

REPORT

Professional Profile 2

Javed Ahmed

Test taken on the 23rd of July 2024 in 18 min 58 sec

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1-INTRODUCTION

An overview of Professional Profile 2

Professional Profile 2 is an evaluation tool designed by *Central Test* to analyse those aspects of personality which influence behaviour and motivation at work, via 14 sets of opposing dimensions.

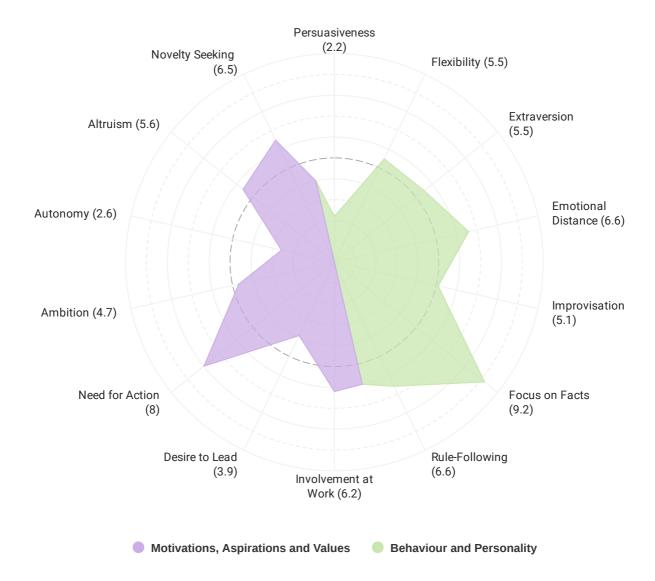
This report presents the results' summary obtained from the test.

Some precautions to be taken while interpreting this report:

- The use of this report requires a complete understanding of the test, its objectives and of the factors that are measured, in order to interpret the results precisely.
- The scores should be interpreted in relation to each other; and the profile must be analysed according to the job requirements and the work environment in which the individual will evolve.
- This report contains advice, and therefore, it is recommended that its interpretation be done in an interview or context that includes feedback and active exchange with the individual.
- It is also advisable to complete this evaluation by using other assessments as well (for example, a cognitive test, emotional intelligence test or values test), in order to have a complete overview of the individual's potentials.
- Kindly note that the results are confidential and cannot be communicated to a third person without the explicit consent of the individual.

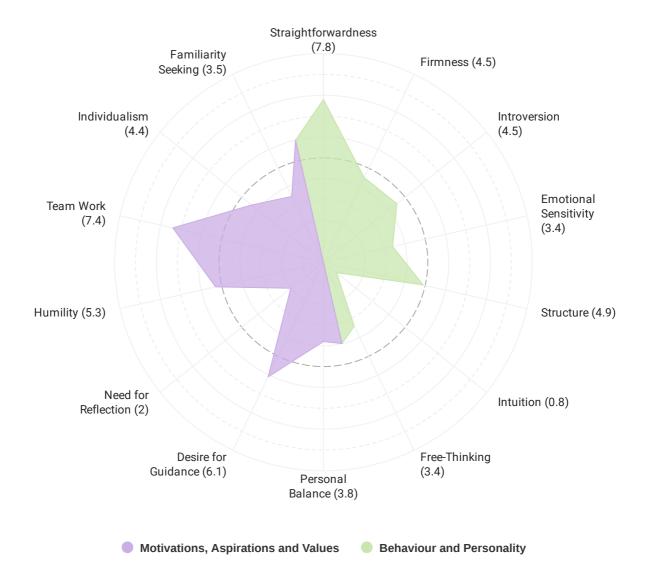
2 - THE GRAPH

Results on main factors (Score out of 10)



3 - THE INVERTED GRAPH

Results on opposing factors (Score out of 10)



4 - PERSONALISED ANALYSIS

Personality traits that are specific to the profile

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

- 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

Rational and factual, Javed Ahmed strives to remain objective in his decision making.

Dynamic, Javed Ahmed is eager to work on short-term projects that require quick action. He strives for immediate outcomes.

Javed Ahmed is rather straightforward and generally remains transparent with others.

Javed Ahmed enjoys working with others and values teams characterised by mutual support and cohesiveness.

Weaker points, points to develop:

Javed Ahmed could benefit from paying more attention to his intuition and first impressions to add emotional and perceptual value to his decision making.

Javed Ahmed could benefit from being more reflective on projects that require a long term perspective which could impact the future.

It could benefit Javed Ahmed to be more diplomatic, adjusting his speech according to the audience.

