



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

Menu

The Graph

Results on major dimensions

The Inverted Graph

Results for the opposing aspects

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

How different professions suit the profile

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

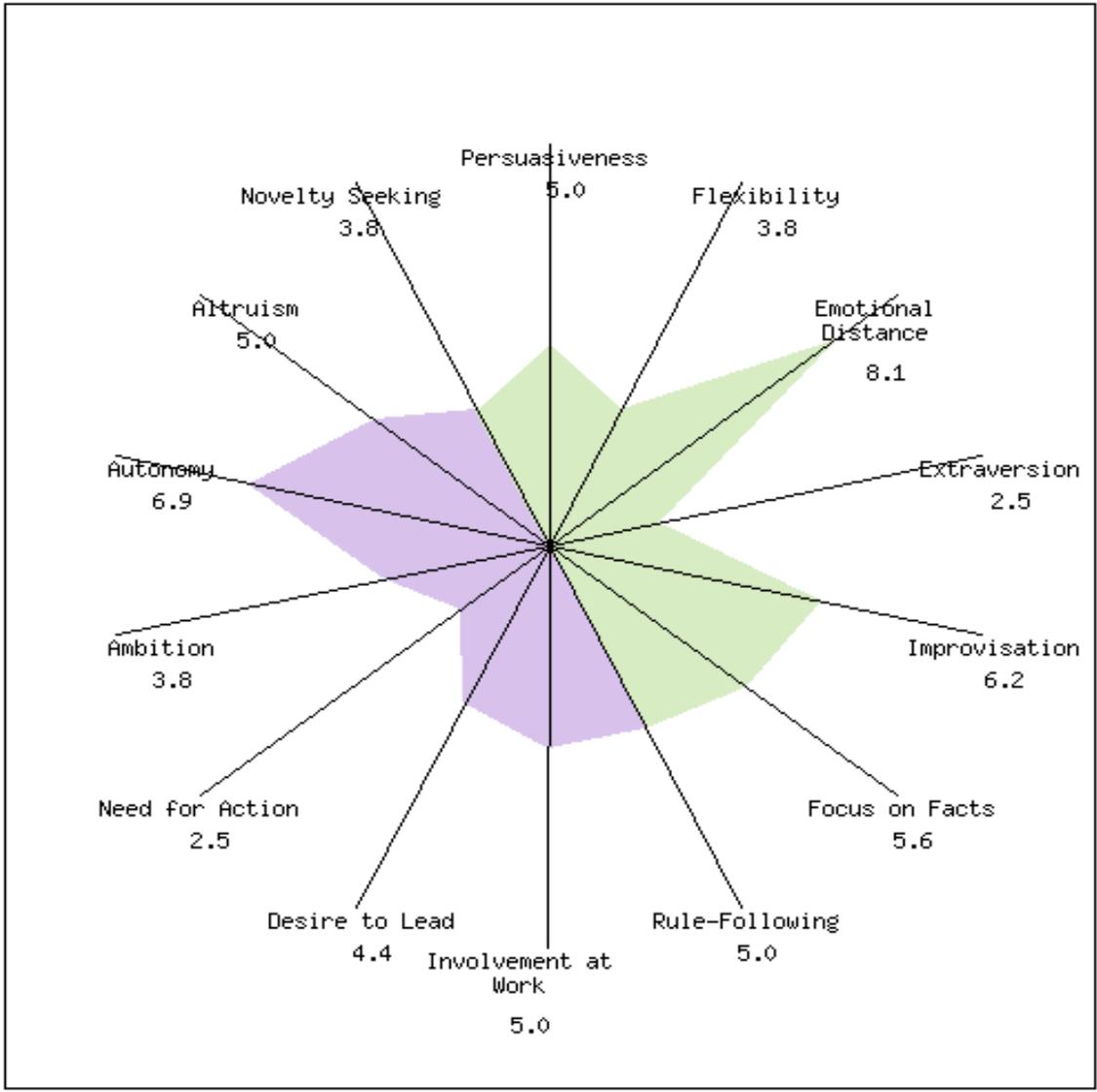


PROFESSIONAL PROFILE 2

SAMPLE TEST's profile

The Graph

Principal results (score out of 10)



