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Questionnaire Details

Name	Date of Report:	Time of Report:
Test Franchisee Questionnaire	25th March 2025	12:39 PM

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INTRODUCTION

Introduction to the Report

In a world where businesses pivot overnight, the real hire isn't the one who fits the job on paper—it's the one whose mindset fuels your mission. *The Mindset IQ* offers a game-changing approach to talent evaluation, designed to reveal not just who a candidate is on paper, but who they are in action. Built on a foundation of psychological insight and behavioral science, this system uncovers the mental frameworks that influence how individuals think, solve problems, collaborate, lead, and grow. By aligning mindset with the specific demands of a role or culture, organisations can dramatically improve hiring outcomes—reducing turnover, strengthening team cohesion, and unlocking untapped performance potential.

What sets *The Mindset IQ* apart is its ability to go deeper than traditional assessments. While CVs and interviews tell you what a candidate has done, this system reveals how they're wired to behave under pressure, adapt to change, and engage with others. It focuses on potential—evaluating how candidates are likely to perform, evolve, and align with your unique organisational environment. This forward-thinking model is not only more predictive of success, but also more inclusive and future-focused.

This report includes a modular breakdown of mindset-based evaluations across multiple dimensions, tailored to your organisation's needs. Whether you're assessing alignment with **core values, organisational culture, operational, strategic, technical, physical, or creative role virtues**, or measuring suitability across **interaction levels**—customer-facing, collaborative, or independent—*The Mindset IQ* provides precision insights powered by proprietary mindset spectrums.

Key mindset spectrums include Growth vs. Fixed Mindset, Proactive vs. Reactive Thinking, Adaptive vs. Rigid Behaviour, Collaborative vs. Egocentric Orientation, Analytical vs. Indecisive Decision-Making, and more. By interpreting how candidates naturally position along these spectrums, hiring managers gain a full-spectrum understanding of behavioral alignment—empowering confident, data-driven decisions.

Advantages of this Report:

1. **Depth of Insight:** Understand how candidates think, not just what they know.
2. **Role-Specific Clarity:** Align strengths with the exact demands of each role.
3. **Cultural Fit Confidence:** Build teams with shared values and synergy.
4. **Reduced Turnover:** Hire right the first time with mindset-aligned matches.
5. **Performance Optimization:** Create teams that thrive, not just survive.



INTRODUCTION

How to Use This Report:

To effectively utilise this report in your decision-making process, follow these guidelines:

1. Interpret the Scores:

1. Each value is rated on a scale from 0-100%, measured in 20% increments. These scores provide a clear and comprehensive assessment of the candidate's alignment.
2. Review the detailed modules corresponding to each increment to form a holistic view of the candidate's potential to embody and promote a particular attribute.

2. Focus on Core attributes:

1. The most important attributes for your specific context are critical for ensuring the candidate can effectively contribute to the organisation's success. Evaluate how the candidate's scores align with these selected attributes to determine their suitability within your team and overall company culture.

3. Make Informed Decisions

1. Use the insights gained from the report to compare candidates and identify those who best match the desired attributes. This alignment is crucial for fostering a cohesive and motivated workforce.
2. Consider the specific demands of the role and the overall balance of values required for optimal performance and long-term success.

Whether you're building a startup team, scaling a franchise, or evolving a corporate culture, *The Mindset IQ* transforms hiring into a strategic advantage. It's more than a report—it's a reliable roadmap to smarter, faster, and more future-proof talent decisions.



INTEGRATED MINDSET PROFILING

Introduction

The Mindset IQ's - Integrated Mindset Profiling report, a module of *The Mindset IQ*, offers a comprehensive framework for evaluating key virtues that significantly impact individual and organisational performance. Unlike traditional methods that focus primarily on experience and qualifications, our approach delves deeper into the mindsets and behavioral traits that drive success.

This report assesses candidates across twelve General critical spectrums: Growth Mindset vs. Fixed Mindset, Resilient vs. Fragile Mindset, Proactive vs. Reactive Mindset, Adaptive vs. Rigid Mindset, Optimism vs. Pessimism, Collaborative vs. Egocentric, Analytical vs. Indecisive Decision-Making, Accountable vs. Irresponsible, Learning vs. Fixedness, Intrinsic vs. Extrinsic Motivation, Creative vs. Unimaginative, and Grateful Mindset vs. Entitled Mindset.



LEARNING VS. FIXEDNESS

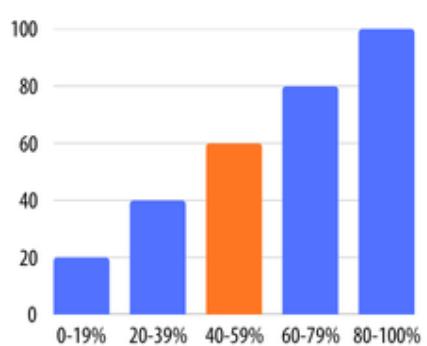
40-59%

Summary

This candidate demonstrates a 40-59% alignment with the Learning Mindset attribute.



Attribute Alignment Indicators



Comprehensive Report

The candidate shows a moderate alignment with a learning mindset, indicating a balanced approach between seeking new knowledge and relying on established methods. While there is a reasonable openness to growth and adaptability, there remains a notable tendency to stick to existing beliefs. This middle ground suggests that the candidate occasionally pursues new skills and welcomes feedback but may not consistently prioritise continuous improvement and innovation. To enhance overall performance, creativity, and the ability to navigate complex environments effectively, fostering a stronger learning mindset is recommended. Encouraging this candidate to more regularly seek out new opportunities for growth and embrace change can lead to significant personal and professional development, benefiting both the individual and the organisation.



ACCOUNTABLE VS. IRRESPONSIBLE

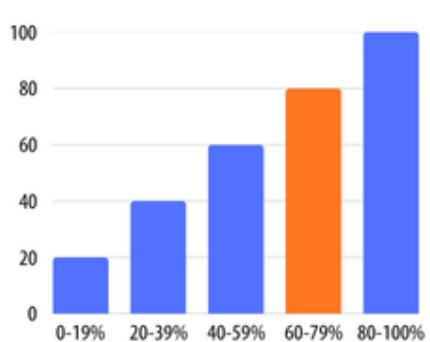
60-79%

Summary

This candidate demonstrates a 60-79% alignment with the Accountable Mindset attribute.



