

# Engineer Guide

PSP Metrics uses a whole-person approach to identify candidates who will be successful in critical Engineer roles across industries.

## Manufacturing

- Manufacturing Engineer
- Process Engineer
- Quality Engineer

## Construction

- Architect
- Structural Engineer
- Surveying Assistant

## Energy & Utilities

- Renewable Energy Engineer
- Power Engineer
- Electrical Engineer

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

- Solve technical problems.
- Design systems, parts, or processes.
- Run tests and analyze results.
- Collaborate across teams.
- Follow safety and compliance rules.

### Challenges

- Complex, evolving technical issues.
- Tight deadlines and budgets.
- Explaining ideas to non-engineers.
- Keeping up with new technologies and standards.
- Balancing creativity with real-world limits.

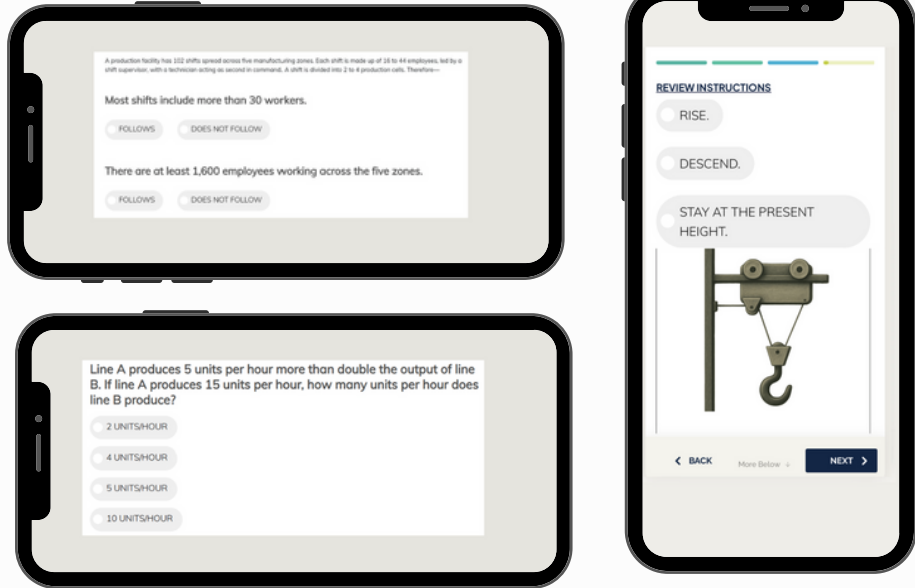
### Rewards

- See your ideas come to life.
- Improve products, systems, and/or infrastructure.
- Grow your skills and career.
- Drive innovation and progress.



# Engineer: Candidate Experience

## Work Knowledge, Skills, & Abilities

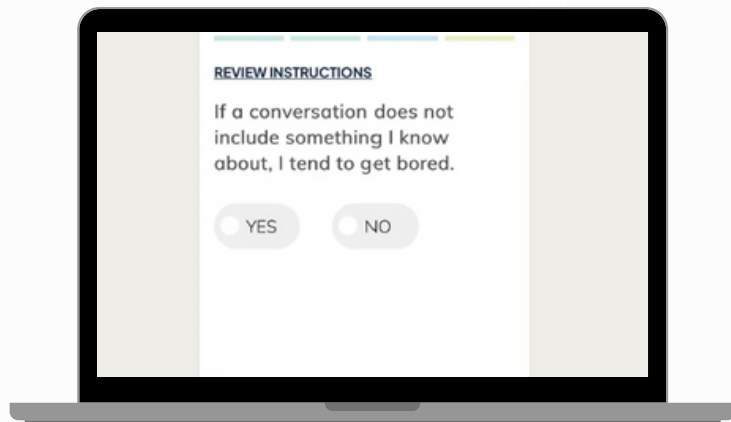


**Logical Reasoning:** Analyzing information to identify patterns and draw conclusions.

**Quantitative Reasoning:** Applying basic arithmetic and numerical reasoning to solve real-world problems.

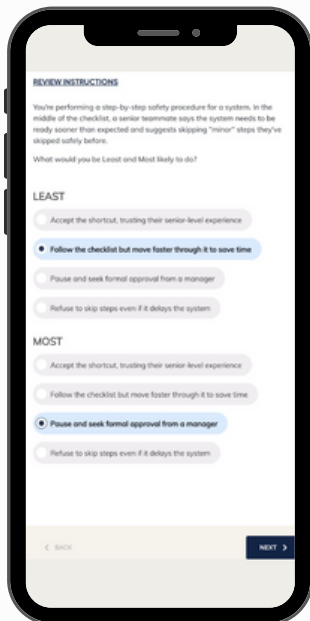
**Mechanical Knowledge:** Understanding and applying mechanical principles.

