

BENCHMARK REPORT

Manuela Brown Brown

Test taken on the 19th of May 2020 in 43 min 18 sec

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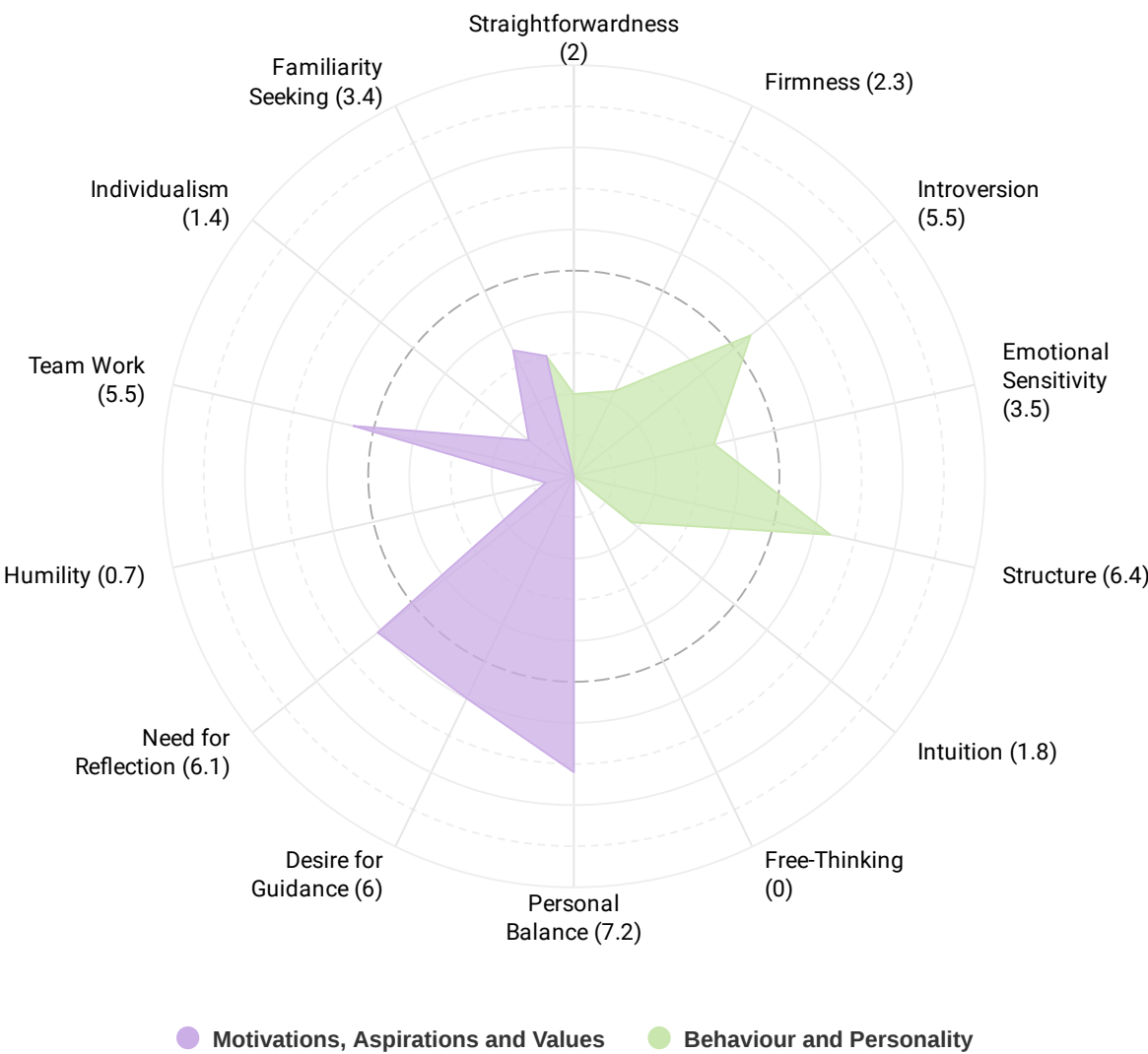
1 - THE GRAPH

Results on main factors (Score out of 10)



2 – THE INVERTED GRAPH

Results on opposing factors (Score out of 10)



3 – PERSONALISED ANALYSIS

Personality traits that are specific to the profile

In this section you will find the traits that stand out the most in the profile of the candidate.

A few precautions in interpreting the results:

- Certain personality traits may contradict each other, this is true for human behaviour.
- We recommend to look at the "The Comments" section of this report for a more personalised description of the profile.

Strengths

Manuela Brown Brown strictly follows rules and regulations. She is best suited for tasks that require following set procedures.

Highly ambitious, Manuela Brown Brown strongly favours competition and continuously strives for success. She grabs opportunities for professional advancement.

Selfless by nature, Manuela Brown Brown is generous. She is always ready to lend a helping hand and assist others.

Rational and factual, Manuela Brown Brown strives to remain objective in her decision making.

Weaker points, points to develop:

Rigid rules and regulations may hinder efficiency. Manuela Brown Brown could benefit from being more open to questioning outdated or inefficient rules.

Being highly success-oriented, Manuela Brown Brown should be careful not to overexert herself.

Manuela Brown Brown could benefit from concentrating more on her personal interests and not spend all of her time assisting others.

4 – THE DETAILED TABLE

A tabular representation of the results on the main and opposing factors

The following table summarises the candidate's results from the questionnaire. The column on the right describes the main factor. The column on the left describes the opposing factor. The "✓" represents where the candidate stands in relation to the dimension.