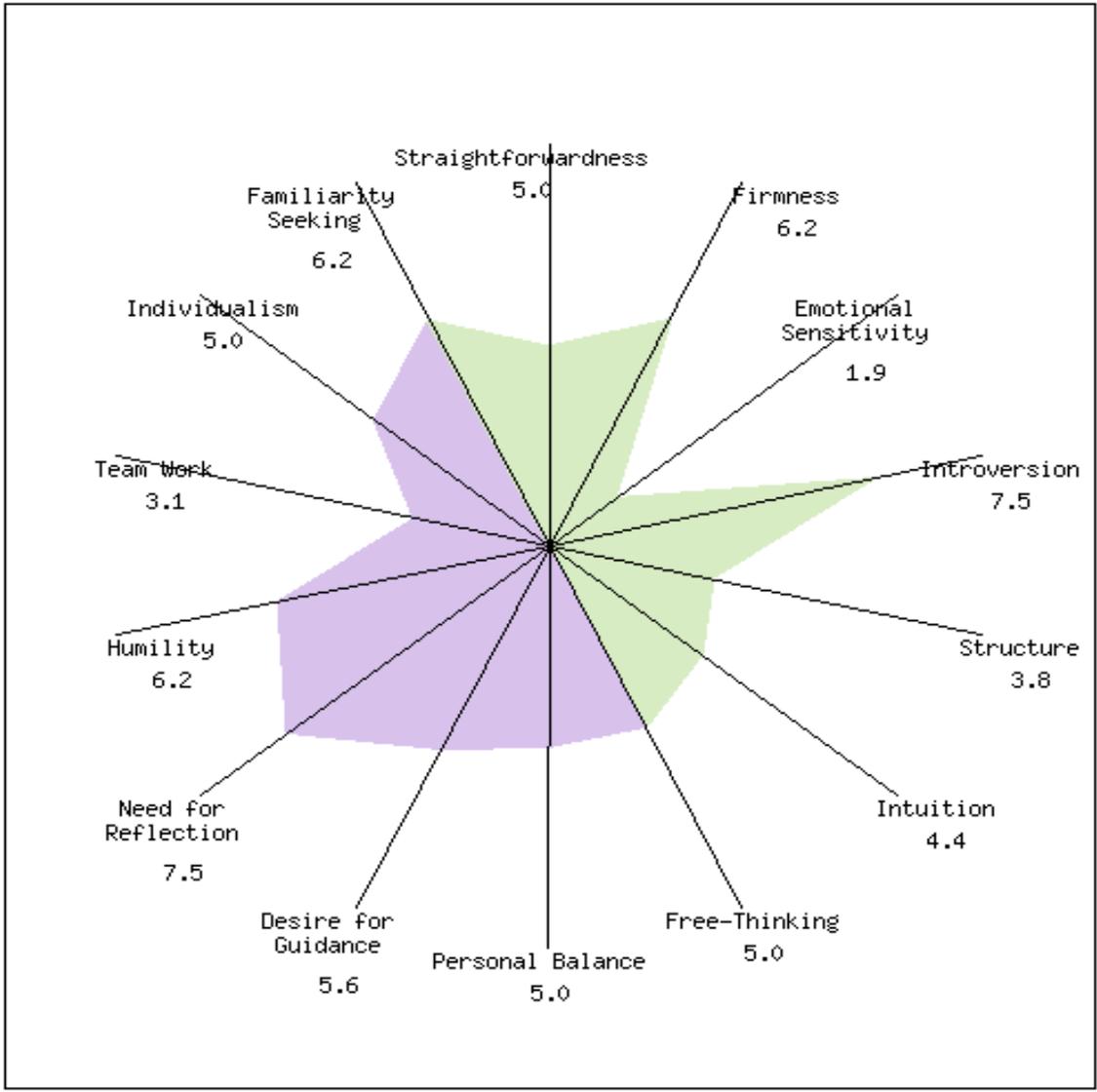
Legend

- Behaviour and Personality.
- Motivations, Aspirations and Values.



