



We thank you for taking the test and for your support and participation. Your report is presented in multiple sections as given below:

Menu

Indicators

Indicators specific to the test

The Graph

Results on major dimensions

Personalized analysis of the report

Specific personality traits of the profile

The Detailed Table

A tabular presentation of the results on principal - opposing factors axis

The Comments

Description of the factors

General Profile

Analysis of the suitability of the profile in relation to various work-personality profile types

Workplace Competencies

A complementary analysis for a better assessment of the individual's abilities

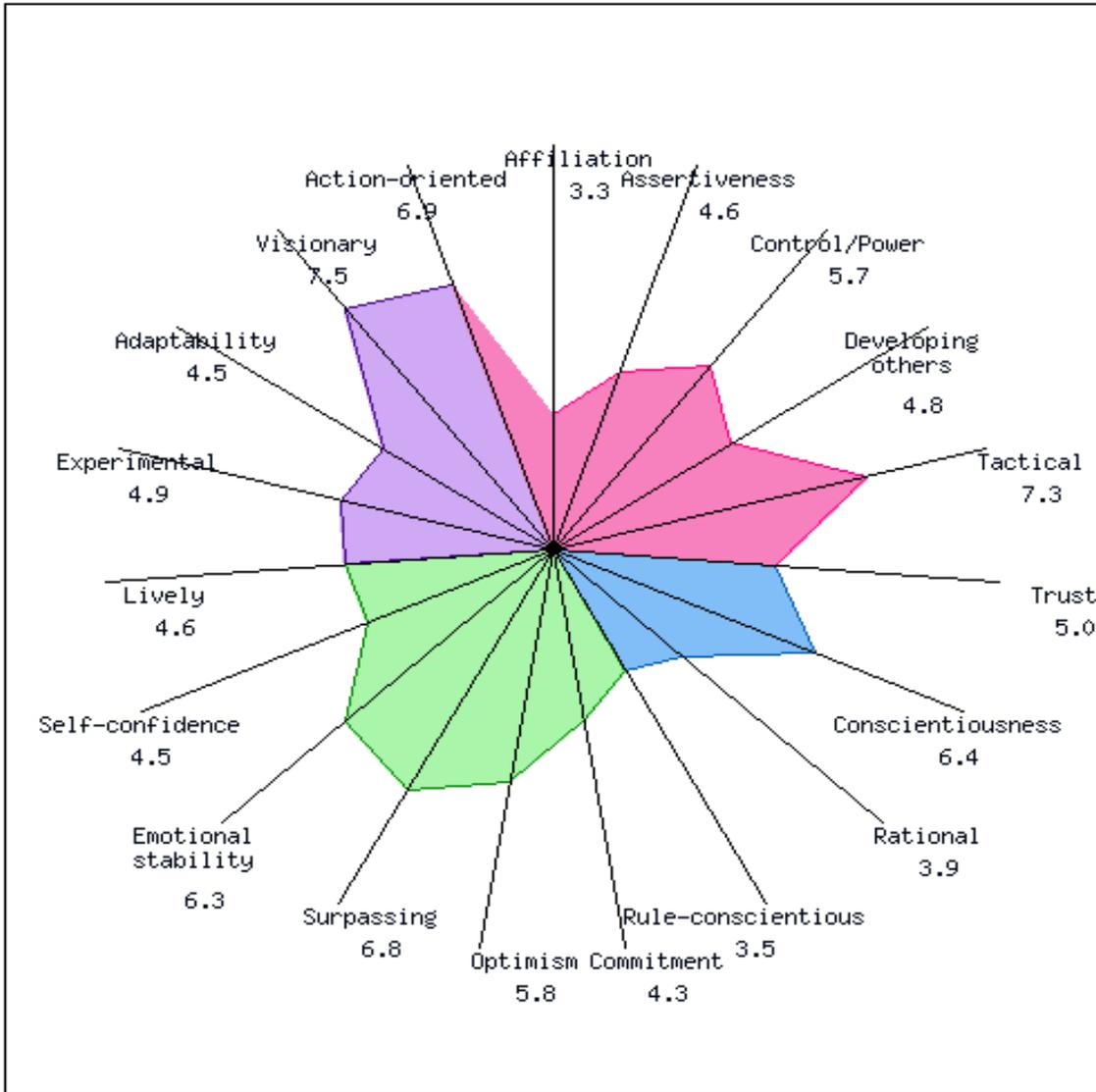


CTPI - R - CENTRAL TEST

SAMPLE TEST's profile

The Graph

Principal results (score out of 10)



