

## JOB MATCHING - OUTPUT REPORT

Managers: Project manager

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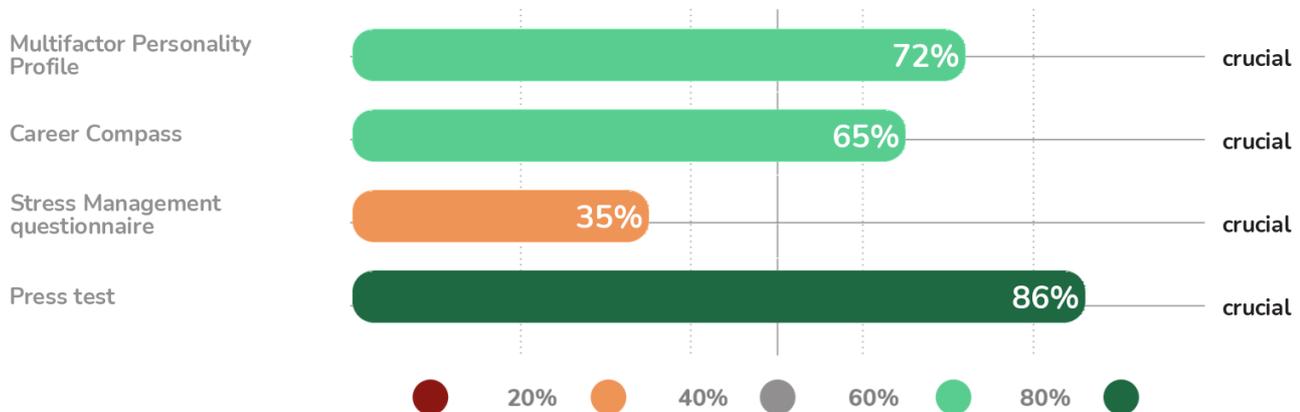
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The output report contains the overall match with the ideal candidate profile you selected, next also the match with the ideal profile for individual tests and questionnaires, and finally the individual's position on individual scales in all tests and questionnaires used. Thus you have all the necessary information for each individual's assessment: in one place, clear, and structured. When you read the output report, we recommend paying attention not only to the overall score, but also going through the individual results for each method. This will give you a more detailed idea of the candidate's personality and abilities. The first part of the output report shows the overall percentage match with the required profile and the total score for all methods. The overall percentage match is calculated for all tests and questionnaires used (with regard to selected importance) and it represents the most general indication of a candidate's match with the required profile. The total score for all methods summarizes the candidate's match with individual tests and questionnaires and it gives a more complex and detailed view of the individual's profile.