The Inverted Graph

Opposing factors



Personalized analysis of the report

In this section you will find the traits that stand out the most in the profile of SAMPLE.

A few precautions in interpreting the results:

- Certain personality traits may contradict each other, this is true for human behaviour.
- We recommend to look at the 'The Comments' section of this report for a more personalised description of the profile.

Strengths

- Calm when faced with stress and criticism, SAMPLE does not let himself get carried away by his emotions.
- SAMPLE is rather reserved and prefers to have a small circle of friends. He likes to work in quiet environments freed from distractions.
- SAMPLE prefers to work on complex issues and projects that involve strategising. He is patient and likes tasks that have long-term goals.
- Rather independent, SAMPLE seeks a certain degree of freedom at work. He strives to be self-reliant, preferring projects that require little collaboration with others.

Weaker points, points to develop :

- SAMPLE would benefit from expressing his emotions to help him relate personally with others.
- SAMPLE could benefit from establishing more contacts for his professional growth.
- SAMPLE could benefit from spending less time strategising to deal with tasks that require immediate action.

The Detailed Table

The following table summarises the candidate's results from the questionnaire. The column on the right describes the main factor. The column on the left describes the opposing factor. The "X" represents where the candidate stands in relation to the dimension.

Therefore the closer the "X" is to the right, the stronger is the tendency for the main factor. The closer the "X" is to the left, the stronger is the tendency for the opposing factor.

OPPOSING FACTOR	A	B	C	D	E	F	G	H	I	J	K	MAIN FACTOR
Straightforwardness Genuine, Needs objectivity, Transparent						X						Persuasiveness Convincing, Influential, Strategic
Firmness Decisive, Resolute, Strong-willed				X								Flexibility Adjusting, Seeks consensus, Open-minded
Emotional Sensitivity Passionate, Emotionally expressive, Reactive										X		Emotional Distance Calm, Self-controlled, Composed
Introversion Reserved, Quiet, Formal			X									Extraversion Outgoing, Social, Interactive
Structure Methodical, Planned, Systematic								X				Improvisation Spontaneous, Adaptable, Comfortable with ambiguity
Intuition Instinctive, Insightful, Perceptive							X					Focus on Facts Rational, Logical, Analytical
Free-Thinking Non-conforming, Defines one's own standards						X						Rule-Following Adheres to standards, Respects rules
Personal Balance Work-life balance, Disconnects after work						X						Involvement at Work Dedicated, Committed, Workaholic
Desire for Guidance Seeks guidance and advice, Appreciates being directed					X							Desire to Lead Takes charge, Authoritative, Responsible
Need for Reflection Patient, Reflective, Likes to conceptualize			X									Need for Action Dynamic, Risk-taker, Acts immediately
Humility Satisfied, Stable, Cautious				X								Ambition Competitive, Success-driven, Achievement-oriented
Team Work Cooperative, Affiliative, Team-oriented								X				Autonomy Autonomous, Prefers independent work
Individualism Practical, Favours personal interests						X						Altruism Helpful, Generous, Service-oriented
Familiarity Seeking Likes routine and established methods, Conventional				X								Novelty Seeking Curious, Imaginative, Experimental
OPPOSING FACTOR	A	B	C	D	E	F	G	H	I	J	K	MAIN FACTOR



PROFESSIONAL PROFILE 2

SAMPLE TEST's profile

The Comments

Straightforwardness	Persuasiveness
Firmness	Flexibility
Emotional Sensitivity	Emotional Distance
Introversion	Extraversion
Structure	Improvisation
Intuition	Focus on Facts
Free-Thinking	Rule-Following
Personal Balance	Involvement at Work
Desire for Guidance	Desire to Lead
Need for Reflection	Need for Action
Humility	Ambition



PROFESSIONAL PROFILE 2

SAMPLE TEST's profile

Team Work

Autonomy

Individualism

Altruism

Familiarity Seeking

Novelty Seeking

General Profile

This section analyses the extent to which the candidate's profile matches the various work-personality types and also analyses the candidate's position with regard to key potentials related to behavioural skills and attitudes.

A perfect match corresponds to 100%.

