



PROJECT

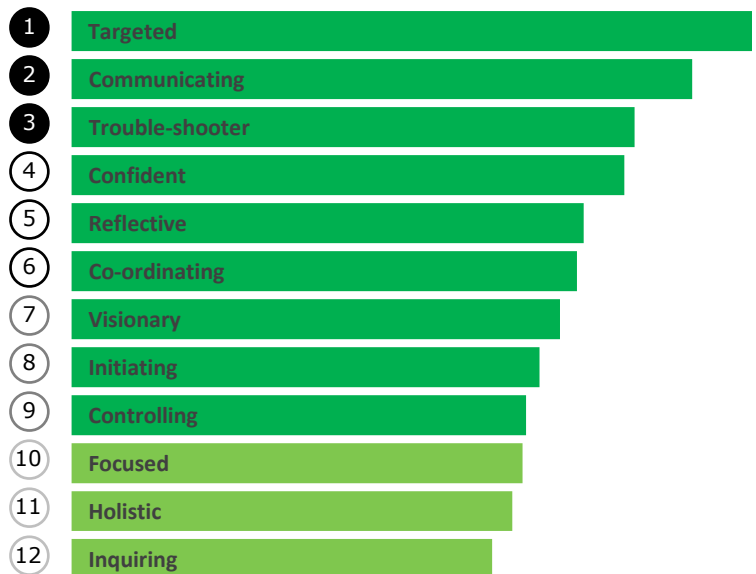
TT38 Talent Test

CUSTOMER

Company: DIXA
Contact person:
E-mail:
Phone:

PERSONAL INFORMATION

Test date: 2022-03-02



TEST PARTNER

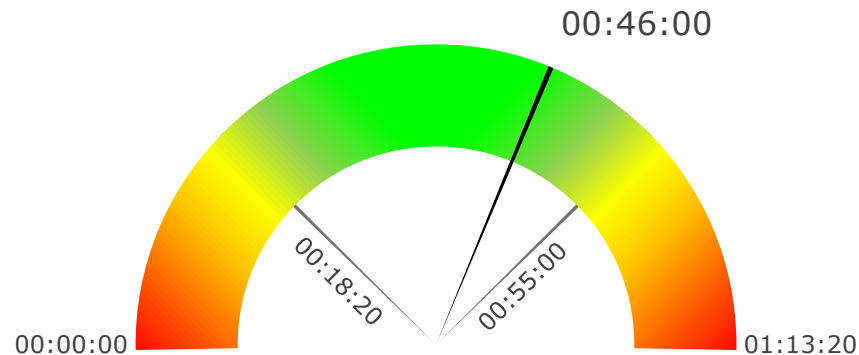
Name: Talents Unlimited
Website: www.t-u.dk

Print date: 2022-03-02 2:16 PM
Version: 2021.11.2.108



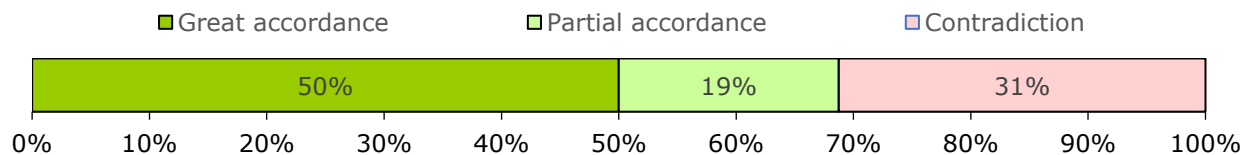
TIME TAKEN

This shows how much time the individual has taken to complete the test. 42+ minutes indicates a reflective style in thought process, while 32 minutes and under is considered a quicker response time. It is important to check for disturbances here.

