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Hiring Readiness

Kenyon
BRENK

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About

The Target Readiness Report is designed to make people development powerfully insightful and efficient.

WHO SHOULD USE THIS REPORT

- Recruiters
- Hiring Managers
- HR Professionals
- Interview Teams

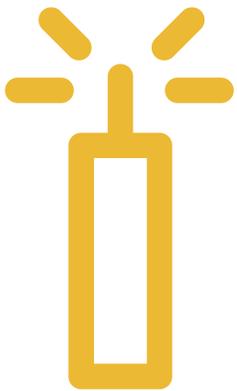
HOW TO USE THIS REPORT

- Informing and guiding coaches, coachees, managers and HR in their efforts to understand, affirm and develop people.

What's Inside?

A main feature of the Target Readiness Report is the inclusion of Targets. Targets indicate the behavioral ingredients and related intensities that have led to success in a specific role or location within a company. When applied more broadly they can identify basic career readiness or company culture fit. Look for:

- Coachee or group name and survey date.
- Pages featuring attributes critical to the intended role.
- Current scores measured against target scores/ranges, as well as the gaps to targets.
- A graduated scale with the center marking the average of the general population. Scores to the left or right of center are below or above the 50th percentile rank respectively. Note: Higher scores aren't always preferable.
- Definitions and insights into the behavioral abilities, mindsets and preferences that typically align with these scores.
- Tips for recognizing, drawing upon or adjusting behaviors.

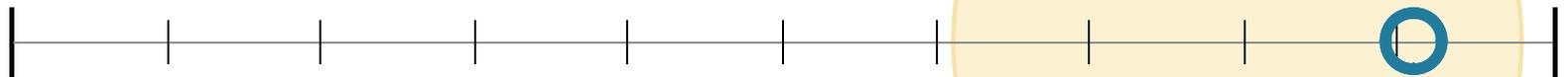


Dynamism

Kenyon's Score (41)

COMPARED TO

CareerWise Competencies' Target Range (11 to 48)



DEFINITION

Global tendencies to generate results through intentional, resourceful, energetic mindsets and behaviors.

INSIGHT

DYNAMISM describes powerful drive and ability to generate. Think of an electric dynamo! High scorers are energetic, hardworking and forceful. They are unafraid when facing complex challenges. They invent ways to get things done—to bring potentiality to reality—with little outside *Motivation* required. In some cases activities and goals may be placed above people. At times they may coerce others to move toward goal execution before creating buy-in. Such behavior can result in conflict and lack of trust. In extreme cases, the desire to attain the goal might lead to cutting corners.

INTERVIEW QUESTION 1

Describe how you would handle a situation if you were required to finish more tasks than you could possibly complete in a given day?

INTERVIEW QUESTION 2

What was the last project you headed up and what was its outcome?

INTERVIEW QUESTION 3

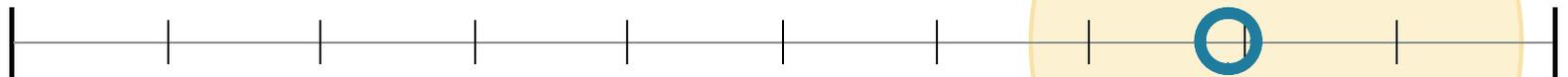
When you are under stress to accomplish a highly time sensitive task, how do you define your priorities?

Decision-Making

Kenyon's Score (29)

COMPARED TO

CareerWise Competencies' Target Range (16 to 48)



DEFINITION

A process of considering alternative possibilities, choosing from among them and following through.

INSIGHT

People more masterful in DECISION-MAKING are often clear thinking, confident and productive. Rather than guess or make snap decisions, they take time to gather and evaluate data, identify options and weigh potential consequences, and consider values and feelings. Their lives are often characterized by an optimistic, logical perspective and they take pride in objectively evaluating and synthesizing diverse information. Their ability to separate emotions and reduce complex situations into easily understood buckets is also helpful in *Problem Solving*.

INTERVIEW QUESTION 1

Tell me about a time when you've brought other people in on your decision-making process.

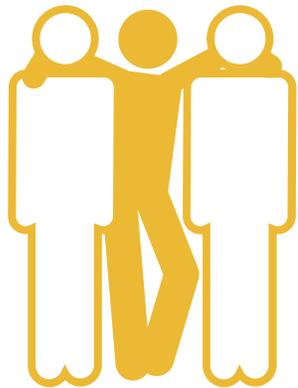
INTERVIEW QUESTION 2

Describe a time when you were forced to make an unpopular decision.

INTERVIEW QUESTION 3

Give me an example of a time when you had to keep from speaking or making a decision because you did not have enough information.



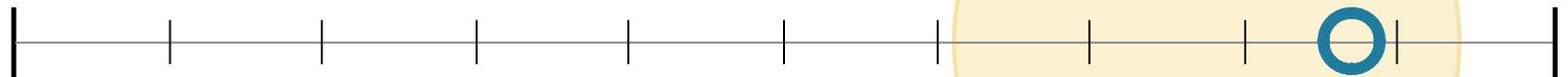


Sociability

Kenyon's Score (37)

COMPARED TO

CareerWise Competencies' Target Range (11 to 44)



DEFINITION

Global tendencies to promote interpersonal harmony through warm, agreeable and encouraging attributes and behaviors.