Therefore the closer the "✓" is to the right, the stronger is the tendency for the main factor. The closer the "✓" is to the left, the stronger is the tendency for the opposing factor.

Opposing factor	A	B	C	D	E	F	G	H	I	J	K	Main factor
Behaviour and Personality												
Straightforwardness										✓		Persuasiveness Convincing, Influential, Strategic
Firmness Decisive, Resolute, Strong-willed									✓			Flexibility Adjusting, Seeks consensus, Open-minded
Introversion Reserved, Quiet, Formal					✓							Extraversion Outgoing, Social, Interactive
Emotional Sensitivity Passionate, Emotionally expressive, Reactive								✓				Emotional Distance Calm, Self-controlled, Composed
Structure Methodical, Planned, Systematic				✓								Improvisation Spontaneous, Adaptable, Comfortable with ambiguity
Intuition Instinctive, Insightful, Perceptive										✓		Focus on Facts Rational, Logical, Analytical
Free-Thinking Non-conforming, Defines one's own standards											✓	Rule-Following Adheres to standards, Respects rules
Motivations, Aspirations and Values												
Personal Balance Work-life balance, Disconnects after work			✓									Involvement at Work Dedicated, Committed, Workaholic
Desire for Guidance Seeks guidance and advice, Appreciates being directed					✓							Desire to Lead Takes charges, Authoritative, Responsible
Need for Reflection Patient, Reflective, Likes to conceptualize				✓								Need for Action Dynamic, Risk-taker, Acts immediately
Humility Satisfied, Stable, Cautious											✓	Ambition Competitive, Success- driven, Achievement- oriented
Team Work Cooperative, Affiliative, Team-oriented					✓							Autonomy Autonomous, Prefers independent work
Individualism Practical, Favours personal interests										✓		Altruism Helpful, Generous, Service- oriented
Familiarity Seeking Likes routine and established methods, Conventional								✓				Novelty Seeking Curious, Imaginative, Experimental

5 – THE COMMENTS

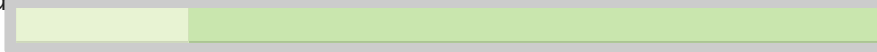
An interpretation of the scores on each factor with personalised comments

BEHAVIOUR AND PERSONALITY

Straightforwardness << >> Persuasiveness

Straightforwardness

Score
2



Persuasiveness

Score
8

Manuela Brown Brown is very persuasive. She modifies information for a target audience in order to ensure desired outcomes. Charming, Manuela Brown Brown is likely to devise ways to get others to accept her ideas. Unlike her more straightforward colleagues, she enjoys to be tactful and to influence others.

Environment and Roles: Thrives in roles where convincing others is essential to success.

Interaction with others: Ensures that her speech reflects what colleagues and clients want.

Strength: Adept at making convincing and persuasive arguments.

Potential weakness: May be viewed as manipulative.

Definition

"Persuasiveness" is defined as the ease with which an individual is convincing and influencing others by using tact and adapting their speech for an audience, while "Straightforwardness" refers to being authentic and direct in communication, with a need to remain transparent.

Firmness << >> Flexibility

Firmness

Score
2.3



Flexibility

Score
7.7

Manuela Brown Brown is flexible and accommodating. In recognising that she may not always be right, Manuela Brown Brown prefers a cooperative approach to resolving conflicts and is more willing than most to change her mind. She is not likely to be firm during negotiations and may give up her own advantages to dissolve disagreements.

Environment and Roles: Well suited for positions where finding the middle ground is required.

Interaction with others: Generally accommodating in discussions and provides a 'soft touch' to difficult disagreements.

Strength: Open to other people's perspectives.

Potential weakness: Could make too many compromises.

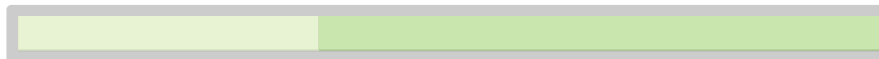
Definition

"Flexibility" is defined as a willingness to be open to make concessions when dealing with others in order to seek consensus and avoid conflict, while "Firmness" refers to a tendency to defend one's own point of view and remain determined during exchange with others.

Emotional Sensitivity <> Emotional Distance

Emotional
Sensitivity

Score
3.5



Emotional
Distance

Score
6.5

Manuela Brown Brown remains calm and composed in most instances. Generally unaffected by criticism, she knows how to take hold of her feelings. Unlike her more emotional co-workers, Manuela Brown Brown takes some emotional distance from stressful situations.

Environment and Roles: Well suited for stressful settings that require a cool mind to be successful.

Interaction with others: Likely to make decisions for the team when difficult situations arise.

Strength: Knows how to keep self-control when faced with adversity and stress.

Potential weakness: May not always show her emotions, which could give others the impression that she is indifferent.

Definition

"Emotional Distance" is defined as the tendency to stay calm and composed even when faced with stressful or unsettling situations, while "Emotional Sensitivity" refers to the tendency to react to stress, take things to heart and readily express emotions.

Introversion <> Extraversion

Introversion

Score
5.5



Extraversion

Score
4.5

Manuela Brown Brown is somewhat reserved and usually prefers listening to talking. She requires some social stimulation but prefers quiet environments to be productive. Manuela Brown Brown is generally not at ease in large social gatherings but would be willing to support business networking events if the situation calls for it.

