



Drawmetrics Assessment for : Employee1

Dated : February 23rd, 2024

Time : 2 mins : 20 secs

Job Function : Demo Job

Company : DEMO

Job Attributes : 1. Hardworking 2. Collaborative 3. Adaptable 4. Compliant 5. Resourceful

Company Values : 6. Considerate 7. Open Minded

 **High**



Professional

- 1. Open Minded
- 2. Considerate
- 3. Collaborative
- 4. Optimistic
- 5. Trustworthy
- 6. Ethical
- 7. Conflict Averse
- 8. Gullible



Personal

- 1. Hardworking
- 2. Open Minded
- 3. Sentimental
- 4. Passionate
- 5. Adventurous
- 6. Practical
- 7. Conservative
- 8. Sensitive
- 9. Emotional
- 10. Risk Tolerant



Checks

1. Check ability to be assertive or firm when needed. Ask "Relate a situation when you needed to be assertive about what you want without giving in to others' demands."
2. Check ability to handle disappointments from others who do not share the same values as them. Ask "When was the last time someone took you for granted and how did you handle it?"
3. Check ability to make careful decisions after some considerations. Ask "Share a time you took time to ponder and discern what was the right thing to do before acting. What happened?"
4. Check ability to say "No" in an assertive manner, when required. Ask "Tell us a time when you needed to be assertive to set boundaries in order for things to work well."
5. Check ability to take practical risks when they needed to. Ask "Share a time when you needed to take some risks in order to overcome some uncertainties that you would not know is real or not. Share what happened?"
6. Check what is working out well and what can be improved at their current work. Ask "Share something you will not change at your current work and something you will change to make it better. What might these be?"



Potential Conflict Risks

	Employee1	Supervisor 2	Conflict Risks
1.	Adventurous	Risk Averse	People who are adventurous goes against the grains of those who are risk averse.
2.	Conservative	Risk Tolerant	A conservative person find those who are risk tolerant to be playing with fire and feel it is a matter of time when things will backfire.
3.	Conservative	Adventurous	Those who are adventurous will think that conservative people are missing out on life and excitement.
4.	Sensitive	Careless	Careless people may inadvertently say or do things that hurt individuals who are highly sensitive.
5.	Risk Tolerant	Risk Averse	Risk-averse individuals encounter difficulties when collaborating with those who possess a high risk tolerance.

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Characteristics



Professional

1. An optimistic person regardless of the state of their current predicament.
2. Generally a kind hearted person, who looks at the positive side of people.
3. Ability to empathize with others on whatever they are going through.
4. Considerate of other's feelings, willing to make some sacrifices for others they care about.
5. Typically at their own expense most of the time without the other parties even knowing.
6. Can feel frustrated sometimes if not appreciated or reciprocated. Stress levels are high.
7. Proud of the work and contributions they are doing now at work.
8. There are achievements that are notable of personal contributions to family/loved ones.



Personal

9. Someone who is easy to get along. Possess friendly and pleasant personality that most people would like to befriend.
10. Willingness to help or trust others despite being warned. Very kind hearted person.
11. Puts family's/loved one's needs above self.
12. Relationships are fragile and delicate. Likely to be a sensitive topic not to be openly discussed.
13. Very open minded individual with a passion for anything exciting, naughty and fun.
14. Will be willing to try something new if the opportunity presents itself.
15. Prefers security and safety over big ambitious/audacious dreams.
16. Becomes overly conservative and traditional in approach to life.



Potential Blindspots

17. Conflict averse and prefer non-confrontational approach to resolve issues/challenges.
18. Difficulty in saying "No" when others ask for help even if they were undeserving for help.
19. Certain aspects of current relationships are fluid. Nothing firm or future is unconfirmed.
20. Possibility of treating any endeavour as a just for fun trial without due considerations on repercussions.
21. Can be risk averse when needed to take risk due to a desire for security/safety.



Recommended Professional Development

- 22. Conflict Management: Build ability to address conflict by reducing friction and promoting collaborative alignment on common priorities.
- 23. Difficult Conversations: Learn how relationship and emotional dynamics affect different approaches to communicate assertively.
- 24. Difficult Conversations: Nurture the need to have clear and honest communication which include structuring difficult messages.
- 25. Effective Communication: Understand the importance of assertiveness and strategies needed to communicate effectively.



Recommended Personal Development

- 26. Consider Relationship Coach to allow relationships to grow or terminate if desired outcome is unattainable.
- 27. Require a mentor to assist with moderating taking unnecessary risks or being taken advantage by others.

Key Insights

- A. Someone who is generally optimistic and sees the positive side of self and others. Pleasant personality.
- B. Someone who is considerate and thinks about others and their needs. Often at their own expense.
- C. Proud about their personal achievements at work.
- D. Current relationship is on either extreme. Either very romantic or extremely tremulous. Please validate.
- E. Personal liking towards something or someone is a critical determinant of their personal commitment.
- F. Being down to earth and security is of utmost importance to their future.

Suitability for Hire: High

Suitability for Remote Work: High

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Interview Prompts



Professional

- A1. You come across as an easy going person. Tell us a time where others took advantage of you without you knowing.
- A2. Share past experiences of you being optimistic but it actually backfired.
- A3. Share a time when you had to confront someone to solve an issue which you did not enjoy confronting.
- B1. You are someone who is very considerate about other's feelings. Give a past experience that you have been considerate without them even knowing.
- B2. Tell us a time when you have difficulty in saying "No" to someone who asked you for help.
- B3. Relate an experience when you felt frustrated that your kindness was taken for granted.
- C1. You seem to be proud of what you have currently achieved at your work. Explain how and what you are proud of in your achievements.
- C2. Give some examples when you feel you are at the top of your game at work. Share some specifics.
- C3. Describe a time when you have conquered some of the challenges that stand in your way. What did you do well that made the difference?



Personal

- D1. You seem like someone whose is sentimental about emotional things. Please share an example of something or someone who moved you easily.
- D2. Share examples where you needed to handle a delicate situation at home and/or at work.
- D3. Share an example of decisions you needed to make in order for improvements in a relationship or situation.
- E1. You look like someone who is very open minded. Share how you did something that most people normally won't do.
- E2. Tell us a time where your carefree nature to try new things got you into trouble.
- E3. What are some life lessons that you have learn it the hard way?
- F1. You seem like a rather grounded and down to earth person. Share how this value has helped you to be who you are now.
- F2. Recall a time when you prioritize stability and security above other things and how it helped or didn't help you.
- F3. Share an experience when you avoided taking excessive or even practical risks. Share what happened.

Important Note:

- These questions are to be read together with the Drawmetrics Premium Report Page 2 [Key Insights](#) to validate the overall findings.
- Ask up to 3 real life examples to be given for each of the above Interview Prompts. Each question is highly customized to each individual's Drawmetrics and correspond to each Key Insight. For example: A1-A3 are questions to validate Key Insights A. B1 - B3 for B, C1 - C3 for C and so on.
- Real life examples MUST include details such as date, time, place, and names. If the answers sound too generic (i.e. made up or imagined scenario), continue to push for real life examples until they adequately answered the questions.
- Keep records of their answers to adequately validate the Drawmetrics Premium Reports.
- When 50% of the questions are validated accordingly, then the ratings of High/Medium/Low is valid.

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