Click on 'Details' (only in HTML version of the report) to view the graph superimposed on the ideal graph for that particular potential.

The profiles

1 Reflective	82%
2 Independent	78%
3 Conscientious	52%
4 Determined	49%
5 Intuitive	48%
6 Cooperative	47%
7 Devoted	29%
8 Social	21%
9 Dynamic	13%

Potentials

1 Stress Management	88%
2 Strategic Planning	69%
3 Conformity and integrity	58%
4 Team Leadership	57%
5 Respecting Instructions	57%
6 Decision Making	56%
7 Quality Oriented	54%
8 Organizational Skills	52%
9 Conflict Resolution	50%
10 Influencing Skills	49%
11 Challenge & Competition	49%
12 Flexibility	46%
13 Willingness To Learn	46%
14 Business Acumen	45%
15 Innovation	44%
16 Initiative	42%
17 Result Oriented	38%
18 Networking	31%



19 Team Building
20 Mentoring

PROFESSIONAL PROFILE 2

SAMPLE TEST's profile

30%

30%

How different professions suit the profile

Given below are 58 general job clusters, representing the majority of internationally recognised careers, analysed with respect to the candidate's profile.

A perfect match corresponds to 100%.

Click on 'Details' (only in HTML version of the report) to view the candidate's graph superimposed on the ideal graph for that particular profile/position.

MANAGEMENT/ FINANCE/ HUMAN RESOURCES / COMMERCE AND CUSTOMER RELATIONS

1 Financial assessment	62%
2 Accountancy/Management	62%
3 Administration and finance	62%
4 Financial and legal administration	60%
5 Executive assistance	59%
6 Technical and logistical project management	59%
7 Law and financial counselling	59%
8 Trade: financial/insurance sector	57%
9 Public institution administration and management	53%
10 Client management and support	52%
11 Private company management, store management	52%
12 Purchasing	51%
13 Management counselling	50%
14 Human Resources Management	49%
15 Recruitment consulting	49%
16 Art - buying and selling	48%
17 Political coordination and administration management	46%
18 Project management (construction, city planning)	45%
19 Business management	44%
20 Consumer counselling, technical solution sales	44%
21 Training	44%
22 Pre-sales	43%
23 Commercial tourism careers	42%
24 Commerce and representation	38%
25 Career and skills management	38%
26 Client advice and sales	38%

- 1 **Financial assessment** 62%
Actuary, financial analyst, property manager, investment manager, insurance expert, tax expert, computational finance professional, credit manager

The primary objective of assessment is to offer advice. These professions can be found in a number of domains, including: defining company strategy, formalising internal and external growth projects, supervision and improvement of management systems, and crisis management, etc. Solutions and personalised advice are developed according to the needs of company being assessed. These professions require good investigative and analytical capabilities, as well as a desire to work with data and procedures.

- 2 **Accountancy/Management** 62%
Accountant, payroll manager, insurance writer, certified public accountant, treasurer, credit manager, assistant manager for a small- or medium-sized company

Those working in this sector serve a variety of functions. They support company management and individuals in making decisions, accounting, administration and document preparation. These positions require knowledge of several areas like labour law and accounting practices for company operation. They also require strong organisational and interpersonal skills.

- 3 **Administration and finance** 62%
Business controller, consolidation manager, external auditor, auditor

Professionals in this area carry out economic and financial studies to determine the financial status of a company, manage accounts, and assure adherence to accounting procedures. The results of these studies also provide tools for making strategic choices in terms of price policy, budget forecasts and investing. Excellent data analysis skills are required for these positions.

- 4 **Financial and legal administration** 60%
Project financing director, international business banker, financial director, agency director, administrative director, secretary general

In finance, high-level positions have two functions: management and consulting. These professionals work in banks, businesses and consulting firms. Their roles vary from maintaining accounts to optimising sources of capital, or directing teams of accountants or financial advisors. They assure the security and the financial viability of the company according to their rank and level of responsibility. People holding these positions must be honest, organised and methodical.

