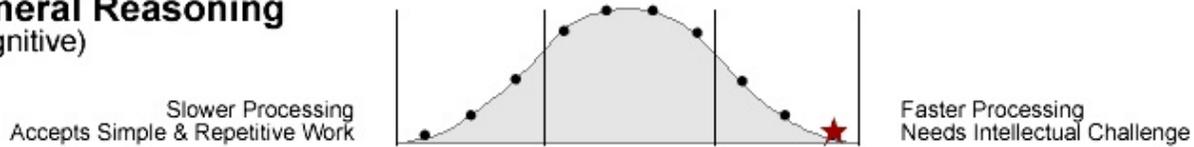


Counselor Job Fit Report for Neil Sample

Overall: 79%

The participant has scored in the "red zone" in 1 area

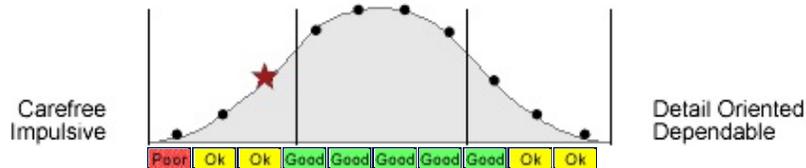
General Reasoning (Cognitive)



- Neil tends to learn and understand the bigger picture very quickly which can help in some more complex counseling situations
- Because of fast cognitive speed, Neil should discuss issues and recommendations carefully to make sure clients understand
- Neil can project the consequences of decisions or behaviors and help clients understand choices and consequences
- There may be times when Neil does not effectively focus on the immediate and day to day issues with clients because of the desire to stay focused on longer term issues

Question: Describe a time when you were frustrated by a client's lack of understanding of suggestions you were making to solve his or her problems. How did you deal with it?

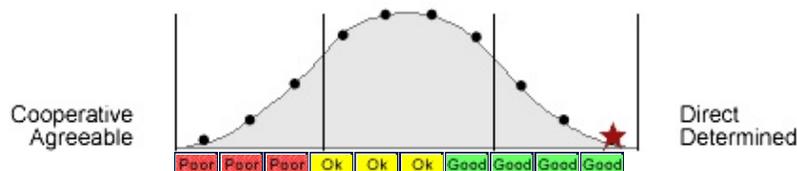
Conscientious (Organization)



- Neil is carefree and may be casual about details and plans, however faster learning speed can help compensate for this
- Some clients may find Neil's easygoing approach comfortable
- Neil may not be fully reliable about scheduling clients and keeping appointments
- Tends to be more comfortable than others in handling interruptions and changes in the schedule during the day

Question: Tell me about a time you were especially successful in working with a client. What was it about this client and his or her issues that enabled you to be so helpful?

Tough Minded



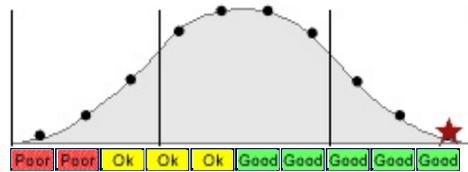
- Being straight forward and digging deeper into issues can help Neil push a counseling client to get on track and stay there
- Neil's tough minded approach may sometimes be harsh and may not allow a counseling client enough opportunity to learn for him or herself at their own pace

- You may expect Neil to be decisive and able to handle difficult situations
- May not be as well suited for counseling situations where a warm and softer approach is found to be more effective

Question: Describe a time when you became frustrated with a client who seemed unwilling or unable to deal with the issues that had led to counseling. How did you deal with this client and how successful were you?

Conventional (Rules)

Open to New Experience
Flexible



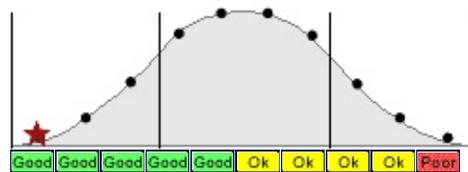
Consistent
Structured

- Although Neil has a very quick learning speed, Neil typically prefers to use tried and true methods of counseling
- Neil is usually very consistent and focused and will follow through on commitments to clients as long as there are intellectually interesting situations and cases to manage
- You can count on Neil to follow standard guidelines for counseling clients
- Generally better suited for more structured situations rather than those where things are open-ended and continually changing

Question: Describe a time when you started a new job where guidelines and procedures for working with clients were very different from your past experience. How did you adjust to the new approach?

Extroversion

Reserved
Listener



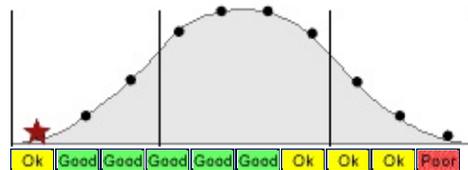
Outgoing
Talker

- Neil tends to be quiet and reserved, but remains attentive and thoughtful
- You may expect Neil to have good listening skills
- Likely to have some difficulty working effectively with clients who are highly reserved and need motivation to engage in solving their issues

Question: How have you effectively engaged a client who was quiet or unwilling to participate in the counseling relationship?

Stable

Sensitive
Anxious



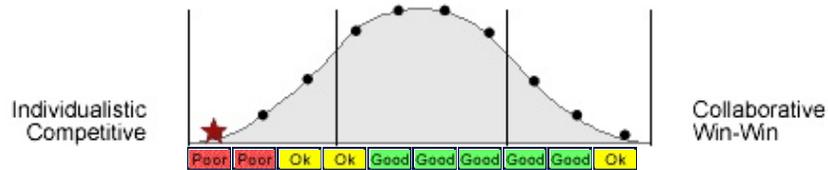
Calm
Stress Resistant

- Neil likely to become stressed sooner than others and can potentially appear to the client as too emotional
- Faster learning speed and sensitivity may allow Neil to be very creative with approach to clients' issues and counseling strategy
- Can understand and empathize with clients' issues so easily that Neil may have some difficulty separating them from Neil's own issues
- May be better suited for counseling situations that are not highly emotional or difficult

Question: How have you dealt with a situation when your work with a client was not going as well as you thought it

should?

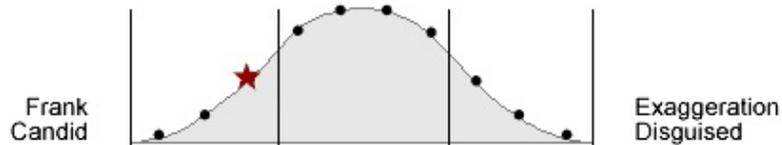
Team



- Neil tends to be highly competitive and self-motivated
- May not enjoy many counseling roles where the focus should be on the client's personal success within a program versus on Neil's success in helping the client
- Likely to have difficulty working collaboratively and tends to compete with other team members for recognition
- Usually motivated by individual recognition and rewards rather than team rewards

Question: Tell me about a time when you felt very productive and effective in your work. What sort of environment were you working in and what types of clients did you have?

Good Impression (Social Desirability)



- Neil's responses have been frank and open
-

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.

Report Generated On 09/11/2015 by Allison Tyndall
ParticipantID #134038