WITHYOU WITHME

Profile Testing Report

Travis Ralph 23 November 2019 11:24 pm

Culture Fit 1

Psychometric Assessment 2

Aptitude 3

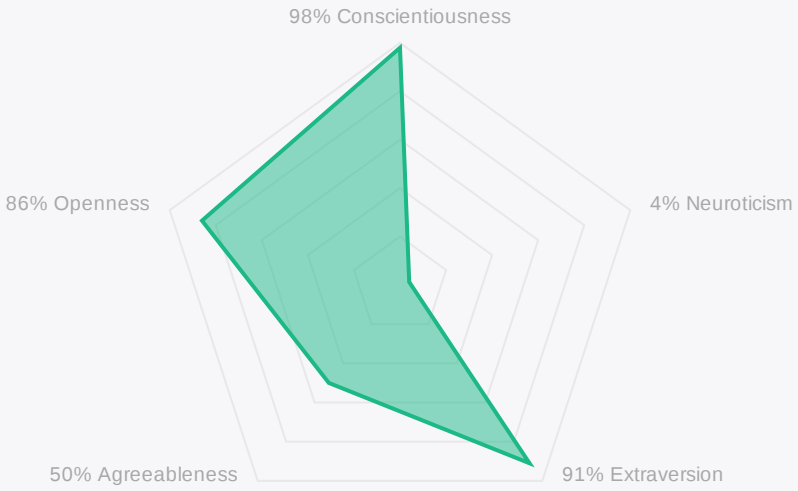
Learning Style 4

Career Matches 5

Archetype Doer

The Doer is the workhorse of the team who thrives in a process driven and structured environment. They want to be able to execute and deliver on tasks, projects and other responsibilities but can get focused on doing and achieving rather than questioning why a task or process is being undertaken. Doers are typically high in conscientiousness, self-efficacy and achievement striving. They are also typically lower than average in neuroticism and openness to experience. A high ratio of Doers is desirable in mature teams because structure and process are typically in place, and the focus is typically on BAU rather than a disruptive change.

Culture Fit Results



Neuroticism

- Anxiety
- Anger
- Depression
- Self-Consciousness
- Immoderation
- Vulnerability

Extraversion

- Friendliness
- Gregariousness
- Assertiveness
- Activity Level
- Excitement-Seeking
- Cheerfulness

Openness To Experience

- Imagination
- Artistic Interests
- Emotionality
- Adventurousness
- Intellect
- Liberalism

Agreeableness

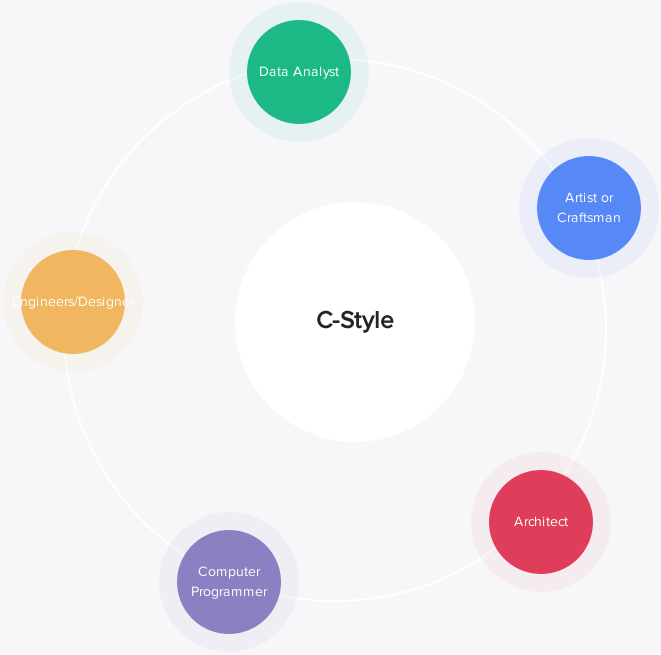
- Trust
- Morality
- Altruism
- Cooperation
- Modesty
- Sympathy

Conscientiousness

- Self-Efficacy
- Orderliness
- Dutifulness
- Achievement-Striving
- Self-Discipline
- Cautiousness

Your Personality Type is C-Style

C's are excellent resources for creating structure and keeping those involved on a project to the agreed upon plan. C-personalities are naturally warm and prefer to talk about interests they can express expertise in rather than engage in personal small talk. They can be loners and prefer to work independently but will play an active part on a team if they can understand how they can add to the overall quality of the outcome.



Personality

C's are reserved and autonomous, usually preferring to work independently for long periods of focus work rather than multi-tasking. Although they enjoy deep, thoughtful conversations about complex subjects, their steady, stoic demeanor may make them seem robotic at times. C-personalities are intensely skeptical and use logic to objectively make decisions and are rarely swayed by emotions.

Motivations

C-personalities are motivated by accuracy. They want to achieve a high quality outcome every time and prefer to work independently in order to achieve those standards. C's like to hear the respect they have earned from their colleagues but rarely care about any public recognition. The best way to recognize a C's achievements is to continue to provide a flexible place for them to formulate plans for innovative, new, interesting solutions.

