

Mettl Personality Profiler

Asante Test Taken on: January 20, 2021 10:56:40 PM CET

asantewiebers@gmail.com Finish State: Normal

Registration Details

Email asantewiebers@gmail.com First Name: Asante

Address: Last Name: Wiebers

Date of birth: Apr 4, 1990 Contact No: Not filled

Gender: Male Country: Not filled

How to Interpret the Report?

When interpreting the results, it is important to remember that the scores are not good or bad, only more or less appropriate to certain types of work. Since the results are based on one's own view of behavior, the accuracy of the results depends upon both honesty and self-awareness while taking the test.

This assessment measures work-relevant personality traits that might be manifested in work behaviour and therefore influence success on the job. To best use this report:

- 1. Review the overall recommendation first. Based on your need, you might want to prioritize candidates who are 'recommended', followed by those who are 'cautiously recommended'.
- 2. If you're choosing among different candidates within the same band of recommendation, review the competencies' results. Focus on the competencies you believe are critical for success in the role you're hiring for, and use those scores to help you prioritize which candidates to select for the next step.
- 3. Remember: This assessment is just one piece of the puzzle. While hiring, it is recommended that you review other information as well functional and job knowledge, background and past behaviour (e.g. using structured behavioural interviews), reference checks, etc. in addition to the personality assessment.
- 4. **Use of Response Styles for Recruitment/Selection**: The ideal response style is "Genuine" and it is recommended for further analysis. However, if any candidate's response style displays Social Desirability, he/she needs to be considered with caution.

We do not recommend candidates who display Extreme Responding/Central Tendency/Careless Responding as they indicate that the candidate has not attempted the assessments in the desired manner, and that interferes with an understanding of his/her personality since it would not evoke genuine responses from the candidate's answers. This in turn is expected to interfere with the proceeding decisions, so the candidate may be considered for a re-test. Such cases are usually not considered for a statistical/detailed analysis of scores if required further.

Response Style: Genuine

Explanation of response style:

Genuine: No concerns or red flags just based on response style of candidate.

Social Desirability: If more than 75% of the questions are answered in a manner that indicates an attempt to appear in a falsely positive light or seem 'socially desirable'.

Extreme Responding: If more than 75% of the questions are answered in a manner that indicates that an individual agrees with the statements at the lower and higher end consistently.

Central Tendency: If the middle response ('neutral') is selected more than 30% of the time.

Careless Responding: If more than 95% of the responses selected are from the same direction (i.e. if the candidate selected 'most like me' or 'like me' from the right-side statement or from the left-side statement alone).

EXECUTIVE SUMMARY



Recommendation

Recommended



Strengths

Self-assurance: Likely to have belief in one's abilities and may remain optimistic regardless of what others say about oneself.

Interpersonal Skills/ Social Competence: Likely to communicate in a clear, confident and assertive manner with others.

Accountability: Likely to hold oneself accountable and accept responsibility for one's actions and decisions.



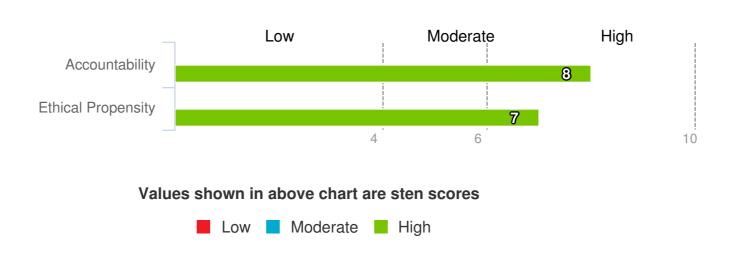
Areas of Development

Collaboration: Needs to be a better team player and collaborate with relevant people to make sure team goals are achieved in a more efficient manner.

Planning: Should learn to better plan and prioritize one's tasks in order to accomplish goals in a timely manner.