Environment and Roles: Suited for roles that require some periods of focus and concentration.

Interaction with others: Generally maintains formal, yet friendly relationships with co-workers.

Strength: Works well with little social contact.

Potential weakness: May feel overwhelmed when work requirements demand constant interaction.

Definition

"Extraversion" is defined as the tendency to be outgoing and lively, seeking to develop many friendly contacts, while "Introversion" refers to being reserved and formal, choosing to maintain only a few close relationships.

Structure << >> Improvisation

Structure

Score
6.4



Improvisation

Score
3.6

Manuela Brown Brown is somewhat organised and methodical in her approach to work. She prefers planning her schedules in advance and usually tries to stick to them. However, she is likely to adapt when the situation calls for it. Manuela Brown Brown can be willing to adjust her plans in urgencies but would generally organise her day to prevent such emergencies.

Environment and Roles: Suited for projects that require planning but need a little flexibility for completion.

Interaction with others: Likely to work well with people who generally stick to schedules.

Strength: Remains organised and is rarely unprepared.

Potential weakness: May be uncomfortable with unexpected situations.

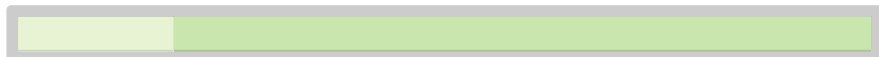
🔍 Definition

"Improvisation" is defined as being spontaneous and acting without clear planification, being at ease when facing unexpected situations, while "Structure" refers to a preference for being organised, methodical and referring to procedures.

Intuition << >> Focus on Facts

Intuition

Score
1.8



Focus on
Facts

Score
8.2

Manuela Brown Brown solely relies on logic and facts to make decisions and solve problems. She will carefully review information and analyse all details before making a judgement. Unlike her more intuitive colleagues, Manuela Brown Brown is likely to ignore gut feelings and would prefer to weigh and deliberate all aspects of a problem. People with a similar score tend to believe it is best to wait for all the facts to emerge before jumping to conclusions.

Environment and Roles: Best suited for positions in which a rigorous analysis of information is privileged.

Interaction with others: Likely to ensure that team members thoroughly review information before decisions are taken.

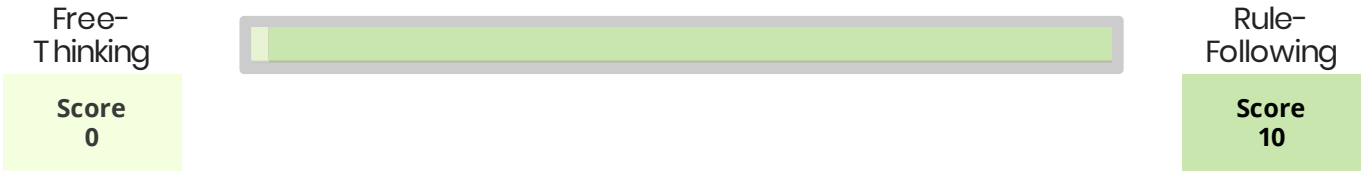
Strength: Objectively analyses situations and takes rational decisions.

Potential weakness: May ignore the value of perceptions and emotions to understanding a problem.

🔍 Definition

"Focus on Facts" is defined as the tendency to be objective, logical, analytical and rational in evaluating information and making decisions, while "Intuition" refers to the tendency to appraise situations and make choices based on one's personal insights, instincts, impressions and 'gut feeling'.

Free-Thinking << >> Rule-Following



Manuela Brown Brown strictly complies with all regulations and policies of a company. People with a similar score generally believe that rules and procedures are not meant to be interpreted and should be followed without exception. Manuela Brown Brown tends to comply with established guidelines as her own principles are usually linked to those of the organisation. She is likely to be known throughout the organisation for her dutifulness and quality assurance.

Environment and Roles: Best suited for positions that require strict adherence to rules because disregarding guidelines could be dangerous.

Interaction with others: Likely to ensure that team members are sticking to the rules.

Strength: Enforces regulations for quality, safety or legal reasons.

Potential weakness: May fail to question or change outdated or inefficient rules.

Definition

"Rule-Following" is the tendency to respect and comply with established guidelines and standards set by the organisation and society, while "Free-Thinking" is the tendency to create or modify rules if existing ones are considered inefficient and impractical.

MOTIVATIONS AND VALUES

Personal Balance << >> Involvement at Work

Personal
Balance

Score
7.2



Involvement
at Work

Score
2.8

Manuela Brown Brown feels a need to keep her professional and private lives separate. She tends to maintain a rich personal life. Regardless of her level of productivity while at work, she generally disconnects after office hours. Compared to her more dedicated colleagues, Manuela Brown Brown is less likely to experience work-related strain.

Environment and Roles: Well suited for organisations that acknowledge the importance of work-life balance.

Interaction with others: Works best with co-workers for whom having a balanced life seems important.

Strength: Promotes the value of quality personal time.

Potential weakness: May be perceived as uncommitted.

🔍 Definition

"Involvement at Work" refers to the importance given to work and one's emotional bonding with the organization, while "Personal Balance" refers to a preference to separate one's personal and professional lives and balancing the two.

Desire for Guidance << >> Desire to Lead

Desire for
Guidance

Score
6



Desire to
Lead

Score
4

Manuela Brown Brown prefers to work in settings where she can count on someone with more experience if necessary. Her work benefits from general guidance from managers. However, she may be capable of taking the lead with projects that she feels very competent about.