Legend

- People Management
- Perception mode
- Self Management
- Change Management

Personalized analysis of the report

Personalized analysis of the report

Below is brief description of SAMPLE's distinct behavioural characteristics:

SAMPLE's distinctive personality traits

- > SAMPLE anticipates events and tries to detect market trends in order to optimise strategies. However, he pays attention to operational objectives if his mission demands it.

SAMPLE should not spend too much time speculating on the future.

- > SAMPLE is able to influence others while remaining discreet himself. Rather strategic and diplomatic, he knows how to adapt his behaviour and adjust his words to persuade his audience.

SAMPLE could show more transparency in order to maintain people's trust.

- > SAMPLE is a reactive person who is able to take quick decisions and progress, even in situations of uncertainty. He likes being productive and does not hesitate to take initiatives.

It would be beneficial for SAMPLE to be more patient and assess risks before starting a project.

- > SAMPLE likes challenges and competition. Hence, he likes to set bold objectives for himself that he will strive to reach and to even exceed.

SAMPLE seeks success, which can drive him to engage in overly ambitious projects.

- > SAMPLE tends to be reserved in his interactions with his co-workers, although he maintains a few close contacts. He rarely shares his feelings and impressions.

SAMPLE could strengthen team spirit by creating more informal and friendly ties with his co-workers.

Main profile of SAMPLE :

+ Entrepreneurs

- Ø Highly energetic, entrepreneurs promote the hands-on implementation of innovative ideas for the benefit of their company. Confident, these managers set high performance standards and are demanding of themselves and of others. They are skilled at motivating their team to follow them and to take well-informed risks. Diplomatic, they adapt to their audience and instead of imposing their decisions on others, they know how to tactfully get them across.

Entrepreneurs generally focus on:

- Managing the overall business
- Handling multiple projects and roles
- Promoting growth through creative leadership



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SAMPLE TEST's profile

The Detailed Table

OPPOSING FACTOR	A	B	C	D	E	F	G	H	I	J	K	MAIN FACTOR
Affiliation (-)				X								Affiliation
Distant, solitary, detached												Warm, amicable, pleasant
Assertiveness (-)					X							Assertiveness
Accommodating, conciliatory, easy to influence												Firm, categorical, assertive
Control/Power (-)							X					Control/Power
Indulgent, laissez-faire, non-intrusive												Intrusive, controlling, authoritative
Developing others (-)					X							Developing others
Favours autonomy and self-learning												Provides support, encouragement, assistance
Tactical (-)									X			Tactical
Spontaneous, authentic, ingenuous												Strategic, tactical thinking, calculating
Vigilance						X						Trust
Alert, skeptical, suspicious												Trusts others easily
Conscientiousness (-)								X				Conscientiousness
Distracted, spontaneous, seeks productivity												Meticulous, precise, conscientious
Sensitive				X								Rational
Sensitive, pays attention to his/her feelings												Objective, factual, rational
Rule-conscientious (-)				X								Rule-conscientious
Permissive, tolerant, lenient												Respectful of values, laws and procedures
Commitment (-)					X							Commitment
Separates private and professional lives												Involved, devoted, workaholic
Optimism (-)							X					Optimism
Pessimistic, realistic, easily discouraged												Hopeful, positive, recovers easily from failures
Surpassing (-)								X				Surpassing
Satisfied with current situation												Ambitious, competitive, desire for success
Emotional stability (-)								X				Emotional stability
Emotional, impulsive, passionate												Stable, unshaken, self-controlled
Self-confidence (-)					X							Self-confidence
Lacks confidence, self-doubting												Confident, self-assured, audacious
Lively (-)					X							Lively
Reserved, calm, composed												Energetic, enthusiastic, cheerful
Experimental (-)					X							Experimental
Traditional, follows established methods												Explorer, tests new methods
Adaptability (-)					X							Adaptability
Inflexible, resists change												Flexible, adapts well to change
Visionary (-)									X			Visionary
Factual, pragmatic, focused on the present												Anticipates the future
Action-oriented (-)								X				Action-oriented
Reacts to change with reflection												Reacts to change with action
OPPOSING FACTOR	A	B	C	D	E	F	G	H	I	J	K	MAIN FACTOR