INSIGHT

People more inclined toward SOCIABILITY are friendly, responsive and diplomatic. They trust and gain the trust of others with ease. Stimulated by group settings, they are interpersonally warm and encouraging. In an environment where upbeat attitudes are appreciated, these individuals can bolster and unite a team like magic. When promoting or relating, they may exaggerate or sacrifice the truth to maintain good relationships. If overemphasized, sociability can lessen concentration, *Creativity* or *Productivity*. Unchecked, it can lead to an overly optimistic view of others.

INTERVIEW QUESTION 1

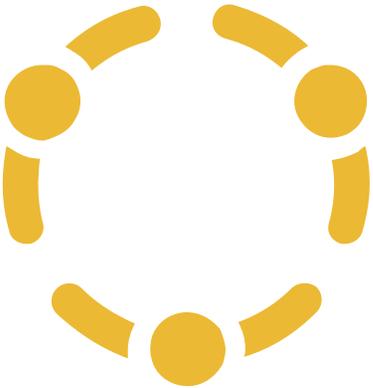
What are the tensions you've experienced between people engagement and task completion?

INTERVIEW QUESTION 2

Have you ever been described as the "Life of Party"? What, if any, are the disadvantages of this?

INTERVIEW QUESTION 3

What are some ways that you pursue personal discovery and understanding?

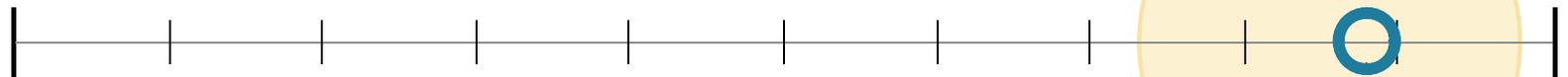


Social Awareness

Kenyon's Score (38)

COMPARED TO

CareerWise Competencies' Target Range (23 to 48)



DEFINITION

To relate and respond to the feelings, needs and concerns of individuals or broader societal groups. (Includes: *Empathy, Organizational Awareness and Service Orientation*)

INSIGHT

People with more SOCIAL AWARENESS are highly attuned to others' emotional needs, feelings and abilities, both on a personal and organizational level. They are able to identify with diverse perspectives and pick up on emotional cues and social constructs. While this ability allows them to perform well in group-settings, they must also take care that multiple perspectives don't cloud their judgment. Happy to assist others, they monitor and seek ways to please, seeming to know *just the thing* colleagues or customers want, need and appreciate.

INTERVIEW QUESTION 1

When you have dealt with multiple group members with differing feelings and needs, what have you done?

INTERVIEW QUESTION 2

Think of a time when you knew just the right thing to do that would really please someone. What clued you to that awareness?

INTERVIEW QUESTION 3

How have you felt when you were keenly aware of the feelings and needs of others but they appeared to be clueless of yours? What did you do?

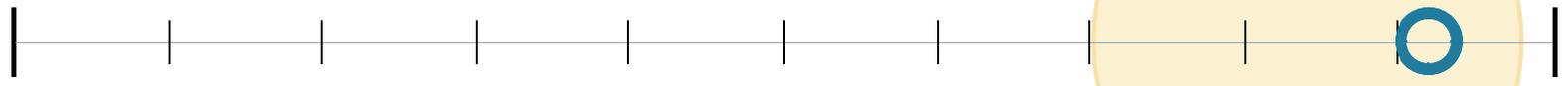


Achievement

Kenyon's Score (42)

COMPARED TO

CareerWise Competencies' Target Range (20 to 48)



DEFINITION

The drive for success (as defined by one's social reference group), and the willingness to overcome obstacles for its attainment.

INSIGHT

People more inclined toward ACHIEVEMENT are typically motivated, determined, proactive and persistent. They prize successes that are determined through and characterized by social recognition, rather than by competition alone. Their energy and enterprise abound and are consistently active and evident. However, others also may see elements of self-promotion, impatience or coercion in their approach. Those extreme in this range can risk pursuing achievement to the detriment of relationships or personal health.

INTERVIEW QUESTION 1

If you could switch job responsibilities with your boss, would you do it? Why or why not?

INTERVIEW QUESTION 2

Overall, how do you feel about your career progress to date?

INTERVIEW QUESTION 3

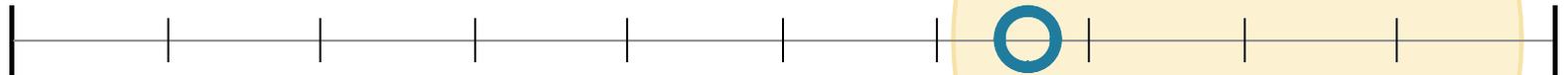
What is too big to accomplish, even for you?

Well-Being

Kenyon's Score (16)

COMPARED TO

CareerWise Competencies' Target Range (11 to 48)



DEFINITION

Global tendencies to maintain calm attitudes and behaviors when interacting with all manner of people and situations.

INSIGHT

People with moderate WELL-BEING remain calm when the going gets rough...up to a point. They are generally at ease and comfortable in relationships and unpredictable situations, but will need support navigating adversity. Their zest for life, sense of contentment and moods have typical ups and downs. They sense meaning and purpose in both their activities and relationships, and learn new things as often as most others. They understand the dynamics between work and play, and rest and activity, but may be sporadic in sensing balance.

INTERVIEW QUESTION 1

When have you been most satisfied in your career? When have you felt most stirred up?

INTERVIEW QUESTION 2

Describe a situation when you felt pressured to work long hours and potentially sacrifice your well-being.

INTERVIEW QUESTION 3

Describe a difficult period in your life and how you dealt with it? What, if any changes did you make as a result?