Environment and Roles: Fairly comfortable in roles characterised by clear instructions and guidance.

Interaction with others: Willing to let others take the lead but can mentor others on a one-to-one basis if required.

Strength: Effective at seeking and implementing feedback received.

Potential weakness: May experience difficulty leading teams.

🔍 Definition

"Desire to Lead" is defined as the inclination to take charge of situations and to seek roles that require leading people, while "Desire for Guidance" refers to the preference for supervision and regular feedback, as well as for clearly defined directives.

Need for Reflection <> Need for Action

Need for
Reflection

Score
6.1



Need for
Action

Score
3.9

Manuela Brown Brown tends to focus more on a strategic view than on immediate tasks and concerns. She likes working on parts of a project that require time and patience and bear fruits in the future. However, she understands the importance of pressing concerns in the short-term and would be willing to address them if they have minor consequences on the long-term vision.

Environment and Roles: Suited for tasks and projects that can have a large impact on the future and require some strategy.

Interaction with others: Helps to keep the team focused on long-term implications of impulsive decisions.

Strength: Will examine long-term repercussions of tasks before taking action.

Potential weakness: May get carried away by strategic aspects of projects and lose sight of immediate requirements.

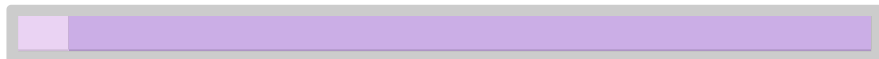
Definition

"Need for Action" refers to a tendency to be dynamic and to prefer short term projects that deliver quick and concrete results while "Need for Reflection" refers to a preference for complex, long term projects that yield results in the future and require more strategy, patience and reflection.

Humility <> Ambition

Humility

Score
0.7



Ambition

Score
9.3

Very ambitious, success is extremely important to Manuela Brown Brown. She is highly competitive and equates progress with rapid professional growth. Driven to succeed, she actively seeks opportunities to advance in the organisation. Manuela Brown Brown is very unlikely to miss any chance that may help her to move up the career ladder.

Environment and Roles: Likely to thrive in organisations that are highly pressurised and competitive.

Interaction with others: Colleagues are likely to perceive her as driven and career-focused.

Strengths: Willing to go above and beyond to succeed.

Potential weakness: May be ruthless in order to progress.

Definition

"Ambition" is defined as the competitive drive towards success and achievement, setting high and risky goals while "Humility" refers to the tendency to be satisfied with one's current status and be comfortable with professional stability.

Team Work <> Autonomy

Team Work

Score
5.5



Autonomy

Score
4.5

Manuela Brown Brown is likely to prefer roles that require collaboration in teams most of the time. In general, she tends to favour cohesiveness more than independence. People with a similar score as Manuela Brown Brown like working with others but are able to work on individual projects on which they have demonstrated competence.

Environment and Roles: Likely to enjoy tasks that enable her to exchange ideas in collaboration with others.

Interaction with others: Generally perceived as cooperative.

Strength: Able to integrate into teams.

Potential weakness: May rely on the group even when independent working is needed.

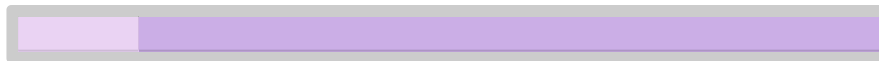
Definition

"Autonomy" is defined as a preference for independence and freedom while working. "Team Work" refers to the tendency to enjoy group work, be cooperative and focus on team cohesiveness.

Individualism <> Altruism

Individualism

Score
1.4



Altruism

Score
8.6

Highly altruistic, Manuela Brown Brown is dedicated to helping others. Generous by nature and always ready to lend a hand, she is sensitive to the needs of those around her and wants to be of value to others. For her, professional achievements need to be based on social and humanistic values. At work, Manuela Brown Brown focuses on issues such as the well-being of others and tends to get involved in projects that are focused on developing these.

Environment and Roles: Likely to thrive in organisations that actively promote social responsibility and people development.

Interacting with others: Very friendly and perceived by peers to be trustworthy and selfless.

Strength: In tune with and responsive to the needs of people.

Potential weakness: People may interpret her helpfulness as interference.

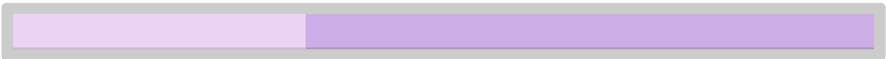
Definition

"Altruism" is defined as the inclination to be concerned about people and generous with one's time and resources, wanting to contribute to the greater good while "Individualism" refers to being practical and realistic with a focus on one's personal objectives.

Familiarity Seeking << >> Novelty Seeking

Familiarity Seeking

Score
3.4



Novelty Seeking

Score
6.6

Manuela Brown Brown enjoys change and innovation. She is an inquisitive and creative person who likes to come up with both, ideas and ways of improving established methods. Manuela Brown Brown is willing to take risks in order to innovate. She is looking to learn new things and come up with creative solutions.

Environment and Roles: Well suited for changing and diverse settings that encourage originality.

Interaction with others: Likely to motivate colleagues to think outside the box.

Strength: Brings a fresh perspective and innovative ideas to the organisation.

Potential weakness: May change methods that work well for the sake of innovation.