The Comments

Affiliation (-)

Affiliation

SAMPLE tends to be reserved in his interactions with his co-workers, although he maintains a few close contacts. He rarely shares his feelings and impressions.

SAMPLE could strengthen team spirit by creating more informal and friendly ties with his co-workers.

This dimension refers to the tendency to be kind, affectionate and open towards others at work. Individuals with a high score on this dimension seek to create genuine bonds with their environment (colleagues, business partners, etc.), to listen to others and to express their feelings easily. Individuals with a low score have a tendency to be rather distant and formal, and to share their views and impressions to a lesser extent.

Assertiveness (-)

Assertiveness

SAMPLE is rather accommodating in order to avoid confrontation. However, he does not hesitate to voice his opinions openly on issues that are important to him.

SAMPLE should not hesitate to defend his rights and assert his needs.

This dimension refers to the tendency to express and defend one's opinions and rights in an open, yet correct manner. People with a high score on this dimension do not hesitate to speak up and do not fear conflicts. They can make unpopular decisions when their assignments require them to. People with a low score have a tendency to be compliant and to avoid conflicts. They may feel remorse for not doing a favour or for defending their choices when this goes against the interests of others.

Control/Power (-)

Control/Power

SAMPLE likes to have a certain degree of control over others, without imposing his own way of doing things. He closely follows the progress of activities and makes sure that his directives are generally respected. Nevertheless, he does not try to supervise everything in detail.

This dimension refers to the tendency to seek control over the course of events, to have one's own way of doing things accepted, and to gain power. People with a high score on this dimension like managing others and having high-status positions so they can intervene effectively and with authority. People with a low score tend to leave others to act as they wish, thus being rather indulgent or seemingly indifferent.

Developing others (-)

Developing others

SAMPLE is divided between his desire to assist his co-workers and his wish to let them manage on their own, enabling him to optimise his time. While he does not hesitate to help others, his support can be selective, even unequal, depending on the people or the context.

SAMPLE should not hesitate to help those who require support.

This dimension refers to the tendency and desire to support, mentor and encourage others in order to help them reach their potential and become more efficient. People with a high score on this dimension like spending time helping everyone develop their individual abilities for the benefit of the team. They firmly believe in the potential in everyone, with no exceptions. On the other hand, individuals with a low score believe that everyone is capable of self-management and that offering too much support can lead to inefficiency. They prefer to spend more time with people whom they consider to be more talented than the others.



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SAMPLE TEST's profile

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Tactical (-)

Tactical

SAMPLE is able to influence others while remaining discreet. Rather strategic and diplomatic, he knows how to adapt his behaviour and adjust his words to persuade his audience.

SAMPLE could show more transparency in order to maintain people's trust.

This dimension refers to the tendency to be tactical and diplomatic when dealing with others. People with a high score on this dimension tend to adapt their speech to the person they are talking to, in order to cajole them and win them over. They also tend to hide their real thoughts to prevent divulging personal information about themselves. People with a low score tend to act spontaneously and to be straightforward, honest and candid, and this may work against them.