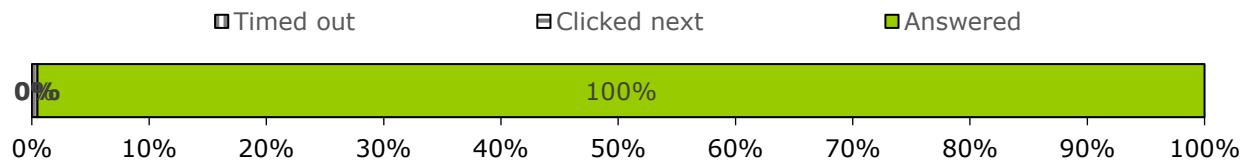


Started: Wednesday, March 2, 2022 - 13:30:05

CONSISTENCY

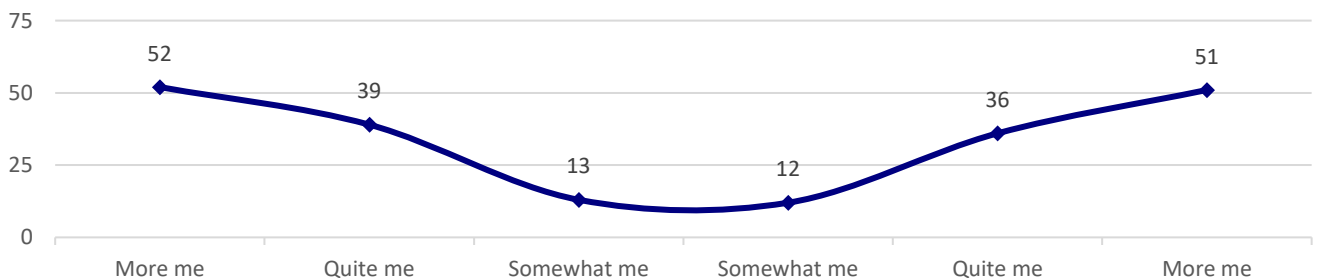


QUESTION RESPONSES



RESPONSE DISTRIBUTION

This provides an overview of how the individual distributed their responses. A “smile” distribution indicates the individual expresses their talents in a visible manner, while a “frown” distribution indicates the individual expresses their talents in a more concealed manner. A flatter or straight wave distribution indicates talents are expressed in a more average manner and potentially with more talent maturity.





TIME DIMENSIONS

This shows the temporal orientation of the individual. "Past" indicates looking backward and reflecting. "Present" is being more focused on what is happening right now. "Future" is concerned with forward thinking and what actions need to be taken.

Past

Reflective - 5

Present

Trouble-shooter - 3

Confident - 4

Future

Targeted - 1

Communicating - 2

Co-ordinating - 6

Visionary - 7

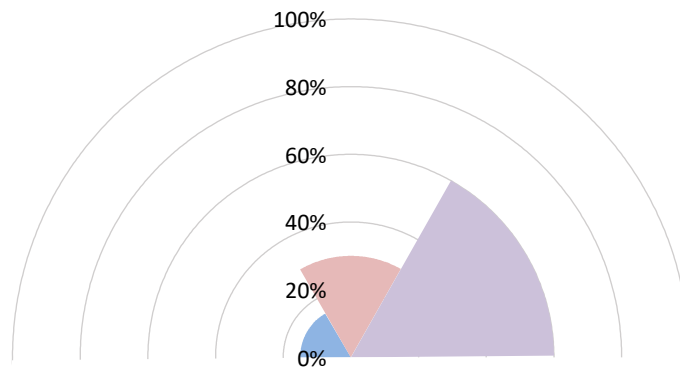
Initiating - 8

Controlling - 9

■ Past

■ Present

■ Future



HARDNESS DIMENSIONS

This shows how the top 9 talents of the individual may be viewed by others. "Hard" talents are likely to be viewed as sharp and direct, while "soft" talents are likely to be viewed as agreeable, loyalty inducing and accommodating.

Soft

Communicating - 2

Reflective - 5

Visionary - 7

■ Soft ■ Hard

Hard

Targeted - 1

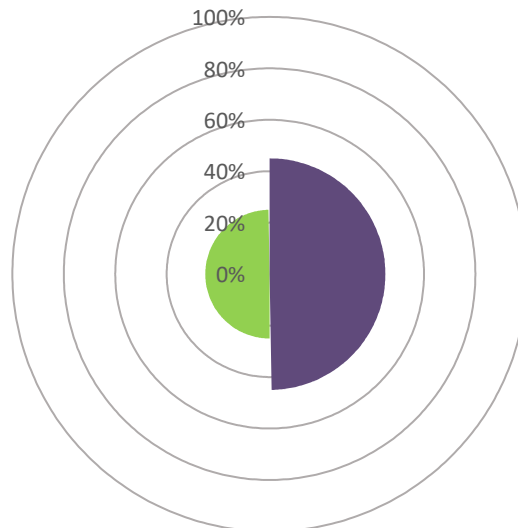
Trouble-shooter - 3

Confident - 4

Co-ordinating - 6

Initiating - 8

Controlling - 9





ARCHETYPES

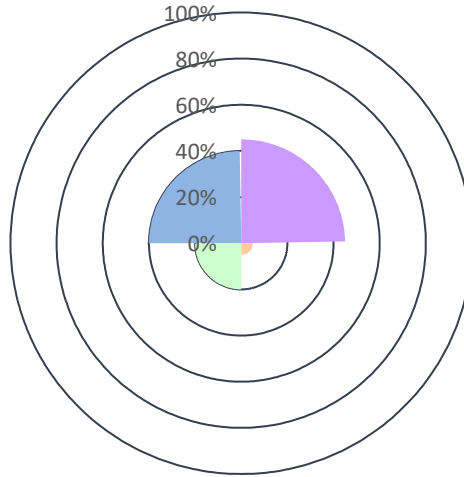
Thinking talents are associated with data processing. Striving talents are associated with action. Influencing talents are associated with affecting others. Relating talents are associated with establishing connections.

