



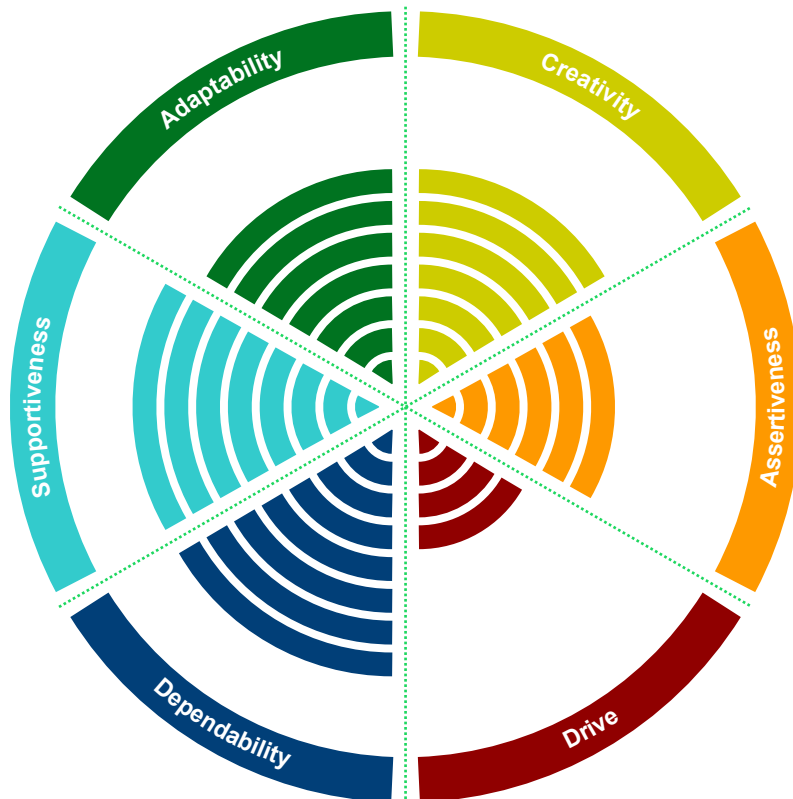
## INTRODUCTION

Welcome, this is your feedback report from the Spotify candidate test. The report describes your result based on how you answered the test.

At the end of the report you will find some (auto-generated) development tips for the areas that were identified in the assessment as likely strengths and how you might improve in areas where you did not come across as strongly.

**The information provided in this feedback report is confidential and intended only for the respondent of the test(s).**

## PERSONALITY FACTORS



## SUMMARY

The wheel on the left shows 6 main areas of personality - or Factors. Your results, which are based on the extent to which you agreed with the statements in the assessment, are shown in the wheel.

The larger the section for any of the factors, the greater your preference for that factor is. Everyone has a unique combination of preferred working styles and different roles or jobs vary in terms of what they require. This section is intended to give you an overview of your preferences rather than providing feedback on your suitability for the role you applied for.

**REASONING SCORE**

The graphs below show how you scored in the different areas of reasoning that was measured. Different jobs and roles require different abilities. Keep in mind that this is just your score on the test and not how well you match what we are looking for in this specific role.

**Overall**

Below Average



Average



Above Average

**Verbal**

Below Average



Average



Above Average

**Numerical**

Below Average



Average



Above Average

**Abstract**

Below Average



Average



Above Average

**DEVELOPMENT TIPS**

The tips shown below are designed to give you some advice on how to make the most of areas that were identified as likely strengths and how you might improve in areas where you did not come across as strongly.

**Creativity**

*The inclination to generate ideas, seek variety and think at a conceptual level.*

It seems that you enjoy generating ideas and like variety at work. This can be useful in helping to solve problems and find new ways of doing things and you could seek out opportunities to apply this - perhaps even looking beyond your immediate area of work.

**Assertiveness**

*The tendency to confidently communicate ideas with a sense of purpose, take charge and persuade others.*

It seems you are capable of being assertive and persuading others to your way of thinking. Look for opportunities to leverage this at work, for example by being a spokesperson for your team, perhaps driving ideas forward and taking the lead where required.

**Drive**

*The levels of determination and passion shown in the pursuit of goals.*

Your responses suggest that you might not always show drive and passion in pursuit of your goals at work. Consider getting more involved with the aspects of your work that particularly motivate you. To help understand the importance of this, take the time to consider what it is about the things that do energise you and how this could come across positively to others - an awareness of this will benefit you. Think about which aspects of your work or projects energise you most and consider becoming more involved in these.

**Dependability**

*The capacity to deliver with accuracy and speed, utilising structure and forward planning to meet desired objectives.*

It seems that you like to plan well in order to meet your commitments and that you deliver reliably on agreed objectives. You should consider adopting tasks and roles where you can leverage this to help achieve shared goals and deliver good quality work - perhaps also sharing your planning skills with colleagues so that they can learn from your approach.

**Supportiveness**

*The desire and tendency to motivate, inspire and support others.*

Your responses demonstrate that you enjoy motivating and supporting others. Think about how you might make the most use of this tendency and where and when it would be most useful to inspire others. Examples might include identifying a team member who is especially in need of support or times when you and your colleagues are facing tough challenges.

**Adaptability**

*The capacity to display optimism, show resilience and 'bounce back' after setbacks.*

From your responses, it seems you can be resilient following setbacks. This could be very useful for working in environments where difficult situations might be faced by you and your colleagues.