Vigilance

Trust

Without questioning other people's good faith, SAMPLE can be vigilant, or even sceptical. He verifies the information that is given to him as soon as he has a doubt about a person or if a situation seems unclear. As a result, SAMPLE needs time before giving his trust.

This dimension refers to the tendency to be trusting towards others. People with a high score on this dimension tend to believe that human beings are naturally good. They trust others as long as nothing conspicuous arises, and can lack vigilance. On the contrary, people with a low score tend to be constantly on the watch. Naturally suspicious, they often question the information they receive, and the motivations behind people's actions.

Conscientiousness (-)

Conscientiousness

SAMPLE is a conscientious person who handles his projects carefully. Concerned about quality, he is attentive to details and procedures. However, he does not linger over secondary tasks.

SAMPLE should strive to establish priorities and sometimes favour efficiency over perfection.

This dimension refers to the tendency to carry out tasks in a thorough, meticulous and organised way. People with a high score on this dimension need to produce very precise work and aim for perfection, which can reduce their productivity. People with a low score do not take the time to review everything in detail and they have a tendency to be carefree, spontaneous and sometimes inaccurate, but can work more quickly.

Sensitive

Rational

SAMPLE knows how to analyse situations objectively. However he tends to trust his instincts and experience more often when making decisions. He tends to use more logic and rationality when a problem is well defined.

SAMPLE would benefit from combining rationality and intuition to perceive things and make decisions.

This dimension refers to the way information is perceived and judgments made. People with high rationality make judgments based on actions and tend to make decisions considering concrete facts and results. On the other hand, people with a low score on this dimension tend to base their decisions on their intuition and experience and to consider the underlying human side of every situation.



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Rule-conscientious (-)

Rule-conscientious

SAMPLE can disregard certain rules when it is necessary for the successful completion of his projects. Hence, he is critical of norms and procedures that are inappropriate, outdated or that hinder efficiency.

SAMPLE would benefit from reconciling efficiency with respect for the rules.

This dimension refers to the tendency to strictly follow the rules and moral standards established by society. People with a high score on this dimension have a need for reference points and tend to follow established regulations. They may sometimes be rigid and too focused on procedure. In contrast, people with a low score have a tendency to disregard certain rules when they hinder the successful completion of a project, thus thinking of the company's interests.

Commitment (-)

Commitment

SAMPLE is devoted to his job, as long as it does not interfere with his personal life too much. SAMPLE appreciates a good work-life balance and likes to keep a certain emotional distance from his work. However, this does not prevent him from being involved in his company and from being more readily available when necessary.

This dimension refers to the tendency to draw satisfaction from being dedicated to one's job. People with a high score on this dimension have the need to be completely devoted and committed to their company, to the point of developing a personal identity with it. In contrast, people with a low score have the tendency to maintain a certain distance and try to keep their professional and private lives separate.

Optimism (-)

Optimism

SAMPLE is rather optimistic with his projects and views failure as an opportunity to learn. However, he can also become frustrated and unmotivated when facing major difficulties. SAMPLE should remain confident in all circumstances.

This dimension refers to the tendency to hold positive expectations and to easily recover from failures. People with a high score on this dimension are optimistic by nature and tend to take responsibility for their own failures and accomplishments. On the other hand, people with a low score are more critical and prefer to hold negative expectations in order to avoid being disappointed.

Surpassing (-)

Surpassing

SAMPLE likes challenges and competition. Hence he likes to set bold objectives for himself that he will strive to reach and even to exceed.

SAMPLE seeks success, which can drive him to engage in overly ambitious projects.

This dimension refers to the tendency to be ambitious, driven and competitive. People with a high score on this dimension like challenges and tend to set high goals for themselves. Moreover, they will do anything to reach and even surpass their goals. On the other hand, people with a low score tend to feel satisfied with their current situation and do not seek to surpass their objectives once they have reached them or to constantly set new goals for themselves.

Emotional stability (-)

Emotional stability

SAMPLE is quite emotionally stable. He faces situations with a certain calm, but is not for that matter insensitive to external events. SAMPLE should strive to remain calm in critical situations.