Definition

"Novelty Seeking" is defined as being inquisitive with an inclination to explore and experiment with new ways of doing things, while "Familiarity Seeking" refers to being comfortable with what one is accustomed to and follow proven methods over experimental approaches.

6 – GENERAL PROFILE

Suitability of the profile in relation to various work-personality profile types

This section analyses the extent to which the candidate's profile matches the various work-personality types.

A perfect match corresponds to 100%.

The profiles PP2



Social **76%**

Social individuals are gregarious by nature and have the need to belong to a group. They enjoy networking and can easily form good professional and personal bonds with others. They enjoy working in teams and tend to spread their enthusiasm to their team-members. As a result, they integrate very easily into different teams.

Conscientious **74%**

Conscientious individuals are meticulous by nature. They stick to set procedures and adhere to rules because they believe that closely following these can contribute to the quality of their work. They prefer using conventional and well established methods that they can count on to be efficient. They also have a keen eye for detail and rely on factual information to make decisions.

Cooperative **67%**

Cooperative individuals are characterised by their tendency to be consensual. They feel the need to find a common ground during discussions and work towards finding solutions to disagreements by understanding the needs of the people they work with. They are altruistic and enjoy being of help to others which may sometimes lead them to disregard their own needs.

Dynamic **62%**

Dynamic individuals are characterised by an enthusiastic attitude towards work. They are energetic and work with a lot of vigour. They enjoy working towards obtaining quick results and hence seem more practical than reflective. They are often driven by success and enjoy diversity in their work which may make them seek out different ventures if they feel they are stagnating.

Reflective 55%

Reflective individuals are characterised by patience and poise. They are usually calm and only come to a decision after having examined all of its possible consequences. As a result, they appear reserved and level headed. They can easily concentrate and focus their thoughts and attention in a particular direction.

Determined 50%

Determined individuals are generally characterised by strong negotiation skills. They are persistent and can convince others with finesse and firmness. They carry with them a certain aura of authority which works to their advantage during discussions. They take charge of situations and make sure that their needs are met.

Independent 45%

Independent individuals are characterised by a need for autonomy and self-reliance. They prefer working without close supervision and appreciate working alone. They like working with a certain amount of freedom, without having to follow strict rules or rigorous procedures. They prefer working independently rather than in teams, which may make them appear more introverted than outgoing.

Devoted 41%

Devoted individuals are highly dedicated to their work and feel emotionally attached to their job and organisation. They are passionate and expressive with their feelings about their work, and do not require external motivators to perform. Their identity tends to be linked to their job and organisation. They may sometimes be viewed as sensitive, especially when handling stressful situations.

Intuitive 35%

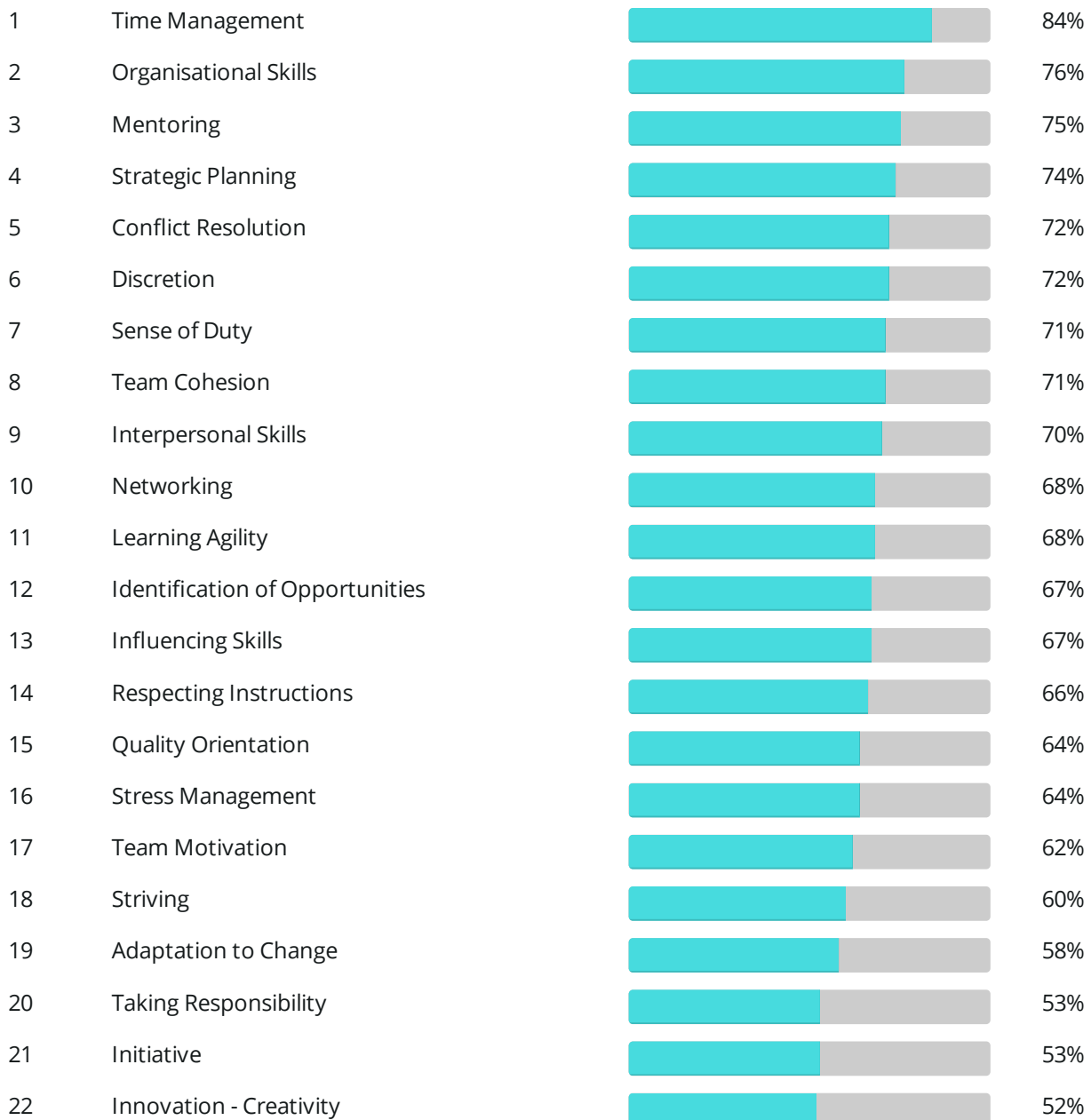
Intuitive individuals tend to rely on their gut feelings and can handle uncertain situations with ease. Holding a flexible attitude, they are open to novelty and do not try to make rational sense of everything. They are creative by nature and believe in exploring things without sticking to conventions. They tend to recollect overall impressions of events instead of focusing on actual facts or details.