Thinking

Reflective - 5
Co-ordinating - 6
Visionary - 7

Striving

Targeted - 1
Trouble-shooter - 3
Confident - 4
Initiating - 8

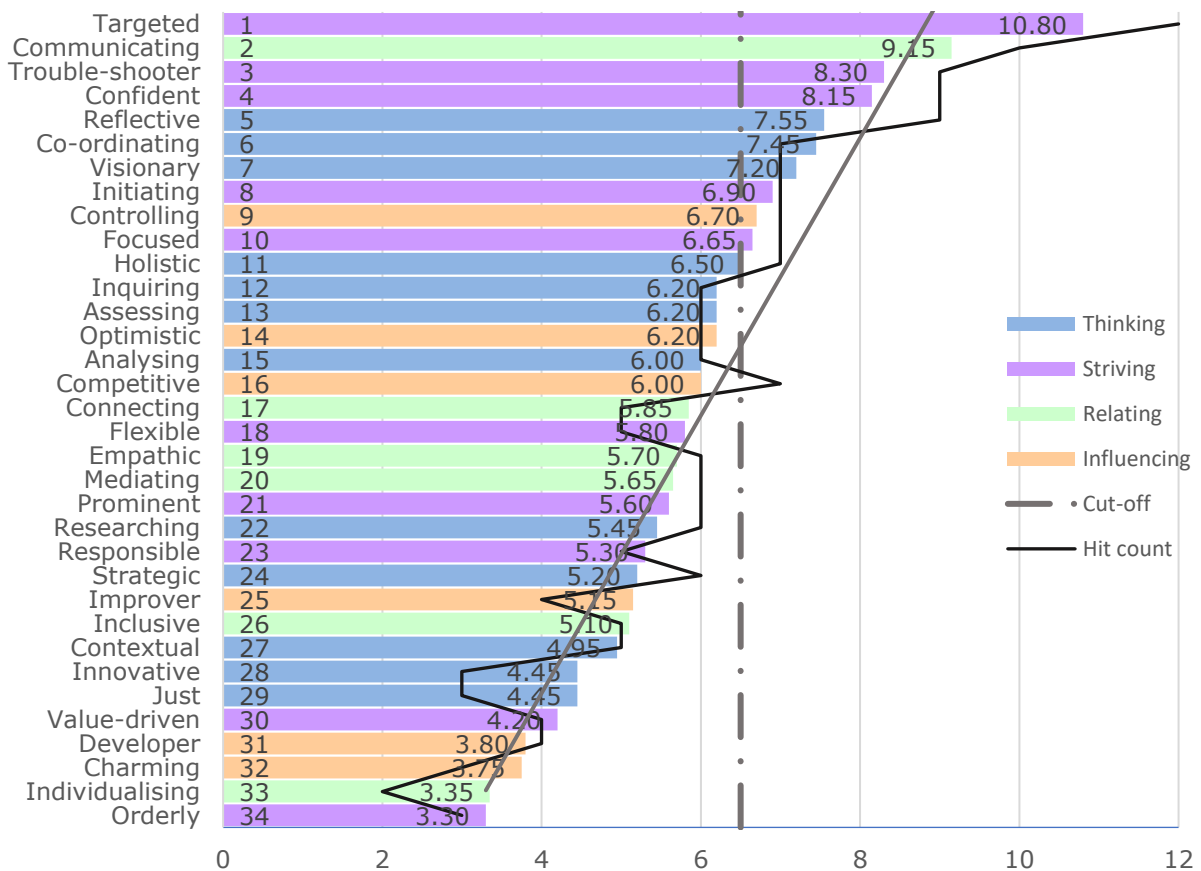


Communicating - 2
Relating

Controlling - 9
Influencing

TALENTS

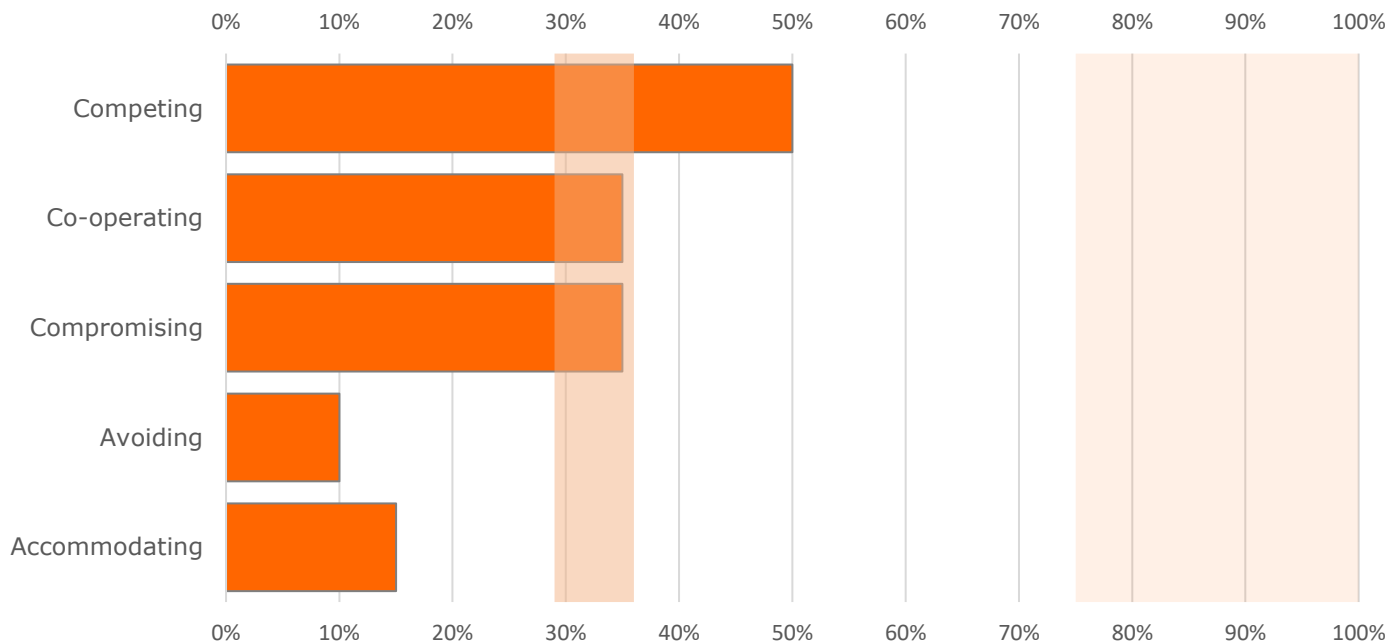
The top talents of the individual indicate areas of strength and competence that contribute to high performance. When working with their top talents, individuals make fewer mistakes and are significantly more energetic and engaged. The bottom talents of the individual indicate areas that lack competence and the inclination to work.