**FIT WITH THE PROFILE:**

Managers: Project manager

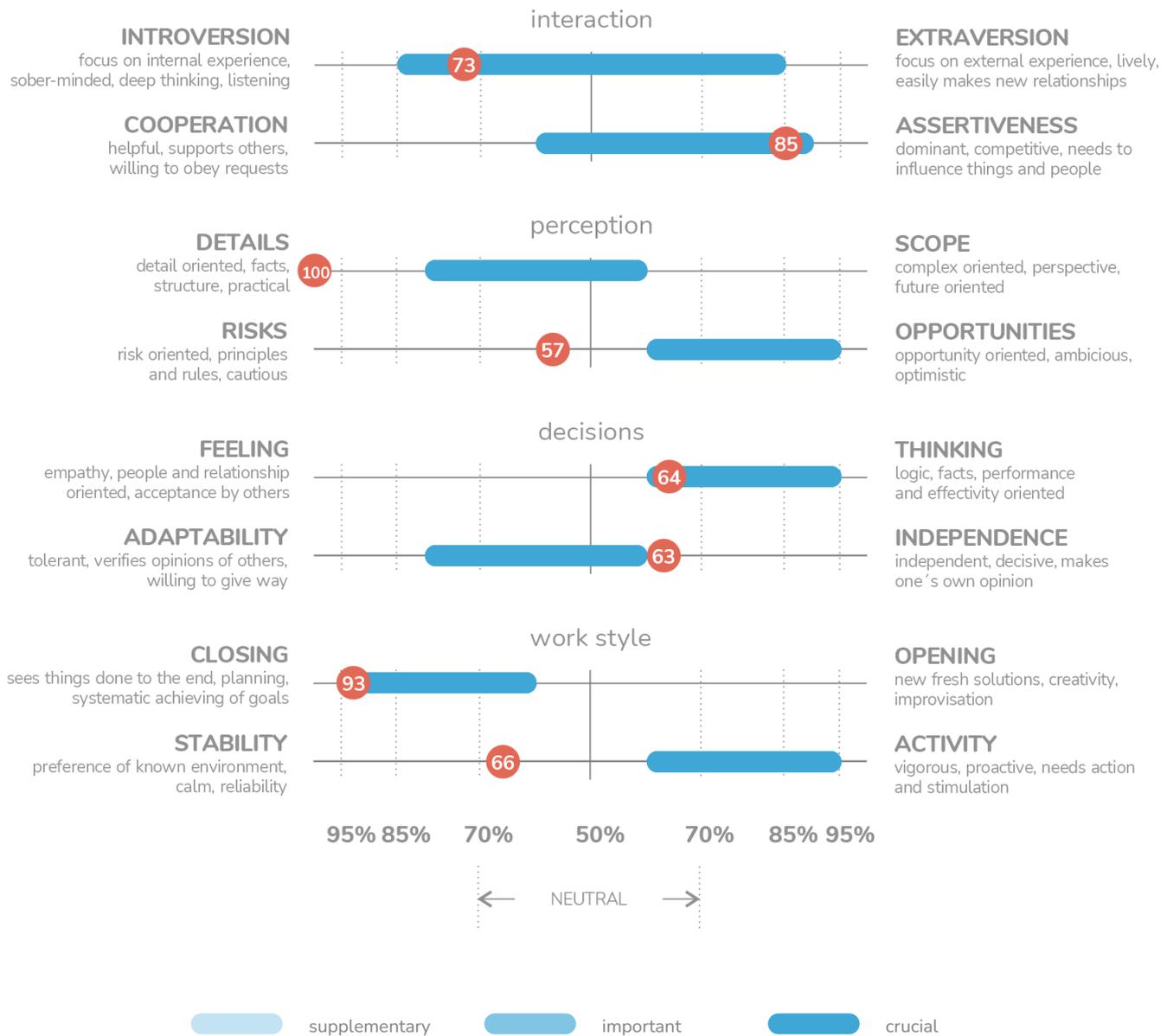
**64.5%****FIT WITH THE PROFILE ACROSS DIFFERENT METHODS**

This part of the output report lists the individual's results for each method (which had been set in the Job Matching profile) by placing the participant on individual scales. This is, therefore, the most detailed information about the candidate. A short description of scales can be found below each method.

## PARTIAL RESULTS FOR THE METHOD: MULTIFACTOR PERSONALITY PROFILE

Fit with the profile: **72%**

Significance of the test/questionnaire: **crucial**



The Multifactor Personality Profile is designed for mapping of basic personality traits. It is based on an extended version of the MBTI method, enriched with further scales to allow a finer definition of personality types. It is intended for all types of work positions and can be used for the purposes of hiring as well as personal development.

- Introversion** - Living on the inside, judiciousness, contemplativeness, ability to concentrate on activities, reservedness, not entering into communication.
- Extraversion** - Living on the outside, liveliness, vivacity, establishing numerous relationships, superficiality, restlessness, lower concentration.
- Cooperation** - Submissive settings, oriented on cooperation, support of others, openness up to compliance and shyness.
- Assertiveness** - Dominant settings, need to influence other people and events, connected with competitiveness or even rivalry and aggression.
- Details** - Focus on details, particulars, the here and now of things, facts, excessive attention to detail, inability to gain perspective.
- Scope** - Focus on the whole, perspective, orientation on the future and strategizing and vision related with it, lack of structuredness, disrespect of reality, vagueness.

***Risks** - Focus on and respect for risks, forethought, account of rules and codes, up to anxiousness and insistence on threats.*

***Opportunities** - Focus on opportunity, need for self-fulfilment, ambition or even unshakeable confidence and optimism, tendency to risk and irresponsibility.*

***Feeling** - Decisions based on needs and wishes of others, deep empathy, altruism, need to avoid hurting anyone at any cost, need for acceptance, up to over-sensitivity in relationships and in face of criticism.*

***Thinking** - Decisions based on logic, rational judgment, consistent rationality, need for high performance and effectiveness, directness or even harshness, lack of tact.*