COMPETENCY ANALYSIS

Trustworthiness



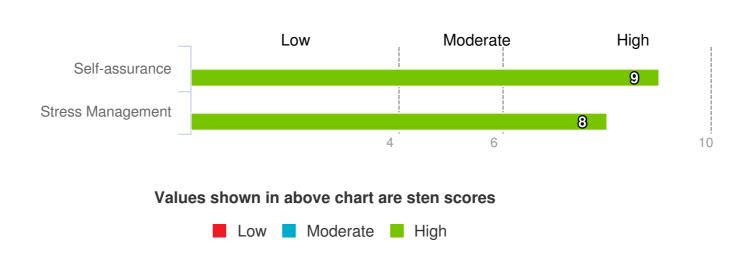
Accountability: High

Likely to take responsibility for one's own actions and decisions. Likely to take one's duties and responsibilities seriously. May be able to understand one's mistakes and may rectify them immediately. Likely to hold oneself or others accountable to complete the assigned task and may execute one's work without seeking any guidance from others.

Ethical Propensity: High

Likely to be open and transparent in one's transactions with internal and external stakeholders. Likely to follow the right approach or chose the right course of action regardless of the consequences to oneself. Likely to treat one's team members, colleagues, customers and others in a fair manner. Likely to be reliable with confidentiality of critical information related to work and/or organization. Likely to gain trust of people within and outside the organization.

Emotion Regulation

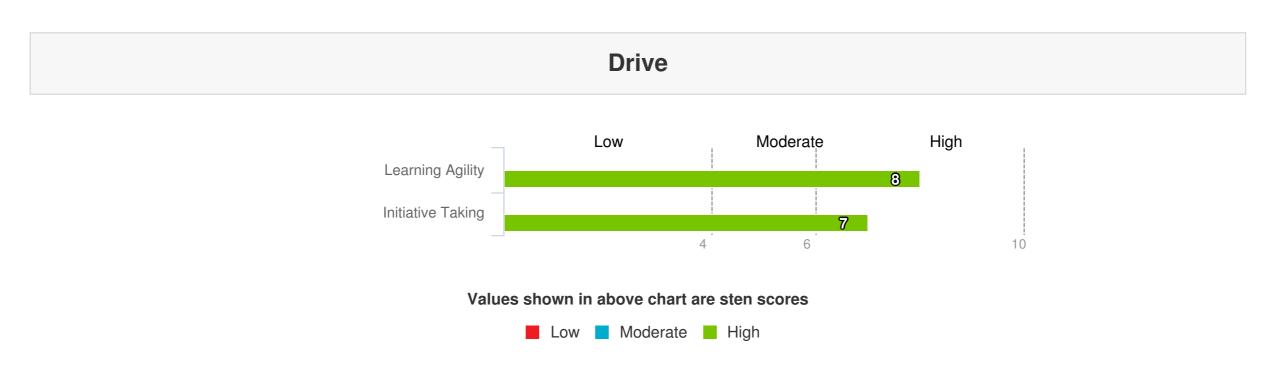


Self-assurance: High

Likely to take a stand for one's ideas and beliefs and not get discouraged by thoughts and actions of others. Likely to display high propensity of self-acceptance and self-adequacy. May be able to remain optimistic regardless of what others think or do. Likely to have a good understanding of one's strengths and development areas. Likely to display respect for one's self and belief in one's abilities.

Stress Management: High

Likely to deal effectively with stress and maintain one's calm in difficult or challenging situations. May be able to think clearly and keep up optimal performance when faced with emotional or stressful situations. Likely to use appropriate coping strategies to deal with workplace stress. May be able to maintain a positive attitude and respond to changing situations with composure.