7 – POTENTIALS

Suitability of the candidate's personality in relation to the potentials

This section analyses the candidate's position with regard to key potentials related to behavioural skills and attitudes. A perfect match corresponds to 100%.

Potentials



Time Management **84%**

Prioritising tasks pragmatically so as to meet deadlines.

Organisational Skills 76%

Planning each action of a project by breaking it down into its parts in order to follow a systematic approach.

Mentoring 75%

Taking responsibility for employees' development and progression by coaching them to help them improve.

Strategic Planning 74%

Establishing action plans to anticipate future developments.

Conflict Resolution 72%

Maintaining harmony within the team by mediating conflicts.

Discretion 72%

Respecting confidentiality and exercising restraint in the disclosure of information.

Sense of Duty 71%

Respecting and adhering to codes of conduct, remaining honest, and being reliable.

Team Cohesion 71%

Encouraging activities that will enable united and productive teams.

Interpersonal Skills 70%

Interacting effectively with others, forming relationships with individuals and groups.

Networking 68%

Making contacts and developing a network of influential people for potential opportunities.

Learning Agility 68%

Showing an inquisitive mind with a high interest in new things.

Identification of Opportunities 67%

Understanding the market perfectly in order to be able to identify and seize business opportunities.

Influencing Skills **67%**

Promoting ideas and convincing others, as well as communicating in an assertive and tactical manner.

Respecting Instructions **66%**

Adhering to procedures by following and implementing directives.

Quality Orientation **64%**

To be meticulous with an eye for detail to ensure the highest level of quality and service.

Stress Management **64%**

Managing one's own emotions and remaining calm and productive in challenging situations.

Team Motivation **62%**

Leading a group of people towards a common objective by winning their support and pushing them to surpass themselves.

Striving **60%**

Constantly seeking to excel and surpass one's goals.

Adaptation to Change **58%**

Being able to adapt to change, adjusting one's behaviour or attitude to an environment and people.

Taking Responsibility **53%**

Taking ownership of projects, and accepting the consequences of their success or failure.

Initiative **53%**

Seizing opportunities and being a driving force to create or move things forward.

Innovation – Creativity **52%**

Thinking outside the box and looking at things from new perspectives.

8 – HOW DIFFERENT PROFESSIONS SUIT THE PROFILE

Suitability of the candidate's personality for the job profile/position


















Emerging Professions

1 Contact Tracer  62%

Given below is a list of jobs, representing the majority of internationally recognised careers, analysed with respect to the candidate's profile.

A perfect match corresponds to 100%.

