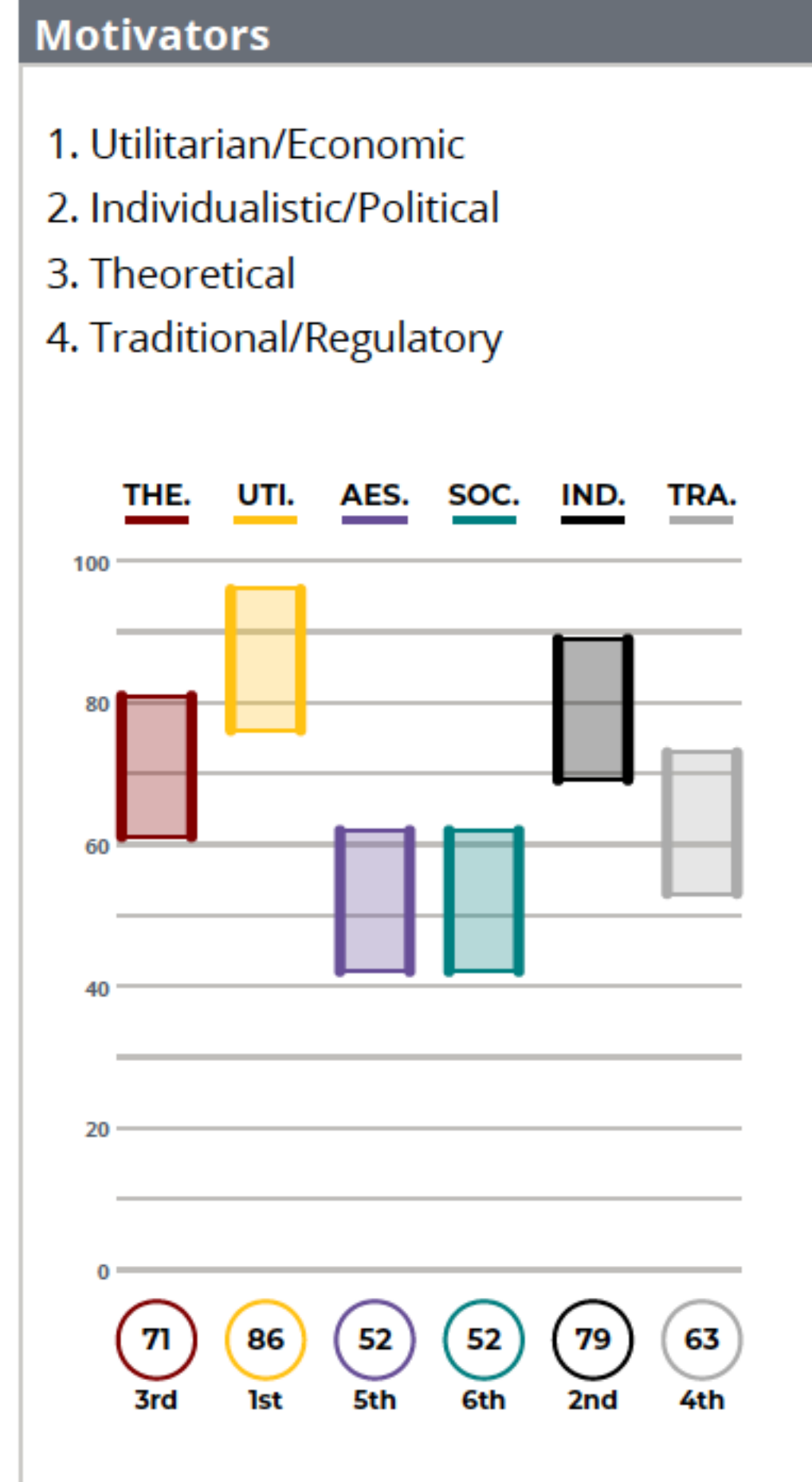
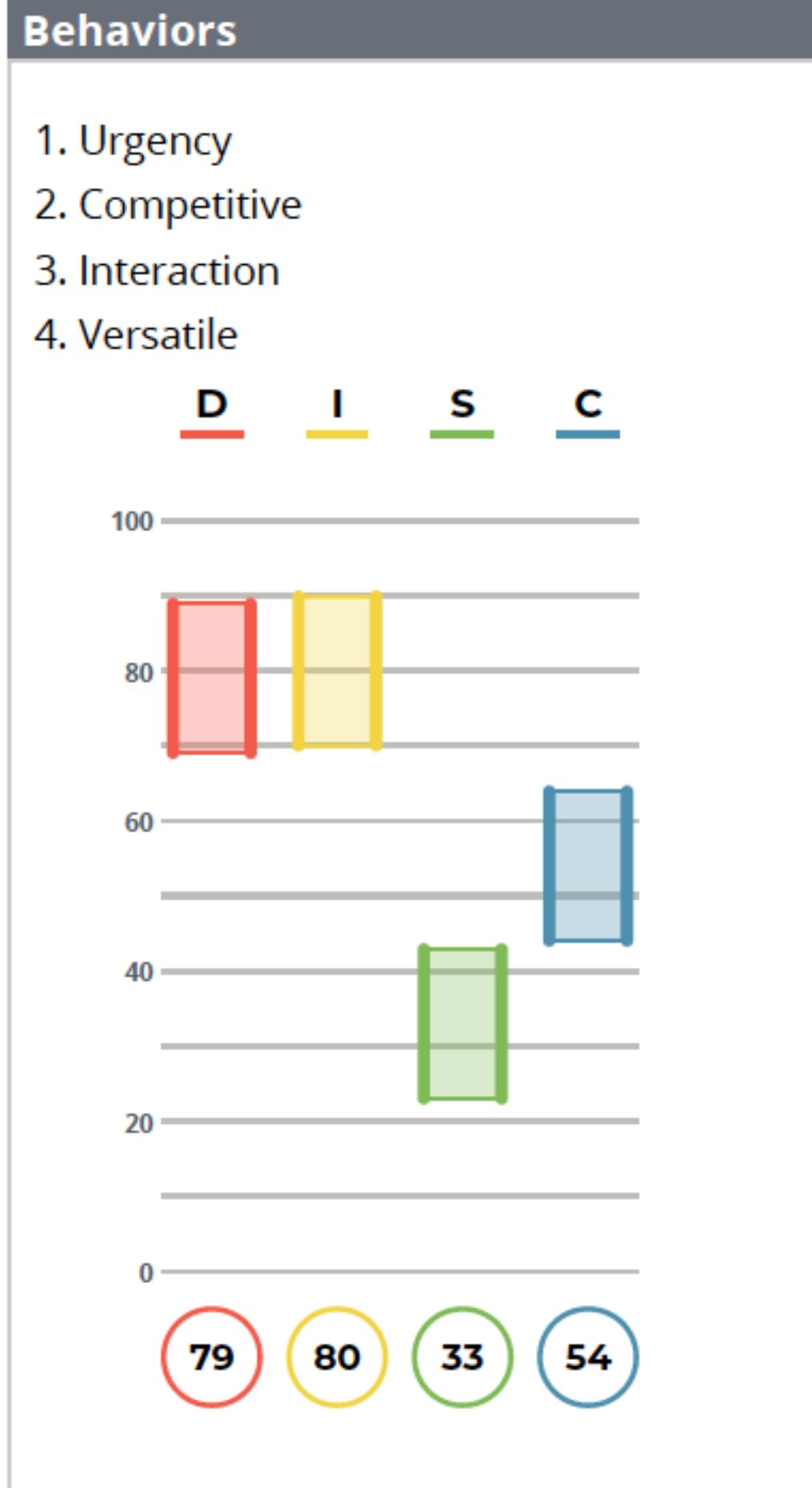