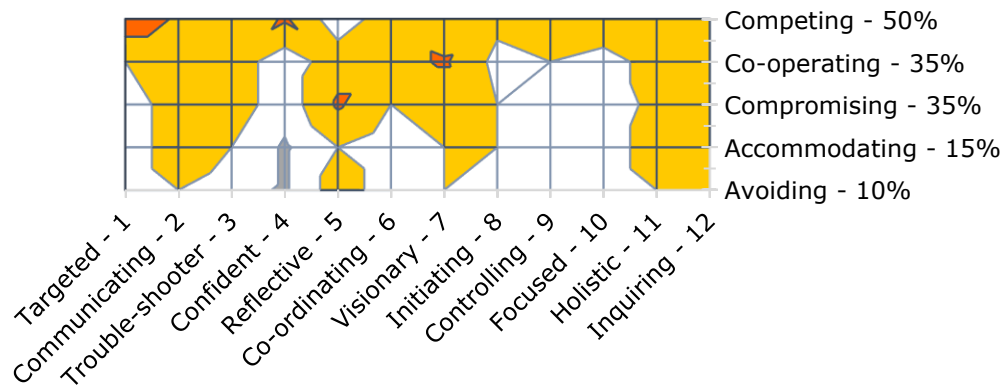
CONFLICT STYLE (RECRUITMENT / ONBOARDING / TEAM / MANAGEMENT)

Conflict styles relate to how the individual is likely to approach conflicts and disagreements. They indicate whether the individual is more focused on reaching the goal, maintaining the relationship or a combination of both.



TALENT CONTRIBUTION TO CONFLICT STYLES

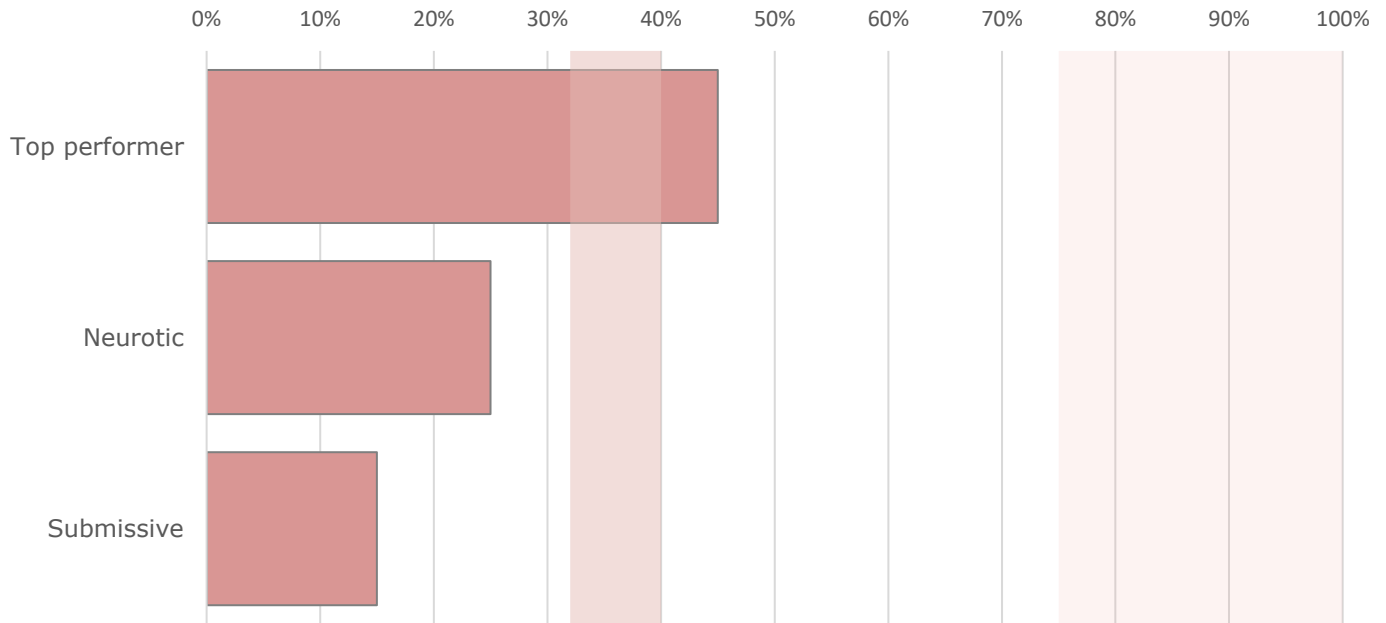
Heat maps plot how the top 12 talents of the individual contribute to this dimension, indicating what talents influence the dimension positively or negatively. Dark coloured areas indicate a strong positive contribution. Light coloured areas indicate a weaker positive contribution. White areas indicate no contribution. Grey areas indicate a strong negative contribution.