5 - THE DETAILED TABLE

A tabular representation of the results on the main and opposing factors

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 "✓" represents where the candidate stands in relation to the dimension.

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

Opposing factor	Α	В	С	D	E	F	G	Н	ı	J	K	Main factor
		Ве	hav	/io u	ır aı	nd I	Pers	son	alit	У		
Straightforwardness			~									Persuasiveness Convincing, Influential, Strategic
Firmness Decisive, Resolute, Strong- willed							~					Flexibility Adjusting, Seeks consensus, Open-minded
Introversion Reserved, Quiet, Formal							~					Extraversion Outgoing, Social, Interactive
Emotional Sensitivity Passionate, Emotionally expressive, Reactive								~				Emotional Distance Calm, Self-controlled, Composed
Structure Methodical, Planned, Systematic							~					Improvisation Spontaneous, Adaptable, Comfortable with ambiguity
Intuition Instinctive, Insightful, Perceptive											~	Focus on Facts Rational, Logical, Analytical
Free-Thinking Non-conforming, Defines one's own standards								~				Rule-Following Adheres to standards, Respects rules
	Mot	iva	tior	ns, A	spi	rat	ions	an	ıd \	/al	ues	
Personal Balance Work-life balance, Disconnects after work								~				Involvement at Work Dedicated, Committed, Workaholic
Desire for Guidance Seeks guidance and advice, Appreciates being directed				~								Desire to Lead Takes charges, Authoritative, Responsible
Need for Reflection Patient, Reflective, Likes to conceptualize										~		Need for Action Dynamic, Risk-taker, Acts immediately
Humility Satisfied, Stable, Cautious					~							Ambition Competitive, Success- driven, Achievement- oriented
Team Work Cooperative, Affiliative, Team-oriented			~									Autonomy Autonomous, Prefers independent work
Individualism Practical, Favours personal interests							~					Altruism Helpful, Generous, Service- oriented
Familiarity Seeking Likes routine and established methods, Conventional								~				Novelty Seeking Curious, Imaginative, Experimental

6 - THE COMMENTS

An interpretation of the scores on each factor with personalised comments

BEHAVIOUR AND PERSONALITY

Straightforwardness << >> Persuasiveness

Straightforwardnes

Score
7.8

Persuasiveness

Score
2.2

Javed Ahmed is frank and values authenticity. He does not seek to persuade or influence others and generally prefers to present information in an objective way. Rather straightforward, Javed Ahmed prefers to say things in a direct manner. Unlike his more persuasive colleagues, he does not approve of misleading others and generally stays true to himself.

Environment and Roles: Well suited for organisations with a culture of honesty in dealing with clients and co-workers.

Interaction with others: Likely to encourage others to be direct and open in communication.

Strength: Truthful and genuine. Likely to be sought out by colleagues for sincere opinions.

Potential weakness: Focus on transparency may result in loss of bargaining power.

Definition

"Persuasiveness" is defined as the ease with which an individual is convincing and influencing others by using tact and adapting their speech for an audience, while "Straightforwardness" refers to being authentic and direct in communication, with a need to remain transparent.

Firmness <> >> Flexibility

Firmness

Score
4.5

Flexibility

Score
5.5

Javed Ahmed is generally flexible. He is open to the possibility that he might be wrong and tends to find a compromise so that everyone is satisfied. Despite this focus on cooperation, he can be firm during negotiations if proposed concessions have major practical consequences for the business. Javed Ahmed is likely to take other people's perspectives on board in coming up with solutions during a debate.

Environment and Roles: Suited for positions where finding the middle ground is beneficial.

Interaction with others: Willing to compromise and minimise confrontations.

Strength: Strives to achieve a win-win solution.

Potential weakness: May at times give in to avoid conflict.

Definition

"Flexibility" is defined as a willingness to be open to make concessions when dealing with others in order to seek consensus and avoid conflict, while "Firmness" refers to a tendency to defend one's own point of view and remain determined during exchange with others.

Emotional Sensitivity << >> Emotional Distance



Javed Ahmed remains calm and composed in most instances. Generally unaffected by criticism, he knows how to take hold of his feelings. Unlike his more emotional co-workers, Javed Ahmed takes some emotional distance from stressful situations.

Environment and Roles: Well suited for stressful settings that require a cool mind to be successful.

Interaction with others: Likely to make decisions for the team when difficult situations arise.

Strength: Knows how to keep self-control when faced with adversity and stress.

Potential weakness: May not always show his emotions, which could give others the impression that he is indifferent.

Definition

"Emotional Distance" is defined as the tendency to stay calm and composed even when faced with stressful or unsettling situations, while "Emotional Sensitivity" refers to the tendency to react to stress, take things to heart and readily express emotions.