Attribute Alignment Indicators



Comprehensive Report

The candidate exhibits a strong tendency towards accountability, consistently taking responsibility for their actions and outcomes. They effectively own their tasks, admitting mistakes and actively working towards rectifying them. This approach fosters a culture of trust and reliability within the team, ensuring that tasks are completed efficiently and standards are maintained. The candidate's proactive stance on problem-solving and continuous improvement significantly enhances team performance and organisational success. While there is still room for growth to reach full alignment, the candidate's current level of accountability positively impacts team dynamics, driving a supportive and high-performing environment. Further development in this area could solidify their role as a key contributor to the team's success and reliability.

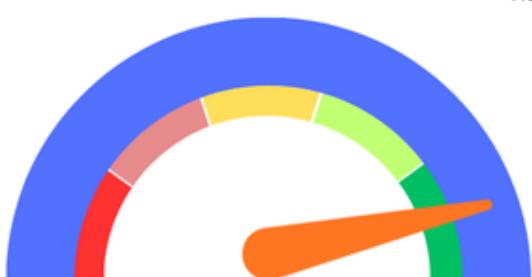


ANALYTICAL VS. INDECISIVE DECISION-MAKING

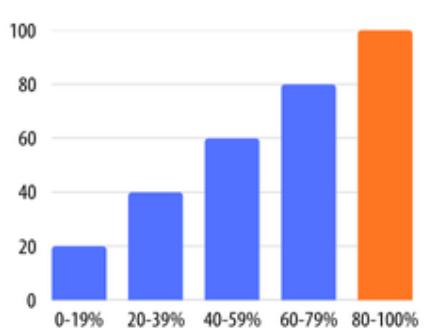
80-100%

Summary

This candidate demonstrates an 80-100% alignment with the Analytical Mindset attribute.



Attribute Alignment Indicators



Comprehensive Report

The candidate exhibits exceptional alignment with an Analytical Mindset, consistently applying systematic and logical reasoning in their decision-making processes. They excel in assessing situations thoroughly, using data and critical thinking to evaluate options and make evidence-based decisions. This approach enables them to develop effective solutions, driving organisational success and adaptability. Their analytical skills lead to improved outcomes, reduced risks, and a more agile and responsive organisation. By maintaining a proactive approach to problem-solving and strategic planning, the candidate demonstrates a remarkable ability to navigate complex challenges efficiently. Their unwavering commitment to analytical decision-making sets a high standard, fostering a culture of critical thinking and continuous improvement within the organisation.



OPTIMISM VS. PESSIMISM

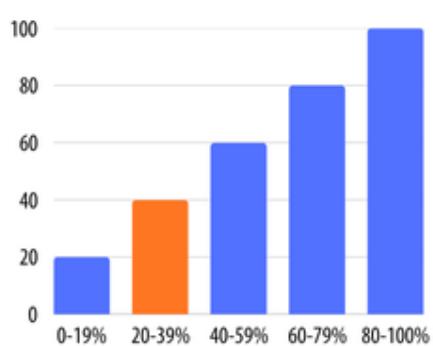
20-39%

Summary

This candidate demonstrates a 20-39% alignment with the Optimistic Mindset attribute.



Attribute Alignment Indicators



Comprehensive Report

The candidate tends to lean towards a more pessimistic outlook, often focusing on potential obstacles rather than opportunities. While this perspective can provide a realistic assessment of challenges, it may limit their ability to foster motivation and resilience. The inclination to anticipate negative outcomes can affect problem-solving capabilities and reduce persistence when facing setbacks. This mindset might also impact their ability to inspire their team with a positive attitude and drive projects forward with confidence. To enhance their effectiveness, adopting a more balanced view that acknowledges difficulties while emphasizing potential solutions and positive outcomes would be beneficial. This shift can lead to higher morale, improved interpersonal relationships, and a more dynamic and resilient organisational culture.



ADAPTIVE VS. RIGID MINDSET

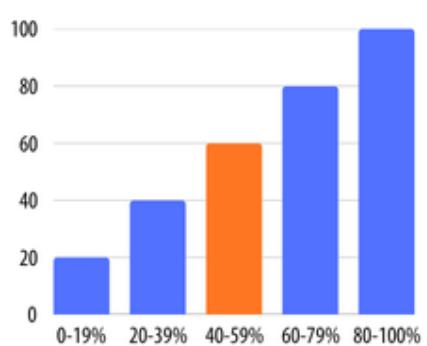
40-59%

Summary

This candidate demonstrates a 40-59% alignment with the Adaptive Mindset attribute, showing moderate adaptability.



Attribute Alignment Indicators



Comprehensive Report

The candidate exhibits a fair level of adaptability, demonstrating some ability to embrace change and adjust to new situations. However, they still show a tendency to rely on established methods and may resist more significant changes. While they can pivot strategies in response to market shifts and adopt new technologies to some extent, there is room for improvement in fully embracing diverse perspectives and fostering continuous innovation. This moderate adaptability enables them to navigate challenges and opportunities reasonably well but may hinder their ability to stay ahead of rapid changes in the professional landscape. To enhance their adaptive mindset, the candidate should focus on being more open to change, seeking out new learning opportunities, and actively experimenting with different approaches. By doing so, they can increase their resilience and competitiveness, ensuring sustained relevance and success in various domains.



PROACTIVE VS. REACTIVE MINDSET

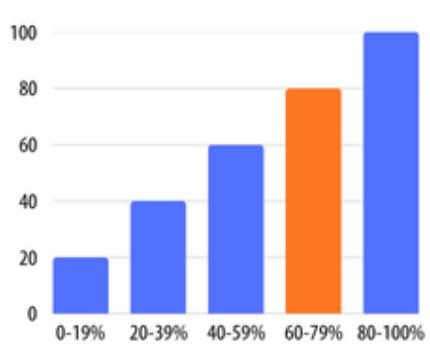
60-79%

Summary

This candidate demonstrates a 60-79% alignment with the Proactive Mindset attribute, showing strong potential.



Attribute Alignment Indicators



Comprehensive Report

The candidate exhibits a strong proactive mindset, consistently anticipating and initiating change. They often take control of situations and demonstrate strategic thinking and forward planning, enabling them to stay ahead of challenges and seize opportunities. Their proactive approach drives innovation and progress, contributing to improved efficiency and achievement. The candidate regularly sets goals, plans ahead, and takes initiative, which helps create a dynamic and resilient environment. However, there are occasional instances where their approach can be slightly reactive, responding to events as they occur. To further enhance their proactive mindset, the candidate should focus on maintaining their proactive habits consistently across all situations. By continuing to anticipate potential issues and addressing them before they escalate, they can drive long-term success and stay ahead of challenges in both personal and professional contexts.