## Work Behaviors



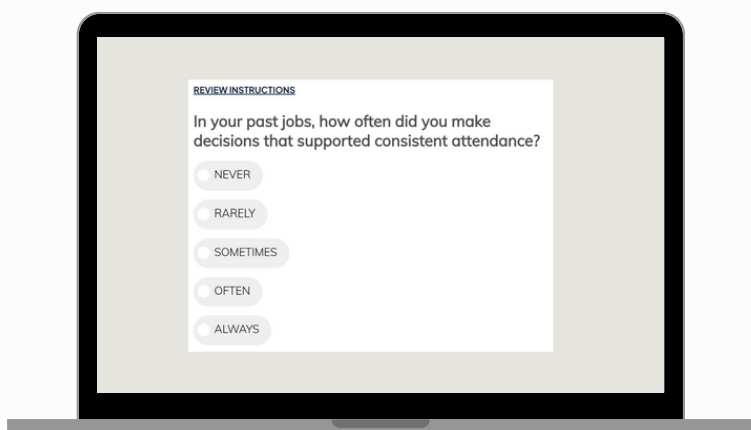
**Core Behavioral Tendencies:** Resilience, Cooperation, Analytical Orientation, Positive Attitude, Discipline, Assertiveness, and Frustration Tolerance.

## Work Situations



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

## Work History



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

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


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

# Engineer: Deep Talent Insights

### Overall Fit PRINT


**Overall Fit** **AVERAGE**

Indicates an overall likelihood of success on the job. Can be used to prioritize candidates and is NOT an average of the Competency Fit results.



**Career Stability** **WEAK**

Demonstrates consistent employment history and low tenure risk.



Action-oriented, they move quickly and like to stay busy. Generally speaking, they will meet the expected standards and be dependable. They make decisions quickly, not spending as much time analyzing. They share their own ideas and seek opportunities to lead. Others may view them as having a direct interpersonal style. Social interactions energize them, so they will often seek these out. They handle everyday pressure well but can feel stretched when demands pile up. Negative feedback can be taken personally, and they may find it hard to admit mistakes right away. They like to do things their own way and may come across as less approachable. This may interfere with the quality of relationships with their coworkers. While generally positive, they stay realistic about others' strengths and weaknesses.

Mechanical concepts are challenging to them, and they struggle to apply them. They usually identify the key details and make reasonable conclusions, though consistency can vary. They apply numerical reasoning well in most situations, though complex problems can slow them down.

Decisions that align with a focus on safety in workplace scenarios are consistently made. When presented with complex situations, they demonstrate a consistent ability to identify effective solutions and make sound decisions. Changing circumstances are handled effectively. They adjust their approach as needed and remain productive in dynamic environments.

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


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

### Competency Fit PRINT

**1** Provides insight into job-specific areas for further exploration, as needed.


**Technical Aptitude** **WEAK**

Applies basic mechanical knowledge and systems thinking to job demands.




**Problem Solving** **AVERAGE**

Uses data and critical thinking to adapt to change, solve problems, make sound decisions, and drive high performance.




**Safety** **STRONG**

Follows safety policies, maintains safe work practices, and addresses risks proactively.



**Collaboration** **WEAK**

Works well with others toward goals; accepts feedback, stays positive, and supports teamwork under pressure.



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.

### Interview Guide PRINT

**1** Use the questions to learn more about job-specific areas, as needed. Compare candidate responses to the indicators to evaluate.

**Technical Aptitude** **WEAK**

Applies basic mechanical knowledge and systems thinking to job demands.



**Questions**

1. Tell me about a time you faced a technical issue. How did you find the root cause and fix it?
2. Give an example of using your mechanical skills to solve a work-related problem. What was the challenge and your approach?

**Notes:**

**Negative Indicators**

- ⊖ Struggles to apply technical knowledge; gives vague or incorrect explanations.
- ⊖ Focuses narrowly on parts without understanding the larger system.
- ⊖ Shows little initiative to learn or adapt to new methods or tools.

**Positive Indicators**

- ⊕ Effectively applies mechanical knowledge to solve problems, prevent issues, or improve processes.
- ⊕ Demonstrates systems thinking—understands how components interact and impact overall performance.
- ⊕ Shows initiative in learning and adapting to new tools, technologies, and changes.

**Rating**

Ineffective Minimally Effective Effective Highly Effective Exceptional

# Engineer: 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

### Energy **TOP STRENGTH**

Action-oriented, they move quickly and like to stay busy.

#### Tips:

- **Prioritize with Purpose:** At the start of your day, identify the 3 most important things you need to get done. Focus your effort on completing those first so your energy goes to what matters most.
- **Recharge When Able:** Even if formal breaks are scheduled, use small moments like waiting for equipment, customers, or direction to take a few deep breaths, stretch, or reset your focus. These quick pauses can help sustain your energy.

### 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.

## Work Knowledge, Skills, & Abilities

### Mechanical Knowledge **DEVELOPING STRENGTH**

Mechanical concepts are generally understood and used effectively in familiar situations.

#### Tips:

- **Use Visual Aids Regularly:** Refer to diagrams, equipment manuals, and troubleshooting guides while working. These resources help you connect theory to practice.
- **Create a Reference Binder:** Collect notes, diagrams, and examples of common mechanical problems solved. Use it as a quick-access guide on the job.

### Logical Reasoning **OPPORTUNITY**

Sorting through information and reaching logical conclusions in unfamiliar or complex scenarios is challenging.

#### Tips:

- **Break Problems into Smaller Parts:** When faced with a complex issue, write down the steps involved. Solving one part at a time helps you think more clearly and build logical connections.
- **Review Past Mistakes to Understand Patterns:** Look back at situations where things didn't go as planned and write down what happened, why, and what could have been done differently. This builds your ability to think critically and make better decisions next time.

## 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.