Communication

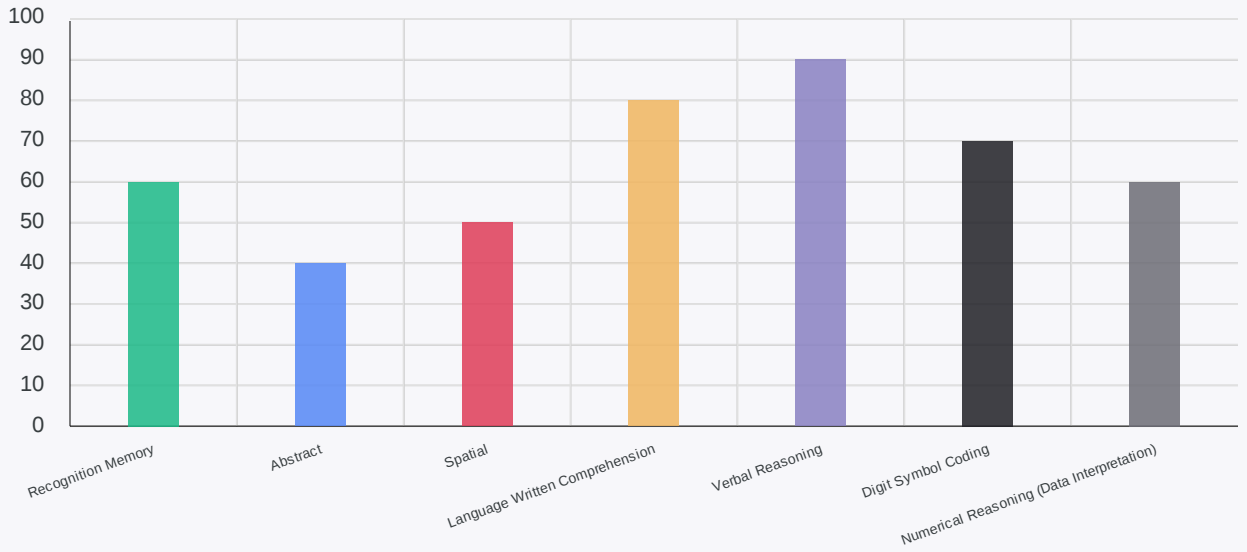
When communicating with a C-personality will never be interested in anecdotes or personal stories, especially if these personal references are said while trying to prove a point. Instead, color your conversations with interesting facts, details you've uncovered or the reasoning behind anything you say. Try to avoid interrupting the C's train of thought but if the conversation goes long, it's ok to excuse yourself. A C-personality will rarely be offended.

Under Stress

Ambiguity stresses out a C-personality. A lack of information, unclear roles, little or no planning period, or just too many mistakes with no time to analyze and understand will cause C's to withdraw and shut down. Multi-tasking will also stress C's out pretty quickly because they don't believe they can achieve the best outcome when focused on more than one thing at a time. C's also like to be in charge of their work life and if kept to a regimented schedule, they will lose momentum pretty quickly.

Aptitude Results

We use weighted variables required for real-world jobs. We test by assessing critical thinking and speed, the ability to solve a problem, analyse information, your ability to come up with a course of action, articulate them and decide.



Recognition Memory

Recognition memory is a subcategory of declarative memory, and is the ability to recognise previously encountered events, objects, or people. The ability to distinguish between novel and familiar objects or places is central to the ability to recall day-to-day events or plan future behaviours.

Potential Careers: Medical Fields, Teacher, Engineer, Technician.

Abstract

Abstract reasoning measures the ability to identify and interpret the rules and patterns in order to find a solve a problem, such as identifying the missing object. Abstract reasoning is the best indicator of fluid intelligence and the ability to learn new things quickly. This is the purest form of mental ability and is least affected by previous education and achievement.

Potential Careers: Medical Fields, Engineer, Cyber Analyst, Designer.

Spatial

Spatial reasoning is the ability to comprehend three-dimensional images and shapes. This is a primary function of the right side of the brain and is used when solving puzzles, figuring out maps and taking part in any type of construction or engineering project.

Potential Careers: Engineering, Design, Medical Fields.

Language Written Comprehension

Language usage test measures the ability to detect errors in grammar, punctuation, and capitalization. The questions assess the ability to read and comprehend written information quickly. Language usage predicts success in positions where written language ability is essential.

Potential Careers: Editor, Lawyer, Consultant, Teacher.

Verbal Reasoning

Verbal reasoning assesses a person's ability to understand, analyse, and interpret written information. The questions measure verbal analytic skills, your ability to understand analogies, identify critical information and logically derive conclusions from written facts or data.

Potential Careers: Sales, Business Analyst, Learning and Development, Change Manager.

Digit Symbol Coding

The Digit symbol test assesses the ability to learn a new coding system and using it in context. Digit symbol coding assess skills related to information encoding and decoding, abstract reasoning and sequencing. The test requires participants to understand the logic behind the coding pattern and then apply this logic to find answers.

