



PeopleTestPerson

Report for Ernesto Farias

Ernesto Farias
25. October 2018

KMD



This report is auto-generated based on the result of the analysis. The texts should be thought of as hypotheses about the candidate's typical patterns of behavior and should be further explored in an assessment.

Introduction to the report

About the report

This report expands on the analysis result of the person analysis, PTP. The report provides an insight into what drives Ernesto, and what can be contributed to help him reach his full potential.

The report consists of up to 10 typical behavioural patterns that clarify how he is expected to act on the job and what it takes to ensure his well-being. Each text contains both a descriptive part which provides insight into the behavioural pattern, as well as a narrative text that gives rise to hypotheses about Ernesto's needs, motivations and development opportunities. The focus is also on how he is likely to react under pressure and which organisational conditions he is likely to thrive under.

The report describes

The report describes Ernesto's expected behaviour on the job. Through a description of his most probable behaviour the report reflects his personality in areas relevant to working life.

The text consists of hypotheses on Ernesto's general and work-related behaviour based on specific combinations of properties from the person analysis PTP. These are auto-generated based on the analysis result, and the texts are thereby automatically selected specifically for him.

It is important to emphasise that the auto-generated texts should be seen as hypotheses, and that the hypotheses must be confirmed or dismissed after receiving personal dialogue-based feedback from him.

The value of the report

The premise of the report is that Ernesto and his manager must learn about his personal skills, so focus can be directed precisely at his individual strengths, contributions and challenges in the job.

By creating awareness and achieving insight it becomes possible to utilise his strengths effectively and to ensure the proper management, support and development of his competences.

Through the knowledge Ernesto receives about himself, his contributions and challenges, he can get a better understanding of the influence he has on his surroundings and can begin to understand what he can contribute himself.

He will therefore benefit from paying attention to this information and demanding that the environment he has to work in and the management he receives, matches the needs he has. The report will now confirm these needs.

The credibility of the analysis

Credibility indicates

The credibility of the analysis is a measure of the extent to which, the analysis can be expected to give an accurate image of Ernesto. The higher the score, the more likely the image is to be accurate. Conversely, this means that the lower the score, the greater the reservations are that must be made in relation to the analytical result. One should pay particular attention to the interpretation in the reports because answers are given in a way that creates uncertainty for the results.

A low credibility offers two possibilities for interpretation – that the credibility is a quality of Ernesto, or that the specific analysis result is not credible. Typically this can be tested by repeating the test.

Consistency

Ernesto has provided conflicting answers to a small part of the questions in the analysis. This means that his story about himself has not been consistent throughout his answers. Thus he may sometimes tend to behave differently depending on the situation.

Realism

Ernesto has predominantly answered the questions realistically, but in a way which portrays himself in a very positive light. In most cases he will have a good idea of what is possible and not possible, but may nonetheless have a tendency to overestimate his own abilities. This may mean that he has some blind spots in the assessment of his own performance, which do not necessarily correspond to the impression others have of him.

Ernesto may unknowingly have given a better impression of himself in order to live up to the expectations of others or to cover weaknesses.

Characteristic for Ernesto

Characteristic for Ernesto

Handles adversity efficiently

Is generally robust, and will typically quickly get back on his feet after adverse experiences. Ernesto will usually be able to control his emotions and is not normally affected by disruptions.

Ernesto is rarely affected and will not express it if he is. As emotional reactions from Ernesto are very rare, they may take the surroundings by surprise. Therefore it takes a lot for others to see that Ernesto feels pressured, and this means that other people rarely have the opportunity to react to these situations. With some interpersonal relationships, it may be difficult for others to understand that Ernesto is not particularly affected by negative events or interruptions. When Ernesto is not struck himself by adversity, it may conversely be hard for him to respond to incidents where others are affected emotionally.

In addition, Ernesto will generally easily recover from a period of time in which he felt pressured, challenged or emotionally affected. He is likely to forget the situation quickly. Therefore, it may be important for management to help Ernesto to learn from the situation, so that something similar can be avoided next time.

Ernesto is usually able to maintain his attention, and is generally difficult to interrupt. Ernesto can work with such focus that he can lose track of time or be difficult to reach. For that reason he may benefit from natural breaks in his workday, so there will be time for him to pause and focus on things other than the specific tasks.

Empathic and diplomatic

Generally has a good feel for other people and is typically able to adapt his communication to the situation.

Ernesto generally strives to communicate properly with others and talks in a pleasant manner. He has a strong understanding of the situation, is generally very understanding of others and easily captures their moods, signals and well-being.

When Ernesto adapts his communication, he can sometimes end up expressing himself vaguely. In some cases, this may result in others not always understanding the severity and meaning of his messages, because he does not always speak his mind directly. At the same time Ernesto himself can have a hard time when others are not careful about how they communicate with him.

