

# Energy System Operator Guide

PSP Metrics uses a whole-person approach to identify candidates who will be successful Energy System Operators, across critical roles and industries.

## Manufacturing

- Power System Operator
- Distribution System Operator
- Gas System Operator

## Construction

- System Operator
- Distribution System Operator
- Solar Photovoltaic Installer

## Energy & Utilities

- Power Systems Specialist
- Utility Worker
- Transmission System Operator

The candidate experience begins with a short job preview to help candidates decide if the role fits what they're looking for and help you avoid costly, early turnover.

## Responsibilities

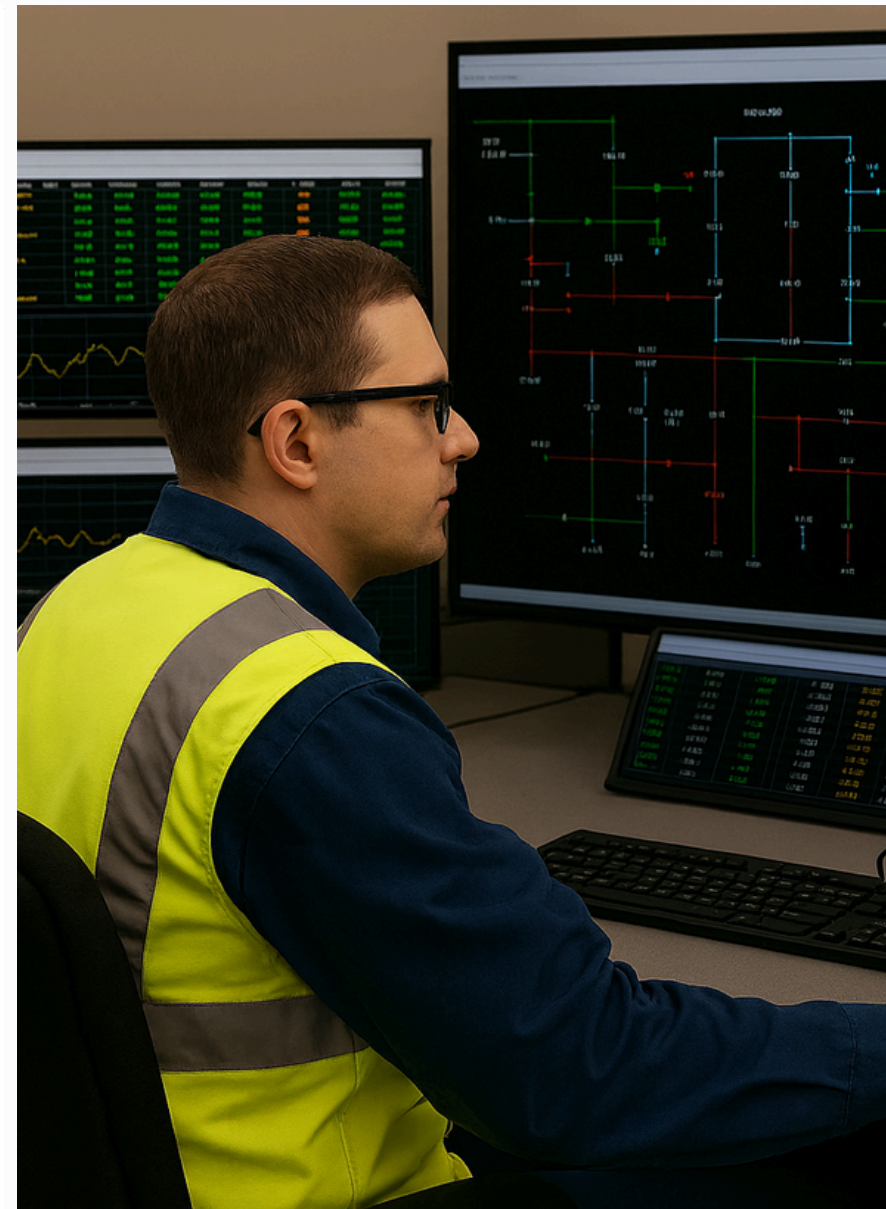
Control and monitor power generation equipment.  
Adjust systems to maintain safe, steady power flow.  
Perform inspections and routine maintenance.  
Follow safety and environmental regulations.

