Operator Guide

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

Manufacturing

- Machinist
- Computer Numerical Control (CNC) Operator
- Casthouse Operator

Construction

- Welder
- Machine Operator
- Heavy Equipment Operator

Energy & Utilities

- Machine Operator
- Power Plant Operator
- Manual Machinist

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	Operate machines, like welders, computer-controlled tools, or chemical systems. Read blueprints and technical drawings. Inspect parts for quality. Follow safety procedures.
Challenges	Long hours on your feet, lifting, and working in hot or noisy areas. Tasks may be repetitive but require focus. Mistakes can be costly or dangerous. Nights, weekends, or rotating shifts may be needed. Some roles involve exposure to hazards.
Rewards	See your work in real-world products. Learn in-demand technical skills. Skilled trades are in high demand. Being part of a team that values quality and speed.

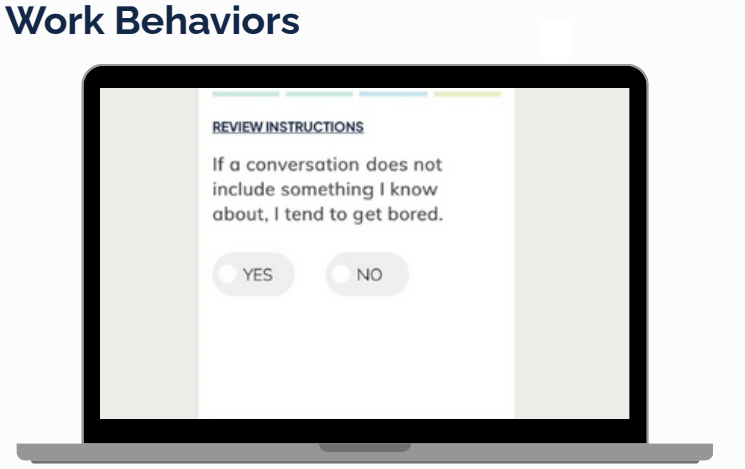
PSP METRICS

Operator: Candidate Experience

Work Knowledge, Skills, & Abilities

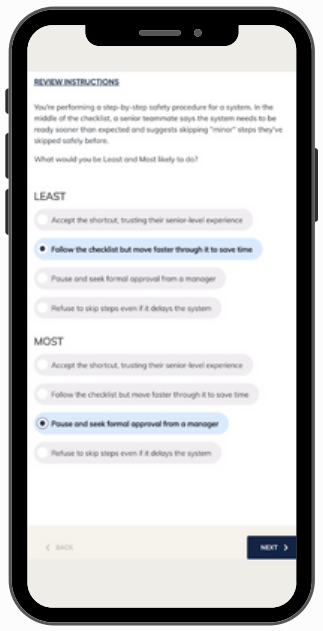
Mechanical Knowledge: Understanding and applying mechanical principles.
Spatial Visualization: Mentally manipulate, rotate, and transform visual objects.
Basic Math Skills: Accurately perform basic arithmetic computations with whole numbers, decimals, and fractions.
Number Series: Recognizing patterns and applying logical rules to numerical sequences.
Attention to Detail: Accurately identify errors, inconsistencies, or subtle differences in information.

Work Behaviors



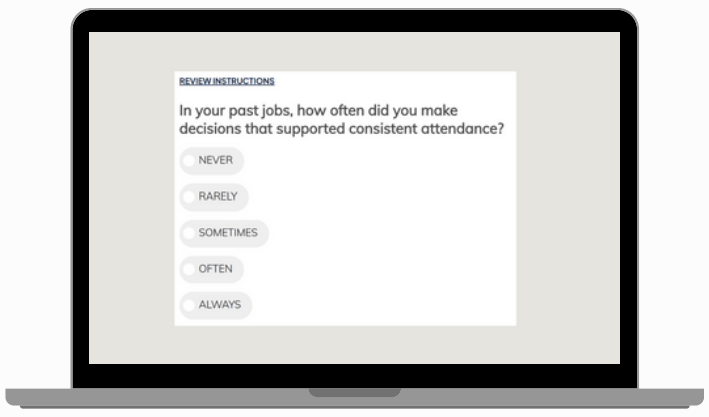
Core Behavioral Tendencies: Resilience, Cooperation, Analytical Orientation, Positive Attitude, Discipline, Assertiveness, Sociability, and Frustration Tolerance.

