

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

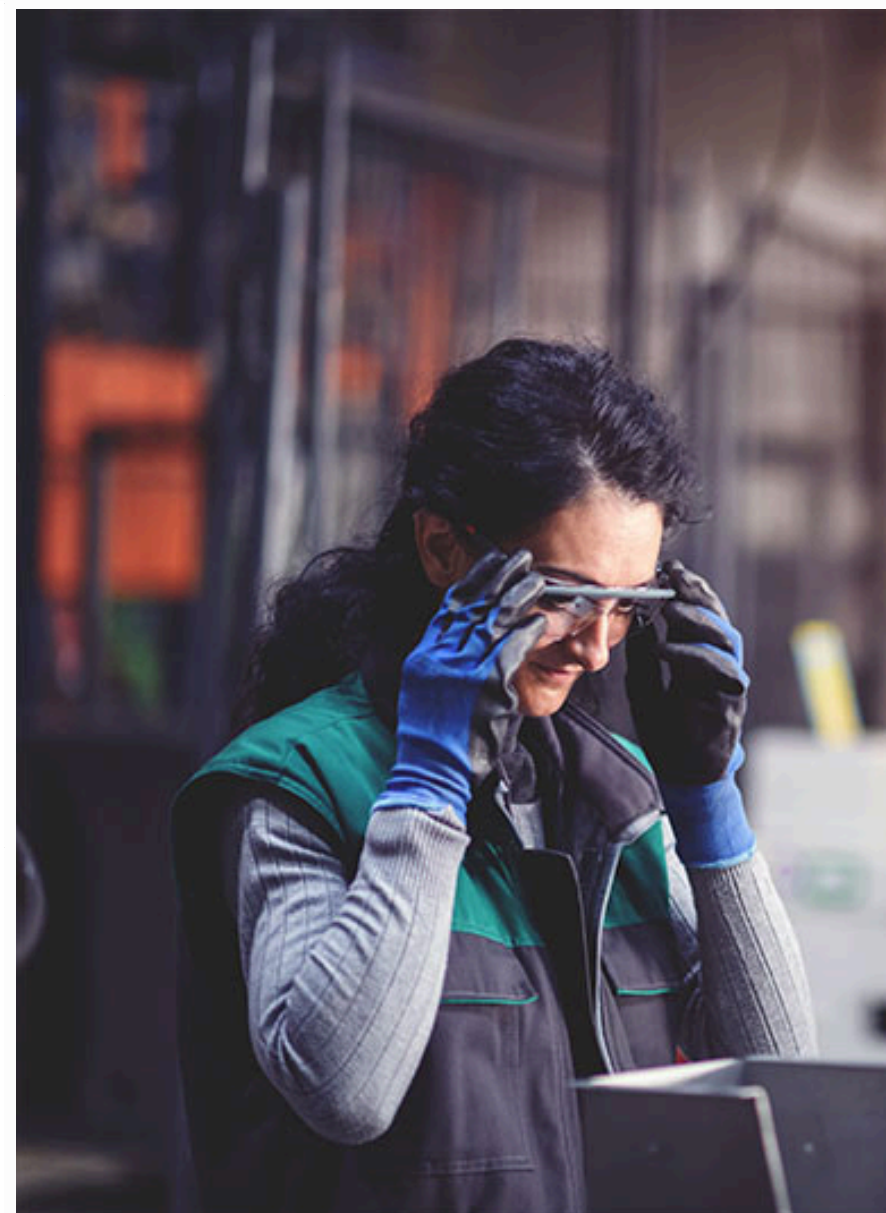
- Welder
- Machine Operator
- Heavy Equipment Operator

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



Operator: Candidate Experience

Work Knowledge, Skills, & Abilities



Mechanical Knowledge: Understanding and applying mechanical principles.

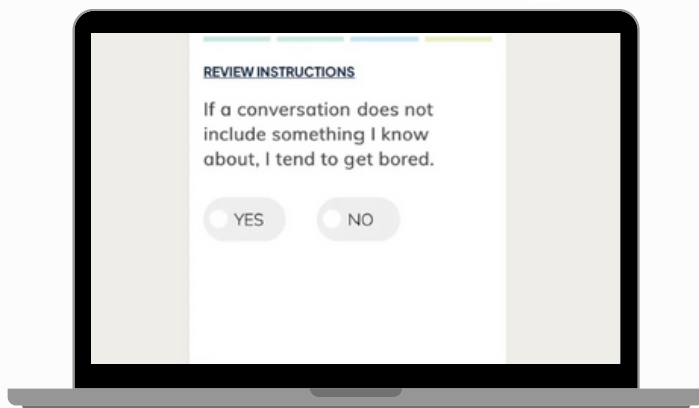
Spatial Visualization: Mentally manipulate, rotate, and transform visual objects.

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.