This dimension refers to the ability to recognise one's own emotions and to control emotional reactions. People with a high score on this dimension often have a stable mood and are not easily affected by external factors such as stress and pressure. In extreme situations, that could be seen as indifference. People with a low score have less emotional control as portrayed by impulsive acts and passionate reactions.



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Self-confidence (-)

Self-confidence

SAMPLE is rather self-confident in his areas of interest. Nevertheless, he tends to seek reassurance from others. SAMPLE would benefit from believing in his own potential in all circumstances.

This dimension refers to the tendency to have self-confidence, to believe in one's potential. People with high scores rarely question themselves, sometimes as a result of being overly confident. They lack concern for what others think of them. On the other hand, people with low scores have self-doubt and are easily affected by criticism. They have a greater need for recognition.

Lively (-)

Lively

Even if SAMPLE is quite calm by nature, he will appear cheerful and energetic with people he knows well or when in familiar situations. He maintains a certain balance between vivacity and reflection. SAMPLE should not hesitate to be more enthusiastic in order to boost his team.

This dimension refers to the tendency to be energetic, outgoing and full of life. People with a high score on this dimension have a tendency to handle situations in an active and vivid manner, and may even appear to be too lively in the eyes of certain people. On the other hand, people with a low score are reserved, calm, serious, and think things through.

Experimental (-)

Experimental

In order to ensure productivity, SAMPLE does not seek to question existing methods as long as they are efficient. However, when there are fewer constraints, he enjoys rethinking the system and experimenting with new methods. If his position allows it, SAMPLE should not hesitate to innovate while remaining productive.

This dimension refers to the desire to explore and innovate, sometimes to the detriment of existent solutions. People with high scores often try to test new methods and technology, to make day-to-day tasks easier, to find original solutions. People with low scores tend to be conventional and prefer to use proven methods. They value reliability when moving forward with projects.

Adaptability (-)

Adaptability

SAMPLE likes to work in a stable and familiar environment, although he does appreciate a certain amount of novelty. He is likely to accept change when he believes the conditions are favourable. SAMPLE should not hesitate to take risks and seize new opportunities.

This dimension refers to the ability to adapt to change and novelty. People with a high score on this dimension are flexible and are able to modify their behaviour according to the context, without being attached to a particular routine or habit. People with a low score tend to resist change and have difficulty changing their habits.

Visionary (-)

Visionary

SAMPLE likes to anticipate events and seeks to predict market trends in order to optimise his strategy. However, he also monitors operational objectives to be able to meet his missions' imperatives. SAMPLE should be careful not to overly speculate about the future.

This dimension refers to the tendency to be "visionary", to understand trends and patterns and to anticipate future events, by taking into account all aspects of a project. People with a high score have the need to make projections about future events, and to anticipate possible outcomes. On the other hand, people with a low score on this dimension have a tendency to enjoy living in the present and are hesitant, even skeptical, about wanting to make predictions too much.

Taken on 16/10/2015



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SAMPLE TEST's profile

Action-oriented (-)

Action-oriented

SAMPLE is a reactive person who knows how to make quick decisions and move forward, even in uncertain situations. He likes being productive and does not hesitate to take initiatives.

It would be beneficial for SAMPLE to be more patient and evaluate the risks before jumping into a new project.

This dimension refers to the tendency to take initiative, risks and choose action over reflection in order to make progress even if there is uncertainty. People with a high score on this dimension do not hesitate to act and to take risks in order to reach their goals quickly and move forward. People with a low score have a tendency to progress slowly and with caution, to allow time for reflection.

General Profile

Management style

1	Entrepreneurs	60%
2	Chief Leaders	55%
3	Administrators	54%
4	Strategic Managers	52%
5	Protectors	48%
6	Project Managers	46%
7	Motivators	43%

1 Entrepreneurs 60%

Highly energetic, entrepreneurs promote the hands-on implementation of innovative ideas for the benefit of their company. Confident, these managers set high performance standards and are demanding of themselves and of others. They are skilled at motivating their team to follow them and to take well-informed risks. Diplomatic, they adapt to their audience and instead of imposing their decisions on others, they know how to tactfully get them across.

