

Business DNA[®]

Natural Behavior Discovery

DNA Hiring Performance Report for John Doe

Summary of the critical elements
for the participant to have
maximum workplace alignment.

1. Desired Tasks based on Talents

Priority of Tasks

1 Handling objections
2 Questioning
3 Action orientated
4 Setting goals
5 Making quick decisions
6 Thinking globally
7 Negotiating
8 Confidence in new situations
9 Taking bold action
10 Following through

2. Desired Team Roles

Priority of Roles

1 Outside sales
2 Product development
3 Project manager
4 Strategic planning
5 Analyst

3. Desired Work Environment

Priority of Environments

1 Competition
2 Focus
3 Challenges
4 New Experiences
5 Risk taking

4. Desired Work Rewards

Priority of Rewards

1 Personal growth
2 Sense of achievement
3 Opportunities to travel
4 Career progression
5 Leadership position

Recommendations for Interview Questions - Fast-Paced Trait

- Logic and reason are key drivers for you. How do you communicate with colleagues who appear to you to be illogical in their thought processes?
- Do you find yourself becoming irritated and edgy with others whose approach to business is more relaxed and laid-back? How do you manage these feelings?
- Tell me the 3 top situations that cause you to lose patience with others? How do you control such occasions?
- Can you give an example of when you had to work with someone who was difficult to get along with? How/why was this person difficult? How did you handle it? How did the relationship progress? What was the impact on work output?
- How do you reason with yourself in determining when to be supportive to staff and when to take your hands off and let them deliver outcomes to the level of their own ability. Why might it be important to understand this approach?

Recommendations for Interview Questions - Skeptical Trait

- How would you approach a situation where a staff member failed to provide you with data because they felt that you were overly managing them?
- Tell me about a time when you enabled a member of staff to perform without too much probing by you when you were a little uncertain of their ability and yet they performed above your expectations. How did you feel about this?
- Why do you think it is important to trust and believe those you work with? What would cause you to overly scrutinize colleagues and staff work outputs?
- Have you ever been micro-managed? How did this feel? Describe how you would balance the need for scrutiny between releasing others to have the freedom to do their work without undue scrutiny?
- Describe an occasion when others reaction to your approach made you realize you were being too aggressive in your questioning. What did you do?

Disclaimer

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