

Summary Report



Participant Name : Tim Nieboer

Survey Name : January 2008 Targeted Selection

Interviewing

Report Date : 5/19/2008

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Targeted Selection Interviewing Value Contribution:

Recognizing and measuring the value of the modules in contributing positively to the participant's job model success. This HR metric answers the question, "what is the value of the training in contributing to job model success?"

Key Actions	Strength	Target	Need	Gap
The degree to which the Effective Selection Systems content from the Targeted Selection Interviewing workshop has contributed to the workshop participant's ability to consistently apply the USF Holland selection system.	4.7	4.00		0.70
The degree to which the STARS content from the Targeted Selection Interviewing workshop has contributed to the workshop participant's ability to effectively collect and evaluate job-specific data from candidates.	5.0	4.00		1.00
The degree to which the Motivational Fit content from the Targeted Selection Interviewing workshop has contributed to the workshop participant's ability to assess job fit, organization fit, and location fit.	4.3	4.00		0.30
The degree to which the Data Analysis content from the Targeted Selection Interviewing workshop has contributed to the workshop participant's ability to organize and evaluate the data collected and then rate each competency dimension.	4.3	4.00		0.30
The degree to which the Data Integration content from the Targeted Selection Interviewing workshop has contributed to the workshop participant's ability to collaborate with other interviewers and reach consensus ratings on each competency dimension.		4.0		
The degree to which the Legal Considerations content from the Targeted Selection Interviewing workshop has contributed to the workshop participant's ability to make hiring decisions that are legally defensible.	5.0	4.00		1.00
Please rate the overall participant Value Contribution of Targeted Selection Interviewing.	4.7	4.00		0.70

Summary

Overall Score = 4.55

Scale Used: 1 - 5

Target Set = 4.00

Average Overall Score: 4.55

Survey Target: 4.00

Comments: Please provide your written comments regarding Targeted Selection Interviewing in general or about your ability to apply the content from this workshop.

- The workshop was a valuable tool to which I have already applied some of the principles. However, I found that the instructor was overly concerned about his rating from the participants. Though the content was rich, I found this concern of his rather disconcerting.
 - This workshop was helpful in providing structure. The workshop provided me with the tools to confidently interview the candidate.
- Overall I thought it was a great workshop for new T.M.'s and a great way to give structure to our hiring process.