## Challenges

Rotating shifts: nights, weekends, holidays.  
High responsibility and attention to detail.  
Staying alert during long control room hours.  
Adapting to new technologies and standards.

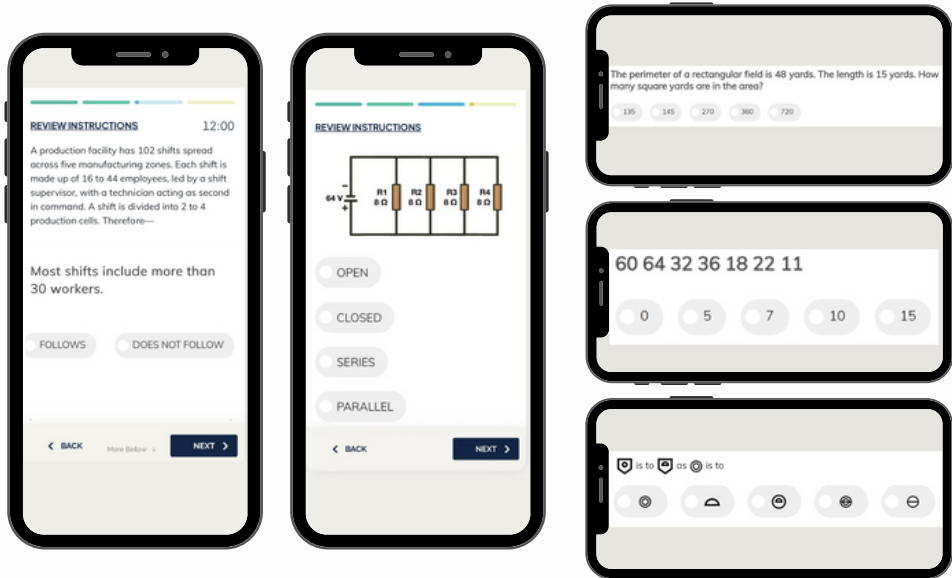
## Rewards

Help keep communities powered.  
Solve real-time, complex problems.  
Build deep technical skills and grow your career.  
Support the shift to cleaner, smarter energy.



# Energy System Operator: Candidate Experience

## Work Knowledge, Skills, & Abilities



**Logical Reasoning:** Analyzing information to identify patterns and draw conclusions.

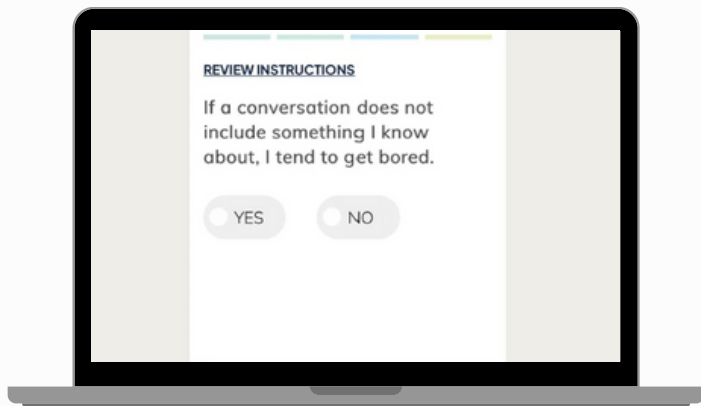
**Electrical Knowledge:** Understanding electrical systems, concepts, and safety.