RESILIENT VS. FRAGILE MINDSET

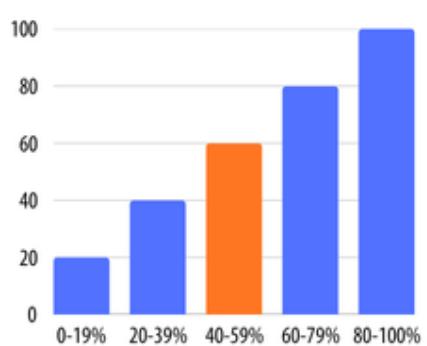
40-59%

Summary

This candidate demonstrates a 40-59% alignment with the Resilient Mindset attribute, showing moderate potential.



Attribute Alignment Indicators



Comprehensive Report

The candidate exhibits a moderate level of resilience, managing to overcome challenges and adapt to adversity in some situations. They display a reasonably positive outlook and a proactive approach to problem-solving, although this may not always be consistent. The candidate occasionally bounces back from failures and remains optimistic during tough times, indicating some capacity for resilience. However, their ability to seek continuous growth opportunities and maintain momentum can be inconsistent, potentially affecting long-term success and stability. To further develop a resilient mindset, the candidate should focus on consistently embracing challenges, viewing setbacks as growth opportunities, and cultivating a proactive approach to adversity. By enhancing these qualities, they can improve their ability to recover from difficulties, sustain progress, and achieve greater success in both personal and professional contexts.



GROWTH MINDSET VS. FIXED MINDSET

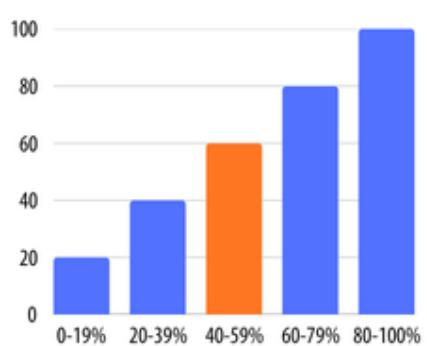
40-59%

Summary

This candidate demonstrates a 40-59% alignment with the Growth Mindset attribute, showing moderate potential.



Attribute Alignment Indicators



Comprehensive Report

The candidate exhibits a moderate level of growth mindset, embracing challenges and viewing failures as opportunities for growth in some situations. Their resilience and commitment to continuous improvement are evident, though they may still struggle with maintaining this mindset consistently. The candidate frequently seeks feedback and shows an interest in learning new skills, indicating a developing love for learning. However, their persistence in the face of setbacks can be inconsistent, which sometimes hinders sustained progress and achievement. To further strengthen their growth mindset, the candidate should focus on consistently embracing challenges, actively seeking feedback, and persisting through setbacks. By cultivating these habits more regularly, they can enhance their resilience, drive continuous improvement, and achieve greater success in both personal and professional contexts, fostering a culture of adaptability, innovation, and growth.



FRANCHISEE MASTERY PROFILE

Introduction

The "Franchisee Excellence Indicator" stands as a revolutionary tool within *The Mindset IQ* Module, crafted to identify potential franchisees who exemplify a blend of key virtues critical for success. This approach moves beyond conventional methods by focusing on a comprehensive set of mindset spectrums that are scientifically proven to influence individual and organisational performance. The Franchisee Mastery Profile evaluates candidates through a lens that highlights innovation, adaptability, leadership, financial acumen, and resilience. These virtues are essential for managing operations according to franchise standards, delivering exceptional customer service, and effectively communicating to align with both market demands and franchisor expectations.

Traditional evaluation methods that may rely heavily on past experience and basic qualifications. *The Mindset IQ* is an innovative tool which provides a holistic assessment of a candidate's potential. Each of the fifteen virtues is meticulously evaluated through selected mindset spectrums, weighted according to their relevance and importance. This ensures a nuanced and precise measurement of the candidate's abilities and fit for the franchisee role. For instance, the Entrepreneurial Spirit is assessed by measuring Risk-Taking, Innovative Thinking, Self-Motivation, and Proactivity, each holding an equal 25% weight. Adaptability, another critical virtue, focuses 50% on an Adaptive Mindset, with additional emphasis on Proactivity (30%) and a Learning Mindset (20%). This detailed approach allows for a more accurate prediction of a candidate's capability to thrive in the dynamic franchise environment.

To best utilize this report, consider the weight of relevance for each virtue in relation to your specific franchise needs. Each virtue is divided into mindset spectrums that capture different aspects of the candidate's behavior and potential. By evaluating these detailed insights, you can make informed decisions that align with your franchise's operational and strategic goals.

This comprehensive framework ensures that you identify franchisees who not only meet the basic requirements but also possess the psychological and behavioral attributes necessary for long-term success. Use this report to guide your decision-making process, ensuring that you select candidates who will drive *innovation, maintain high operational standards, and contribute to the growth and sustainability* of your franchise.



STRATEGIC EXECUTION

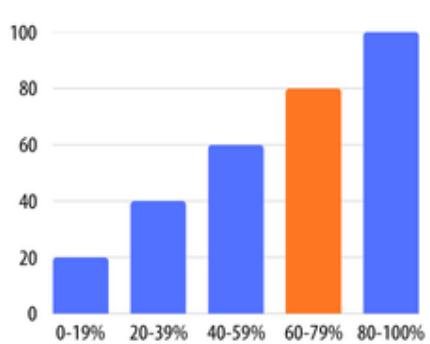
60-79%

Summary

This candidate demonstrates a 60-79% alignment with the Strategic Execution attribute, showing strong potential.



Attribute Alignment Indicators



Comprehensive Report

The candidate shows a strong ability in strategic execution, effectively planning and implementing business strategies to optimise operational outcomes. They possess robust analytical skills, enabling them to make well-informed decisions that contribute to successful strategy execution. Their focus on efficiency ensures that resources are utilized optimally, preventing waste and maximising performance. Additionally, their proactive approach allows them to anticipate and address potential challenges before they escalate, further enhancing their strategic execution capabilities. While there is room for improvement in maintaining consistency across all aspects, the candidate's performance indicates significant potential. By continuing to refine their analytical skills, maintaining an efficiency-focused mindset, and consistently applying a proactive approach, the candidate can ensure that every aspect of the franchise is aligned with broader business goals and executed with precision, leading to top performance and success.



