

## **Assessment Matrix Questions**

### **To determine Energy Level**

1. Are you comfortable living with a group of people you do not know for extended periods of time?
2. How do you manage to look after yourself in situation where you are working 12 hours a day for up to 6 weeks straight?
3. How do you like working in the north?
4. Do the isolated locations matter?
5. If you have field experience, what kind of hours are you used to working in the field?
6. What kinds of rotations do you like to work keeping in mind that a 2-week break is required between rotations? (Usual options are 4 week, and 6 week stints)
7. If you have field experience, how many months do you usually work per year?

### **To determine assertiveness**

1. In a situation where your plan(s) have not gone according to your expectations, what is your typical response? Provide examples
2. The kitchen is often described as the hub of a camp, and the cook as a community builder. What strategies do you have to ensure it is a safe and comfortable place for everyone?
3. How comfortable are you with ordering groceries over the phone, or computer?  
(Excel spread sheets)
4. What kind of action do you take when something doesn't work out well?  
Ex: grocery order did not come in properly.

### **To determine Sociability**

1. Camp life involves working with people closely. Do you feel more comfortable working as part of a team or alone?  
And why?
2. How would you feel if you had to share your living quarters? (Tent)
3. How would you feel if you had to share your working environment?
4. Do you think that you cannot drink ...for 4-6 weeks because we have to be open about this? (Camp life=life style=community)

### **To determine Manageability**

1. Time Management and organizing your days are key factors in camp life. Being accountable is a top priority. What strategies do you use to ensure the follow-up with your employer is on schedule?
2. How do you manage the unexpected in terms of being in touch with your employer? (Example: satellite phone is not working)
3. Can you call the office once a week on a timeline?
4. We require Time Sheet every pay period. Do you think that your time will allow this kind of communication?
5. \*\*How would you like to work within our local hire-training program?

### **To determine objective judgment**

1. In your area what do you see as the top priorities that you are responsible for? (4-6 points)
2. Describe in detail what would be your response to an emergency situation in the kitchen and in camp.

3. What would you consider your basic responsibilities? (Specific to position)

### **To determine attitudes**

1. Conflict does occur in camp life how would you manage conflict with a co-worker? Camp manager? Senior employees at the campsite? With our head office?

### **To determine decisiveness**

1. In an emergency situation do you feel that your decisions are made quickly?
2. Can you plan grocery orders at last minute request?
3. Can you clearly delegate when under pressure?

### **To determine independence**

1. Will you be capable of finding your way to the appropriate transport stations (i.e. airport, bus station)?
1. What do you do in terms of entertainment in the field?

### **To determine accommodating**

1. How much notice do you need before working in the field?
2. If a job opportunity should present itself overseas would you be interested in filling the position?
3. Would you be able to do your job for an extra week if you were weathered in during fieldwork?
4. How would you handle a delay in getting into camp?