**Arithmetic:** Quickly and accurately perform basic arithmetic.

**Number Series:** Recognizing patterns and applying logical rules to numerical sequences.

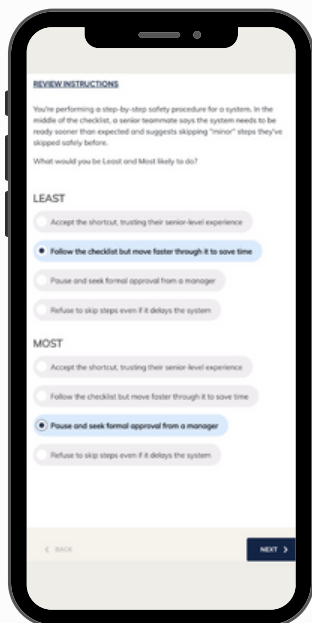
**Figure Analogies:** Identifying relationships between visual patterns and shapes.

## Work Behaviors



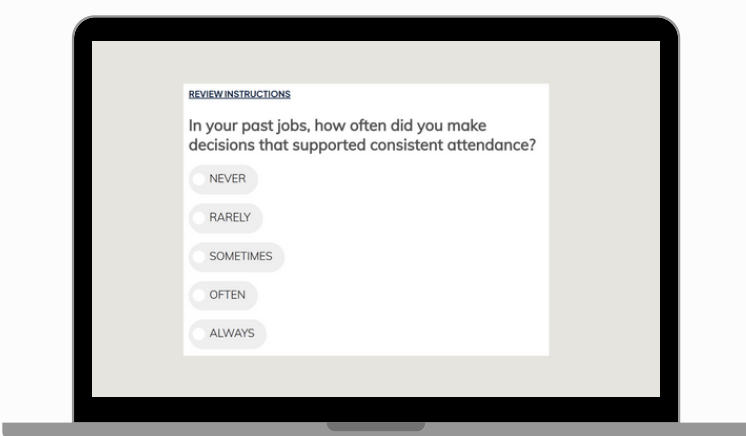
**Core Behavioral Tendencies:** Resilience, Cooperation, Analytical Orientation, Positive Attitude, Discipline, Assertiveness, and Frustration Tolerance.

## Work Situations



**Situational Judgment:** Evaluating challenging scenarios involving Safety Compliance, Problem Solving, and Decision Making.

## Work History



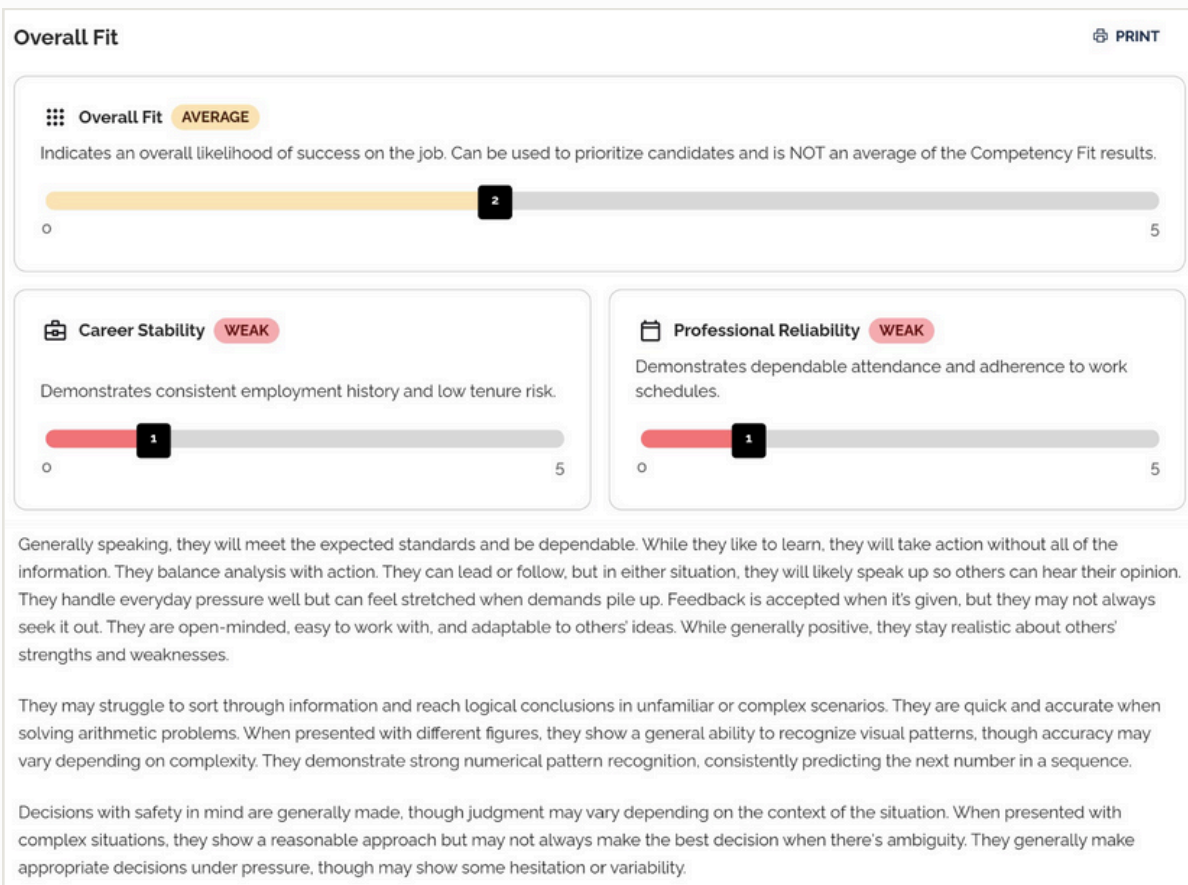
**Safety:** Consistently following workplace safety policies.

**Past Performance:** Demonstrated history of strong job performance.

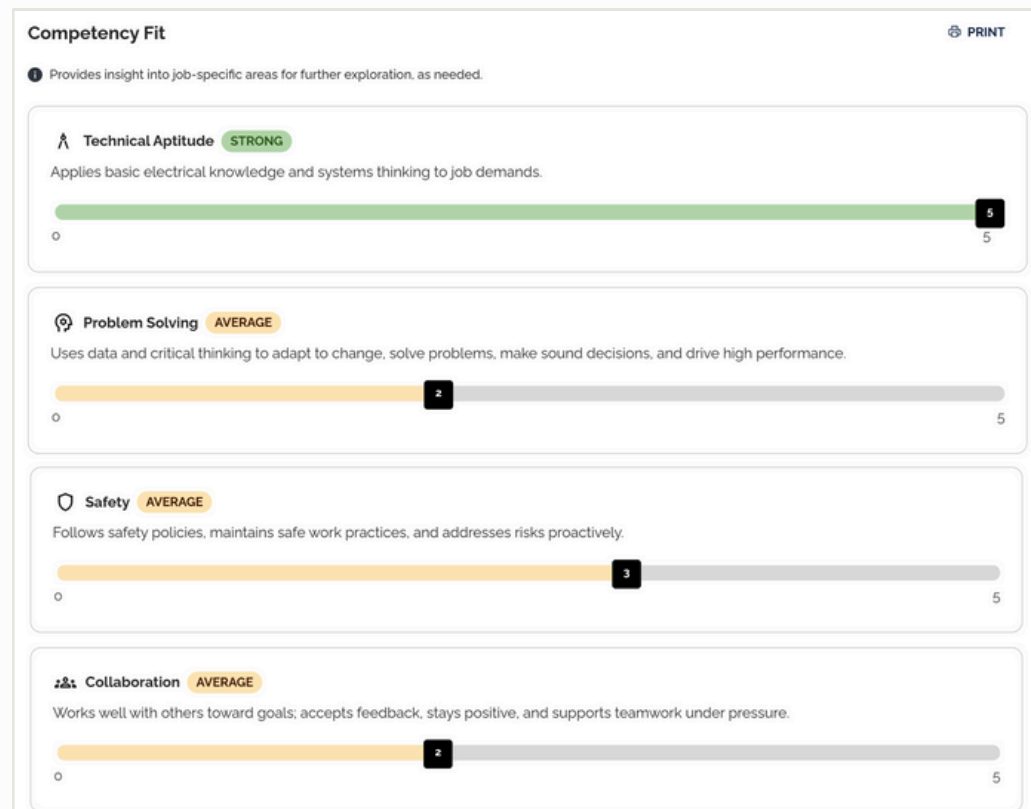
**Professional Reliability:** Dependable attendance and schedule adherence.