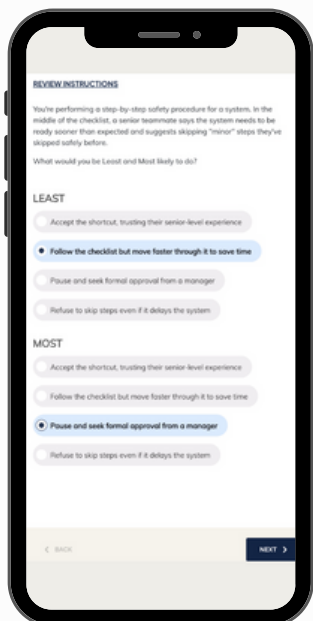
Attention to Detail: Accurately identify errors, inconsistencies, or subtle differences in information.

Work Behaviors



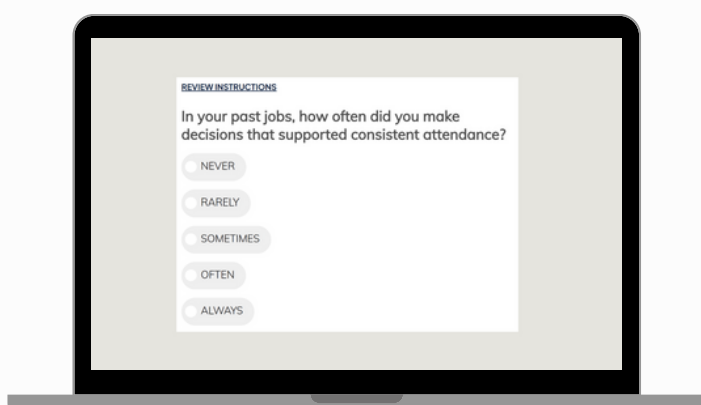
Core Behavioral Tendencies: Resilience, Cooperation, Analytical Orientation, Positive Attitude, Discipline, Assertiveness, Sociability, and Frustration Tolerance.

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

Overall Fit PRINT

Overall Fit **STRONG**

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.

0 4 5

Career Stability **WEAK**

Demonstrates consistent employment history and low tenure risk.

0 1 5

Professional Reliability **WEAK**

Demonstrates dependable attendance and adherence to work schedules.

0 1 5

They are goal-oriented and self-directed. They make decisions quickly, not spending as much time analyzing. They can lead or follow, but in either situation, they will likely speak up so others can hear their opinion. Having a lot of social interaction on the job is not required. They prefer to work independently. They stay calm and focused, even when things get stressful. Feedback is accepted when it's given, but they may not always seek it out. They are open-minded, easy to work with, and adaptable to others' ideas. Trusting others comes easily, and they have a positive outlook.

Mechanical concepts are well understood, and they apply that knowledge to solve technical problems effectively. Picturing things visually usually comes to them, but they may be less consistent with more complex problems. They may struggle with basic calculations, which can slow problem-solving at work. They understand decimal operations but may make errors on harder problems. They understand fraction operations but may make errors on harder problems. They demonstrate strong numerical pattern recognition, consistently predicting the next number in a sequence. When facing tasks that require close attention, they consistently show a strong attention to detail with minimal errors.

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. They make timely and effective decisions in high-pressure situations.

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

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

Technical Aptitude **AVERAGE**

Applies basic mechanical knowledge, spatial reasoning, and systems thinking to job demands.

0 3 5

Mechanical Knowledge **STRONG**

Ability to understand and apply mechanical concepts and principles.

0 4 5

Spatial Visualization **AVERAGE**

Ability to mentally manipulate, rotate, and transform visual objects.

0 3 5

Problem Solving **STRONG**

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

0 4 5

Quality **STRONG**

Shows strong attention to detail, focus on accuracy, and consistency in work output.

0 5 5

Safety **STRONG**

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

0 5 5

Collaboration **AVERAGE**

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

0 3 5

Interview Guide PRINT

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

Technical Aptitude **AVERAGE**

Applies basic mechanical knowledge, spatial reasoning, and systems thinking to job demands.

0 3 5

Questions

- Give an example of using your mechanical skills to solve a work-related problem. What was the challenge and your approach?
- Describe a time your understanding of space or layout helped solve a problem or improve a process.

Notes:

Negative Indicators

- Struggles to apply technical or spatial knowledge; gives vague or incorrect explanations.
- Focuses only on isolated parts without considering layout or system-wide impacts.
- Shows little initiative to learn or adapt; avoids change and growth opportunities.

Positive Indicators

- Uses spatial and mechanical reasoning to solve problems and optimize layouts.
- Thinks systemically, considering how arrangement and interactions affect performance.
- Shows initiative in learning and quickly adapting to new tools or technologies.

Rating

Ineffective Minimally Effective Effective Highly Effective Exceptional

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.