DETAIL ORIENTATION

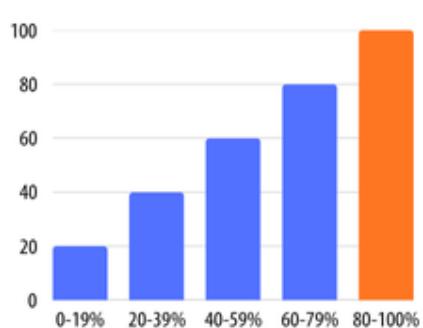
80-100%

Summary

This candidate demonstrates an 80-100% alignment with the Detail Orientation attribute, showing exceptional potential.



Attribute Alignment Indicators



Comprehensive Report

The candidate excels in detail orientation, consistently focusing on meticulous management of all aspects of the franchise's operations. Their attention to detail ensures that every component of the business meets the high standards set by the franchisor, contributing to excellent quality control and customer satisfaction. They approach tasks deliberately, ensuring thoroughness and accuracy in business operations. Additionally, their patient demeanour allows for careful examination and management of details, preventing oversights and ensuring precision. This high level of detail orientation helps maintain the franchise's reputation for quality and reliability. The candidate's exceptional alignment with detail orientation highlights their ability to uphold franchise standards and deliver outstanding customer satisfaction, making them a valuable asset to the organisation.



COMMUNICATION SKILLS

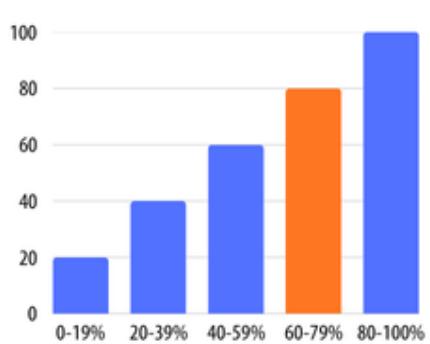
60-79%

Summary

This candidate demonstrates a 60-79% alignment with the Communication Skills attribute, showing strong potential.



Attribute Alignment Indicators



Comprehensive Report

The candidate exhibits strong communication skills, effectively transmitting and receiving information between the franchisee, franchisor, customers, and employees. Their communication is generally clear, ensuring that messages are understood correctly, which facilitates smooth operations and strong relationships. They frequently use an expressive communication style, enhancing engagement and effectively delivering messages. Additionally, the candidate shows empathy in their interactions, fostering better understanding and rapport with others. While there is still room for improvement, particularly in maintaining consistency across all communications, the candidate's performance indicates significant potential. By continuing to refine their clarity, expressiveness, and empathetic approach, they can further enhance their communication skills, contributing positively to the franchise's overall success and cohesion.



PROBLEM-SOLVING SKILLS

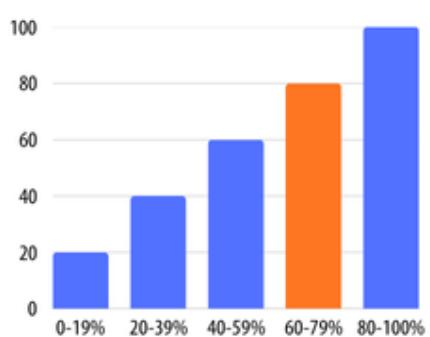
60-79%

Summary

This candidate demonstrates a 60-79% alignment with the Problem-Solving Skills attribute, showing strong potential.



Attribute Alignment Indicators



Comprehensive Report

The candidate displays strong problem-solving skills, effectively identifying, analysing, and resolving issues in a timely manner. They are proficient at addressing operational challenges and minimising service disruptions, contributing positively to the franchise's continuous improvement. Their solution-oriented mindset ensures they focus on finding effective resolutions rather than dwelling on problems. Additionally, they possess good analytical skills, which help in identifying root causes and developing robust solutions. Their proactive approach allows them to anticipate potential problems and address them before they escalate, further enhancing operational efficiency. While there is room for growth, particularly in consistently applying these skills across all situations, the candidate's performance indicates significant potential. By continuing to refine their problem-solving abilities, they can ensure even greater efficiency and continuous improvement within the franchise.



FINANCIAL ACUMEN

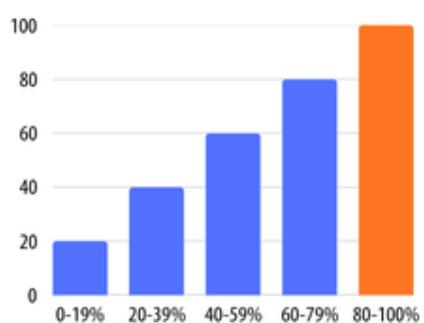
80-100%

Summary

This candidate demonstrates an 80-100% alignment with the Financial Acumen attribute, showing exceptional potential.



Attribute Alignment Indicators



Comprehensive Report

The candidate excels in managing the economic aspects of the franchise, including budgeting, financial forecasting, cost control, and profit maximisation. They demonstrate outstanding analytical skills, enabling them to make well-informed financial decisions that ensure the franchise's financial health and long-term viability. Their efficiency-focused approach ensures optimal use of resources, significantly maximising profit margins. Additionally, their meticulous attention to detail ensures accurate financial management and effective cost control, preventing financial discrepancies. With these strengths, the candidate is well-equipped to maintain the franchise's financial stability and drive its economic success. Their exceptional financial acumen highlights their ability to manage financial operations proficiently, contributing positively to the franchise's growth and sustainability.



COMPLIANCE AND INTEGRITY

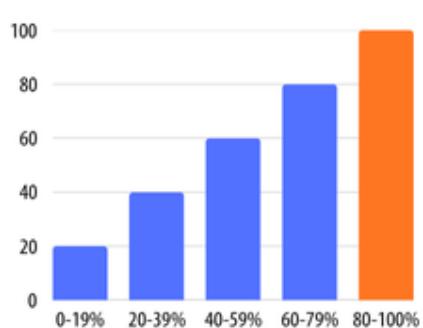
80-100%

Summary

This candidate demonstrates an 80-100% alignment with the Compliance and Integrity attribute, showing exceptional potential.



Attribute Alignment Indicators



Comprehensive Report

The candidate excels in upholding compliance and integrity within the franchise operation, consistently adhering to the franchisor's guidelines and conducting business ethically. Their strong ethical foundation ensures that all operations uphold the franchise's reputation and meet regulatory standards, which is crucial for trust and credibility in the market. They demonstrate a high level of accountability, taking responsibility for their actions and ensuring that all business practices align with the franchise model. Additionally, their clear and transparent approach to operations supports straightforward adherence to guidelines, reducing ambiguities and enhancing trust. With these qualities, the candidate is well-positioned to maintain the franchise's standards and contribute significantly to its long-term success. Their exceptional alignment with compliance and integrity principles highlights their ability to foster a trustworthy and reputable franchise operation.