**Career Stability:** Consistent employment with low tenure risk.

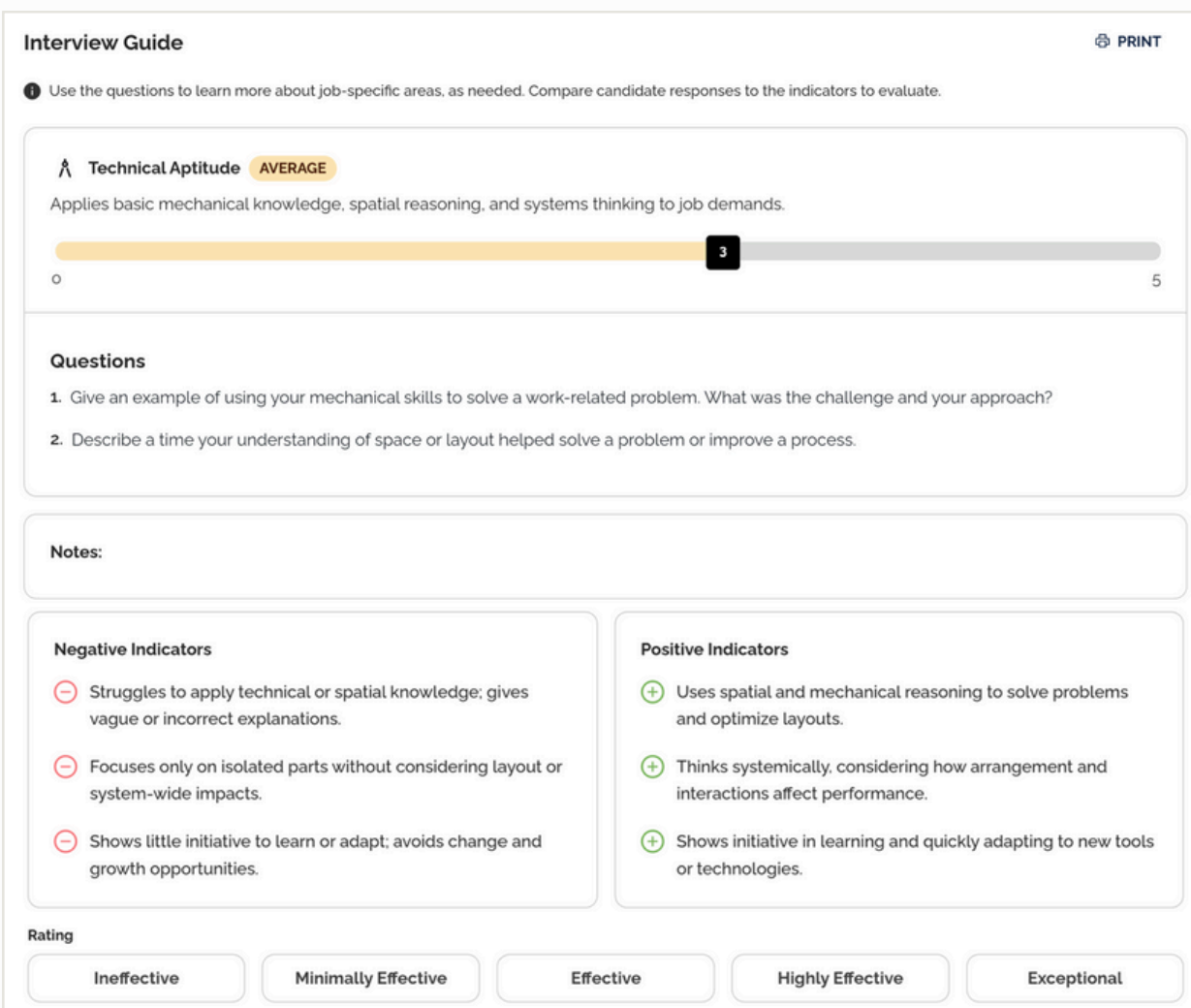
# Energy System Operator: Deep Talent Insights