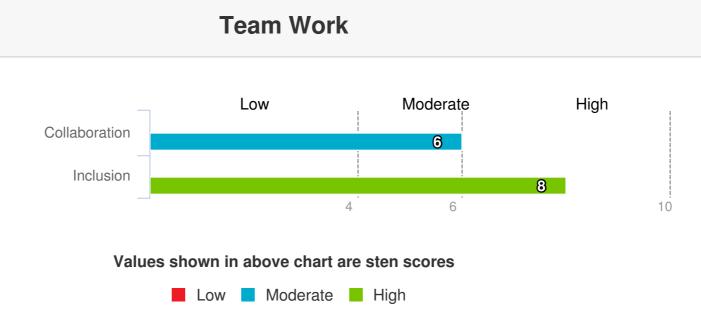


Learning Agility: High

Likely to demonstrate an ability to learn new skills and acquire knowledge required to perform optimally in one's job. Likely to gain experience from one's own and others' accomplishments and failures. May be able to demonstrate willingness to give up conventional approaches and unlearn outdated skills which may be slowing down the progress of one's work. Likely to focus on self-development and put in efforts to work towards upgrading one's skills and knowledge.

Initiative Taking: High

Likely to initiate tasks without being asked and work above and beyond the expectations of a job. May demonstrate eagerness to work on new tasks or tasks that others don't want to take up. May look for opportunities to take on challenges and look for areas where one can contribute actively.

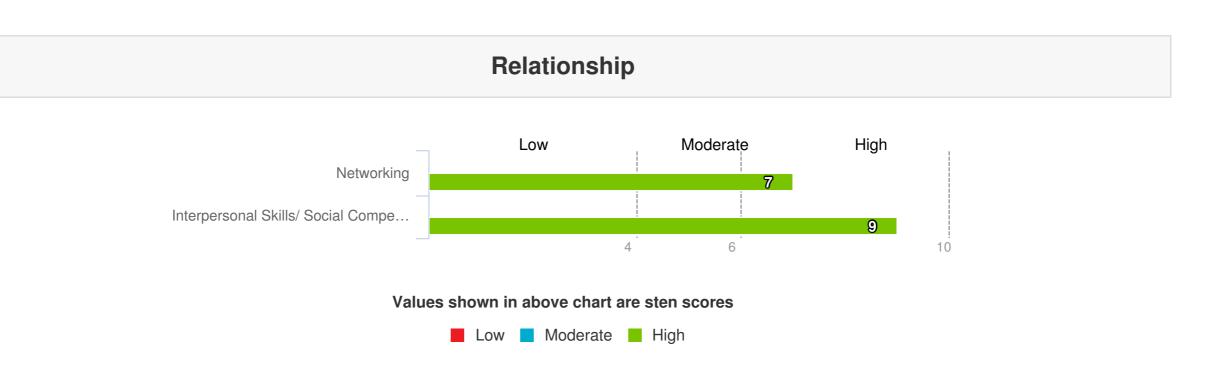


Collaboration: Moderate

Somewhat likely to demonstrate an ability to work effectively with team members in a harmonious and cooperative way. Moderately likely to work collaboratively with others, with a positive approach towards achieving common goals. Somewhat likely to offer help to others without being asked to. Moderately likely to work towards utilizing strengths of all the team members to accomplish tasks.

Inclusion: High

Likely to be understanding and sensitive towards others who might be different from oneself. Likely to treat everyone with respect. May be able to work effectively with individuals and groups of diverse background and experiences. Likely to feel comfortable while working with people having different perspectives, and may try to foster an inclusive workplace where individual differences are respected and valued.



Networking: High

Likely to come across as a warm and friendly person and may be interested in socializing and building relationships to develop work opportunities. Likely to leverage one's network of contacts within and outside the organization, for achieving business level goals. May be able to build and maintain productive and long term relationships with different stakeholders over a period of time. Likely to gather resources from internal and external contacts for completing tasks effectively.

Interpersonal Skills/ Social Competence: High

Likely to enjoy working and interacting with other people. Likely to be able to structure one's thoughts and communicate in a clear, concise and accurate manner. Likely to be able to listen to others objectively and be open to others' ideas. May maintain a straightforward and frank demeanour, and may be able to put across one's viewpoint in an assertive and confident manner.



