



Business DNA®

Natural Behavior Discovery

DNA Hiring Performance Report for Chris Coddington

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

1. Desired Tasks based on Talents

Priority of Tasks

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

2. Desired Team Roles

Priority of Roles

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

3. Desired Work Environment

Priority of Environments

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

4. Desired Work Rewards

Priority of Rewards

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

Recommendations for Interview Questions - Pioneer Trait

- How would you handle a situation where you could see a business opportunity but no-one would listen to your pioneering ideas?
- What advice would you give to someone that wants to break new ground and lead the way in in a new untried innovation?
- Tell me about a time when you had to adjust to a colleague's frustrating, predictable working style in order to complete a project or achieve your objectives. Why were you not able to persuade them to break through and take a more radical approach to completing the project?
- Tell me about a problem that you've solved in a unique or unusual way. What was the outcome? Were you happy or satisfied with it? How did others react to your problem solving methods?
- Tell me about the most effective contribution you have made as part of a task group or special project team.

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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