- 5 **Executive assistance** 59%
Administrative assistant, executive assistant

Assistants are responsible for managing a high number of internal and external demands for their immediate superiors. They are in charge of various files, supervising and coordinating department activities, and facilitating the information flow. This profession requires discretion, a strong sense of initiative, as well as good people and organisational skills. The ability to speak one or more foreign languages is often desirable.

6 Technical and logistical project management

59%

Site manager (site foreman, foreman, production manager...), engineer, director of logistics, environmental assessment manager for an industrial site, maintenance manager, quality manager, inventory manager, warehouse manager

In charge of one or more work sites, these professionals verify the feasibility of projects by detailing all the necessary specifications (desired functionalities) and the budget. Next, they are in charge of supervising the teams and implementing the project (working conditions, organisation, etc.) and training the users. These positions require an interest in technical activities, a good sense of organisation, responsiveness, and the ability to manage teams.

7 Law and financial counselling

59%

Tax advisor, corporate law expert, management consultant, finance

Whether they work for companies or individuals, these professionals assist their clients in the area of tax regulation: assuring compliance with tax authorities during company operation and for tax declarations. They are crucial to company success and are increasingly involved in the decision-making processes of the executive board. Their primary mission is to defend and protect the interests of their clients. As assisting and advising are their two main functions, these positions require a solid background in law as well as critical thinking and interpersonal skills.

8 Trade: financial/insurance sector

57%

Account manager, sales engineer, insurance consultant, financial adviser, broker, mergers and acquisitions adviser, growth manager

These finance and/or insurance professionals differ from other financial experts in their ability to negotiate. Drawing from an excellent understanding of financial products, they seek out the best-suited and profitable solutions for both parties. They adjust their offers according to the needs of their clients. These are technical and commercial occupations where an understanding of people plays an important role. Work in this field demands availability and readiness, and may require the ability to speak several foreign languages.

9 Public institution administration and management

53%

School principal, hospital director, prison director, director of social/educational organization, director of career services, director of youth and cultural associations

Those occupying these positions have many responsibilities at various levels. They must take the necessary precautions to ensure the security of those they welcome (professionals and the public) in their establishment. For example, in the educational sector, they coordinate and supervise educational activities, tasks and projects. They also assure adherence to administrative and financial rules and procedures. Directors must be able to manage teams, stay organised and resolve conflict.

SAMPLE TEST's profile

10 Client management and support 52%

Executive or manager in charge of customer relations or customer service, customer service hotline representative

Service quality and client satisfaction are the main priorities of any company. Selling a service is not enough; companies must also efficiently manage commercial data, meet specific client/partner demands, and resolve technical problems. These jobs require diplomacy, the ability to listen, and a firm understanding of the practical and technical aspects of products.

11 Private company management, store management 52%

Restaurant manager, hotel manager, store manager, company director, shopkeeper for a franchise, supermarket director

Management positions have a lot of responsibility. Managers must supervise personnel and coordinate a large number of roles like suppliers, consultants, customer service representatives, maintenance personnel. Their primary objective is to foster customer loyalty. They must also be able to work under pressure and without a set work schedule. In order to perform these duties, managerial skills are required as well as accounting abilities in order to establish and manage a budget.

12 Purchasing 51%

Buyer for a purchasing department, international buyer, manufacturing buyer, director of purchasing and logistics, industrial purchasing agent

Buyers work mostly in industry or in mass distribution. They must have a perfect understanding of product characteristics and market evolution. Buyers select the products and evaluate suppliers based on price, quality, selection, service, support, availability, reliability, production and distribution capabilities, and the supplier's reputation and history. They maintain and review computerised or manual records of items purchased, costs, profit margin, deliveries, product performance, and inventories. They negotiate, renegotiate, and administer contracts with suppliers, vendors, and other representatives in order to obtain the best deals.

13 Management counselling 50%

Management consulting, IT consultant, process development/quality engineer

These consultants analyse the existing company environment or certain processes (IT systems, workflow, production, etc.). They help their clients to pinpoint their needs, diagnose current problems, and offer solutions. Consultants often participate in the implementation of the projects which follow from their recommendations. Required qualities: critical thinking and analysis, good listening skills, ability to be persuasive and flexible.