Introversion <>>> Extraversion

Introversion

Score
4.5

Extraversion

Score
5.5

Javed Ahmed is somewhat sociable and usually prefers talking to listening. He is fairly at ease initiating conversations with strangers but may need to have some alone-time. He tends to prefer friendly relationships with most people and is relatively comfortable in large social gatherings. Javed Ahmed likes some opportunities for social interaction and is willing to participate in business networking events.

Environment and Roles: Suited for roles that require interacting with unfamiliar people occasionally.

Interaction with others: Generally maintains friendly and warm relationships with coworkers.

Strength: Readily engages people in conversation.

Potential weakness: May find it difficult to work in very quiet environments.

Definition

"Extraversion" is defined as the tendency to be outgoing and lively, seeking to develop many friendly contacts, while "Introversion" refers to being reserved and formal, choosing to maintain only a few close relationships.

Structure <>>> Improvisation



Javed Ahmed is somewhat adaptable and quite comfortable when facing unexpected events. He plans little in advance and prefers to handle tasks as they come. However, he may implement general plans and attempt to stay organised if the task calls for it. Javed Ahmed likes improvising and will thus remain rather flexible with his schedule.

Environment and Roles: Suited for projects that can require modifications but need a general outline for completion.

Interaction with others: Likely to work well with people who have somewhat unpredictable schedules.

Strength: Adapts and readily responds to change.

Potential weakness: May sometimes lack organisation in his work.

Definition

"Improvisation" is defined as being spontaneous and acting without clear planification, being at ease when facing unexpected situations, while "Structure" refers to a preference for being organised, methodical and referring to procedures.

Intuition <>>> Focus on Facts

Intuition

Score
0.8

Focus on Facts

Score
9.2

Javed Ahmed solely relies on logic and facts to make decisions and solve problems. He will carefully review information and analyse all details before making a judgement. Unlike his more intuitive colleagues, Javed Ahmed is likely to ignore gut feelings and would prefer to weigh and deliberate all aspects of a problem. People with a similar score tend to believe it is best to wait for all the facts to emerge before jumping to conclusions.

Environment and Roles: Best suited for positions in which a rigorous analysis of information is privileged.

Interaction with others: Likely to ensure that team members thoroughly review information before decisions are taken.

Strength: Objectively analyses situations and takes rational decisions.

Potential weakness: May ignore the value of perceptions and emotions to understanding a problem.

Definition

"Focus on Facts" is defined as the tendency to be objective, logical, analytical and rational in evaluating information and making decisions, while "Intuition" refers to the tendency to appraise situations and make choices based on one's personal insights, instincts, impressions and 'gut feeling'.

Free-Thinking <>>> Rule-Following



Javed Ahmed follows rules and regulations set by a company. People with a similar score tend to believe that rules are "made for a reason" and should be followed. He is unlikely to complete a task or a project without adhering to set procedures. Javed Ahmed works best when there are policies in place for all work-processes and is known for his dutiful approach.

Environment and Roles: Well suited for positions that require adherence to regulations to ensure quality and security.

Interaction with others: Likely to encourage others to comply with policies.

Strength: Complies with company policies.

Potential weakness: May not question the legitimacy or reasoning of rules.

Definition

"Rule-Following" is the tendency to respect and comply with established guidelines and standards set by the organisation and society, while "Free-Thinking" is the tendency to create or modify rules if existing ones are considered inefficient and impractical.

MOTIVATIONS AND VALUES

Personal Balance << >> Involvement at Work



Javed Ahmed is committed to his job. He is willing to sacrifice some of his leisure time for important projects and activities. However, he also recognises the importance of quality personal time.

Environment and Roles: Well suited for jobs that require some extra amount of involvement.

Interaction with others: Works best with colleagues who are also likely to go the extra mile when needed.

Strength: Recognises the value of completing work projects on time.

Potential weakness: May not take time to relax when working on very important projects.

Definition

"Involvement at Work" refers to the importance given to work and one's emotional bonding with the organization, while "Personal Balance" refers to a preference to separate one's personal and professional lives and balancing the two.

Desire for Guidance <>>> Desire to Lead



Javed Ahmed prefers to work in settings where he can count on someone with more experience if necessary. His work benefits from general guidance from managers. However, he may be capable of taking the lead with projects that he feels very competent about.

Environment and Roles: Fairly comfortable in roles characterised by clear instructions and guidance.

Interaction with others: Willing to let others take the lead but can mentor others on a one-to-one basis if required.