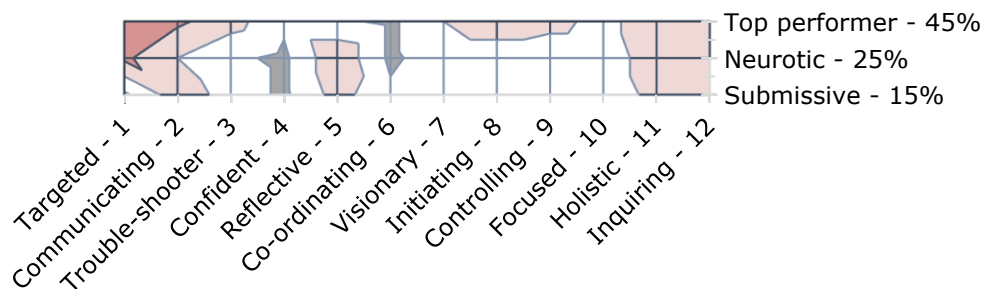
STRESS RISK (ONBOARDING / REBOARDING / ENGAGEMENT)

This graph indicates which type of stress the individual is susceptible to if they become stressed. It does not determine whether the individual is stressed or if they are likely to develop stress symptoms in the future. The insight gained from the graph can be used to create a work environment which helps prevent that type of stress from occurring.



TALENT CONTRIBUTION TO STRESS RISK

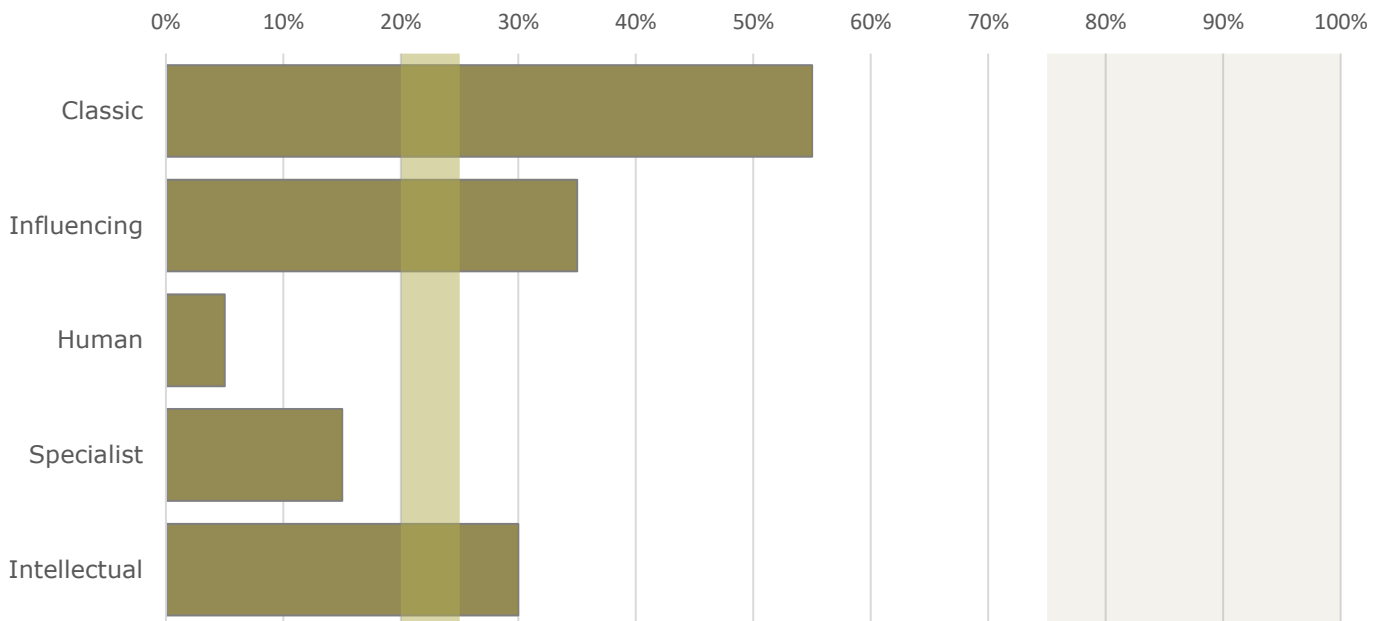
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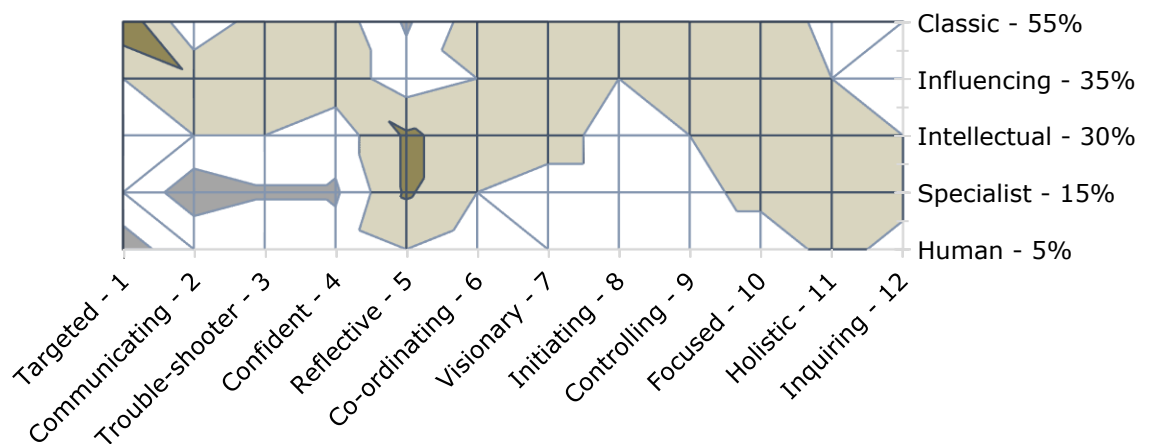
INNER DRIVERS (ONBOARDING / REBOARDING / ENGAGEMENT)

