



**Axiometrics International, Inc.**

*“Changing the World and the Future”*

# **Applicant Interview Guide**

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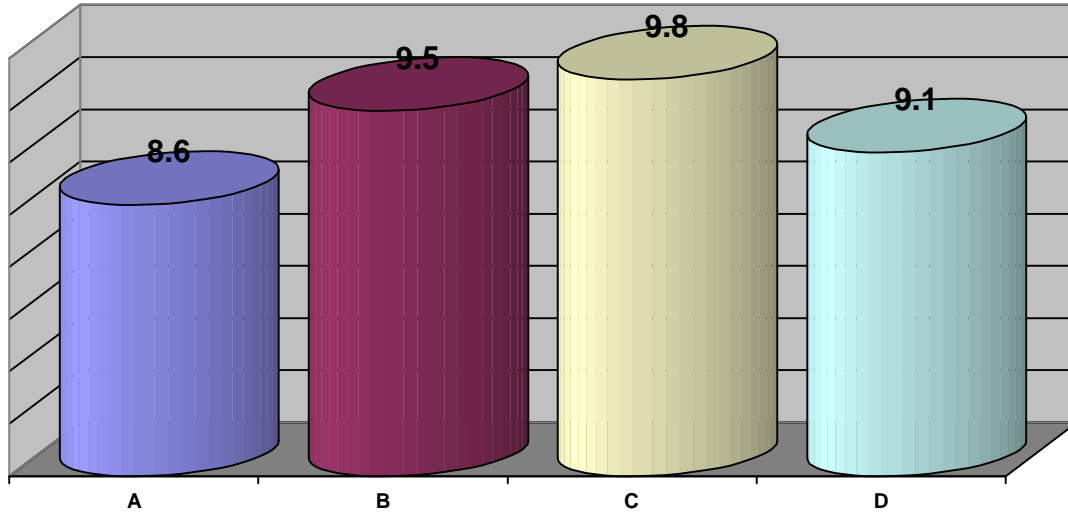
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## Applicant Interview Guide

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### GLOBAL GRAPH



<b>Low Risk</b>	<b>8.8 to 10.0</b>
<b>Situational Risk</b>	<b>8.5 to 8.79</b>
<b>Conditional Risk</b>	<b>8.2 to 8.49</b>
<b>Real Risk</b>	<b>6.0 to 8.19</b>

**A) Works With Others(8.6)** -- This capacity measures the ability to see and appreciate the needs and interests of others and the ability to deal with others in a concerned but objective manner.

**B) Gets Things Done(9.5)** -- This section measures the ability of an individual to focus energy on tasks and follow them to completion dealing with the stresses and strains without losing freedom of action.

**C) Knows What To Do(9.8)** -- This capacity measures a person's ability to decide what issues are relevant and need attention including intuitive insights, practical, common sense and conceptual abilities.

**D) Job Related Attitudes(9.1)** -- This capacity measures a person's general work ethic and work attitudes indicating ability and willingness to take direction and work within organizational standards.

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## ***Applicant Interview Guide***

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### **PRIORITIZED CORE STRENGTHS**

#### **Results Oriented: (Ability to Get Things Done) (WE-9A)-Good Potential**

Extremely results and 'now' oriented focusing time and energy on decisions which have an immediate result.

#### **Persistence: (Ability to Get Things Done) (WE-10A)-Excellent Potential**

Strong personal commitment to stay on track and complete goals and tasks regardless what happens.

#### **Self Confidence: (Ability To Get Things Done) (WE-12H)-Excellent Potential**

Focus and attention on developing a confident social and role image and realistic role expectations.

#### **Attention To Concrete Detail: (Knowing What To Do) (WE-6B)-Excellent Potential**

A compulsion for seeing things from a unique or different perspective can create novel, creative practical thinking.

#### **Proactive, Conceptual Thinking: (Knowing What To Do) (WE-8A)-Excellent Potential**

Unconventional, individualistic thinking creates the ability for innovative, novel and spontaneous problem solving.

#### **Common Sense Thinking: (Knowing What To Do) (WE-5A)-Excellent Potential**

Excellent ability to see and pay attention to things in a practical, functional and common sense way.

#### **Willing To Follow Directions: (Job Related Attitudes) (WE-14A)-Excellent Potential**

An appreciation for system and organization builds respect for and attention to following directions and policies.

### **PRIORITIZED DEVELOPMENT COMMENTS**

#### **Attitude Toward Others: (Working With Others) (WEI-2B)-Conditional Risk**

Skeptical, impatient, critical and cynical, does not trust others, tends to be indifferent, cool and manipulative.

#### **Sensitivity To Others: (Working With Others) (WEI-4B)-Conditional Risk**

Indifferent to the needs and concerns of others, tends to treat others in a cool, competitive and uncaring manner.

#### **Prejudice/Bias Index: (Working With Others) (WEI-3B)-Situational Risk**

Tends to be skeptical and potentially suspicious of others leading to critical, demanding and impatient attitudes.

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***Applicant Interview Guide***  
**PRIORITIZED INTERVIEW NOTES**

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**Attitude Toward Others: (Working With Others) (WEI-2B)-Conditional Risk**

Examine their tendency to focus on what is wrong with others. Give them an example of a dispute between themselves and another employee. Ask them to evaluate the perspectives of both parties.

**Sensitivity To Others: (Working With Others) (WEI-4B)-Conditional Risk**

Describe members of your organization who would be coworkers. Talk in a critical manner which would give them an opportunity to join in your criticism. Test their ability and willingness to be fair in their attitudes.

**Prejudice/Bias Index: (Working With Others) (WEI-3B)-Situational Risk**

Their critical, negative impressions of others can affect their ability to deal with others openly, consistently and fairly. Probe their attitudes about others to evaluate the risk in the work environment.