Work Situations



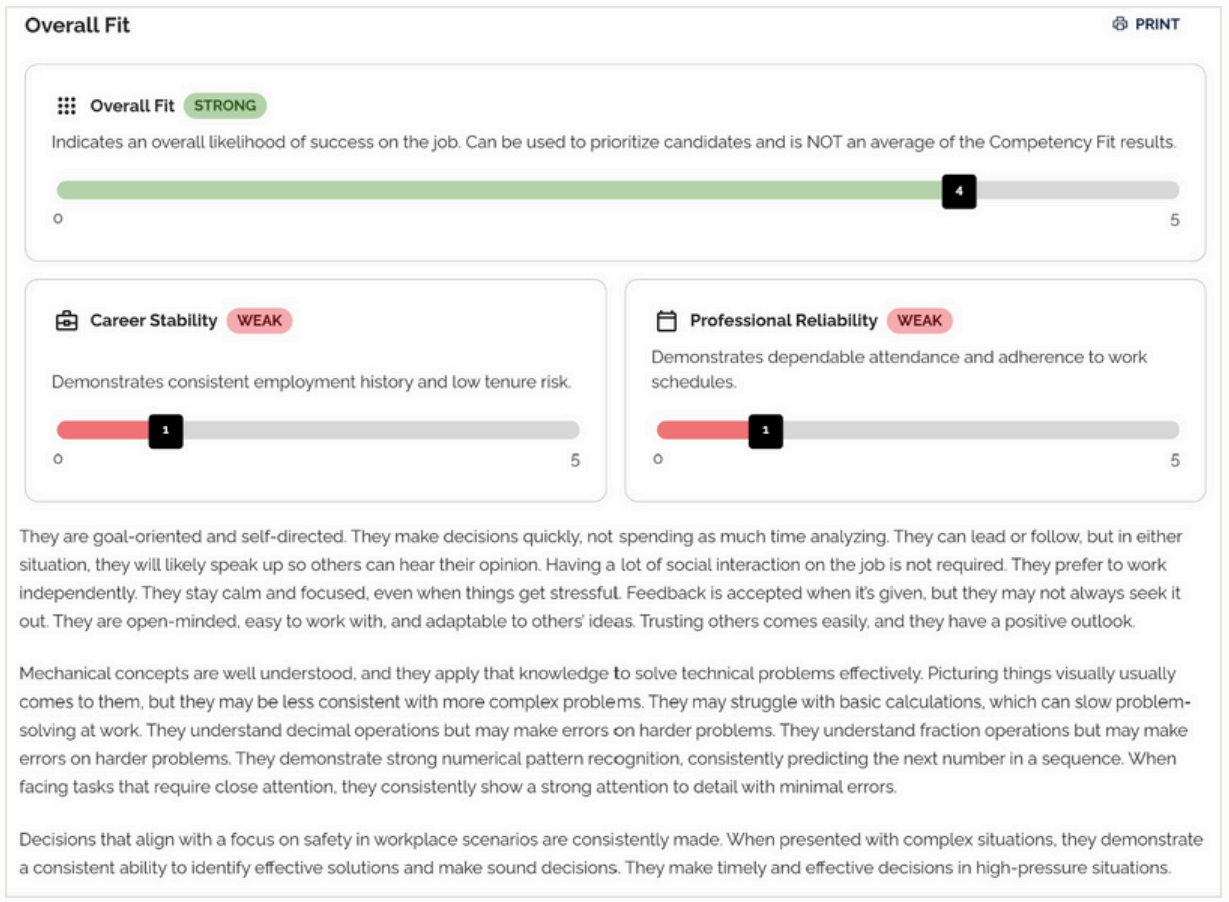
Situational Judgment: Evaluating challenging scenarios involving Safety Compliance, Problem Solving, and Decision Making.

