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Q-SCAN
Quick Performance Scan

Leseberg Rasmus

Student

PXL

Norm group: **Belgium - general**

This report was generated on 30-11-2022 by Admin The Future Project of The Future Project. The underlying data (PQ) were collected on 30-11-2022.

ABOUT THE Q-SCAN

The Thalento® Q-SCAN gives a truthful description of the functioning style of the participant through means of an empirically validated typology model.

The Q-SCAN provides insight into the behavioural preferences and functioning of the participant within 4 separate behaviour clusters. Each of these clusters corresponds to a specific category of activities and behaviour that can be distinguished within a professional role and context.

Think



The way things are investigated and decisions are made.
Types: Analyst, Pragmatist, Impulsive, Passive.

Act



The way activities are handled and tasks are executed.
Types: Conscientious, Result driven, Entrepreneurial, Executing.

Communicate



Attitude and approach of interaction with others.
Types: Extrovert, Dependent, Distant, Introvert.

Collaborate



Focus on the team and attitude in collaboration.
Types: Motivator, Directive, Cooperative, Compliant.

For each behavioral cluster, the participant's characteristic functioning style is mapped by means of a type description. Furthermore, the strengths and possible attention points are described in detail.

REPORT STRUCTURE

The Q-SCAN consists of 2 parts:

Overview Q-SCAN (p.3)

This is a detailed evaluation of the activity type best matching the participant's profile by indicating the dominant behaviour cluster.

It is being determined based on the behavioural preferences and characteristics of the participant.

The typical style and approach of the participant within the dominant behavioural cluster is also described in detail.

Behaviour typology (p.4-7)

For each of the 4 behavioural clusters, the characteristic functioning style is described by means of a behavioural type.

The 4 possible behavioural types, which are distinguished within every behavioural cluster, each describe a well-defined functioning style corresponding to the behaviour preferences and characteristics of the participant.

In order to allow a detailed and truthful evaluation of the functioning, a matching percentage indicates the level of correspondence between the profile of the participant and the described behavioural type.

In addition, the most and least typical behavioural characteristics are described in detail.

The Q-SCAN provides thorough information and insights to evaluate participants' functioning in a fast, efficient and correct manner versus the expectations and the demands of a specific function and context. This makes it extremely adequate as a decision tool for selection, appraisal, promotion and coaching projects.

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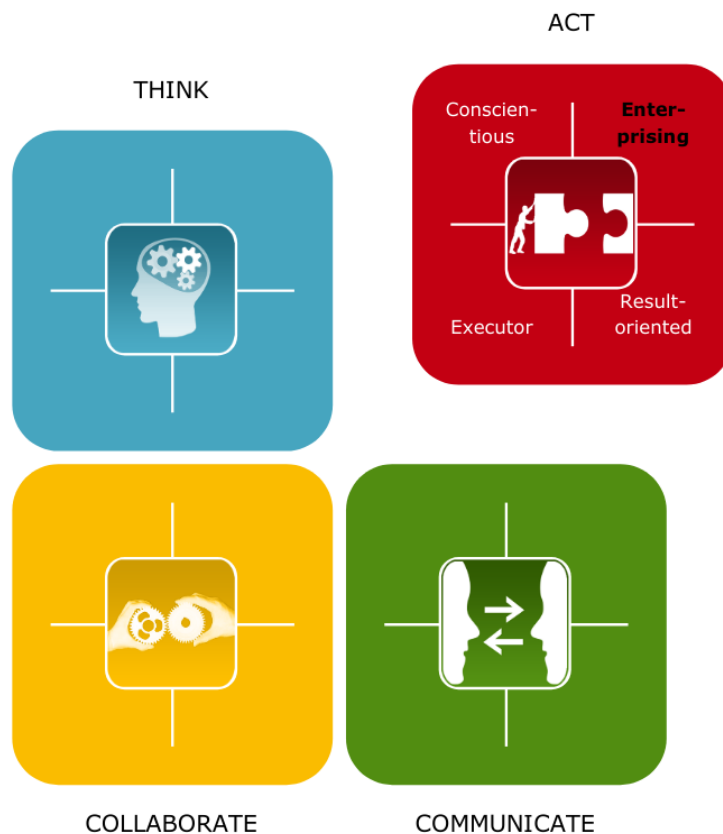
This Q-SCAN report was automatically generated based on the online Thalento® questionnaires (TH-PQ/TH-CPQ/TH-BCPQ). Consequently, when interpreting these results the general subjective nature of the reviews based on the questionnaires needs to be taken into consideration. Thalento® NV does not accept any liability for the variance in interpretation when reviewing these results, nor for the consequences of the use of this report and the formulated conclusions based on this report.

