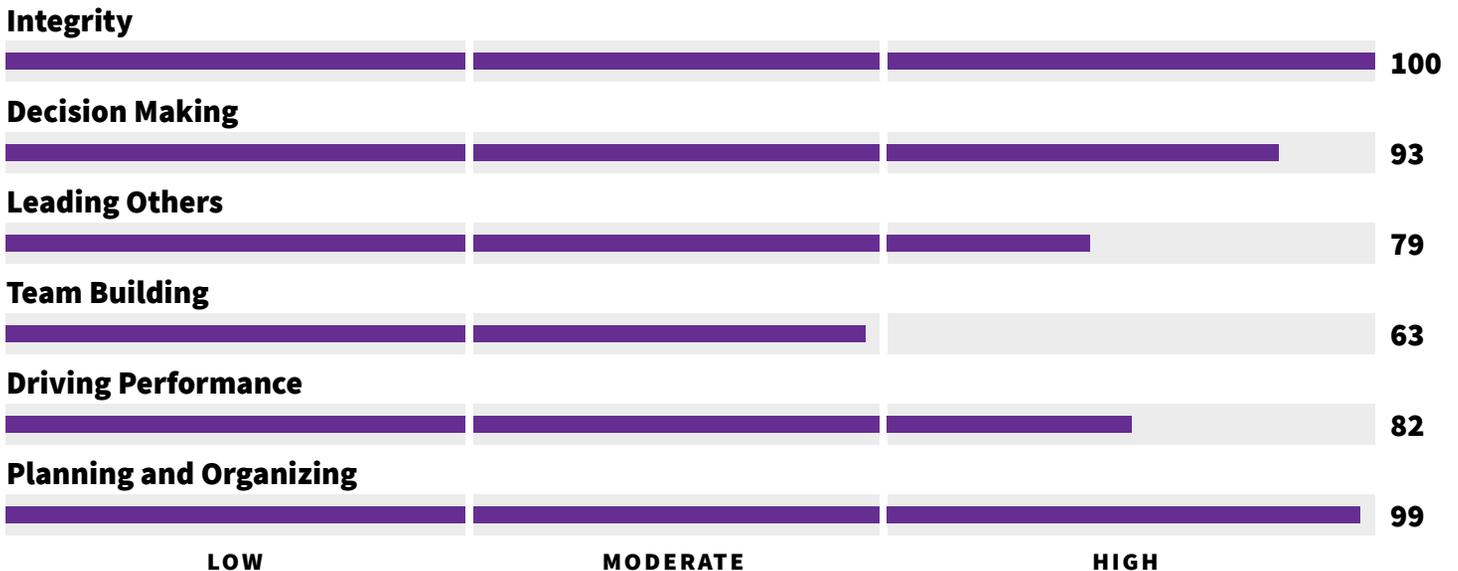
They should be dependable and hardworking. In addition, they may not appear interested in learning new skills. This candidate will tend to be pleasant and engaging dealing with others.

### ▶ Entry-Level Supervisor Overall Score



This candidate seems to be a good fit with this job. They are well-adjusted and self-confident, they have excellent people skills, and can build strong relationships with others. They are strongly achievement oriented and will take charge, get things moving, and push for results. They are a grounded and pragmatic problem solver with good judgment who won't get lost in abstractions. They will be calm and even tempered, rarely volatile or moody, and will manage their own emotions effectively. Finally, the candidate should be a positive role model for others in the workplace.

### ▶ Entry-Level Supervisor Competencies

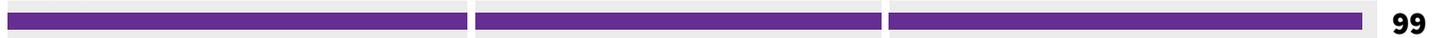


## ▶ People With Similar Scores

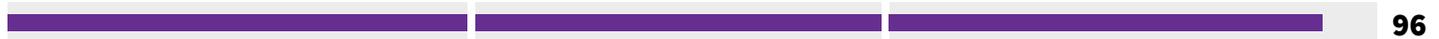
- Seem evasive and indirect under pressure
- Trust others' intentions even when under pressure
- Seem stable, calm, and predictable under pressure
- Seldom seek new information
- Seem unconcerned with how things work
- Appear pleased with their own successes
- Trust other people
- Rarely complain about anything

## Additional Competencies

### Engagement



### Handling Stress



LOW

MODERATE

HIGH

## ▶ Interview Questions

- Describe a time when someone asked you to do something that went against your moral or ethical principles. How did you respond and what was the outcome?
- Think back to a time where you were expected to make a timely and effective decision at work. What was your process to ensure a positive outcome?
- Describe your leadership style. What are you like to work for?
- Recall a time where you were responsible for planning and organizing a project or event at work. How did you approach the situation and what was the result?
- Think back to a time where you assembled a team to achieve a task or goal. Describe how you delegated the work and were able to ensure a productive outcome.
- How do you provide guidance and feedback to maximize the performance of your people or teams?