1	Technical maintenance and user support	62%
2	Network and information systems management	58%
3	Network and information systems design	56%
4	IT analysis and development	53%
5	Market research	52%
6	Linguistics professions	51%
7	Audiovisual and technical	51%
8	Computer graphics	51%
9	Writing careers	51%
10	Planning and organisation of cultural events	50%
11	Computing and management	49%
12	Art director	48%
13	Fine arts	46%
14	Architecture	44%
15	Audiovisual Production	43%
16	Preserving heritage	42%
17	On-the-spot journalism	40%
18	Coordination and preparation of visual communication aids	39%
19	Communications	38%
20	Field marketing	35%

1	Technical maintenance and user support	62%
	<i>Telecommunications technician, computer maintenance technician, electronics maintenance technician, hotline support technician</i>	

These jobs all relate to computer networking and telecommunications. Depending on their level of responsibility and their area of specialisation, these professionals should ensure maximum use of the network, equipment, or software that they are responsible for. They work at several levels: prevention, security, repairs, user support, design (programs and networks), technology forecasting, implementation, and modernisation. Technical knowledge, organisation, a service orientation, and independence are essential qualities for this kind of position.

2 Network and information systems management 58%

IT analyst/manager, network and computer systems administrator

These professionals assure the functioning and maintenance of computer equipment so that tasks requiring computer applications may be carried out. They must be versatile even if they specialise in a particular area (network administration, analysis, etc.). Like all computer-related jobs, being rigorous and methodical are essential qualities.

3 Network and information systems design 56%

Computer systems and database engineer, network designer, information systems designer, expert computer scientist

This domain aims to improve and develop existing systems (networks, applications, websites, etc.), or create new ones depending on the needs expressed by the users or clients, with the goal of facilitating access to information. For those in this field, finding solutions is an everyday task. Good analytical skills, rigour, and creativity are all necessary qualities.

4 IT analysis and development 53%

Design engineer, programmer, systems analyst, software designer, developer

These professionals work in corporate services, banks and companies specialising in computer applications and engineering. They design, modify, develop and direct software system testing and validation procedures, programming, and documentation as well as consulting with customers about software system design and maintenance. These positions require rigour, method and organisation. A desire to work in the technical domain and as a part of team is also necessary. They should also demonstrate creativity in order to design innovative solutions.

5 Market research 52%

Market research analyst, statistician, marketing/R&D engineer

Market research professionals carry out studies on current and future products. Both quantitative and qualitative, these studies take into account company activities and client demands as well as technical, commercial, and socio-economic changes. These duties can be carried out directly within a company or in a consulting group. In order to take a complete inventory of existing information and plan future actions, the opinion of clients, the sales and marketing department, and R&D must be taken into account. This type of position requires an ability to organise, and an interest in research and analysis.

6 Linguistics professions 51%

Interpreter, terminologist, translator (audiovisual, literary, expert, technical), proofreader, copywriter

Unlike literary positions, these linguistic professions do not require as much creativity, but they must meet strict requirements and have excellent communication skills (in both their native language and a foreign language). This requires understanding linguistic subtleties and having excellent spelling, grammar and syntax. Their role involves revising, correcting, rewriting, and translating text and speech. This type of work requires concentration, linguistic knowledge, and an interest in writing.

7 Audiovisual and technical

51%

Director of photography, sound engineer, film/video editor, special effects technician, camera operator

This sector incorporates technical jobs into the artistic (specifically audiovisual) domain. Those in this field are involved in producing programs, clips, shows, plays, and films. These professionals are responsible for image quality and/or sound, special effects, and other technical aspects depending on their area of expertise. They work in collaboration with other technicians and the producer to create an atmosphere which meets expectations and production demands. These jobs require technical abilities, but also artistic sensibilities and good listening skills in order to meet the expectations and work within the constraints of the project.