Process Orientation: High

Likely to be aware of established systems and processes governing the organization. May be able to adhere to the rules and regulations placed by the organization and may be able to carry out tasks following the given instructions and directions. Likely to understand the importance of following standard guidelines and operating procedures in a workplace to ensure the consistency of work.

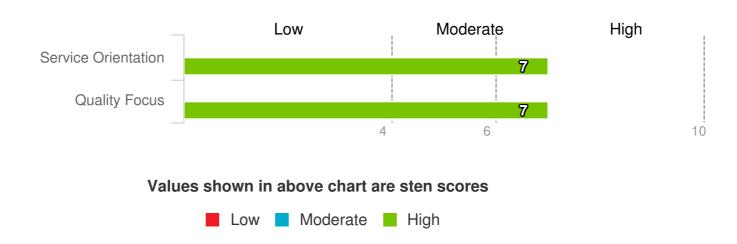
Result Orientation: High

Likely to demonstrate the ability to work actively to achieve results on time. Likely to work with dedication and commitment and put in one's best to complete a task. Likely to be concerned with consequences of one's work on the organization as a whole. Likely to be enthusiastic while working on challenging tasks and may demonstrate a sense of urgency to accomplish goals. Likely to set high-performance standards for self and others, and try to make efforts to maintain the same.

Planning: Moderate

Somewhat likely to have the ability to prioritize tasks, and may at times plan with a realistic sense of time and resources. May occasionally determine project/assignment requirements by breaking them into smaller tasks. Moderately likely be organized and systematic in one's work. May at times be able to prioritize activities and assignments basis their importance. Moderately likely to set realistic expectations for others regarding deadlines and may at times be able to allocate an appropriate amount of time to efficiently accomplish goals.

Customer Service

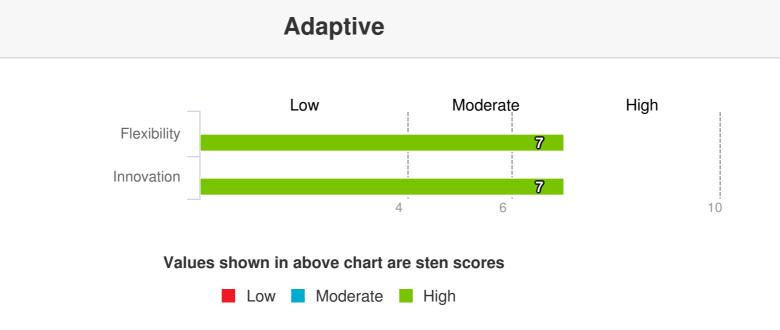


Service Orientation: High

Likely to demonstrate an ability to understand customers' needs and requirements well and may be able to deliver best customer service for every task undertaken by oneself. Likely to come up with different ways to add value to the internal and external customers. May be able to deal with customer queries, requests and complaints in an efficient manner.

Quality Focus: High

May be able to understand what is considered as excellence in performance. May show a tendency to consistently focus on quality and ensuring adherence to high standards. Likely to pay close attention to all the details of a task. Likely to continually seek to provide the highest quality services and products to all.



Flexibility: High

Likely to be open to changes taking place in the organization. Likely to accept change, as is open minded and appreciative of new ideas which can contribute positively to the working environment. Likely to be willing to work on tasks, even when situations and goals are dynamic in nature. Likely to be resourceful during change, contributing in making the change effective.

Innovation: High

Likely to be high on imagination and creativity, often adding new dimensions to one's work. Likely to keep oneself updated on current research and technological advancements in the industry. May come up with novel approaches and methods to develop an idea and product. Likely to take necessary risks including trying new and unconventional ways to get things done. Likely to develop new and improved methods, systems and products that would enhance efficiency of one's work.

Test Log

21 Jan,2021

03:11 am Started the test with Personality Inventory

03:26 am Finished the test