CUSTOMER ORIENTATION

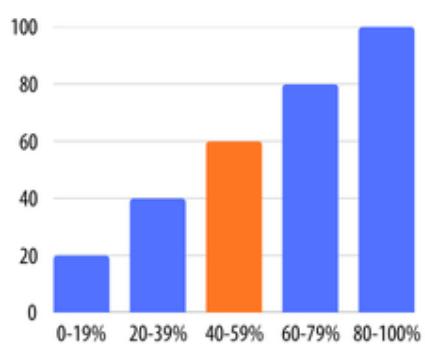
40-59%

Summary

This candidate demonstrates a 40-59% alignment with the Customer Orientation attribute, showing moderate potential.



Attribute Alignment Indicators



Comprehensive Report

The candidate shows a moderate ability to understand and fulfill customer needs, indicating a balanced mix of strengths and areas for improvement. They often prioritize customer satisfaction, though their approach may sometimes lack consistency, which can affect their ability to build lasting customer loyalty. While they generally align with the franchise's quality standards, there are instances where their service delivery might fall short of expectations. To enhance their customer orientation, the candidate should focus on consistently meeting and exceeding customer expectations. By adopting a more empathetic and solution-oriented approach, they can improve their interactions with customers and ensure a higher level of satisfaction. With continued effort and development, the candidate has the potential to foster strong customer relationships and drive repeat business, contributing positively to the franchise's success.



LEADERSHIP

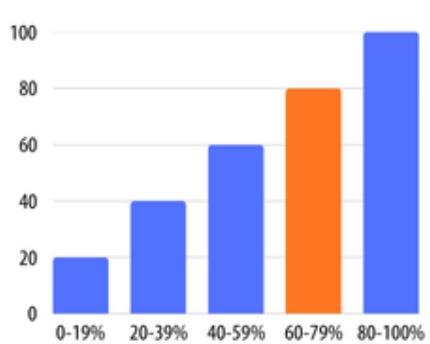
60-79%

Summary

This candidate demonstrates a 60-79% alignment with the Leadership attribute, showing strong potential.



Attribute Alignment Indicators



Comprehensive Report

The candidate exhibits a strong capacity for leadership within the franchising context. They consistently demonstrate the ability to inspire, motivate, and direct their team towards achieving both operational and cultural goals. Their efforts in fostering a supportive and productive work environment are evident, contributing to high team performance and adherence to franchise standards. The candidate shows a solid foundation in guiding and inspiring their team, maintaining strong relationships, and motivating their team members effectively. While there is still room for growth, particularly in consistently applying these skills, their current performance indicates significant potential. By continuing to develop their leadership abilities and focusing on maintaining accountability, they can further enhance their impact as a leader. This will ensure continued success and growth within the franchise, driving their team towards greater achievements.



ADAPTABILITY

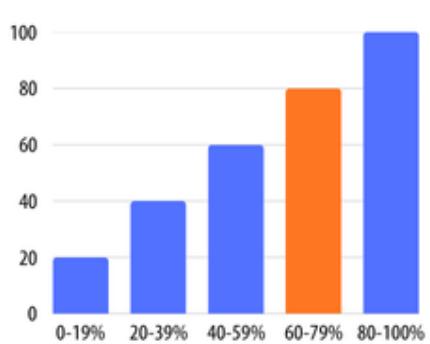
60-79%

Summary

This candidate demonstrates a 60-79% alignment with the Adaptability attribute, showing strong potential.



Attribute Alignment Indicators



Comprehensive Report

The candidate exhibits a strong capacity for adaptability, effectively modifying operations and strategies in response to changing market conditions and corporate policies. They consistently demonstrate a flexible approach to business management, aligning well with both local market demands and overarching franchise goals. This adaptability is crucial for sustained success across varying economic landscapes. The candidate is proactive in anticipating market shifts and is open to continuous learning, allowing them to stay ahead of changes and implement new strategies efficiently. While there is still room for growth, particularly in becoming even more adaptive and proactive, their current performance indicates a solid foundation. With continued focus and development, they are well-positioned to navigate economic fluctuations successfully and contribute significantly to the franchise's long-term success.



ENTREPRENEURIAL SPIRIT

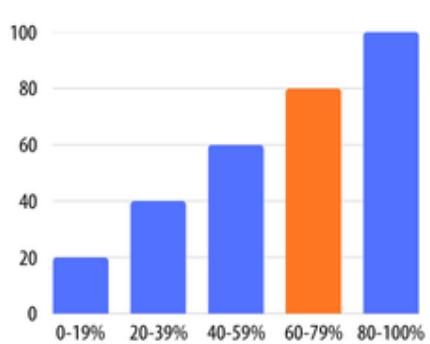
60-79%

Summary

This candidate demonstrates a 60-79% alignment with the Entrepreneurial Spirit attribute, showing strong potential.



Attribute Alignment Indicators



Comprehensive Report

The candidate shows a strong alignment with the entrepreneurial spirit, exhibiting many qualities essential for driving business growth and innovation. They frequently take initiative and are actively engaged in exploring new opportunities within the franchise's guidelines. Their approach is consistently creative and adaptive, which is crucial for pioneering market presence and enhancing brand visibility. They demonstrate a proactive mindset and are generally willing to take calculated risks to achieve their goals. While there is still room for improvement, particularly in consistently embracing all aspects of innovation and risk-taking, their current performance indicates a solid foundation. With continued focus and development, they are well-positioned to become a highly effective entrepreneurial leader, capable of making significant contributions to the business.



CULTURE & ROLE-SPECIFIC ATTRIBUTES

Introduction

Company culture is the heartbeat of any successful organisation. It shapes how people work, communicate, and make decisions. Hiring someone who truly aligns with your culture can supercharge team synergy, increase engagement, and drive performance. Conversely, a mismatch—no matter how talented the individual—can disrupt harmony, slow progress, and increase turnover. That's why evaluating cultural alignment is not just important—it's a strategic advantage that supports long-term stability, innovation, and success.

This report provides a focused, in-depth analysis of how well the candidate aligns with your company's unique cultural attributes. Rather than relying on gut instinct, it evaluates the deeper mindset spectrums that guide workplace behaviour. These spectrums reflect the values and norms that define how your team operates—from communication style and decision-making structure to innovation levels and work-life balance preferences.