Strength: Effective at seeking and implementing feedback received.

Potential weakness: May experience difficulty leading teams.

Definition

"Desire to Lead" is defined as the inclination to take charge of situations and to seek roles that require leading people, while "Desire for Guidance" refers to the preference for supervision and regular feedback, as well as for clearly defined directives.

Need for Reflection <>>> Need for Action



Javed Ahmed has a strong preference for short-term projects that demand immediate action. He tends to zero-in on a problem and devise practical solutions. If there is immediate gain, he is not concerned with long-term investment but is focused on the 'here-and-now'. Javed Ahmed is at his best when working on projects and tasks that bring about quick and concrete results.

Environment and Roles: Likely to excel in organisations characterized by a constant fast-pace of work that require speedy decisions.

Interaction with others: Emphasises the importance of addressing imminent issues and likely to motivate team members to act.

Strength: Very dynamic and action-oriented.

Potential weakness: Might not take into consideration the long term consequences of his actions.

Definition

"Need for Action" refers to a tendency to be dynamic and to prefer short term projects that deliver quick and concrete results while "Need for Reflection" refers to a preference for complex, long term projects that yield results in the future and require more strategy, patience and reflection.

Humility << >> Ambition



Javed Ahmed usually likes stability at work. He is quite cautious and prefers a fairly steady pace of working. However, he recognizes the need for some competition in the work environment. Javed Ahmed is somewhat satisfied with the status quo, even though he might take up opportunities to advance his career. He is capable of meeting defined targets, but does not strive for excessively ambitious goals.

Environment and Roles: Suited for fairly stable settings where competition is moderate.

Interaction with others: Likely to be perceived as fairly steady by colleagues.

Strength: Generally satisfied with own achievements. Moves forward steadily to accomplish set goals.

Potential weakness: May avoid challenges, even if they would improve competence.

Definition

"Ambition" is defined as the competitive drive towards success and achievement, setting high and risky goals while "Humility" refers to the tendency to be satisfied with one's current status and be comfortable with professional stability.

Team Work << >> Autonomy

Team Work

Score
7.4

Autonomy

Score
2.6

Javed Ahmed tends to be more team-oriented than most people. He likes working closely with others and prefers to be involved in projects where he is able to share ideas and outputs through cooperation. Unlike his more autonomous colleagues, Javed Ahmed values cohesiveness more than independence. People with a similar score tend to share the philosophy that the exchange of ideas allows team members to be more productive in the future.

Environment and Roles: Likely to do well in organisations where group work is important for efficiency.

Interaction with others: Perceived as a team player and committed to joint success.

Strength: Good collaborator and team-oriented.

Potential weakness: May find it difficult to work on individual projects.

Definition

"Autonomy" is defined as a preference for independence and freedom while working. "Team Work" refers to the tendency to enjoy group work, be cooperative and focus on team cohesiveness.

Individualism << >> Altruism



Javed Ahmed is generally regarded by others as helpful. He likes to offer support to others, without ignoring his personal interests and objectives. Being an attentive colleague, others are likely to confide in him. Unlike his more individualistic counterparts, Javed Ahmed recognizes that helping others can facilitate personal success.

Environment and Roles: Likely to do well in organisations that are more people-oriented.

Interaction with others: Tends to be perceived by team members as trustworthy.

Strength: Generally ready to help others without forgetting himself.

Potential weakness: May have difficulty meeting targets when they contradict other people's needs.

Definition

"Altruism" is defined as the inclination to be concerned about people and generous with one's time and resources, wanting to contribute to the greater good while "Individualism" refers to being practical and realistic with a focus on one's personal objectives.

Familiarity Seeking << >> Novelty Seeking



Javed Ahmed enjoys change and innovation. He is an inquisitive and creative person who likes to come up with both, ideas and ways of improving established methods. Javed Ahmed is willing to take risks in order to innovate. He is looking to learn new things and come up with creative solutions.

Environment and Roles: Well suited for changing and diverse settings that encourage originality.

Interaction with others: Likely to motivate colleagues to think outside the box.

Strength: Brings a fresh perspective and innovative ideas to the organisation.

Potential weakness: May change methods that work well for the sake of innovation.

Definition

"Novelty Seeking" is defined as being inquisitive with an inclination to explore and experiment with new ways of doing things, while "Familiarity Seeking" refers to being comfortable with what one is accustomed to and follow proven methods over experimental approaches.

7 - GENERAL PROFILE

Suitability of the profile in relation to various work-personality profile types

This section analyses the extent to which the candidate's profile matches the various work-personality types.

A perfect match corresponds to 100%.