Inner drivers indicate the forces inside the individual that make them engaged and determined. These inner drivers are always present in the individual and serve to make the individual act with drive to succeed in the workplace.



TALENT CONTRIBUTION TO INNER DRIVERS

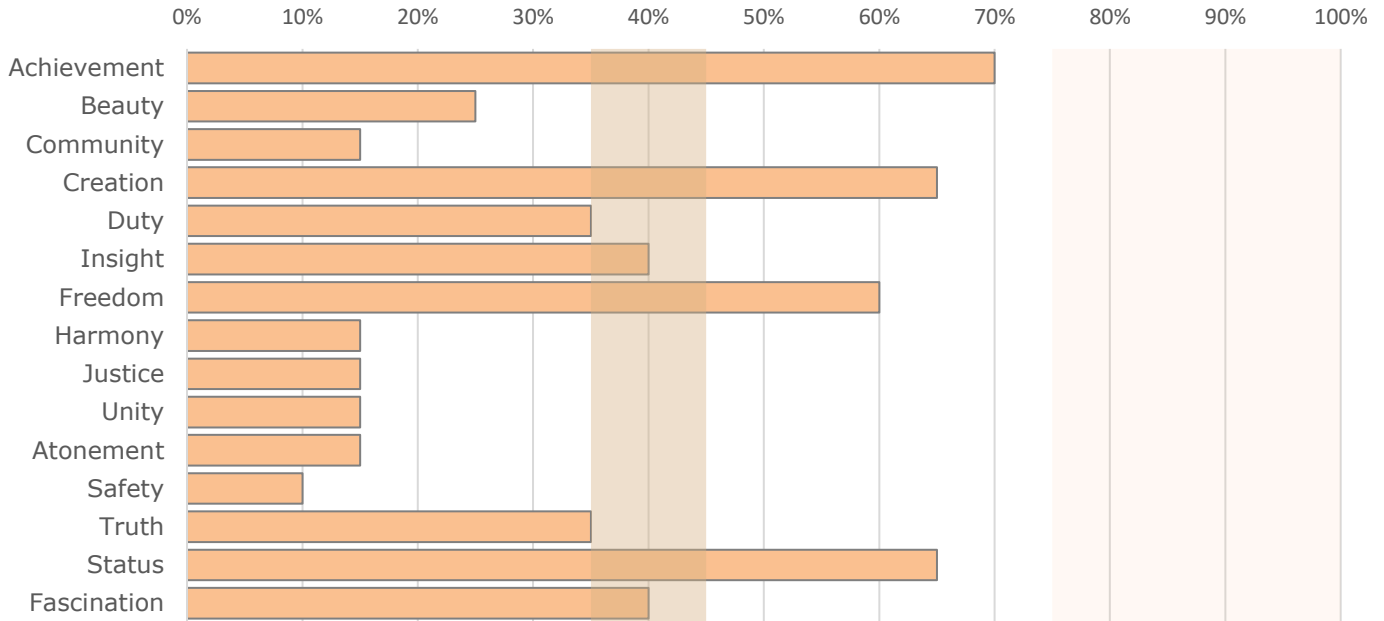
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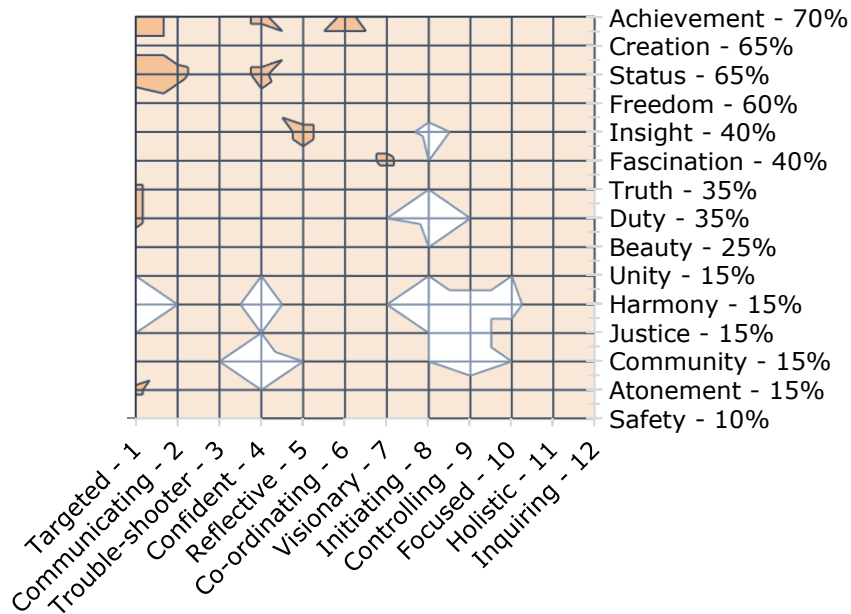
MOTIVATIONAL TRIGGERS (ONBOARDING / ENGAGEMENT / MANAGEMENT)

