

Pre-Assignment Assessment Questionnaire

Background: The mission and environments of some professions, such as relief workers, requires work in remote and difficult places under arduous and, at times, stressful conditions. This means increased personal risk – by exposure to disease, insecurity and other dangers. Because this type of work is not for everyone, recruitment for such roles can be a challenge. The right tools can help increase the likelihood that the right candidates are identified.

Instructions: The following questions are designed to help gauge an individual’s potential to perform well under such circumstances. This questionnaire is based on values and mind-sets so there are no right answers. It is important that you answer these questions truthfully and based on genuine personal reflection of past performance and future expectations. Circle (or otherwise highlight) the number that is most accurate for you and be prepared to discuss your answers.

Scale: 1 = Lowest/Disagree Strongly, 10 = Highest/Totally agree

1. I deal with ambiguity well.
(1) (2) (3) (4) (5) (6) (7) (8) (9) (10)
2. I am able to multitask while still staying organized and focused.
(1) (2) (3) (4) (5) (6) (7) (8) (9) (10)
3. I like being in situations where people have many perspectives, dissimilar qualifications and different cultures.
(1) (2) (3) (4) (5) (6) (7) (8) (9) (10)
4. I am willing, depending on the situation, to share credit and take blame.
(1) (2) (3) (4) (5) (6) (7) (8) (9) (10)
5. I have experiences away from modern conveniences and infrastructure.
(1) (2) (3) (4) (5) (6) (7) (8) (9) (10)
6. I scare easily.
(1) (2) (3) (4) (5) (6) (7) (8) (9) (10)
7. I am able to deal with failure effectively.
(1) (2) (3) (4) (5) (6) (7) (8) (9) (10)
8. I understand that not everything can be perfect.
(1) (2) (3) (4) (5) (6) (7) (8) (9) (10)
9. I need lots of personal space and would not feel comfortable in shared living quarters.
(1) (2) (3) (4) (5) (6) (7) (8) (9) (10)
10. I am willing to follow unusual procedures such as living under curfew.
(1) (2) (3) (4) (5) (6) (7) (8) (9) (10)

11. I am ready to skip a meal or sleep if needed to accomplish an important task.
(1) (2) (3) (4) (5) (6) (7) (8) (9) (10)
12. I can cope with a rapidly changing schedule and shifting priorities.
(1) (2) (3) (4) (5) (6) (7) (8) (9) (10)
13. I am comfortable with discomfort.
(1) (2) (3) (4) (5) (6) (7) (8) (9) (10)
14. I can handle multiple accountabilities.
(1) (2) (3) (4) (5) (6) (7) (8) (9) (10)
15. I am able to laugh even when things are miserable.
(1) (2) (3) (4) (5) (6) (7) (8) (9) (10)
16. I have healthy and effective ways to deal with large and complex workloads.
(1) (2) (3) (4) (5) (6) (7) (8) (9) (10)
17. I need external motivation.
(1) (2) (3) (4) (5) (6) (7) (8) (9) (10)
18. I want to learn new things and seek continual improvement.
(1) (2) (3) (4) (5) (6) (7) (8) (9) (10)
19. I can provide *and* accept constructive feedback.
(1) (2) (3) (4) (5) (6) (7) (8) (9) (10)
20. I can “thrive in chaos.”
(1) (2) (3) (4) (5) (6) (7) (8) (9) (10)

If you would like to clarify any of your responses, please use this space: