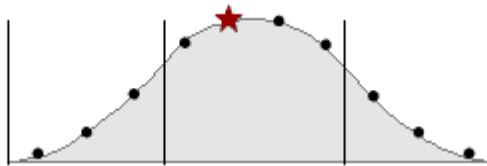




Property Manager Summary

General Reasoning (Cognitive)

Slower Processing
Accepts Simple & Repetitive Work



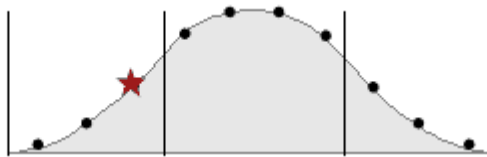
Faster Processing
Needs Intellectual Challenge

- Gina learns new information and solves problems at an average rate of speed
- Usually has the balance to think strategically when necessary and at the same time manage the day-to-day issues of many management positions
- More complex problem solving may be a little more difficult and require additional time

Question: Tell me about a time when you were able to solve a complex efficiency problem for your company. What did you do?

Conscientious (Organization)

Carefree
Impulsive



Detail Oriented
Dependable



- Easy going nature may cause Gina to overlook important details
- Better suited to management and supervisory positions that require Gina to quickly react to issues rather than management roles that require a great deal of planning and attention to detail

Question: Describe a time when you failed to meet a deadline because of a lack of planning. What did you do?

Tough Minded

Cooperative
Agreeable



Direct
Determined



- Usually comfortable directing the work of others as long as the environment is not highly confrontational
- Employees will usually view Gina as likeable and able to compromise when necessary
- Can be tough minded when necessary, but prefers an environment of cooperation
- In highly confrontational situations, Gina may not handle discipline as quickly as necessary to avoid further problems

Question: In managing there are times when you simply have to hold the line, be tough in your approach. When have you been involved in such a situation and how did it work out?

Conventional (Rules)

Open to New Experience
Flexible



Consistent
Structured

- Gina tends to be balanced between the need to be consistent and the need to be flexible with solutions
- Employees will usually view Gina as open minded to change as long as that change makes sense

Question: Give me an example of how you have worked within corporate procedures but still been able to be creative with a project.

Extroversion

Reserved
Listener



Outgoing
Talker

- Tends to be reserved and quiet and prefer minimal interaction with people
- Employees may find Gina to be withdrawn and seemingly unavailable or uninterested in them
- It is critical that Gina recognize that part of management typically includes being expressive and enthusiastic with employees to keep them motivated

Question: Tell me about a time when you had to present something to your team and you knew that it was critical to get their buy in. How did it turn out?

Stable

Sensitive
Anxious



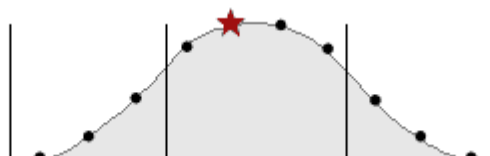
Calm
Stress Resistant

- Gina may have an exaggerated sense of urgency causing them to feel stress more quickly than others
- Will typically be more sensitive to customer and employee needs

Question: Dealing with others as a manager can make a person impatient or irritable. When this happens to you, how do you deal with situations like that?

Team

Individualistic
Competitive

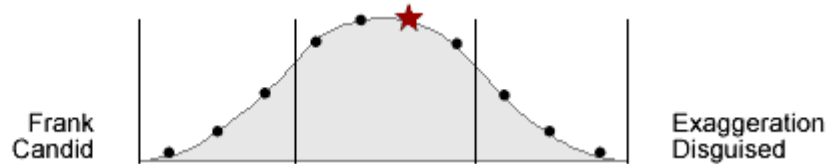


Collaborative
Win-Win

- Gina tends to look for win-win for the employee and the company
- Usually manages employees with a balance of team rewards and individual recognition

Question: Getting the opinions of others can be important in managing people. Give me an example from your experience about when getting input from others helped you manage a situation.

Good Impression (Social Desirability)



- Gina has responded with a moderate level of exaggeration, but still within acceptable levels

Overall 96%

Note: This report represents only a small part of the factors that can be helpful in determining job performance. It is not designed to specifically recommend or not recommend any individual for employment and the ultimate employment decision rests with the Employer.