Motivational triggers indicate the external or situational factors that should be present to enhance and trigger the motivation of the individual. The presence of the high scoring motivational triggers will have a positive effect on the motivation of the individual, while the presence of extremely low scoring triggers may have a negative effect on the individual.



TALENT CONTRIBUTION TO MOTIVATIONAL TRIGGERS

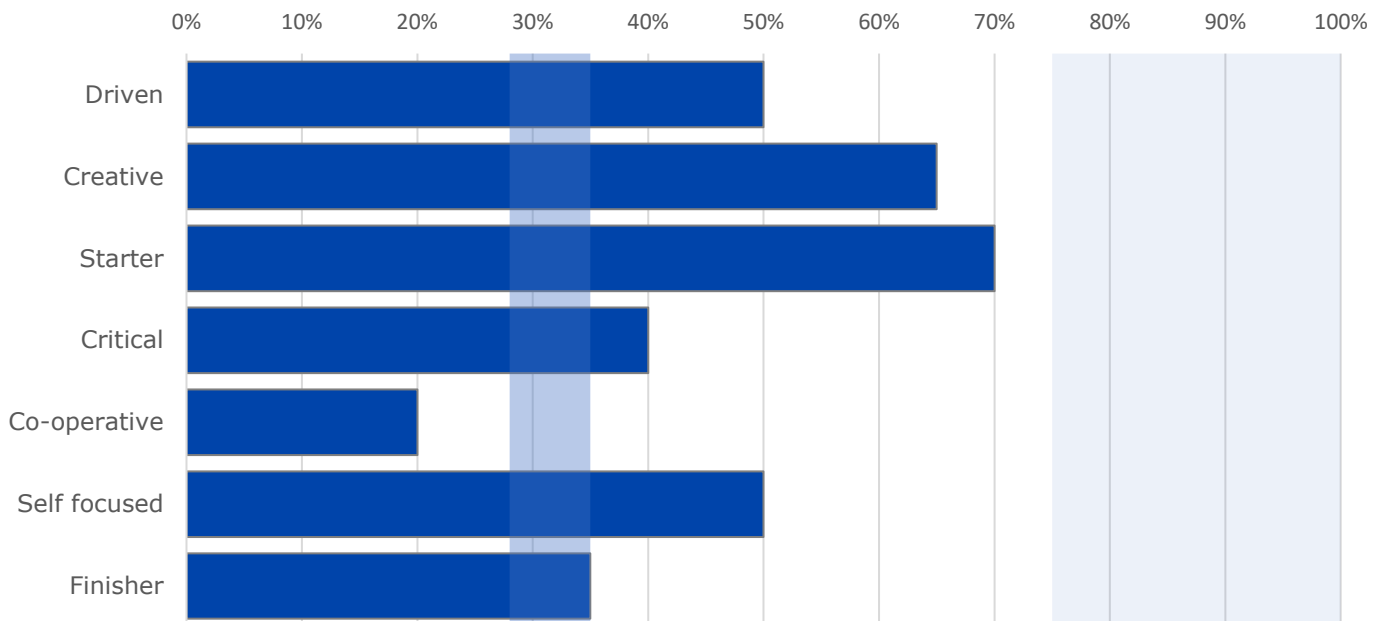
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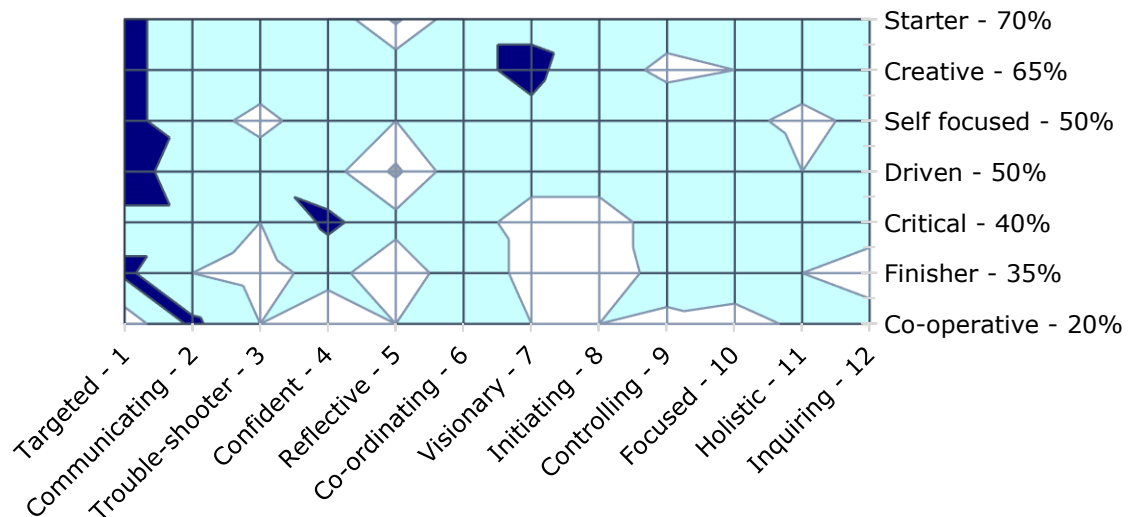
WORKPLACE BEHAVIOUR (RECRUITMENT / MANAGEMENT / TEAM / PROJECTS)