OVERVIEW Q-SCAN

We conclude that for Rasmus the dominant behavioural cluster ACT is with preference type ENTERPRISING.

Dominant behavioural cluster: ACT

Behavioural type: ENTERPRISING



Description dominant behavioural cluster and type

Typical for this behaviour cluster is the dynamism and flexibility with which activities are executed.

Entrepreneurial doers appear to be adaptable and can in function of the situation easily switch between a short term detailed-focus and a long term objective-focus.

Such people are often very ambitious and demanding for themselves. Their approach is methodical and focused. Activities are executed with commitment and perseverance.

They can also have an explicit need to continue to be occupied. Being idle often leads to restlessness.

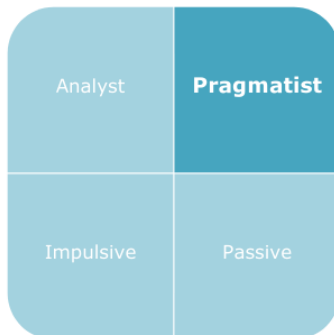
In their enthusiasm, they can sometimes be too persistent; when certain goals are no longer attainable or required, they may experience difficulties to step away from them.

1. THINK



THINK

The way Rasmus investigates things and takes decisions.



Behavioural type

Analyst:	thorough analysis and preparation of decisions
Pragmatist:	hands-on and action oriented approach of problems
Impulsive:	acting intuitively and spontaneous reacting
Passive:	correct execution in accordance with guidelines

Behavioural type : **PRAGMATIST**

Match : 66%

Description

The way in which Rasmus decides has a predominant pragmatic method. His focus is less on the detailed mapping of the problem, but more on solving it. By efficiently assessing the risks and benefits of actions, he usually decides with ease. Usually, Rasmus can respond to change timely and formulate actions while considering the required procedures and rules. Rasmus deals with things in a flexible and no nonsense way. His approach however could also result in problems only being dealt with when and if they actually occur.

Most typical	Least typical
<ul style="list-style-type: none">- Judges situations with ease and takes decisions easily and timely.- Mostly strives for a good balance between thoroughness and efficiency of actions.- Handles change with ease. Knows how to adapt easily.	<ul style="list-style-type: none">- Is little concerned with avoiding mistakes and regularly takes risks.- Less action oriented. Sometimes has difficulties with reacting to things quickly and without consideration.- Can at times be inclined to map problems in detail rather than to focus on solving them.

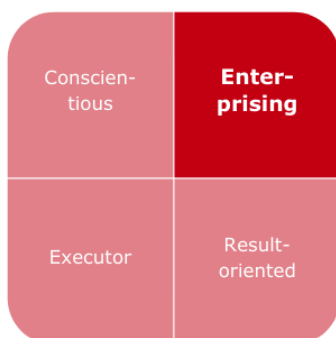
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2. ACT


ACT

The way Rasmus handles activities and executes tasks.