Entrepreneurs generally focus on:

- Managing the overall business
- Handling multiple projects and roles
- Promoting growth through creative leadership

2 Chief Leaders 55%

Focused on their company's main objectives, Chief Leaders like to determine the general rules to be followed. Endowed with a strong sense of responsibility and confidence, they only trust themselves to handle important projects. They are also comfortable managing difficult situations. Primarily concentrated on productivity, they tend to impose their decisions on others in order to be more efficient. They therefore value autonomy and will take the time to explain their choices only when asked.

Chief Leaders generally focus on:

- Crisis management
- Projects and roles of utmost importance

3 Administrators

54%

Highly organised, Administrators know how to analyse situations carefully, execute action plans and make efficient decisions. They prefer working with concrete facts and detailed plans and feel most at ease working in structured environments. They tend to supervise projects closely while keeping organisational growth in mind and paying attention to minor details.

Administrators generally focus on:

- Planning and execution
- Pragmatic decision-making
- Supervision

4 Strategic Managers

52%

Visionary, Strategic Managers like to challenge existing work methods and invest a large amount of time thinking about and developing new perspectives and new ways of doing things. They are more interested in designing and conceptualising projects than in launching them or following up with them. For Strategic Managers, generating novel and creative ideas propels growth.

Strategic Managers generally focus on:

- Developing strategies
- Planning business expansions
- Change management

5 Protectors

48%

Protectors like having responsibilities, making decisions and imposing them on others, although they also like asking for everyone's opinion beforehand. Their caring and directive behaviour provides employees with a certain sense of security. According to them, providing guidance and direction is of utmost importance. In return, they tend to expect respect and loyalty and will not hesitate to control others' activities if necessary.

Protectors generally focus on:

- Decision making
- Protection
- Respect and authority

6 Project Managers

46%

Focused on achieving results, Project Managers like to lead innovative projects that can increase productivity. They know how to delegate tasks according to people's abilities while still assuming responsibility for the team as well as for the project. In order to ensure that objectives are met in a timely manner, they closely follow the work and the progress of each member of their team.

Project Managers generally focus on:

- Systematic implementation of ideas
- Prioritising
- Task allocation

7 Motivators

43%

Dynamic, Motivators are actively interested in the lives of their co-workers and strive to understand what motivates each one. Such managers tend to be well-liked because they take the time to involve their employees in decision-making and help them develop their potential by providing constructive feedback on a regular basis. They believe that encouraging others to do their best and respecting them is essential for team performance.

Motivators generally focus on:

- Coaching and team building
- Planning incentives and promotions
- Increase productivity through people development

Thinking Style

This section offers a comparison of the candidate's profile in relation to four thinking styles. A perfect correlation corresponds to 100%.

The following four thinking styles have been derived from the 19 personality factors assessed by the CTPI-R. These thinking styles have been inspired from Ned Herrmann's Brain Dominance model (1970s) and they influence the way an individual perceives, learns, solves problems and makes decisions.

1	Imaginative	61%
2	Pragmatic	45%
3	Analytic	42%
4	Emotional	40%

1 **Imaginative** 61%

"Imaginative" people prefer to focus on innovative ideas and enjoy thinking out-of-the-box. With a futuristic orientation, these people embrace change and are more suited for strategic roles that involve freedom and flexibility.

In order to be more balanced, imaginative people could attempt to:

- Have a more focussed and detailed plan in order to achieve their visionary goals
- Evaluate their novel ideas in a practical manner, by taking facts and intuition into consideration

2 Pragmatic 45%

"Pragmatic" people have a preference for details and enjoy using their organisational skills to efficiently plan and implement processes. Given their comfort with deadlines and structure, they are best suited to work with systems and procedures that offer a high level of predictability.