Job Summary

Sample Job Benchmark Project Manager



Job Range (20 point range)

Behavioral Questions

- 1. Urgency (High D, Low S) – Take immediate action.**
 When faced with a deadline, how do you respond?
 How important is it to you to have all the facts before proceeding? Give me an example of a time when you didn't have all the facts and you proceeded anyway. How did you feel? How did it work out?
- 2. Competitive (High D) – Want to win or gain an advantage.**
 How demanding are you of yourself and others? Do you think you are sometimes too demanding? Give me an example of a job situation where being demanding helped achieve the goal. Did it lead to other problems? Would others ever describe you as aggressive? Pushy? Why?
 How important is winning to you? How do you define winning? Give me an example of a situation where you felt you were going to lose. How did it feel? How did you handle it?
- 3. Interaction (High I, Low S, Mid D) – Frequently engage and communicate with others.**
 How do you handle frequent interruptions by other people? How about your response to people who ask you question after question?
 Are you more comfortable with details or people with the big picture or with bits of data?

Job Rewards/Culture Questions

- 1. Utilitarian – Practical results and return on time, resources and energy.**
 How important is earning a lot of money to you? What do you consider to be a "lot of money"?
 Where would you like to be, financially, in 5 years? 10 years? Why?
 What role does earning a significant income play in your job choices? In staying in a job?
 Would you consider yourself to be a bottom line, practical thinker or are you more theoretical or philosophical? Why do you say that?
- 2. Individualistic – Personal recognition, freedom and control over own destiny.**
 What role does being in control of a situation play in your job satisfaction? How important is it for you to control your own destiny?
 How important is independence to you? Power? Influencing others? What would be your level of satisfaction with a job if you had none of these?
 How good are you at taking directions from others? How much do you like doing so?
 How do you go about influencing others to act? Give me a concrete, real-world example of a time when you were able to move a group of people to action and exactly how you did it.
- 3. Theoretical – Value for knowledge, continuing education and intellectual growth.**
 Which is more important, action or knowledge?
 Would you consider yourself to be an expert in something? What is it? How did you go about gaining the knowledge?
 Tell me what you especially like or enjoy about learning things. What topics or subjects do you enjoy?
 How comfortable are you in taking the time, energy and effort required to master a subject or topic you currently know very little about? How about one in which you have very little interest?