***Adaptability** - Tendency to adapt, to respect external conditions, up to fickleness and vagueness.*

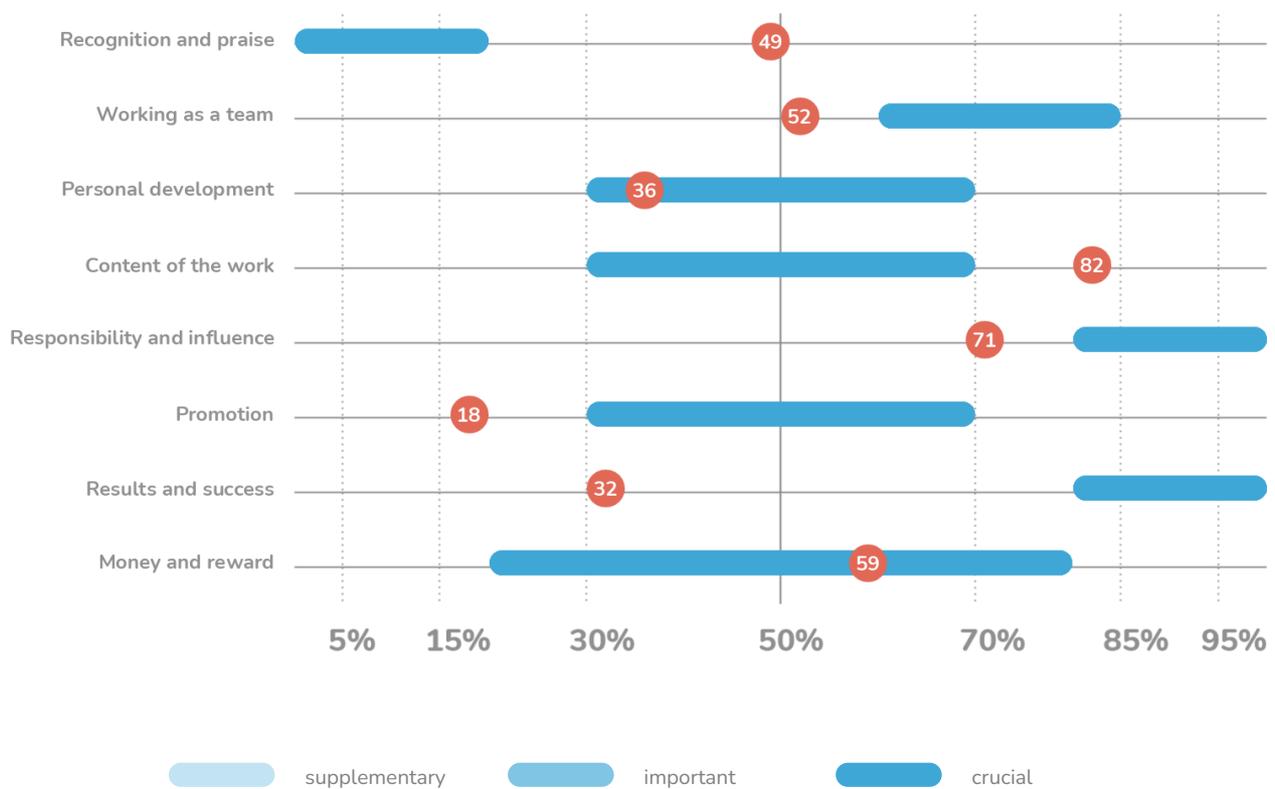
***Independence** - Tendency to adjust and change everything around to one's own liking, up to egocentrism and ruthlessness.*

***Closing** - Planning and consistent implementation of planned steps, tendency to take decisions for unalterable, resistance to change.*

***Opening** - Need to look for original new solutions, tendency to always start afresh, change of procedure even when it is not efficient.*

***Stability** - Need for calmness, stability, and for steady, well-known and unchangeable conditions, up to laziness and disinterest.*

***Activity** - Need for activity, events, changes and new impulses, restlessness, being overloaded.*

**PARTIAL RESULTS FOR THE METHOD: CAREER COMPASS**Fit with the profile: **65%**Significance of the test/questionnaire: **crucial**

The Career Compass enables mapping of one's motivational structure in their work environment. It is most useful when an HR worker or an individual need to get a better idea of work motivation and career plans.

**Recognition and praise** - Recognition and praise consists of a need to gain respect from colleagues and superior, finding positive feedback and praise.

**Working as a team** - Working as a team consists of a need of having a good environment in team or company, friendly relationships and mutual trust.

**Personal development** - Personal development consists of a need to get new knowledge and skills and finding feedback.

**Content of the work** - Content of the work consists of a need to have various tasks and a preference of creative work.

**Responsibility and influence** - Responsibility and influence consist of a need to have competences and manage one's own work and other people.