In order to be more balanced, pragmatic people could attempt to:

- Visualise the big picture, while focussing on the necessary details
- Consider the emotions and feelings of others, while getting the task done

3 Analytic 42%

"Analytic" people have a preference for factual information and enjoy using their logic to critically analyse situations. Given their comfort with data and objectivity, they are best suited to work in highly technical and specialised roles that require research.

In order to be more balanced, analytic people could attempt to:

- Incorporate critical and fact-based thinking within a broad strategic vision
- Increase collaborative decision-making

4 Emotional 40%

"Emotional" people have a preference for relying on their feelings and intuition in order to make decisions. Communicative by nature and very comfortable in groups, these people are more suited to work in roles that emphasise motivation and development.

In order to be more balanced, emotional people could attempt to:

- Consider the logical aspects of a situation, along with its emotional aspects
- Monitor details in projects, while being open to ideas and suggestions

Working Style

This section offers a comparison of the candidate's profile in relation to four working styles. A perfect correlation corresponds to 100%.

The following four working styles have been derived from the 19 personality factors assessed by the CTPI-R. These working styles have been inspired from William Moulton Marston's model (1928). According to Marston, individuals behave differently depending on how they perceive their environment and the amount of control they feel they have in it.

1 Compliance	57%
2 Dominance	54%
3 Influence	52%
4 Steadiness	32%

1 Compliance

57%

Well-organised and neat, people high on 'Compliance' have the tendency to thoroughly follow through their tasks, within the existing framework of rules and regulations. Such people handle interactions with prudence and are attentive to their surroundings. They prefer to have a stable work environment and enjoy structured tasks. Their ability to work alone contributes to high standards of accuracy and quality.

In a team, these individuals would rather:

- + Carefully organise tasks within the team
- + Plan minute details
- + Manage events
- + Ensure / check that rules are followed

However they:

- May tend to be rigid
- May find it difficult to adapt to novelty
- May stress too much on perfection in a team
- May be uncomfortable working in an unstructured team

2 Dominance

54%

Challenge driven, people high on 'Dominance' can be rather impatient and are generally comfortable taking risks. Such people are likely to take initiatives, work at a quick pace and enjoy competition. Self-made, it is important for these individuals to be in charge, and their interactions with others are mainly need-based. Their drive to excel enables them to handle large workloads and they function at ease in a dynamic environment.

In a team, these people would rather:

- + Take up leading roles
- + Govern the team's functioning
- + Handle crisis
- + Initiate and implement new ideas

However they:

- May be dissatisfied with minor roles
- May prefer to work alone
- May not delegate enough

3 Influence

52%

Interested in people, individuals high on 'Influence' are interactive and comfortable receiving attention. These people tend to be positive, trust others and take decisions in consensus. Generally liked, these individuals spend a lot of time networking and are able to persuade others with ease. As they are skilful in creating the right impression, being in influential roles bring out their best.

In a team, these people would rather:

- + Energise the team
- + Instil team spirit
- + Handle issues diplomatically
- + Influence and persuade the team

However they:

SAMPLE TEST's profile

- May be too trusting
- May be too sensitive to others' opinions
- May find it difficult to work alone

4 Steadiness

32%

Reliable, people high on 'Steadiness' are composed individuals, who prefer to express their emotions subtly. Their high level of focus and keen observation allows them to devote their attention to meaningful tasks. Good listeners, such individuals enjoy warm relationships and are generally concerned about others. Known for their patience, these people work well at a relaxed pace and enjoy being appreciated.

In a team, these people would rather:

- + Instil calmness in the team
- + Prefer stable (tried and tested) approaches
- + Advisory functions in the team
- + Propagates team commitment

However they:

- May find it difficult to handle changes within the team
- May get overlooked
- May hesitate to propose new ideas

Workplace Competencies

This section analyses the candidate's position in regard to key competencies. The adequacies (on a scale from 0 to 100%) are deduced from the personality traits. They are based on statistical studies and theoretical models.