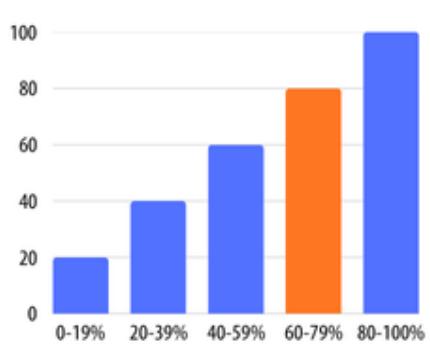
Each cultural trait is assessed on a scale from 0% to 100% in clear 20% increments. This allows for a transparent, actionable understanding of how closely the candidate matches your preferred cultural style. Whether your organisation leans toward decentralised leadership, prioritises personalisation, or thrives on a fast-paced environment, this report highlights how well the candidate fits into that rhythm.

By aligning talent with culture, you don't just hire employees—you build strong, cohesive teams ready to grow together.

**FAST-PACED****60-79%**

Summary

A score of 60-79% demonstrates a high level of alignment with thriving in a high-energy, rapid execution environment, with minor areas for improvement.

**Attribute Alignment Indicators**

Comprehensive Report

A score of 60-79% indicates that the candidate consistently demonstrates strong abilities to thrive in a fast-paced, high-energy environment that emphasises quick turnarounds. This score suggests that the candidate regularly exhibits a proactive mindset, maintains an efficiency-focused approach, and makes decisive choices. While their performance is commendable, there are still minor areas for improvement to fully achieve the highest standards of a fast-paced operational environment. By continuing to enhance their proactivity, reinforcing their focus on efficiency, and ensuring consistent decisiveness, the candidate can further elevate their alignment with the organisation's goals. This strong performance significantly contributes to a culture that values speed and high-energy execution, ensuring that tasks are completed quickly and effectively, and setting a positive example for others.



PRIORITISE PERSONALISATION

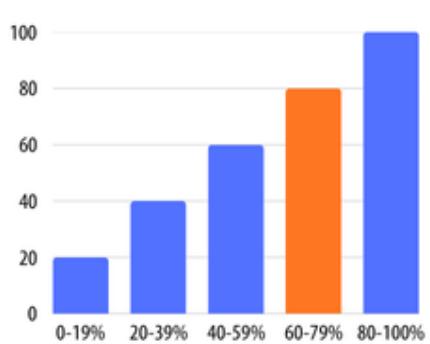
60-79%

Summary

A score of 60-79% demonstrates a high level of alignment with prioritising personalisation, with minor areas for improvement.



Attribute Alignment Indicators



Comprehensive Report

A score of 60-79% indicates that the candidate consistently demonstrates a strong ability to prioritise personalised experiences. This score suggests that the candidate regularly shows empathy, pays close attention to details, and exercises patience in their interactions. While their performance is commendable, there are still minor areas for improvement to fully achieve the highest standards of personalisation. By continuing to enhance their empathetic approach, maintaining meticulous attention to detail, and deepening their patience, the candidate can further elevate their alignment with the organisation's goals. This strong performance significantly contributes to a culture that values highly personalised customer experiences, even at the expense of slower service delivery, setting a positive example for others.



DECENTRALISED DECISION-MAKING

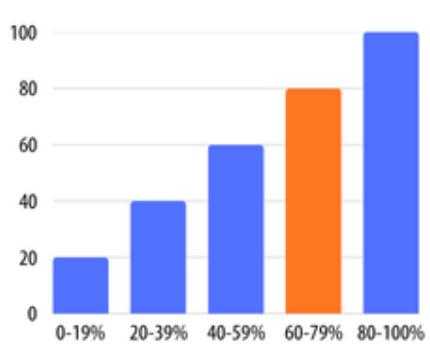
60-79%

Summary

A score of 60-79% demonstrates a high level of alignment with a decentralised decision-making style, with minor areas for improvement.



Attribute Alignment Indicators



Comprehensive Report

A score of 60-79% indicates that the candidate consistently demonstrates strong abilities in aligning with a decentralised decision-making style, which broadly distributes decision-making authority and empowers employees at all levels. This score suggests that the candidate frequently feels empowered and empowers others, collaborates effectively, and generally makes decisive decisions. While their performance is commendable, there are minor areas for improvement to fully achieve the highest standards of decentralised decision-making. By continuing to foster a strong sense of empowerment, enhancing collaborative efforts, and maintaining decisiveness, the candidate can further elevate their alignment with the organisation's goals. This strong performance significantly contributes to a culture that values distributed decision-making authority, ensuring that employees at all levels feel empowered to make informed decisions and contribute effectively to the organisation's success.



INFORMAL AND OPEN

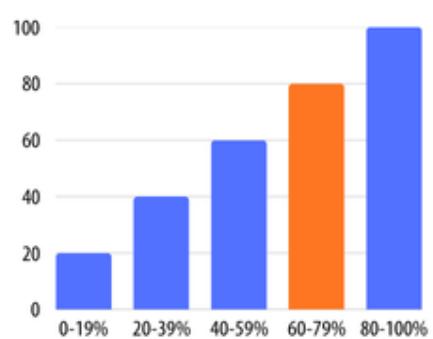
60-79%

Summary

A score of 60-79% indicates a strong alignment with an informal and open communication style, showcasing an open mindset, expressive communication, and significant empathy.



Attribute Alignment Indicators



Comprehensive Report

A score of 60-79% indicates that the candidate aligns well with our informal and open communication style, which is essential for promoting a relaxed and engaging workplace. The candidate consistently demonstrates an open mindset, actively embracing new ideas and feedback, fostering an environment of transparency and trust. Their communication style is expressive, effectively conveying thoughts and emotions, which enhances team interactions and collaboration. Additionally, the candidate shows a high level of empathy, making meaningful connections with colleagues and contributing to a supportive and inclusive work atmosphere. Overall, the candidate's communication abilities strongly support our cultural focus on open, casual, and effective interactions, making them a valuable fit for our team.



RESULTS-ORIENTED

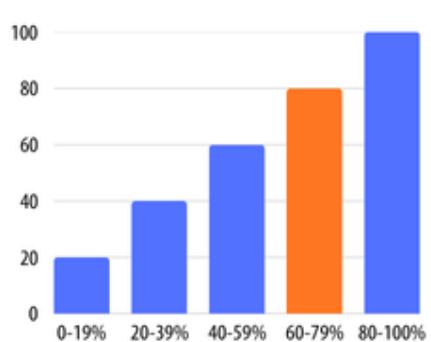
60-79%

Summary

A score of 60-79% indicates that the candidate is quite decisive, efficient, and proactive, showing strong alignment with a results-oriented focus.



