

shapes
work-related behaviour
benchmark profile by potential

TEST TEST

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Online Assessment



Domain	Attribute	Score									S	
		low	1	2	3	4	5	6	7	8		high
Interactive	directing					●						4
	persuasive					●						4
	socially confident		●									2
	sociable							●				6
	agreeable									●		8
	behavioural										●	9
Operational	prudent						●					5
	focused on results							●				6
	systematic						●					5
	conscientious						●					5
Intellectual	analytical									●		8
	conceptual								●			7
	imaginative					●						4
	open to change					●						4
Emotional	autonomous							●				6
	achieving		●									2
	competitive					●						4
	energetic		●									2
Consistency							●					5

Norm group: General adult population

Point distribution: 100%, Processing time (min): 8

Domain	Attribute	Definition
Interactive	directing	likes to be in charge; leads and directs others; keeps a team focused on objectives
	persuasive	enjoys selling and negotiating; finds it easy to persuade others; influences others and wins their support
	socially confident	comes across as confident and self-assured in unfamiliar situations; feels at ease during presentations and formal events
	sociable	is talkative, lively and sociable; enjoys being in groups; entertains others and has a wide network of contacts
	agreeable	is team-oriented and considerate; enjoys working with others; is supportive and pleasant to be with
	behavioural	is interested in others' behaviour; observes and analyses others' motives and reactions
Operational	prudent	takes a long-term perspective; considers the consequences of plans and activities
	focused on results	is target-oriented and pragmatic in approach; focuses on reaching results; solves problems fast and effectively
	systematic	is systematic and well organised; defines clear priorities; plans well ahead and with realistic time-scales
	conscientious	sees jobs through to the end and pays attention to quality issues; follows procedures; respects rules and regulations
Intellectual	analytical	data-driven; grasps complex issues and problems; identifies the core of a problem; evaluates information thoroughly
	conceptual	enjoys working with abstract concepts and models; likes intellectual challenges
	imaginative	can think out of the box; develops imaginative and original ideas and solutions
	open to change	supports new ideas; enjoys change and novelty; continually looks for ways to improve things
Emotional	autonomous	acts on own initiative; follows own direction; expresses own views and opinions freely
	achieving	sets demanding targets for self; enjoys difficult challenges; wants to get ahead and succeed
	competitive	likes to compete against others; is determined to win; enjoys talking about own achievements
	energetic	shows drive and determination; takes an optimistic approach to work; remains focused and in control under pressure
	Consistency	Level of distinction of your profile in comparison to others that completed the same questionnaire.

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