Work History

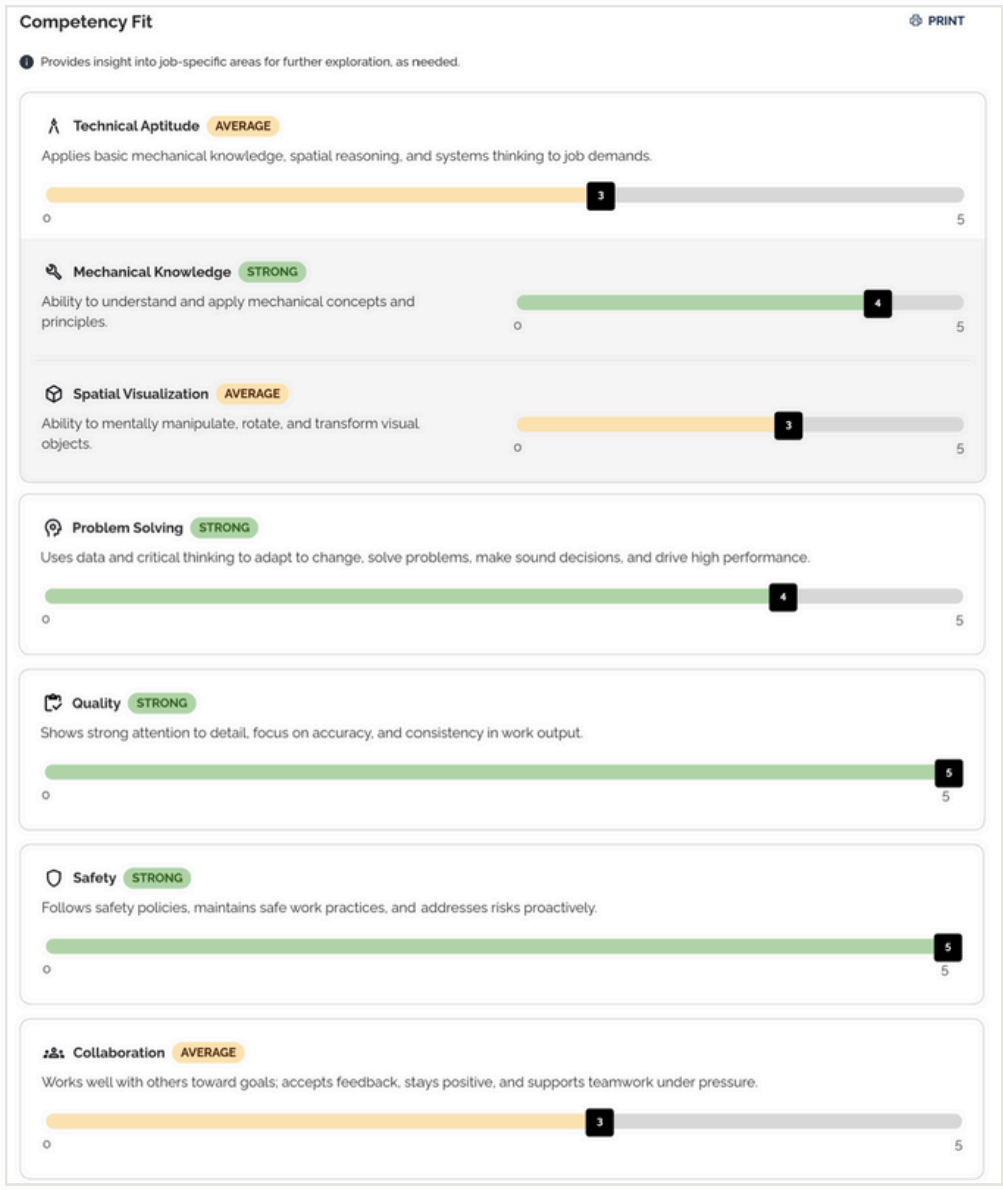


Safety: Consistently following workplace safety policies.
Past Performance: Demonstrated history of strong job performance.
Professional Reliability: Dependable attendance and schedule adherence.
Career Stability: Consistent employment with low tenure risk.