Attribute Alignment Indicators



Comprehensive Report

A score of 60-79% reflects a candidate who demonstrates a strong alignment with our results-oriented cultural attribute, which prioritises achieving targets and outcomes, sometimes at the expense of process details. This candidate shows a high level of decisiveness, making firm and timely decisions that drive progress and meet objectives. Their approach to efficiency is well-developed, indicating a strong understanding of resource management and a commitment to minimising waste. The candidate also exhibits a proactive mindset, consistently anticipating challenges and opportunities, and taking initiative to address them. While there is still room for improvement, particularly in maintaining consistency and refining their approach to maximise outcomes, this score indicates a candidate who is well-suited to thrive in a results-oriented environment and drive significant achievements.



WORK-CENTRIC

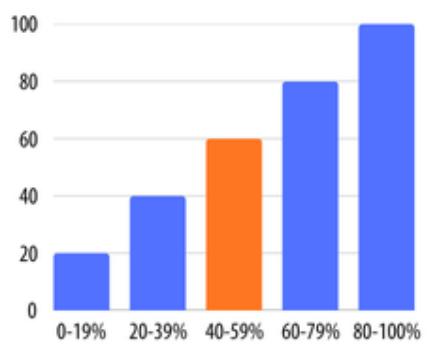
40-59%

Summary

A score of 40-59% suggests the candidate possesses moderate efficiency, motivation, and resilience, but needs further development to fully meet the demands of a work-centric culture.



Attribute Alignment Indicators



Comprehensive Report

A score of 40-59% indicates the candidate has a moderate alignment with our work-centric culture, which prioritises work demands with limited flexibility for personal time. The candidate demonstrates a fair level of efficiency, managing tasks adequately but with room for improvement in optimising resources and time management. They show signs of self-motivation, often driven to meet work demands, but occasionally lacking the consistency needed for high-pressure environments. Their resilience is average, enabling them to handle work pressures to a reasonable extent, though there are moments when they might struggle. This score reflects that while the candidate has potential, they need to enhance their efficiency, self-motivation, and resilience to thrive in a demanding, work-focused environment and contribute effectively to the company's goals.



AGGRESSIVELY EXPANDING

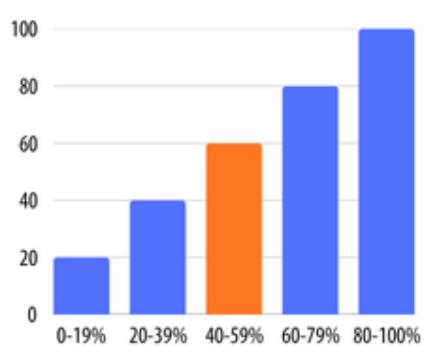
40-59%

Summary

A score of 40-59% reflects a moderate alignment with an aggressive growth orientation, showing potential but with areas needing improvement.



Attribute Alignment Indicators



Comprehensive Report

A score of 40-59% indicates a moderate alignment with the aggressive growth orientation aimed at rapid expansion into new markets and areas. The candidate demonstrates a balanced approach to risk, showing some willingness to take risks but still exhibiting a degree of caution that might hinder truly aggressive growth. Their thinking is a mix of innovative and conventional, suggesting that while they can bring new ideas to the table, they may also rely on established methods that could slow down expansion efforts. The candidate's decisiveness is moderate, meaning they can make decisions but may require more confidence and speed in their decision-making processes. To fully align with an aggressive growth strategy, the candidate should cultivate a higher tolerance for risk, embrace more innovative thinking, and enhance their decisiveness to drive rapid and dynamic expansion effectively.



STICK WITH PROVEN METHODS

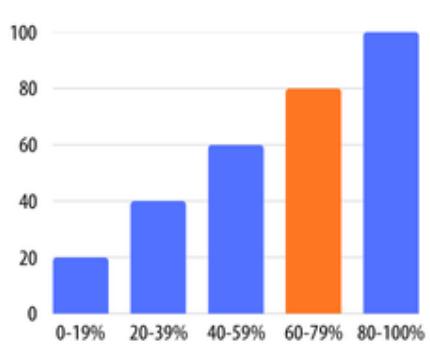
60-79%

Summary

A score of 60-79% demonstrates a high level of alignment with maintaining traditional approaches, with minor areas for improvement.



Attribute Alignment Indicators



Comprehensive Report

A score of 60-79% indicates that the candidate consistently demonstrates a strong ability to maintain traditional approaches and value proven methods. This score suggests that the candidate regularly embraces conventional thinking, tends to be risk-averse, and pays close attention to detail. While their performance is commendable, there are still minor areas for improvement to fully achieve the highest standards of reliability and effectiveness. By continuing to focus on conventional thinking, maintaining their risk-averse approach, and further enhancing their attention to detail, the candidate can further solidify their alignment with the organisation's goals. This strong performance significantly contributes to a culture that prioritises the reliability and effectiveness of traditional approaches, setting a positive example for others and ensuring steady and dependable outcomes.



EMPHASISE PREMIUM QUALITY

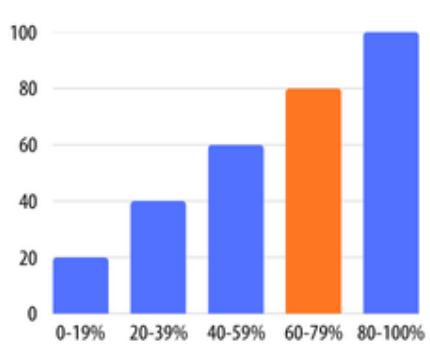
60-79%

Summary

A score of 60-79% demonstrates a high level of alignment with a focus on premium quality, with minor areas for improvement.



Attribute Alignment Indicators



Comprehensive Report

A score of 60-79% indicates that the candidate consistently demonstrates a strong ability to deliver high-end services at a premium. This score suggests that the candidate regularly pays attention to detail, embraces innovative thinking, and shows empathy in their interactions. While their performance is commendable, there are still minor areas for improvement to fully achieve the highest standards of premium quality. By continuing to enhance their attention to detail, fostering an innovative mindset, and deepening their empathetic approach, the candidate can further elevate their alignment with the organisation's goal of providing superior quality and exclusive experiences. This strong performance significantly contributes to a culture that values and delivers exceptional high-end services, setting a positive example for others.



VALUES ALIGNMENT

Introduction

What turns a great hire into an exceptional one? Beyond skills and experience, it's their values that fuel long-term success. When a candidate's personal values align with those of your organisation, everything clicks. Teams collaborate better, decisions reflect the company's mission, and individuals are more engaged, loyal, and purpose-driven.

That's why assessing values alignment is one of the most powerful steps in building a cohesive, high-performing culture. It reduces turnover, boosts morale, and ensures every hire strengthens the foundation of your business.