Roll-up scores help you quickly identify candidates with a higher likelihood to succeed.



Competency insights on job-specific areas to understand candidate strengths and opportunity areas to probe.



Job-related interview questions to learn more about specific competencies.

Candidate responses are compared to indicators, allowing you to make consistent, objective ratings, across candidates.

# Energy System Operator: Workforce Upskilling

Drive targeted upskilling and professional development for your new hires or existing workforce. Results provide actionable feedback for leveraging strengths and improving opportunity areas.

## Development Insights

PRINT

Based on the assessment, results are categorized along with tips for leveraging strengths and improving in opportunity areas.

### Work Behaviors

#### Discipline **OPPORTUNITY**

Flexibility and variety are preferred, which can make it harder to stick to a set plan.

##### Tips:

- **Create a Done for the Day Checklist:** At the end of each workday, review a short checklist: tasks completed, requests responded to, and anything needed for tomorrow. This drives follow-through and keeps you organized.
- **Start with One Daily Habit:** Pick one small habit, like reviewing your to-do list every morning. Doing this consistently builds discipline over time.

#### Analytical Orientation **DEVELOPING STRENGTH**

Likes to learn, but will take action without all of the information. Balances analysis with action.

##### Tips:

- **Pause for One Key Question:** Before jumping into a task, ask yourself: "What are the goals and the potential issues I might run into?" This balances action with thoughtful analysis.
- **Debrief After Action:** After completing a task, take a moment to reflect on what worked and what didn't. This builds analytical habits over time and keeps you in the moment.

### Work Knowledge, Skills, & Abilities

#### Electrical Knowledge **DEVELOPING STRENGTH**

Understands key electrical concepts but may be less consistent in applying them across different situations.

##### Tips:

- **Focus on One at a Time:** Pick one electrical system or piece of equipment you use often and learn it in depth. Understanding how it works, what common issues look like, and how to fix them builds confidence and a solid foundation.
- **Troubleshoot with a Checklist:** Create a step-by-step checklist for diagnosing electrical issues. Use it to stay consistent and efficient.

#### Logical Reasoning **DEVELOPING STRENGTH**

Usually identifies the key details and makes reasonable conclusions, though consistency can vary.

##### Tips:

- **Use the What's Missing Technique:** When reviewing information, ask: "What's missing?" This helps uncover gaps and improve conclusions.
- **Practice Pattern Recognition:** Look for patterns in problems, equipment behavior, or process issues. Noticing repeated issues or trends helps you make smarter decisions and predict outcomes more accurately.

### Work Situations

#### Safety **TOP STRENGTH**

Decisions that align with a focus on safety in workplace scenarios are consistently made.

##### Tips:

- **Stay Current on Safety Best Practices:** Learn about new safety standards, tools, or techniques in your field. Sharing updates with your team keeps everyone informed and shows dedication to safety.
- **Spot and Share Small Wins:** Call out examples of safe behavior when you see them—like someone using proper equipment or reporting a near miss. Recognizing these moments reinforces a positive safety culture.