



**Axiometrics International, Inc.**

*“Changing the World and the Future”*

# Manager Interview Guide

**Prepared for:**

*Demo Sample*

- *This material is confidential and personal.*
- *Please do not read this report unless authorized to do so.*
- *The content should not be used as the sole source for decisions regarding hiring, placement, career moves or termination.*

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## ***Manager Interview Guide*** **SUMMARY**

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### ATTITUDES:

- Individualist, does things their own way
- Optimistic about self and world
- Cautious, reserved attitude toward others
- Results, 'now' oriented attitude toward getting things done

### PROBLEM SOLVING:

- Good intuitive insights, 'gut instincts'

### SELF IMAGE:

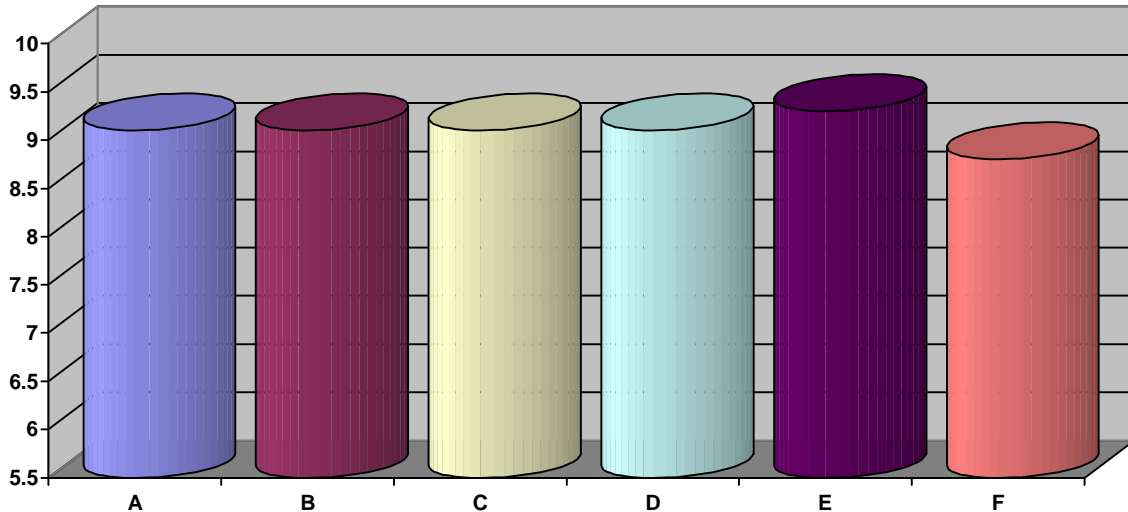
- No fear of failure or success
- Confident, self assured
- Inner directed, sees things their own way

### MOTIVATORS:

- Results, getting things done
- Money, material things
- Status, recognition
- Sense of mission, personal goals

## Manager Interview Guide

### GLOBAL GRAPH



<b>Low Risk</b> (Excellent ability to utilize the capacity and translate the talent into decisions; reduces the potential for errors and mistakes)	<b>8.8 to 10.0</b>
<b>Situational Risk</b> (Very good ability to utilize the capacity especially in well defined areas; however, there are specific situations that can interfere with the translation into decisions)	<b>8.5 to 8.79</b>
<b>Conditional Risk</b> (Limited access to the capacity indicating actual conditions that will increase the potential for mistakes and errors and restrict the transfer into decisions)	<b>8.2 to 8.49</b>
<b>Real Risk</b> (Restricted access to the capacity indicating the ability is consistently unavailable and individuals are subject to mistakes and errors in judgment)	<b>6.0 to 8.19</b>

<b>A) Working With Others (Low Risk)</b> — 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>B) Managing Activities (Low Risk)</b> — Measures the ability to see what is needed to get things done.
<b>C) Problem Solving (Low Risk)</b> — Measures the ability to identify potential problems and generate effective solutions.
<b>D) Planning &amp; Organizing (Low Risk)</b> — Measures the ability to set goals, build plans, and translate them into action.
<b>E) Getting Things Done (Low Risk)</b> — 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.
<b>F) Managing Self (Low Risk)</b> — Measures the ability to see, understand, and be sensitive to personal uniqueness, confidence, competency, goals, and self organization.

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## ***Manager Interview Guide***

### **PERSONAL MANAGEMENT INVENTORY**

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#### **PRIORITIZED CORE STRENGTHS**

**1) Results Oriented: (Getting Things Done) (MGT-26A)-Excellent Potential**

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

**2) Persistence: (Getting Things Done) (MGT-28A)-Excellent Potential**

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

**3) Attention To Concrete Detail: (Managing Activities) (MGT-12A)-Excellent Potential**

Excellent practical, common sense ability to see and pay attention to things, situations, and practical thinking.

**4) Evaluating What To Do: (Managing Problems) (MGT-13)-Very Good Potential**

Excellent ability for sizing up situations, for identifying problems and generating constructive alternatives.

**5) Self Assessment: (Managing Self) (MGT-31)-Very Good Potential**

The ability to realistically see and understand how to utilize personal strengths in situations.

**6) Attention To Policies, Procedures: (Managing Activities) (MGT-9E)-Very Good Potential**

Strong individualism and respect for rights of customers will focus on implement policies that are beneficial to customers.

**7) Talking At The Right Time: (Managing Others) (MGT-6C)-Very Good Potential**

Ability to correctly identify what is the correct or appropriate response and when the time is right to make their point.

**8) Self Control: (Ability To Handle Rejection) (MGT-32)-Very Good Potential**

The ability to maintain composure in difficult prospecting, interview, or closing situations.

**9) Consistency: (Getting Things Done) (MGT-29C)-Very Good Potential**

The ability to feel confident and competent about staying on track even in difficult times.

#### **PRIORITIZED DEVELOPMENT COMMENTS**

**1) Health Tension Index: (Managing Self) (MGT-35B)-Real Risk**

Imbalance in their thinking can generate anxiety, frustration, and despair as they seek to match expectations to actions.

**2) Attitude Toward Authority: (Managing Activities) (MGT-11C)-Situational Risk**

Strong individualism will lead them to covertly or overtly challenge or disregard existing rules and authority.

**3) Proactive, Conceptual Thinking: (Managing Problems) (MGT-17A)-Situational Risk**

A preoccupation with 'now' oriented thinking can lead to reactive thinking and a lack of attention to consequences.

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***Manager Interview Guide***  
**PERSONAL MANAGEMENT INVENTORY**  
**PRIORITIZED INTERVIEW NOTES**

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**1) Health/Tension Index: (Managing Self) (MGT-35B)-Real Risk**

They tend to have difficulty adapting when decisions and priorities do not match their expectations and to look for ways to get out of the stress even if they must make a mistake or refuse to take action.

**2) Attitude Toward Authority: (Managing Activities) (MGT-11C)-Situational Risk**

They tend to disregard rules, norms, and conventions about how things should be done and do things their own way regardless of consequences. Test their ability to accept ideas and ways of doing things other than their own.

**3) Proactive, Conceptual Thinking: (Managing Problems) (MGT-17A)-Situational Risk**

Results oriented, reactive thinking leads to a focus on deciding first and worrying about consequences later. Test their ability and willingness to examine consequences prior to or at least in the process of taking action.