**Promotion** - Promotion consists of a need to satisfy one's ambition, get influence, prestige and status.

**Results and success** - Successful results consist of a need to achieve outstanding results, competitiveness and ambitions.

**Money and reward** - Money and reward consist of a need to have an income based on results, high financial pay and benefits.

## PARTIAL RESULTS FOR THE METHOD: STRESS MANAGEMENT QUESTIONNAIRE

Fit with the profile: **35%**

Significance of the test/questionnaire: **crucial**



The Stress Management questionnaire focuses on detecting the strategies one uses to cope with pressure and stressful situations. It is used for diagnostics of individuals in high-profile professions.

**Control Over Situation** - Control over the situation manifests in a focus on dealing with the problem and an effort to have it in one's hands.

**Self-Control** - Self-control strategy manifests in an effort to control one's emotions and responses to stress situations.

**Sharing** - Application of the sharing strategy manifests in the need to talk about the problem with others and ask for their advice, aid and support.

**Positive Approach** - Positive approach is a strategy manifesting in an effort to see positive aspects in a stress situation.

**Blaming** - Using of the blaming strategy manifests in a tendency to search for the causes of stress situations (usually in other people) and disadvantageous circumstances and conditions.

**Relaxing** - The strategy of relaxing is characterized by an effort to compensate stress with various other, pleasant activities.

**Prevention** - Using of the strategy of prevention means an effort not to get into unpleasant situations.

**Reconciling** - The strategy of reconciling manifests in a tendency to surrender under stress situations.

**Self-reliance** - his strategy manifests in a tendency to turn inward in a demanding situation and to seek isolation from others.

**Responsibility** - Responsibility is typical for a strategy characterised with a very diligent approach to stress situations.

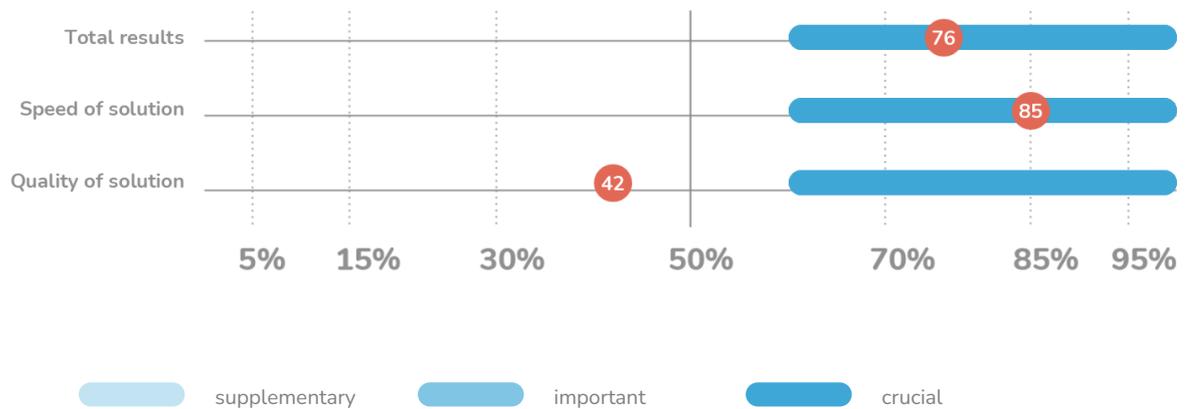
**Self-reflection** - The self-reflection strategy is characterised with an effort to search for their own contribution in the stress situation and learn from the mistakes that caused it.

**Deliberation** - Deliberation is a strategy characterised by an ongoing returning to the problem in one's thoughts.

**Resolution of situation** - Strategies leading to resolution

**Mental well-being** - Strategies leading to well-being

**Social Desirability** - A validity scale "Social Desirability" warns about the possible tendency to offer socially desirable answers.

**PARTIAL RESULTS FOR THE METHOD: PRESS TEST**Fit with the profile: **86%**Significance of the test/questionnaire: **crucial**

The Press Test maps one's ability to work with numerous pieces of information at once and find the right solution to tasks under time pressure. It is designed for those positions, where it is necessary to work with new information, to find solutions even under non-standard conditions, and to be able to handle short-term pressure.

**Total results** - The final result represents the percentile calculated from the number of correctly solved tasks.

**Speed of solution** - Speed of solution shows the number of tasks that were solved in given time limit, without taking into account whether the solutions were right.

**Quality of solution** - The quality scale describes the portion of correctly resolved tasks compared to all tasks resolved by the respondent.