This report dives beneath the surface to explore how well this candidate's mindset aligns with the values that matter most to your company. Using a unique mindset spectrum-based evaluation, *The Mindset IQ* assess core traits like resilience, leadership, integrity, and vision—providing a nuanced view of their values fit. Each value is scored in 20% increments from 0% to 100%, and paired with a tailored, in-depth explanation for that range, giving you immediate clarity and actionable insights.

The focus of this section of the report is on your top three selected values, chosen from a curated list of ten, such as Teamwork, Innovation, Accountability, and more. These insights go beyond intuition—helping you make confident, values-aligned hiring decisions that contribute to a stronger, more unified team. Whether it's Integrity, Excellence, Customer Focus, or another vital trait, this report helps ensure you're selecting individuals who not only perform well—but truly belong.



LEADERSHIP

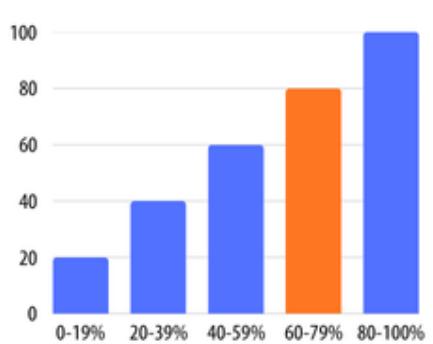
60-79%

Summary

A score of 60-79% demonstrates a high level of leadership with minor areas for improvement.



Attribute Alignment Indicators



Comprehensive Report

A score of 60-79% indicates that the candidate consistently demonstrates strong leadership qualities in their role. This score suggests that the candidate regularly takes initiative, embraces accountability, and shows empathy in their interactions. While their performance is commendable, there are still minor areas for improvement to reach the highest standards of leadership. By continuing to enhance their leadership mindset, maintaining a high level of accountability, and deepening their empathetic interactions, the candidate can further elevate their leadership abilities. This strong performance significantly contributes to the effectiveness and morale of their team, setting a positive example within the organisation.



SUSTAINABILITY

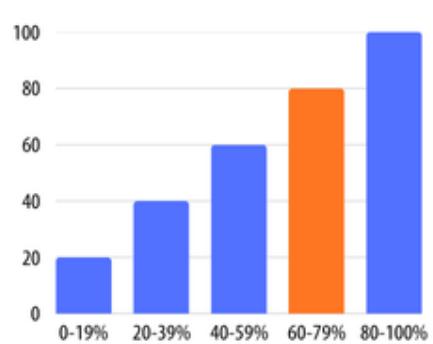
60-79%

Summary

A score of 60-79% demonstrates a high level of sustainability with minor areas for improvement.



Attribute Alignment Indicators



Comprehensive Report

A score of 60-79% indicates that the candidate consistently demonstrates strong sustainability practices in their role. This score suggests that the candidate regularly prioritises efficiency, adheres to ethical principles, and takes proactive steps to address sustainability challenges. While their performance is commendable, there are still minor areas for improvement to reach the highest standards of sustainability. By continuing to focus on efficiency, maintaining their ethical stance, and enhancing their proactive efforts, the candidate can further elevate their sustainability practices. This strong performance significantly contributes to the organisation's sustainability goals and sets a positive example for others.



INNOVATION

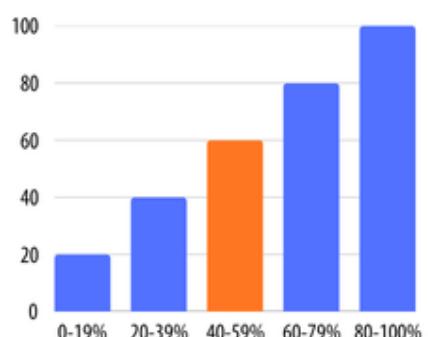
40-59%

Summary

A score of 40-59% reflects a moderate level of innovation with room for growth.



Attribute Alignment Indicators



Comprehensive Report

A score of 40-59% indicates that the candidate demonstrates a fair level of innovation in their role. This score suggests that the candidate often thinks innovatively, shows curiosity, and is willing to take some risks, but there are inconsistencies that need addressing. By focusing on enhancing their innovative thinking, maintaining a curious mindset, and becoming more comfortable with taking calculated risks, the candidate can significantly elevate their ability to drive innovation. This level of performance provides a solid foundation, and with further development, the candidate can achieve greater effectiveness and creativity within the organisation.



CONCLUSIONS AND RECOMMENDATIONS

The Mindset IQ system represents a transformative step forward in the way organisations evaluate, select, and develop talent. Across every section—from values and culture to operational, strategic, interpersonal, and technical domains—this framework moves beyond surface-level assessments to uncover the deeper mindset drivers that determine success, engagement, and long-term fit. By focusing on potential rather than just past performance, *The Mindset IQ* empowers organisations to build agile, aligned, and high-performing teams from the inside out.

What sets this system apart is its modular structure and precision. Each section—whether evaluating virtues for customer-facing, collaborative, or independent roles—delivers weighted, spectrum-based insights scored in 20% increments, creating a consistent, easy-to-interpret format. Whether you're hiring for innovation, leadership, resilience, or reliability, *The Mindset IQ* provides clarity around how a candidate *thinks, acts, and adapts*—offering you an evidence-backed advantage in selecting the right fit for your unique environment.

The impact? Reduced turnover, stronger culture alignment, smarter role matching, and faster onboarding. From franchisee readiness and analytical capability to physical skill potential and collaborative temperament, *The Mindset IQ* offers a reliable, scalable way to align individuals with roles where they'll thrive—not just survive.

Recommendations:

- 1. Integrate Early in Hiring:** Use *The Mindset IQ* as a core part of your initial screening process to filter for mindset alignment before investing in interviews.
- 2. Compare Candidates by Module:** Use module scores to benchmark candidates side by side, especially when hiring for role-specific demands like creativity, precision, or autonomy.
- 3. Use for Internal Development:** Don't limit it to hiring. Use it for internal mobility, team building, and leadership pipeline development.
- 4. Align with Your Strategy:** Choose the modules and mindset spectrums that reflect your strategic priorities—whether you're scaling innovation, building stability, or launching new teams.
- 5. Make Mindset a Cultural Standard:** Treat mindset alignment as a non-negotiable in building a thriving culture. The long-term ROI on engagement, performance, and retention speaks for itself.

With *The Mindset IQ*, you're not just hiring smarter—you're shaping the future of your organisation with confidence, consistency, and clarity.