CTPI-R competencies

1 Business acumen	72%
2 Strategic planning	69%
3 Challenge orientation	58%
4 Innovation	57%
5 Decision-making	57%
6 Resilience	57%
7 Conducting change	56%
8 Initiative	55%
9 Influence & Communication	54%
10 Flexibility	53%
11 Stress tolerance	53%
12 Reliability	51%
13 Caution	46%
14 Quality orientation	44%
15 Supervision	43%
16 Networking	43%
17 Conflict resolution	40%
18 Team Building	40%
19 Understanding others	39%
20 Mentoring others	33%
21 Authenticity	24%

1 Business acumen	72%
Business acumen refers to the ability to detect business opportunities and take the appropriate actions, with tact and strategy.	

SAMPLE TEST's profile

- 2 **Strategic planning** 69%
Strategic planning is the ability to visualise the future and elaborate detailed plans or integral procedures in order to meet long term objectives.
- 3 **Challenge orientation** 58%
Challenge orientation refers to the desire to seek excellence and to exceed expectations, while showing confidence, optimism, and commitment.
- 4 **Innovation** 57%
Innovation includes the ability to anticipate, to adapt and to "think outside the box", in order to come up with new approaches.
- 5 **Decision-making** 57%
Decision making refers to the ability to efficiently analyse situations, in order to make decisions in a pragmatic and determined way.
- 6 **Resilience** 57%
Resilience refers to the ability to recover and bounce back after a setback or a failure. Resilient people do not get discouraged easily, believe in their own potential, and do not dwell on negative thoughts.
- 7 **Conducting change** 56%
Conducting change refers to the tendency to promote change and experimentation within a team and to manage those who resist change.
- 8 **Initiative** 55%
Initiative includes the tendency to take action with energy and enthusiasm in order to advance on things and avoid procrastination.
- 9 **Influence & Communication** 54%
Influence and communication refers to the tendency to communicate with others in an enthusiastic, tactical, and diplomatic way in order to promote ideas.
- 10 **Flexibility** 53%
Flexibility refers to the ability to adapt to new situations easily and without feeling unsettled. Flexible people may even profit from change by experimenting with new methods.
- 11 **Stress tolerance** 53%
Stress tolerance refers to the ability to manage one's own emotions and to remain calm and efficient in front of adversity or unexpected situations.

- | | | |
|----|---|-----|
| 12 | Reliability | 51% |
| | Reliability refers to the tendency to be engaged and to remain loyal to one's company in a long-term perspective. | |
| 13 | Caution | 46% |
| | Caution refers to the tendency to address situations with vigilance and to want to verify everything with factual proof. | |
| 14 | Quality orientation | 44% |
| | Quality orientation refers to the tendency to aim for perfection and discipline in order to ensure the best quality of production and in this way enhance the company's image. | |
| 15 | Supervision | 43% |
| | Supervision refers to the tendency to ensure with confidence and authority, that rules are respected, deadlines are met, and that everyone is fulfilling their role efficiently. | |
| 16 | Networking | 43% |
| | Networking is defined as the ability to establish contacts and build web-like connections based on trust with relevant people, which can generate business opportunities. | |
| 17 | Conflict resolution | 40% |
| | Conflict resolution refers to the ability to resolve conflicts with confidence and diplomacy in order to maintain harmony within a team. | |
| 18 | Team Building | 40% |
| | Team building refers to the ability to unite a team in a positive work climate of commitment and trust, where no one is set aside. | |
| 19 | Understanding others | 39% |
| | This competency, which is close to empathy, refers to the tendency to be interested in others and understand their preoccupations intuitively in order to give them better support. | |
| 20 | Mentoring others | 33% |
| | Mentoring others refers to the tendency to believe in everyone's potential and to help them develop it, within the team and on the basis of encouragement and trust. | |
| 21 | Authenticity | 24% |
| | Authenticity refers to the tendency to be committed to society and respectful of the rules. Ethical people tend to be honest and to trust others. | |