Behavioural type

Conscientious: committed and perseverant in execution
 Entrepreneurial: flexible and dynamic in acting
 Executing: executes methodically in accordance to guidelines
 Result driven: goal oriented and perseverant in acting

 Behavioural type : **ENTERPRISING**

Match : 100%

Description

Rasmus usually engages in activities with a lot of dynamism and flexibility. He typically adopts a very targeted and structured working method. According to the situation, Rasmus can apply either a detailed pragmatic or a process oriented global working method. His approach displays energy and perseverance. Rasmus could also have the need to stay busy. Quiet periods could entail restlessness. He is ambitious and can set his personal standard very high. This could be an important driver, but in some cases can have a limiting impact. Rasmus could also experience difficulties to step away from certain goals, once he has committed to them.

Most typical	Least typical
<ul style="list-style-type: none"> - Is extremely perseverant and driven to always conclude tasks successfully. - Is systematic with an eye for detail and quality in executing activities. - Is energetic and likes to stay busy. Spontaneously maintains a high and dynamic pace. 	<p>With a match of 100% with the described behaviour type, the probability to show less typical or different behaviour is limited to nil.</p>

Norm group: Belgium - general

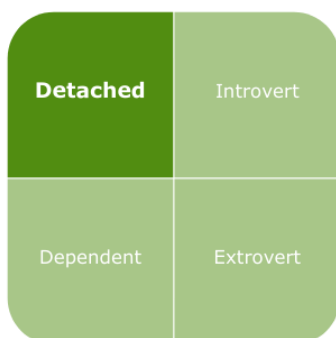
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3. COMMUNICATE



COMMUNICATE

Style and focus that Rasmus applies in interaction with others.



Behavioural type

Introvert: reserved and awaiting
 Distant: critical and diplomatic
 Dependent: communicative and trusting
 Extrovert: communicative and self-assured

Behavioural type : **DETACHED**

Match : 70%

Description

Rasmus appreciates social contacts highly. In interaction, he usually adopts a very fluent and extrovert attitude. He might need some time to loosen up. Often Rasmus may initially keep some distance and reserve before opening up. This could play a role especially with new contacts and in new situations and is due to his critical nature. Rasmus shows a healthy self-confidence and emotional stability. Even under pressure, he manages to control himself well with ease. He is helpful and can value the appreciation of others very much. Nevertheless, a formal recognition in particular is an important driver for Rasmus. Especially the systematic lack of this, he considers to be a signal, with a demotivating consequence.

Most typical	Least typical
<ul style="list-style-type: none"> - Is little oriented towards social contact. Can easily work isolated. - Can be communicative and fluent in interaction. Displays good contact skills. - In general reacts composed. Usually handles pressure or tension in a composed way. 	<ul style="list-style-type: none"> - Is usually frank and open in communication. Trusts easily. - Little concerned with status. Does not consciously strive to get respect from others.

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4. COLLABORATE



COLLABORATE

The degree of focus on the team and the way of collaboration.



Behavioural type

Motivator: actively engaged and participative leading
 Compliant: modest and awaiting
 Directive: actively involved and business-like managing
 Cooperative: engaged and focused on alignment

Behavioural type : **COOPERATIVE**

Match : 62%

Description

Although Rasmus is less intended on taking on a leading role within the team, he is heavily involved with the activities. Rasmus is driven to contribute to the team result. This through performing sub activities independently. Rasmus is rather focused on consulting others. Having a strong focus on cooperation, he considers mutual alignment to be very important. Rasmus has little need to be a teamleader. He prefers a constructive cooperation over a leading position. In a team where he feels at home, Rasmus can be an absolute added value to the cooperation and effectiveness, this through his focus on alignment and collegiality.

Most typical	Least typical
<ul style="list-style-type: none"> - Can often be very involved with the perception and feelings of others. Empathic nature. - Little focus on convincing others. Prefers consensus and is rather compliant. - Is little dominant. Does not like to assume a steering role. 	<ul style="list-style-type: none"> - Has little or no need for alignment. Spontaneously not interested in consultation. - Strongly perseverant. Usually considers resistance to be an additional incentive to persist. - Is ambitious and likes competition. Competing can be an important driver.

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