



Profile Testing Report

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18 August 2023

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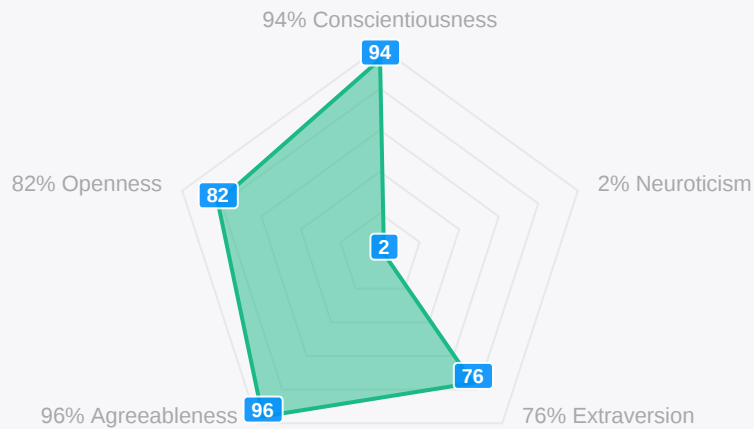
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Archetype Doer

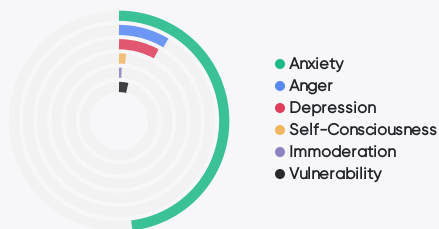
The Doer is the workhorse of the team who thrives in a process driven and structured environment. They want to be able to execute and deliver on tasks, projects and other responsibilities but can get focused on doing and achieving rather than questioning why a task or process is being undertaken. Doers 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.



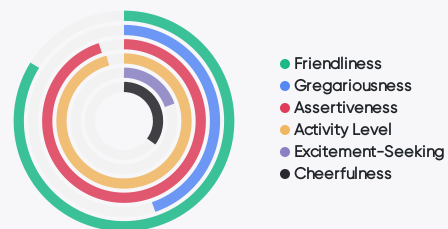
Culture Fit Results



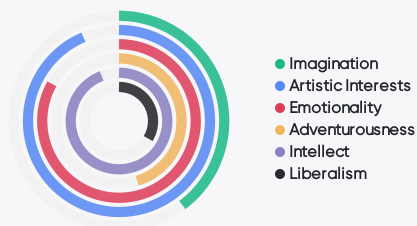
Neuroticism



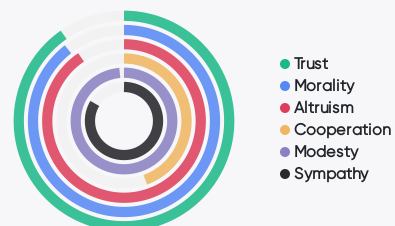
Extraversion



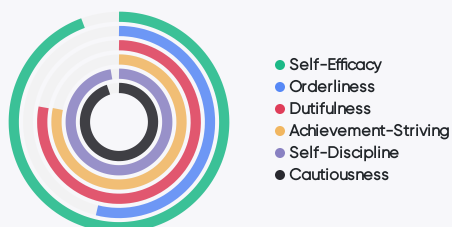
Openness To Experience



Agreeableness



Conscientiousness



Your Personality Type is D-Style

A D-personality is motivated by achievement. They don't care how it gets down, they only care that the job is complete and complete quickly. D's do everything at a fast pace, from understanding a new project to making decisions. They are always ready for a new challenge, new adventure, and if they can work in some kind of competition - friendly or otherwise - all the better for a D.



Personality

D-personalities are assertive people who work fast, live fast and make decisions quickly and objectively. Emotional appeal will do little to convince a D-personality. D's shine under pressure; they can be visionaries, have great communication skills, and are very charismatic. They prefer leadership positions and expect those surrounding them to listen when they speak. Authority is important to a D-personality and if challenged, they can sound aggressive.

Motivations

A D-personality is motivated by achievement and will naturally try to position themselves as a leader or person of authority. D's will be very vocal and actively reject doing any tasks they feel are mundane or tedious. If trying to appeal to a D-personality, subjective reasoning will be ignored. D's like action, challenge and adventure so try to appeal to those preferences.

