

shapes (sales)
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
Relationships	influencing						●					5
	socially confident				●							4
	sociable				●							4
	agreeable						●					5
	behavioural										●	9
Process	focused on results									●		6
	systematic				●							4
	conscientious			●								3
	canny						●					5
	imaginative						●					5
Self	autonomous									●		6
	achieving				●							4
	competitive									●		6
	robust			●								3
	open				●							4
Motives	driven by financial reward									●		6
	driven by recognition						●					5
	driven by security									●		7
	driven by development opportunities						●					5
	need for support			●								3
	need for structure									●		6
	professional challenge		●									2
	identification									●		7
	working environment										●	8
Consistency			●								3	

Norm group: General adult population

Point distribution: 99%, Processing time (min): 6

Domain	Attribute	Definition
Relationships	influencing	finds it easy to influence and convince others; likes to use own power of persuasion; enjoys selling and negotiating
	socially confident	comes across as confident and self-assured; 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
Process	focused on results	is pragmatic and target-oriented 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	takes care to follow procedures; respects rules and regulations; sees jobs through to the end and pays attention to quality issues
	canny	grasps issues and situations very quickly; shows sound judgment; considers the consequences of own plans and activities
	imaginative	can think out of the box; develops imaginative and original ideas and solutions

Domain	Attribute	Definition
Self	autonomous	acts on own initiative; follows own direction; expresses own views and opinions freely
	achieving	sets self demanding targets; enjoys difficult challenges; wants to get ahead and succeed
	competitive	likes to compete against others; is determined to win; enjoys talking about own achievements
	robust	shows drive and determination; takes an energetic approach to work; remains focused and in control under pressure
	open	is open and honest with people; keeps own promises; comes across as trustworthy and reliable
Motives	driven by financial reward	wants to be rewarded financially for own performance; is motivated by money and wants work to pay-off
	driven by recognition	strives on praise and recognition; likes to be seen as top performer
	driven by security	likes to have a feeling of safety and stability regarding own job; wants to feel in good hands with own job
	driven by development opportunities	strives on having many opportunities for own personal and professional development; prefers to work for a company that invests in career development
	need for support	prefers to work in an environment where people support each other; likes team work and close cooperation
	need for structure	prefers clear structures, processes and responsibilities; finds it important that everyone in the company follows clear rules and pursues clear objectives
	professional challenge	is keen to challenge own professional skills and knowledge; strives on jobs that require constant learning and keeping up to date with things
	identification	wants to identify with and be proud of own job as well as the company; likes to experience own job as meaningful
	working environment	strives on working in a pleasant and attractive working environment; is pleased if own workplace is in decent premises
	Consistency	level of distinction of profile in comparison to others that completed the same questionnaire

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