8 Computer graphics

51%

Graphic artist, video-game designer, web designer, draftsman, 2D-3D animator

Those working in this field are image specialists. They design and create logos, posters and video games, or work on page layouts and packaging. To do this, they use computer tools and techniques (desktop publishing, graphics software, etc.) They develop their creations according to product targets. They follow artistic management's instructions and conform to the corporate identity (logos, colours, etc.). They also collaborate with professionals from other services (such as marketing, sales and manufacturing). Those working in this field must be creative and have good technical abilities, and be aware of the latest trends and advances in technology. They must also be flexible and have good interpersonal skills in order to work as part of a team.

9 Writing careers

51%

Writer, screen writer, literary critic, art critic, editor, online journalist, freelancer, editorial writer

Writing is the basis of these professions. Those working in this domain create various texts: novels, scripts, song lyrics, newspaper and magazine articles...

These texts may be intended for publication or for audiovisual production. Inspiration and creativity are crucial to these artists, but they must also respect certain constraints (layout, style, structure, etc.) imposed by media applications and by client demands (editors, producers). People working in this domain should have excellent written abilities, be creative and imaginative, and know how to find the right wording in order to communicate ideas and keep the reader's attention.

10 Planning and organisation of cultural events

50%

Producer, unit production manager, stage manager, historical guide, curator, cultural events organiser

These people are in charge of producing and organising cultural events and working on projects involving culture and the arts. They may work on developing shows and events which aim to promote the history or cultural heritage of a city (museums, monuments, etc.) or produce historical/cultural films, etc. They are responsible for managing the budget, technical equipment, and necessary personnel, as well as fostering teamwork. They should have a passion for the arts, but more importantly, they must have good communication and management skills, strong organisational capacities, and lots of energy.



OTHER OCCUPATIONS / SPECIFIC FIELDS (tourism, teaching, health ...)

1 Administration: procedural acts	64%
2 Judicial authorities/Magistrates	63%
3 Legal counselling	61%
4 Investigation and security	54%
5 Assistants, secretaries, receptionists	50%
6 Inspection and administration	48%
7 Well-being/therapy	47%
8 Rehabilitation	46%
9 Paramedical Professions	44%
10 Tourism (Chaperoning and leisure)	44%
11 Teaching	44%
12 Social services, personal and professional development	40%

1 Administration: procedural acts	64%
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Usher, clerk, court reporter, receiver, notary

These professions demand an in-depth knowledge of the law. They are involved in following up on court decisions, or according to the instructions of lawyers and notaries. Because of their legal knowledge, they can advise about which procedures to follow, or participate in the composition of a file. Nevertheless, these are primarily managers who take care of composing files, writing up acts and court decisions, and verifying documents. Because they often receive clients, they must be good listeners and demonstrate rigour, conscientiousness, and organisation.

2 Judicial authorities/Magistrates	63%
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Judge, magistrate, public prosecution official

Magistrates and judges are public judicial officials who guarantee institutional rules and regulations. They must preside over hearings, listen to evidence, make rulings, and administer justice in courts of law. All of these duties require an excellent knowledge of the law, good analytical skills, and the ability to handle stress.

3 Legal counselling	61%
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Lawyer, legal expert, legal adviser, bailiff, notary

These professionals give advice on problems or actions with legal implications within their area of expertise (labour, family, and corporate law). They use their knowledge about law to serve individuals, companies, and organisations. Their role is to use legislation and regulations to defend the interests of their clients, ensure the correct flow of information and resolve disputes by proposing solutions. Performing these professional duties requires strong critical thinking skills, attentive listening, and persuasiveness.

4 Investigation and security

54%

Police detective, superintendent of police, chief constable

These professionals serve in operations aimed at maintaining order or defending territory. They train, conduct, and provide logistical support for their collaborators. They lead and manage the development of important operations. Their most important qualities include authority, rigour, the ability to respond quickly and effectively, and good relational skills.

5 Assistants, secretaries, receptionists

50%

HR assistant, assistant accountant, teacher's aide, administrative secretary, office clerk, medical secretary, steward/stewardess

Classic secretarial activities involve handling phone calls and mail, maintaining an agenda, organising meetings and appointments, following up on client projects, administrative work (registration, billing, delivery, inventory, etc.), and writing up administrative and/or technical documents. They are generally the first contact person, so they must be sociable, organised, and conscientious.