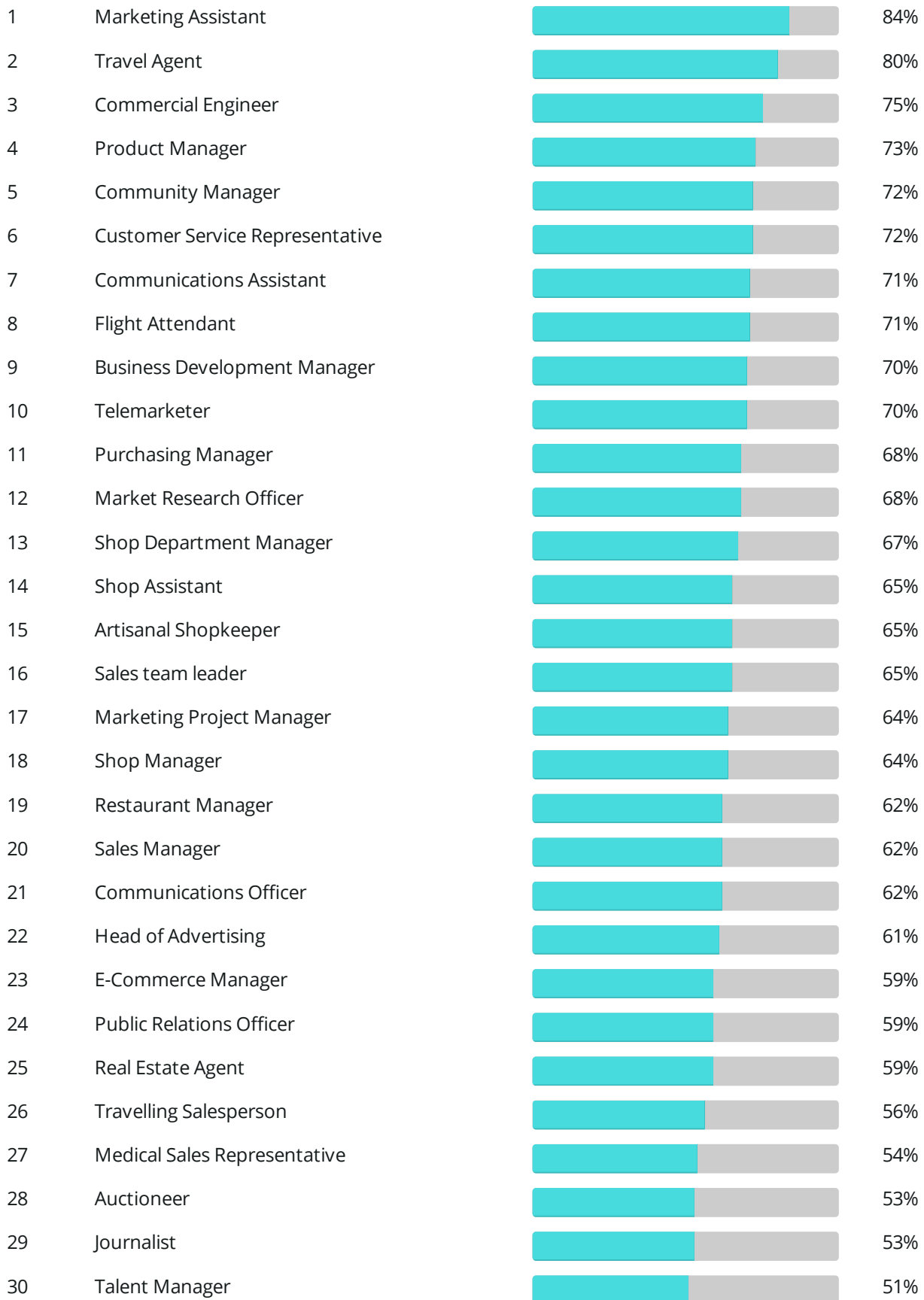
Administration, finance, accounting and legal

1	Bank / Finance / Assurance Client Relations Officer		79%
2	General Insurance Agent		67%
3	Tax Lawyer		65%
4	Lawyer (in-house)		65%
5	Notary		65%
6	Bank Employee (customer-facing)		65%
7	Magistrate/Judge		65%
8	Admin Assistant		64%
9	Lawyer		63%
10	Accounting and Financial Auditor		60%
11	Asset Management Consultant		60%
12	Chief Financial Officer		60%
13	Financial Analyst		58%
14	Tax Inspector		57%
15	Legal Administrator		57%
16	Accountant		54%
17	Stock market specialist		52%

