

EXHIBIT 9.9 Sample Items From Interest Inventory

1. Are you usually:
 - (a) A person who loves parties
 - (b) A person who prefers to curl up with a good book?
2. Would you prefer to:
 - (a) Run for president
 - (b) Fix a car?
3. Is it a higher compliment to be called:
 - (a) A compassionate person
 - (b) A responsible person?
4. Would you rather be considered:
 - (a) Someone with much intuition
 - (b) Someone guided by logic and reason?
5. Do you more often:
 - (a) Do things on the spur of the moment
 - (b) Plan out all activities carefully in advance?
6. Do you usually get along better with:
 - (a) Artistic people
 - (b) Realistic people?
7. With which statement do you most agree?
 - (a) Learn what you are, and be such.
 - (b) Ah, but a man's reach should exceed his grasp, or what's a heaven for?
8. At parties and social gatherings, do you more often:
 - (a) Introduce others
 - (b) Get introduced?

person/organization fit argues that it is not the applicant's characteristics alone that influence performance but rather the interaction between the applicant's characteristics and those of the organization. For example, an individual with a strong interest in social relations at work may perform well in an organization that emphasizes cooperation and teamwork, but the same individual might do poorly in an organization whose culture is characterized by independence or rugged individualism. Thus, interest and value inventories may be more valid when they consider the match between applicant values and organizational values (person/organization fit).¹⁰⁶

Structured Interview

The structured interview is a very standardized, job-related method of assessment. It requires careful and thorough construction, as described in the section on

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