**The following reports should only be used for an impression of the desired tone of voice. The content is in no case applicable to your current trainee, and should be gathered from the actual reports on the trainee you are writing about.**

**Report 1**

Rohan has a bachelor’s in Medicine and a 2-year Master’s in Neuroscience, and he spent a year traveling in Thailand. He wants to explore different companies during the MCP program. He stands out for being very adaptable. During the assessment, he impressed everyone with his curiosity and willingness to try new ideas in his presentations. He has a natural way of connecting with his audience, speaking confidently and making complex topics easy to understand. He was also open to feedback, often taking a moment to think about how he could improve his skills.

As a team player, Rohan does well in group settings, creating a friendly atmosphere during activities like the 'Curious Case.' His approachable style helped make things positive, though sometimes he could take over conversations, unintentionally overshadowing others. He knows about this tendency and wants to work on making more space for others to share their thoughts.

While he’s a quick thinker, Rohan can improve on balancing being decisive with being thoughtful, especially when working with more experienced peers. In conflict situations, he could do better by focusing on understanding instead of jumping straight into his own points. During role-play, he could have made a bigger impact by listening actively and inviting the other person to share their views.

Rohan’s focus on results sometimes leads him to get caught up in immediate tasks and overlook the bigger picture. Although he pays attention to details, he sometimes makes assumptions and skips steps in his eagerness to move ahead. Shifting his focus to long-term planning instead of just quick solutions could help him here. The good news is that he’s open to suggestions and ready to grow.

In summary, Rohan is a confident, friendly communicator with a gift for teamwork. His commitment to personal growth and enthusiasm provide a strong base for his time at ORMIT. By focusing on active listening and making room for others in group settings, he can improve his effectiveness as a team player and leader.

**Report 2**

**Personality**  
Tim is someone with a strong drive to perform and be the best. He is strongly focused on winning and is driven by competition.

Tim has little desire to influence others. He respects the contributions of others and adopts an influencing style that involves others. He certainly does not want to tell others what to do and prefers to let colleagues take the lead. He will first adopt a wait-and-see attitude and only take the lead if no one else does.

In general, Tim is a tolerant person who is willing to adapt to the opinions of others to avoid conflicts. He is less inclined to share his own opinion when it could lead to a discussion and will only do so when things are truly important to him.

He deals with matters as they arise, more spontaneously and less pre-planned. He may not gain energy from planning and prefers to leave this to others. He might be unprepared for problems that others foresee, but he is likely seen by his colleagues as flexible and willing to adjust existing plans when necessary.

Tim has little interest in working with details and may only check the most important ones. He leaves detailed work to others, which can mean that he sometimes misses essential mistakes. Strategic projects or tasks that focus on the bigger picture may suit him better.

He assumes that things will turn out well and therefore may not always think enough about the details and necessary steps in planning to ensure everything goes smoothly. He likely relies on his own quick reactions and his preference for addressing issues as they arise.

He likes to maintain a balance between change and stability at work. He is willing to adapt to changes that he sees as useful but also likes to keep some stability in certain aspects of his work.

Tim is someone who easily gets along with others. Others likely find him friendly and easy to deal with. He enjoys teamwork and finds it important that the atmosphere is good within a group.

Tim likes to make new contacts. He actively tries to speak with different people. He likely has confidence in this and wants to build a broad network, although it sometimes takes him a little while to feel comfortable.

**Report 3**

**Personality**  
Rohan is an open person and engages easily in conversation. He is quite spontaneous in his responses. During the discussion about the personality questionnaire, he relates well to both the strengths and the dimensions that need development. He even spontaneously provides examples to support certain points. At times, it is observed that he needs guidance in this personal reflection.

Rohan is not easily impressed by more complex situations. He takes on challenges, does his best, accepts feedback, and tries to improve further. In his relationships with others, he expresses his viewpoint and defends his opinion. Furthermore, he is not afraid of conflicts; he sees them as a way to move forward. It is important for Rohan to please others, and he pays attention to both the emotions of others and his own. Thus, Rohan presents himself as an open book.

He is very engaged in the projects/tasks he undertakes. Additionally, he has a strong need to complete tasks, which can sometimes lead him to lack perspective by wanting to go too far (when it is neither necessary nor requested). In carrying out his projects, Rohan could focus more on the organizational and planning aspects.

**Report 4**

**Personality**  
Rohan makes an enthusiastic first impression; he connects easily and smiles. He delivers a strong presentation with energy and impact. He comes across as self-assured.

The conversation with Rohan is pleasantly open. He speaks very openly about himself and reflects on his experiences. I get to know Rohan as someone who is approachable and curious. He can critically assess himself and articulate his areas for development well. He has a good awareness of his strengths. He is driven and sees himself as competitive (compared to others and himself); he enjoys being challenged to learn new things and seeks change, displaying wide interests.

Rohan prefers strategy and management, thinking long-term rather than focusing on details, which he prefers to leave to others. He tends to plan broadly but remains flexible. If he finds something less important or if it is a minor issue, he may procrastinate.

He describes himself in the personality questionnaire as a self-assured participative leader. He comes across as confident but admits that his assertiveness depends on his knowledge of the subject. If he believes that others know better, he will adopt a less assertive stance. He enjoys teamwork and seeks harmony within the team, making it important that everyone is in agreement and that there is trust. He values what others think and wants to please everyone.

When alone, he can make decisions quickly (with the risk of deciding too hastily), but in a team, he will try to seek a compromise. In the event of disagreement, he prefers a direct approach and will prefer to resolve the situation through discussion. He dares to take responsibility for naming problems or frustrations.

Rohan is relatively stress-resistant due to his ability to put things into perspective. He is open to feedback, although he admits that it can initially feel uncomfortable.

**Report 5**

**Personality**  
Rohan’s first impression is very enthusiastic and energetic. When stressed or focused, she tends to somewhat lose this energy.

She delivered a well-structured presentation and connects easily, making pleasant conversations thanks to her calmness and charisma.

Rohan is very driven; she sets high standards for herself. She is committed and always wants to improve herself. She will only be satisfied if she has done everything she could and when she receives positive feedback.

As a very positive person, Rohan tends to believe that everything is going to be fine. The benefit of this is that she can put setbacks into perspective and states that being positive helps her through difficult times. She can feel hurt when receiving difficult or unexpected feedback/criticism, as doing her best is very important to her. She will seek ways to improve or solve the issue.

Being this positive-minded, she might need to be careful not to get too enthusiastic too fast, taking time to ask the right questions and anticipate possible problems first.

Her preferred working method is to do one thing at a time and complete it 100% from start to finish. She has had to combine multiple tasks (e.g., Master thesis + marketing task + applying), which she does not prefer or enjoy, but she believes that the pressure this brings makes her more productive and better at planning everything. She enjoys the challenges this brings her.

In her answers to the questionnaire, we can see that change is not comfortable for her, although she often seeks it as she states it motivates her. Therefore, she looks forward to the changes in projects, environments, teams, etc., every few months.

While she is easygoing and smiling, Rohan’s assertiveness is still a development point. She mentions that she has evolved in this area but sometimes hesitates whether she should speak up. In certain situations, she might lack some self-confidence (e.g., in front of someone with a lot of experience/knowledge/title). Talking to unfamiliar people may feel somewhat outside her comfort zone.

Rohan can feel stressed if she thinks she was not able to prepare to the level she should have.

She engages in very pleasant conversations and is open about herself. She already possesses good self-knowledge and reflects on her experiences.