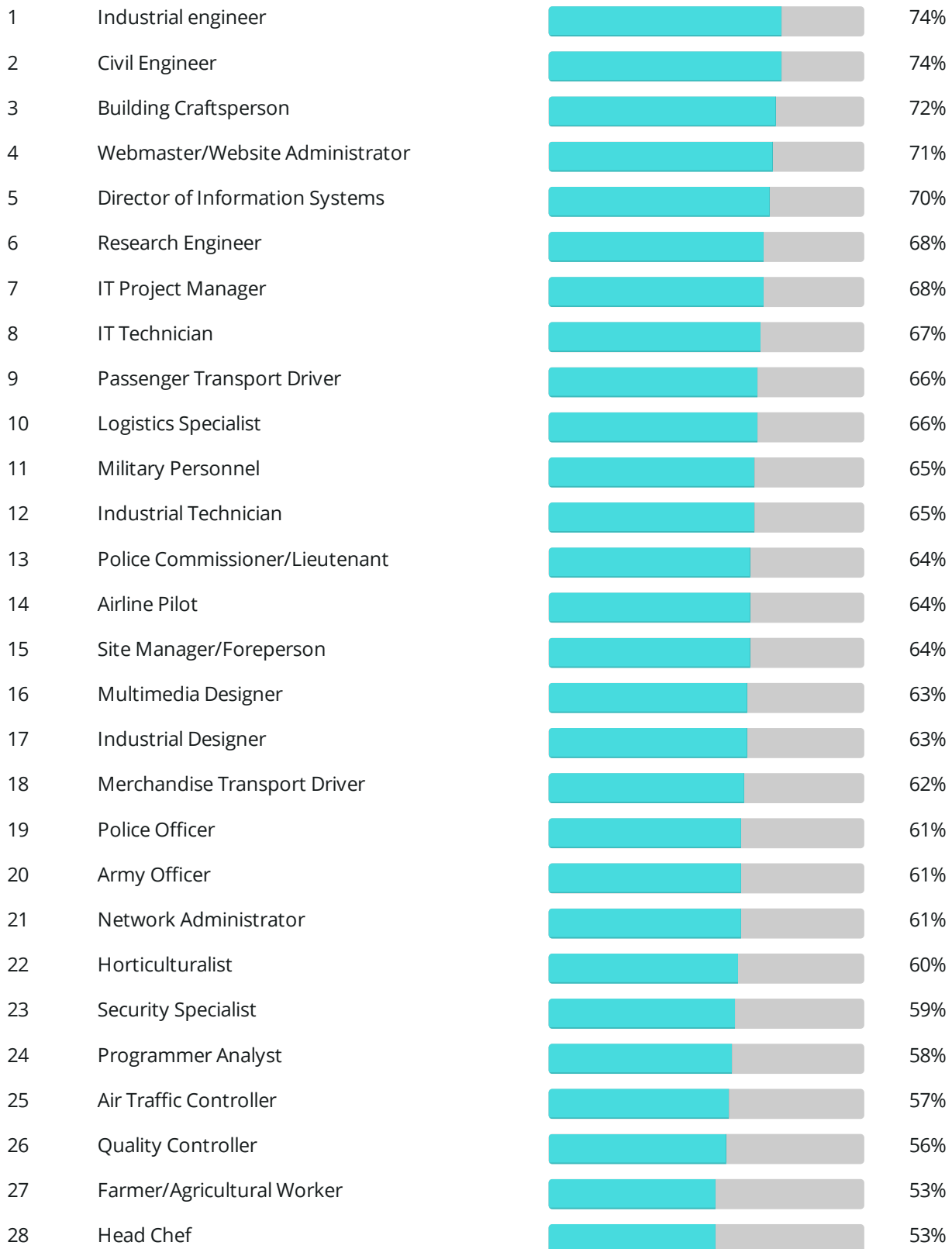
HR and Business Management



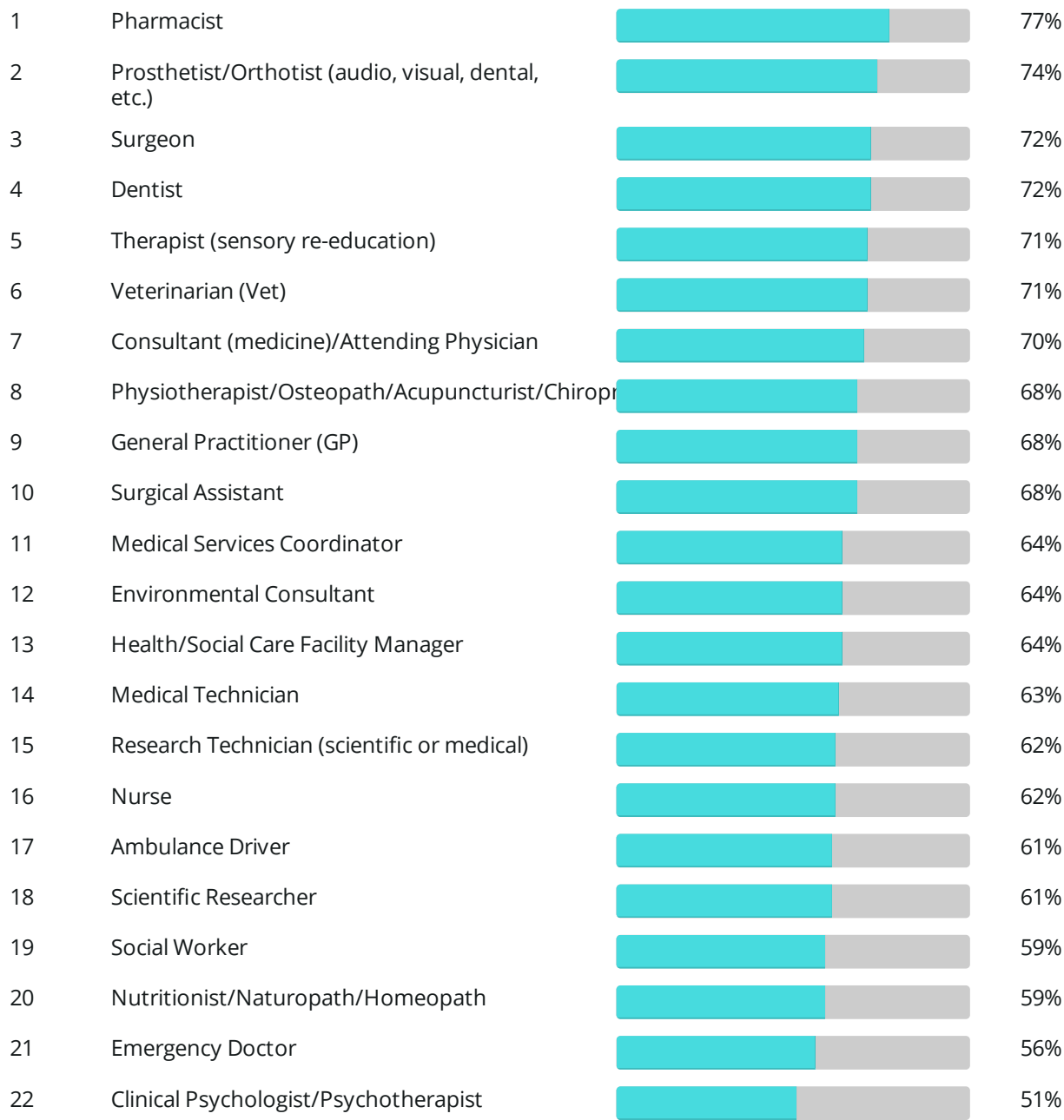
Commercial sales, communication and marketing



Logistics, IT, production and safety



Science, health and environment



Social, education, art, sports and leisure