Potential Careers: Programming, Data Analyst, Engineering, Information Technology.

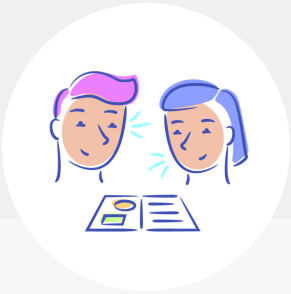
Numerical Reasoning (Data Interpretation)

Numerical reasoning measures the ability to interpret, analyse, and draw logical conclusions based on numerical facts and figures. Data interpretation requires the analysis of scientific and numerical charts, tables and graphs. This test assess the ability to perform analysis on a given data set and recognize patterns in the data.

Potential Careers: Data Science, Analyst, Engineering.

Your Learning Style is Interpersonal

If you have a strong social style, you communicate well with people, both verbally and non-verbally. People listen to you or come to you for advice, and you are sensitive to their motivations, feelings or moods. You listen well and understand other's views. You may enjoy mentoring or counseling others.



You typically prefer learning in groups or classes, or you like to spend much one-on-one time with a teacher or an instructor. You heighten your learning by bouncing your thoughts off other people and listening to how they respond. You prefer to work through issues, ideas and problems with a group.

You prefer to stay around after class and talk with others. You prefer social activities, rather than doing your own thing. You typically like games that involve other people, such as card games and board games. The same applies to team sports such as football or soccer, basketball and hockey.

Common pursuits and phrases

Some examples of pursuits that people with a strong social style may follow include counseling, teaching, training and coaching, sales, politics, human resources, and others. You are more likely to use phrases that reflect your dominant style.

- Let's work together on this.
- Tell me what you are thinking.
- Let's pull some people together to discuss.

Learning and techniques

- If you are a social learner, aim to work with others as much as possible. Try to study with a class. If this is not available, then consider forming your own study group with others at a similar level.
- Role-playing is a technique that works well with others, whether its one on one or with a group of people. For example, in aviation training, role-play the aerodrome area. Have people walking around in 'circuits' making the right radio calls with the tower co-ordinating everyone.
- Work on some of your associations and visualizations with other people. Make sure they understand the principles of what you are doing though, otherwise you may get some interesting responses! Others often have different perspectives and creative styles, and so the group may come up with more varied and imaginative associations compared to the ones you might create yourself.
- Rather than reciting assertions to yourself, try sharing your key assertions with others. By doing so, you are almost signing a social contract that your assertion is what you do. This strengthens your assertions.
- Mind maps and systems diagrams are great to work on in class. Have one person be the appointed drawer, while the rest of the class works through material and suggests ideas. The group may have varied views on how to represent some ideas, however this is a positive part of learning in groups. If you can't agree on something, just take a copy of what the group has worked on and add your own thoughts. Often there is no right answer for everyone, so agree to disagree!
- Working in groups to practice behaviors or procedures help you understand how to deal with variations. Seeing the mistakes or errors that others make can help you avoid them later.

Top Career Matches

The below recommendations are the areas that we believe you would best suited for, based on market opportunity and your test results.

Business Analyst

I Investigate, I predict and I engage. I don't stop until I find the right answer. I like to understand all components within a system by pulling it apart and asking why? I also ask how? I do the reconfiguration and build the course of action. I like the detail and I always look for improved efficiency. I challenge, set foundations and solve for future success and continuous improvement. I'm a Business Analyst.

A Business Analyst is someone who analyses an organisation or business domain (real or hypothetical) and documents its business or processes or systems, assessing the business model or its integration with technology.

Data Analyst

I love numbers, math and spreadsheets. I love to draw conclusions and insights through investigation. I always like to look for the reasons as to why something was occurring. I like to throw myself into data and question the source if it doesn't seem credible. I also like to write reports. Turning data into intelligence is my passion. I'm a Data Scientist.

A Data Scientist is responsible for extracting, interpreting and presenting information gained from various methods of collecting data. This is done using a range of statistical methodologies and IT programs.

Management Consultant

A management consultant helps a company or government entity plan and execute projects with the desired outcome of becoming more profitable or competitive. To achieve this goal, the consultant may recommend a variety of strategies to alter the organisation's structure or operation methods in ways that result in increased profits, better systems, and improved efficiency.

A management consultant may specialise in a particular industry, such as healthcare, manufacturing, or education. Alternatively, a management consultant's focus may be on a function, such as human resources, information technology, financial restructuring, or inventory control.

Change Management

I have always been a bit of a mover and shaker. I have given advice and I have had my fair share of bosses. I have always been a keen influencer. I have been able to take myself outside the problem, view the troubled areas and adapt my message to keep groups moving in one direction. I have convinced much higher people to adopt my ideas. I have always created strong SOPs. I have been a solid trainer, talker and influencer. I'm a Change Manager.

A Change Manager is responsible for preparing, equipping and supporting individuals or organisations to successfully adopt change in order to drive organisational success and outcomes. Change Managers are intimately involved with the organisational improvement and/or project management space. Change Managers will often act in consultative roles and are required to speak directly with individuals throughout an organisation about change and growth.