Communication

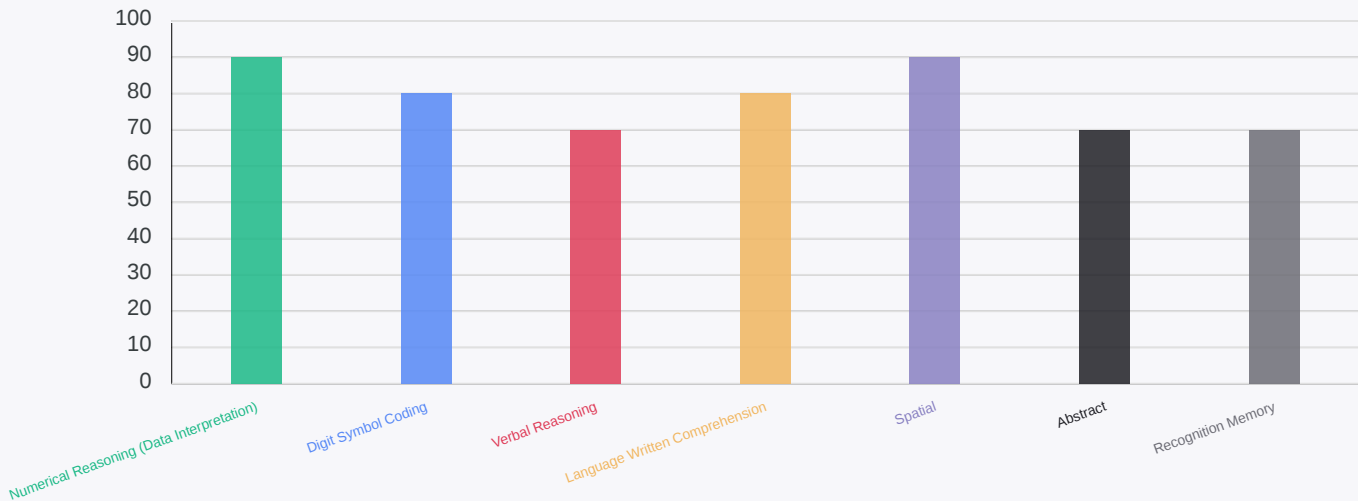
D's are known for their boldness and tend to tell it like it is. You need to do the same in order to communicate effectively and ensure that the D-personality not only hears you, but listens. Do not expect try to develop rapport, engage in idle small talk, or expect the D-personality to read your emotions or unspoken sentiments. Say what you have to say, say it clearly, be assertive and direct and then allow the D-personality to turn back to whatever they were doing.

Under Stress

The D-personality like autonomy, which means they seek freedom, independence, and control. D's are likely to quickly lose any interest if they feel constricted by rules or structure, as well as in situations where they cannot be in control.

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 come up with a course of action, articulate them and decide.



● 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.

● 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.

● 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.

● 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.

● 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.

● 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.

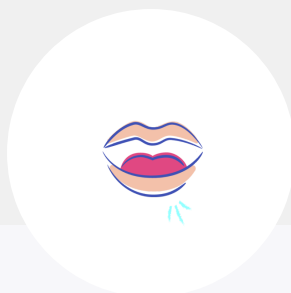
● Recognition Memory

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.

Your Learning Style is **Verbal**

The verbal style involves both the written and spoken word. If you use this style, you find it easy to express yourself, both in writing and verbally. You love reading and writing. You like playing on the meaning or sound of words, such as in tongue twisters, rhymes, limericks and the like. You know the meaning of many words, and regularly make an effort to find the meaning of new words. You use these words, as well as phrases you have picked up recently, when talking to others.



Common pursuits and phrases

Pursuits that use the verbal style include public speaking, debating, politics, writing and journalism. You may tend to use phrases like these:

- Tell me word for word.
- I hear you but I'm not sure I agree.
- In other words.

Learning and techniques

- If you are a verbal learner, try the techniques that involve speaking and writing. Find ways to incorporate more speaking and writing in techniques. For example, talk yourself through procedures in the simulator, or use recordings of your content for repetition.
- Make the most of the word-based techniques such as assertions and scripting. Use rhyme and rhythm in your assertions where you can, and be sure to read important ones aloud. Set some key points to a familiar song, jingle or theme.
- Mnemonics are your friends for recalling lists of information. Acronym mnemonics use words, focusing on the first letter of the word to make up another word or memorable sequence. You can also make up phrases using the items you want to memorize.
- Scripting is also powerful for you. You don't just have to write them down. Record your scripts using a tape or digital audio recorder (such as an MP3 player), and use it later for reviews.
- When you read content aloud, make it dramatic and varied. Instead of using a monotone voice to go over a procedure, turn it into a lively and energetic speech worthy of the theatre. Not only does this help your recall, you get to practice your dramatic presence!
- Try working with others and using role-playing to learn verbal exchanges such as negotiations, sales or radio calls.

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.

Sales – Farmer

I'm a bit of a social butterfly. I love to talk, maintain a schedule and follow-up. I like to check in and see people flourish. I can solve problems, think on my toes and work freely without supervision. I'm an Account Manager.

An Account Manager is a sales professional who performs a variety of duties aimed at managing their employer's client relationships, as well as developing new business from existing clients. An Account Manager has to achieve a quarterly target of sales and must also do the reporting. They are senior customer service representatives and are an important part of the sales process. Account Managers exist in majority of industries but are growing in IT, digital marketing and advertising.

IT/System Admin

System admins are charged with installing, supporting, and maintaining servers or other computer systems, and planning for and responding to service outages and other problems. Other duties may include scripting or light programming, project management for systems-related project.

An IT Systems Administrator's most important trait is problem solving. When a workstation or server goes down, you are called to solve the problem. You should be able to quickly and correctly diagnose the problem. You must figure out what is wrong and how best it can be fixed in small amount of time.

Data Analyst

I love to draw conclusions and insights through investigation. I'm enthusiastic about understanding the figures behind how things work, and I love solving problems with analysis. Turning data into intelligence is my passion. I'm a Data Analyst.

A Data Analyst is responsible for extracting, interpreting and presenting insights gained from the technical analysis of data. Outside of the formal role of a Data Analyst, Data Analysis is highly useful skill that can be applied almost anywhere.

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.