

shapes
work-related behaviour
participant report

Sample Report

Administration: 30.10.2015

Report generated on: 15.06.2016

Online Assessment



Guidelines for usage of the report

This profile summarizes the results of the questionnaire shapes which you recently have completed. The report outlines your strengths and development needs. It focuses on the most significant results. Your answers have been compared with a large group of persons with a similar professional background. On the basis of this comparison a benchmark profile is generated indicating which strengths you can build on in comparison to others, and which competencies you need to take care of to ensure long-term professional success.

The aim of the report is to give you ideas for your professional and personal development. Of course, your personal development needs depend on your ambitions. Not every competency has the same importance for all positions. Base on your strengths, but keep in mind those factors which, on a long term, could create serious problems or hindrances in your professional life. When reading the report, please keep in mind that all results are based on your questionnaire answers.

Based on your personal results of shapes you will find a few suggestions in this report in order to change your behavior by trying certain activities. You will not find any references for literature or seminars, but small concrete steps which you can perform on your own or together with your manager, colleagues or friends. The development tips take, based on the results, into account which way of learning is presumably the most effective for you.

When you ask successful managers about what contributed most to their own professional and personal development, almost all will mention significant challenges and hardships in their career. You tend to learn most intensively when you are forced to do so by unusual circumstances, when you are urged to leave your comfort zone and try new behaviors and approaches.

A successful development process consists of two essential components. The first component is to understand the steps and measures that need to be taken to change one's own behaviour. The second component is the actual training process, i.e. learning new behaviors or attitudes in different situations and settings. Only the combination of both components will lead to successful and permanent change.

Your results

This you can build upon:

You are likely to find it easy to adapt your communication style to different audiences. You tend to be seen by others as credible and you clearly and convincingly represent the core points of a subject or argument. You could still represent your ideas more factually and with more structure, linking your ideas together in themes.

You are conscious of your strengths and limitations and use the feedback of others to select and change your behaviour. You are somewhat ambitious and want to progress professionally, however you tend to be more cautious than most at seizing career development opportunities offered to you because you value a degree of stability at work.

You are happy to seize the leadership in a team and enjoy managing individual responsibilities. You are likely to be effective at co-ordinating the work of the team and make sure that everyone remains concentrated on the team's tasks. You create a positive, target-oriented attitude to work and like to remain informed about the progress of work.

This you need to be aware of:

You place relatively high demands on your own achievements and those of others, and you try to conclude plans and projects efficiently. You strive to find a good middle ground between a pragmatic, target-oriented approach and the very best possible solution. You tend to operate within the rules and regulations of the organisation when organising work, making some use of latitude within these rules.

You strive to find a middle ground between a pragmatic approach and the best-quality solution. You thoroughly consider financial factors and keep in-mind possible risks. You could put more energy into maintaining a consistent focus on the end-result.

You approach tasks in a relatively well planned out and systematic manner. You have certain priorities in mind and are also conscious of the necessary resources that you need to handle a project. You take possible difficulties and hindrances into consideration as far as is possible even if you do not always realistically estimate the time required for the planned activities.

Norm group: general adult population (Finnish)

Development activities

Try this:

Evaluate all the relevant information. What information do you require in order to implement your work smoothly and successfully? What do you have to know? What is not so important to know? Assess the available information and base your decisions on it consistently and in an objective-focused way.

Work through big "building blocks" one after the other. Carry out a task you have started until it is complete whilst remaining focused on your objectives. Draw up a time plan for this. Incorporate buffers for unforeseen problems. How much time is required for each task? What problems could occur? Delegate the tasks to your staff that you do not have to assume personally. But you must still control the progress and achievement of the objectives at all times.

Imprints and Rights

This report has been created using the cut-e mapTQ system. It comprises information from the cut-e system. All statements in this report are based upon the results of the assessment.

This report has been produced electronically. The report is confidential and should not be published. cut-e accepts no liability for any consequences should the report be made publicly available.

cut-e authorises you to copy the information included in this report for non-commercial purposes only. In the framework of this authorisation, you are obliged to keep all copyright and protective notes on all copies. The authorisation to use the information of this report for other than personal purposes has to be applied for in writing at cut-e group.

cut-e and the cut-e logo are registered trademarks of cut-e group.

© cut-e group, www.cut-e.com, all rights reserved, 2002-2016.

Your local contact:

cut-e Finland Oy
Annankatu 2 A 2
00120 HELSINKI
Finland

cut-e worldwide

Australia
China
Czech Republic
Finland
France
Germany
Greece
India
Ireland
Italy
Latvia
Lithuania
Malaysia
Morocco
Netherlands
Norway
Poland
Portugal
Romania
Russia
Singapore
Slovakia
South Africa
Spain
Sweden
Switzerland
UAE
UK
USA