

Business DNA[®]

Natural Behavior Discovery

DNA Hiring Performance Report for Camille Marie Sparkman

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

1. Desired Tasks based on Talents

Priority of Tasks

1 Supportive and patient
2 Listening
3 Building consensus
4 Taking bold action
5 Delegating
6 Creating and designing
7 Being friendly
8 Teaching people
9 Demonstrating enthusiasm
10 Public speaking

2. Desired Team Roles

Priority of Roles

1 Relationship manager
2 Coach
3 Trainer
4 Community networker
5 Inside sales

3. Desired Work Environment

Priority of Environments

1 Flexibility
2 Respect for others
3 Loyalty
4 Stability
5 Freedom from conflict

4. Desired Work Rewards

Priority of Rewards

1 Work tranquility
2 Security
3 Helping others
4 Intellectual stimulation
5 Help society

Recommendations for Interview Questions - Spontaneous Trait

- The need for compliance and attention to detail are important factors in any workplace setting; however, there are times when a more instinctive and flexible approach is required. Describe such occasions to me and how you would approach them?
- Tell me about an occasion when you made a quick and impulsive decision which resulted in a poor outcome. How did others react to this approach and its outcome? What did you learn from this?
- How important is it for you to be given the freedom to use your instinct and feelings when making decisions or solving problems in the work place? How might other colleagues view this approach?
- Chaos and confusion can cause mistakes to be made. What measures would you take to ensure that you remained sufficiently organized and structured in your approach to ensure outcomes were not compromised?
- Disorder and disarray results in inaccuracy and oversights to be made. What measures would you take to ensure that you remained sufficiently organized and structured to ensure outcomes were not compromised?

Recommendations for Interview Questions - Trusting Trait

- What do you see are the risks associated with being too trusting in a business and problem solving environment?
- How might others react if they were never trusted to undertake certain aspects of work? What impact might their reactions have on the overall success of the team?
- Why might being too cautious and suspicious when relating to others build resentment in them?
- How important do you think building trust with staff through delegating aspects of work to them is for their growth and for the development of team spirit?
- How important do you think trust is in a relationship? Would controlling all outcomes build trust with staff and colleagues?

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