

IBM Kenexa Job Fit - Bank Teller



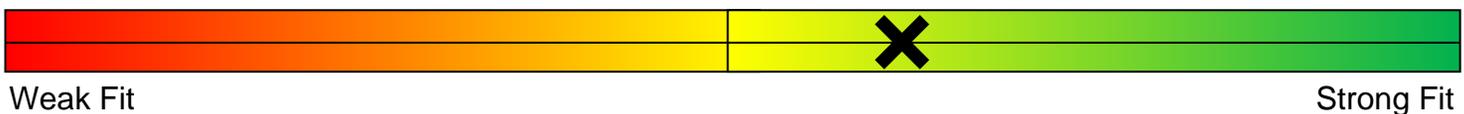
Candidate: Kris Kantor

Date Completed: September 18, 2018

Overall Score: 62%ile

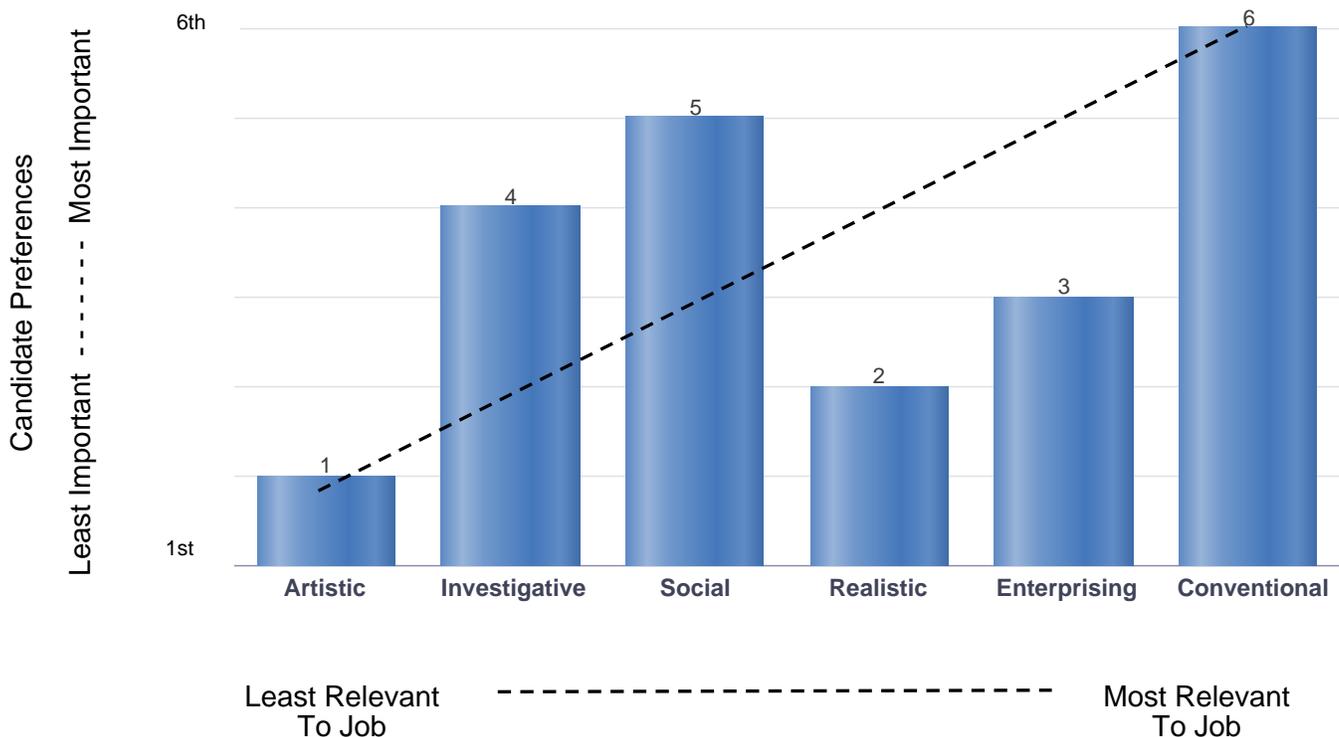
What the overall score means:

This person fits the Bank Teller job profile better than 62 percent of candidates.