The profiles PP2

1	Social	79%
2	Conscientious	75%
3	Cooperative	70%
4	Dynamic	61%
5	Reflective	56%
6	Devoted	45%
7	Independent	40%
8	Determined	40%
9	Intuitive	34%

Social 79%

Social individuals are gregarious by nature and have the need to belong to a group. They enjoy networking and can easily form good professional and personal bonds with others. They enjoy working in teams and tend to spread their enthusiasm to their team-members. As a result, they integrate very easily into different teams.

Conscientious 75%

Conscientious individuals are meticulous by nature. They stick to set procedures and adhere to rules because they believe that closely following these can contribute to the quality of their work. They prefer using conventional and well established methods that they can count on to be efficient. They also have a keen eye for detail and rely on factual information to make decisions.

Cooperative 70%

Cooperative individuals are characterised by their tendency to be consensual. They feel the need to find a common ground during discussions and work towards finding solutions to disagreements by understanding the needs of the people they work with. They are altruistic and enjoy being of help to others which may sometimes lead them to disregard their own needs.

Dynamic 61%

Dynamic individuals are characterised by an enthusiastic attitude towards work. They are energetic and work with a lot of vigour. They enjoy working towards obtaining quick results and hence seem more practical than reflective. They are often driven by success and enjoy diversity in their work which may make them seek out different ventures if they feel they are stagnating.

Reflective 56%

Reflective individuals are characterised by patience and poise. They are usually calm and only come to a decision after having examined all of its possible consequences. As a result, they appear reserved and level headed. They can easily concentrate and focus their thoughts and attention in a particular direction.

Devoted 45%

Devoted individuals are highly dedicated to their work and feel emotionally attached to their job and organisation. They are passionate and expressive with their feelings about their work, and do not require external motivators to perform. Their identity tends to be linked to their job and organisation. They may sometimes be viewed as sensitive, especially when handling stressful situations.

Independent 40%

Independent individuals are characterised by a need for autonomy and self-reliance. They prefer working without close supervision and appreciate working alone. They like working with a certain amount of freedom, without having to follow strict rules or rigorous procedures. They prefer working independently rather than in teams, which may make them appear more introverted than outgoing.

Determined 40%

Determined individuals are generally characterised by strong negotiation skills. They are persistent and can convince others with finesse and firmness. They carry with them a certain aura of authority which works to their advantage during discussions. They take charge of situations and make sure that their needs are met.

Intuitive 34%

Intuitive individuals tend to rely on their gut feelings and can handle uncertain situations with ease. Holding a flexible attitude, they are open to novelty and do not try to make rational sense of everything. They are creative by nature and believe in exploring things without sticking to conventions. They tend to recollect overall impressions of events instead of focusing on actual facts or details.

8 - POTENTIALS

Suitability of the candidate's personality in relation to the potentials

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

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 competency.

Analysis & Expertise

Gathering, evaluating, and using relevant information to understand the environment and act accordingly.

1	Analytical Thinking		68.5%
2	Learning Agility		60.9%
3	Decision-making		57.1%

Commercial Skills

Achieving sales goals by convincing clients, maintaining sales pressure and identifying business opportunities

1	Empathic Sales		68.3%
2	Customer Satisfaction		62.5%
3	Understanding Needs		61.4%
4	Identification of Opportunities		58.5%
5	Sales Drive		57.2%
6	Strategic Selling		45.8%
7	Networking		37.6%

Communication & Influence

Understanding and being understood by others by actively listenting to others and sharing ideas and information in an adapted manner.

1	Strategic Communication		38.1%
2	Influencing Skills		26.7%

Management

Leading a team, knowing how to delegate and evaluate performance, and communicating in an inspiring manner.

a			
1	Delegation		54.1%
2	Promoting Change		46.1%
3	Leadership		43.1%

Planning & Vision

Assessing the environment in order to think creatively, organise work effectively, and anticipate consequences of actions.

1	Multitasking	80%
2	Time Management	74.5%
3	Crisis Management	59.6%
4	Strategic Planning	50.1%
5	Innovation - Creativity	35.8%

Relationship management

Interacting effectively with others, promoting cooperation, minimising conflict and enabling people to work towards common goals.

1	Conflict Resolution	65.4%
2	Empathy	58.5%
3	Team Cohesion	55.8%
4	Team Motivation	52.9%

Work commitment

Demonstrating sincere commitment to, and adhering to, the company's goals, with the overall aim of moving the company forward.

1	Quality Orientation		76.7%
2	Availability		62.5%
3	Taking Responsibility		48.9%
4	Initiative		43.2%

Notes

