

## IDENTIFYING CODABLE DATA EXERCISE: ANSWERS

Following are the correct responses to the Identifying Codable Data exercise.

1. "I thought they'd be put off by a suit and briefcase, so I walked into the plant in shirtsleeves, carrying a clipboard."		
Is this codable?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
<p><b>Reason:</b></p> <p>This is a clear statement of the person's thoughts and actions. If the model includes competencies having to do with thinking or with anticipating others' reactions, this would be coded accordingly.</p>		
2. "Usually I call my boss first. That way I know for sure whether I can make accommodations on the terms of the agreement."		
Is this codable?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
<p><b>Reason:</b></p> <p>The speaker describes a general approach without showing that he or she has actually put that theory or approach into action in one or more specific situations.</p>		
3. "Usually I call my boss first. That way I know for sure whether I can make accommodations on the terms of the agreement. That's what I did this time."		
Is this codable?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
<p><b>Reason:</b></p> <p>The person describes a specific action taken as an example of what he or she usually does on the job. The person is describing the actual use of an approach or strategy.</p>		
4. "Tom and I went into the meeting with some apprehension. The presentation went over well. Everyone acknowledged that it represented clear reasoning and a good plan for reorganizing the department."		
Is this codable?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
<p><b>Reason:</b></p> <p>We don't know from this account who made the presentation — the interviewee or Tom. The context doesn't make it sufficiently clear.</p>		

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## IDENTIFYING CODABLE DATA EXERCISE: ANSWERS, CONTINUED

5. "We were able to convince the buyer to try our product. It was new in our line, but the sales manager and I had data from our test market studies that turned out to be very persuasive."		
Is this codable?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
<p><b>Reason:</b></p> <p>It is unclear what the speaker did as part of "we," versus what the manager did. Did the individual do the convincing or merely leave it to the manager?</p>		
6. "The conversation went round and round until I got them to see that they were really arguing about the exact same problem as last month."		
Is this codable?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
<p><b>Reason:</b></p> <p>We can't tell <i>how</i> the speaker made them "see that." The description of the conversation includes interpretation. It needs dialogue to make the person's actions, tactics, and intentions clear. We don't know whether he asked questions, expressed himself point blank, or maneuvered someone else into making the point.</p>		
7. Candidate: "I don't know how I felt, really."		
<p><b>Question:</b> "Were you annoyed by the way he treated you?"</p> <p>Candidate: "I guess I was."</p>		
Is this codable?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
<p><b>Reason:</b></p> <p>The interviewer puts words in the other person's mouth. The interviewee might never have described or thought of the experience in this way without the interviewer's prompting.</p>		
8. "I was really annoyed that he treated me as if I had no good reason to question him."		
Is this codable?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
<p><b>Reason:</b></p> <p>This is an explicit statement of feelings at the time of the incident.</p>		

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# IDENTIFYING CODABLE DATA EXERCISE: ANSWERS, CONTINUED

9. "I feel as if that meeting should have gone differently. The way things have turned out, my idea would have worked. I think he should have listened to me."		
Is this codable?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
<p><b>Reason:</b></p> <p>These are current feelings based on information gained after the situation. What would be codable is a feeling or thought that was part of the actual experience of a situation.</p>		
10. "I feel as if that meeting should have gone differently. The way things turned out, my idea would have worked. He should have listened to me. I thought that then, and now I know it's true."		
Is this codable?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
<p><b>Reason:</b></p> <p>The person has stated his/her feelings at the time of the meeting. Whether it is volunteered or elicited by the interviewer, such a statement of feeling is specific and describes a job experience. It is codable.</p>		
11. "I just talked about it until he started to agree with the schedule as planned."		
Is this codable?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
<p><b>Reason:</b></p> <p>How did the speaker get the person to agree? Did he have to persuade, use examples, threaten, kid, or bury him in detail? As it is stated, this can't be coded for thoughts or words, or for specific action.</p>		
12. "I told him that if we worked together, this would save him time. When he looked at it that way, he agreed with the schedule as planned."		
Is this codable?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
<p><b>Reason:</b></p> <p>There is an explicit statement of the argument used, clearly revealing the speaker's approach or thinking.</p>		