How the candidate compares to the job profile:

This chart compares the candidate's work preferences to the job profile. The bars display how strongly the candidate preferred each work dimension. The black dotted line is the Ideal Job Profile, and displays the relevance of each work dimension to the job. The candidate is a good fit if the bars are close to the dotted line. If a candidate scored the same (tied) on multiple work dimensions, they were given the same ranking.



The Work Interest Dimensions

Definitions of each dimension are provided in alphabetical order for your reference.

Artistic occupations are characterized by frequent work with forms, designs, and patterns. They often require self-expression and the work can be done without following a clear set of rules.

Conventional occupations are characterized by frequently following set procedures and routines. These jobs can include working with data and details more than ideas. Usually there is a clear line of authority to follow.

Enterprising occupations typically involve starting up and carrying out projects. These jobs can also include frequently leading people and making many decisions. Sometimes they require risk taking and often deal with business operations.

Investigative occupations typically involve working with ideas and require an extensive amount of thinking. These jobs can also frequently require searching for facts and figuring out problems mentally.

Realistic occupations typically involve practical, hands-on tasks and activities. These jobs may often deal with plants, animals, or handling tangible materials such as wood, tools, and machinery. They often require specialized skills, and some occupations require working outside.

Social occupations often involve working closely with, communicating with, or teaching people. These jobs can also frequently involve helping or providing service to others.

** Adapted from The O*NET Content Model, a document prepared by the National Center for O*NET Development for the U.S. Department of Labor.*

Candidate's Strongest Work Interests

The following Work Interest dimension(s) were identified as strongly preferred by the candidate and reflect the type of work activities that would be a good fit for this candidate.

Conventional

Candidate's with a high Conventional score tend to:

- Be best suited for jobs in business administration, government, or engineering.
- Prefer process-oriented work activities that provide a high degree of structure and routine.
- Enjoy being detail-oriented and organized and adhere closely to rules and policies.

Follow-Up Interview Questions

The following interview questions are recommended if further understanding is needed of the candidate's potential fit with the job. Questions are presented for the top two work interest dimensions Most Relevant to the job profile. Candidates who respond favorably would be a good fit for the job.

The response scales provide examples of candidate responses that would signify a Below Average (1), Average (3), or Above Average (5) response to that question. **Questions are indicated in bold** and should be read to the candidate. The *response scales are indicated in italics* and **should not** be read to the candidate. Response scales are to help the hiring manager determine an appropriate rating for the candidate.

Conventional

Describe a previous experience where rules and processes were clearly defined for you. How closely did this match your preferences?

- 1 - Vague response OR expresses strong distaste for this type of environment.*
- 3 - Expresses some dissatisfaction with lots of rules but ability to work through and be efficient.*
- 5 - Expresses satisfaction and preferences for rule-oriented environment.*

Describe a time where you did not follow established rules. Explain why this was important and the outcome.

- 1 - Vague response OR expresses preference to avoid or not follow rules in general.*
- 3 - Describes a moderately important situation where bending rules makes some sense.*
- 5 - Expresses deep dissatisfaction with breaking rules and clearly states this is an extremely rare situation and is based on proper justification.*

How do you ensure that the information or materials that you use in your job are accurate?

- 1 - Cannot answer OR vague response.*
- 3 - Demonstrates moderate skill at assessing accuracy of information or materials.*
- 5 - Demonstrates significant skill at assessing accuracy of information or materials.*

Enterprising

Give some examples of situations where you have been asked to be the leader of a group. How did you deal with these situations?

- 1 - Cannot answer OR vague response.
- 3 - Describes one specific situation and being comfortable and effective in it.
- 5 - Describes two or more specific situations and being comfortable and effective in them.

Describe a time when you have had to make an important decision that impacted others despite the situation being uncertain and ambiguous.

- 1 - Provides a vague description, OR situation was simple or clear.
- 3 - Provides a moderate description, and the situation was moderately ambiguous.
- 5 - Provides a detailed description, and the situation was highly ambiguous.

Describe one of the biggest risks that you have taken in order to achieve a work-related goal.

- 1 - Does not take risks, OR describes minor risks.
- 3 - Describes a moderately risky chance AND successfully achieved goal.
- 5 - Describes a highly risky chance AND successfully achieved goal.