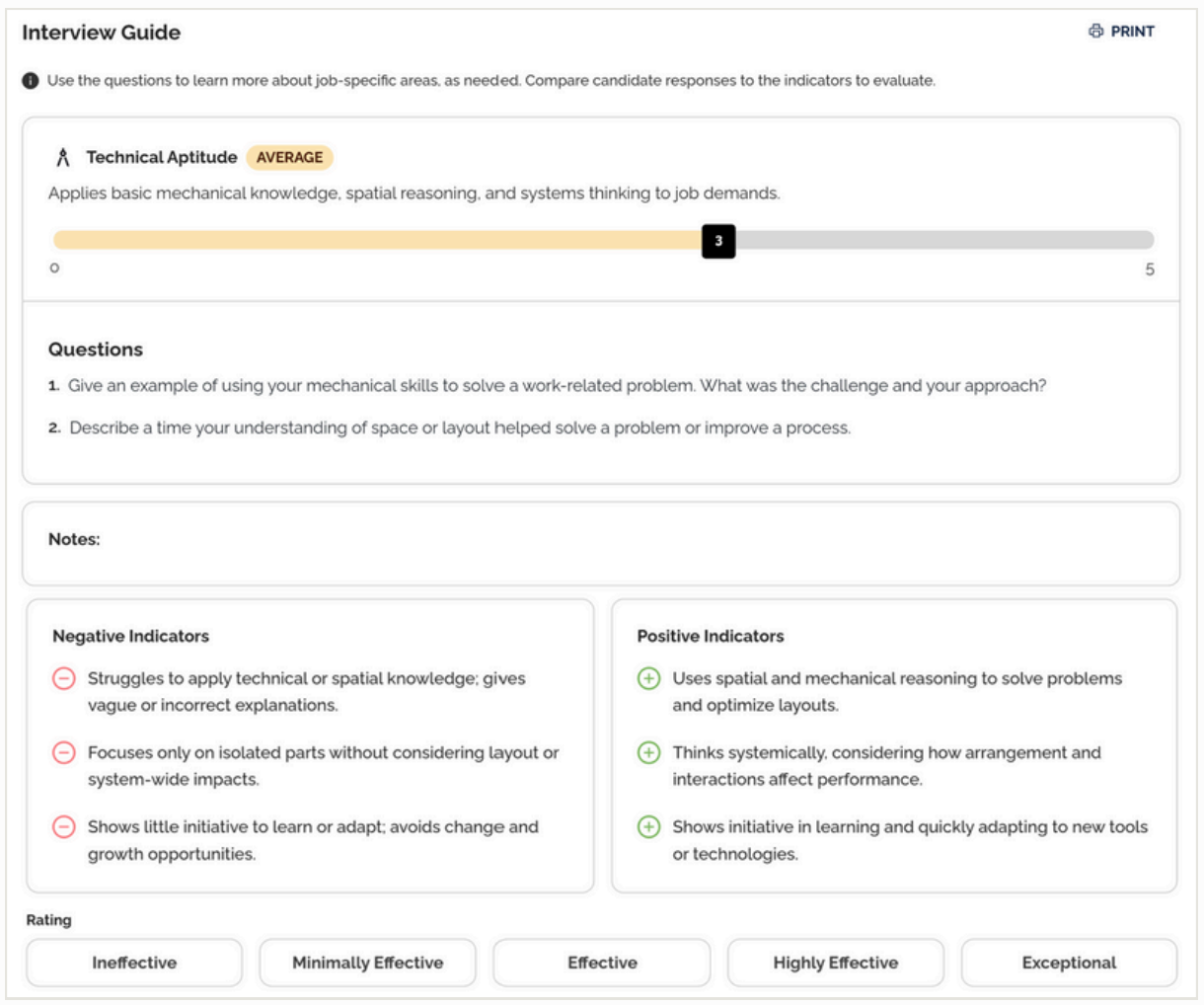
Operator: Deep Talent Insights



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.

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 — DEVELOPING STRENGTH

Generally speaking, will follow rules, meet the expected standards, and be dependable.

Tips:

- **Set Daily Checkpoints:** Choose one task to complete before lunch and one before the end of the day. This helps build routine without feeling rigid.
- **Use Simple Checklists:** Write down the key steps for your tasks. Checking them off helps you stay organized and avoid missing details.

Analytical Orientation — OPPORTUNITY

Moves quickly to get things started, which can lead to unanticipated outcomes.

Tips:

- **Use Simple Tools to Organize Thinking:** Try easy tools like pros and cons lists or basic cause-and-effect diagrams when making decisions. These help you see patterns before making decisions.
- **Ask Questions:** When you get information, don't just accept it—ask "Why is this happening?" or "What if we tried something different?" This builds the habit of considering different angles before acting.

Work Knowledge, Skills, & Abilities

Mechanical Knowledge — TOP STRENGTH

Mechanical concepts are well understood and applied to solve technical problems effectively.

Tips:

- **Teach What You Know:** Volunteer to explain mechanical concepts to those who need help when the opportunity presents itself. Teaching reinforces your understanding and helps others grow.
- **Solve a New Problem Weekly:** Choose one unfamiliar mechanical issue each week and research how to solve it. This keeps your skills sharp and adaptable.

Spatial Visualization — TOP STRENGTH

Spatial tasks come naturally. Is strong at visualizing and mentally rotating objects.

Tips:

- **Use Visual Thinking to Solve Problems:** Apply your ability to mentally picture objects when troubleshooting equipment or planning processes. Sketching diagrams or mapping out steps can help others understand your thought process and improve problem-solving.
- **Solve 3D Puzzles:** Use apps or physical puzzles (like tangrams or block rotations) to challenge your spatial thinking in fun ways.

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.