Ernesto can sometimes get too involved in the feelings of others – even if it is not necessarily relevant to do so. Therefore, he sometimes needs to move his focus away from other people's situations.

Willing to take risks

Is happy to take chances and test boundaries. Ernesto typically works well with new tasks and in situations that are unfamiliar or outside his comfort zone.

Ernesto is generally motivated by the freedom to take chances and working with tasks that are outside his comfort zone.

Her courage can be used as a driving force for the entire team on new or demanding assignments. At the same time he performs at his best when he is aware of when his willingness to take a risk may have negative consequences, and is conscious of thinking through opportunities and risks.

Planning

Generally evaluates, prioritises and plans his life and his duties carefully. Ernesto typically schedules tasks and projects and generally thrives on sticking to the plan.

Ernesto typically thrives in a culture where everyone has appreciation and respect for each other's plans. He may sometimes feel challenged by too many ad hoc tasks and a high degree of impulsivity, because they risk impacting on his priorities and planning.

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Name: Ernesto Farias

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Career-orientated

Generally prioritises his work-life and career. Ernesto usually thrives on competition and is motivated by winning.

Ernesto probably thrives in an organisation with multiple open career paths and where dedicated effort at work is rewarded. He is usually very committed to his work and willing to make the extra effort. Ernesto is typically competitive and will generally strive to achieve promotions and more responsibility.

It may therefore be important to clarify the expectations Ernesto has regarding career and reward – and discuss whether these are realistic and can be met. In terms of management, it will be important to make it clear to Ernesto, which possibilities and limitations exist for him within the organisation.

Enduring

Usually exhibits self-discipline and perseverance – regardless of difficulties, obstacles, repetitions or duration.

Ernesto will typically not stop or give up before the task is solved. For management, it may therefore be essential to ensure a clear delineation of tasks and realistic deadlines. That may help Ernesto to ensure that he does not spend too much time on a task and completes it on time.

Ernesto will in some cases benefit from considering whether it is worth the time spending more resources on a specific task or whether it should instead be terminated or interrupted. In this context, feedback on progress of the task can be important for the management of Ernesto.

Confident

Generally likes having influence and the ability to make decisions independently. Ernesto will predominantly maintain his own convictions, attitudes and goals, without seeking confirmation. He does not mind taking chances and testing limits, and he has a lot of faith in his own judgment. It may be difficult to convince Ernesto about the views of others, because he basically has a lot of confidence and is typically good at standing his ground.

Ernesto typically thrives when he is given room to work on his own and is allowed to make independent decisions. He will generally be driven by having a large amount of influence both on his own tasks as well as company decisions. Ernesto may in some cases seem stubborn, if his sentiments and opinions are not being heard or taken seriously.

Ernesto can benefit from being aware of when it may be advantageous to include the views of others, so everyone feels heard and engaged in the process. By involving and engaging with his work-relations, he is better able to anchor the decisions within the organisation.

In terms of management, it is crucial for Ernesto's performance that he understands and is aware of when he has decision-making competence.

Satisfied with own professional level

Is generally satisfied with their current level of competence and rarely seeks out new knowledge or personal or professional development. Ernesto rarely spends unnecessary time and energy on learning something new.

Ernesto typically thrives with tasks that are possible to solve with his existing skill set and prefers that job requirements and job content does not change significantly over time. Instead, he prefers doing his tasks using his existing competences. Ernesto will rarely seek out new opportunities for development – unless they are areas that particularly catch his interest or are very important to the job.

For management, it may therefore be crucial for Ernesto's motivation that demands for development or education are explicitly related to the value that he will create for himself and for the company.

Maintains decisions

Will often stick to his decisions over time, despite new input and new opportunities. Ernesto can be seen as somewhat reluctant in situations with many quick or major changes. On the other hand, you know where you have her, and he stands by the decisions that have been made. <Br/ < Ernesto typically thrives in a culture with a high degree of continuity in processes and work procedures where an agreement stands. In some situations, he may end up sticking to his decisions and priorities, even though there are good arguments for doing something else. In terms of management Ernesto will benefit from being challenged on his approach to work, if he becomes too rigid and principled.

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The logo for People Test Systems, featuring the text "PEOPLE TEST SYSTEMS" in a white, sans-serif font, stacked vertically within a dark green square.

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Calm

Usually thrives in less busy surroundings and will often experience short deadlines and tight time estimates as stressors. Ernesto basically prefers to have plenty of time to carry out his duties and will typically act calm.

Ernesto prefers a calm pace of work and may therefore feel challenged by tight deadlines. For management, it can be important to align expectations with Ernesto regarding the time requirement for a specific task, so he does not become unnecessarily pressed for time.

As a developmental activity Ernesto can try to accelerate progress on each task by allocating time for the execution of it and by being aware of how that time is spent. This allows his focus and time to be directed towards the individual tasks that add the most value to the combined production.