Workplace behaviour covers the seven behavioural aspects that provide the basis for individuals to be hired on. It also indicates the type of behaviour the individual is likely to adopt and engage with in the workplace.



TALENT CONTRIBUTION TO WORKPLACE BEHAVIOUR

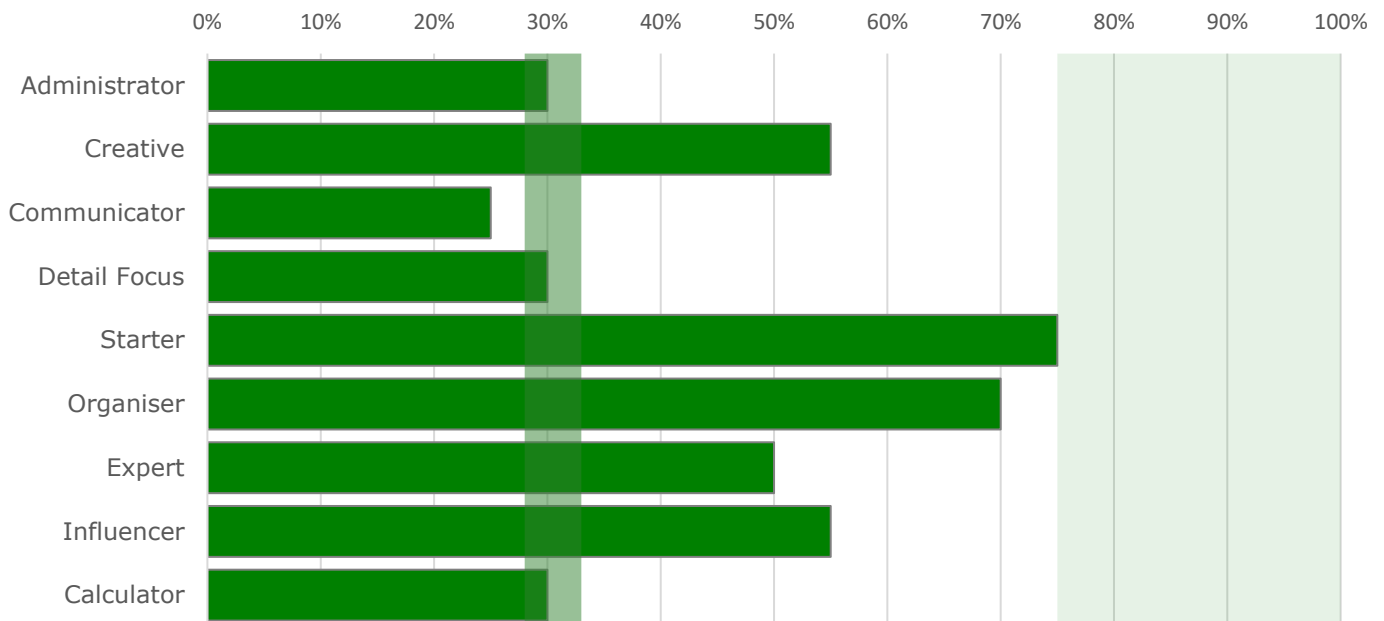
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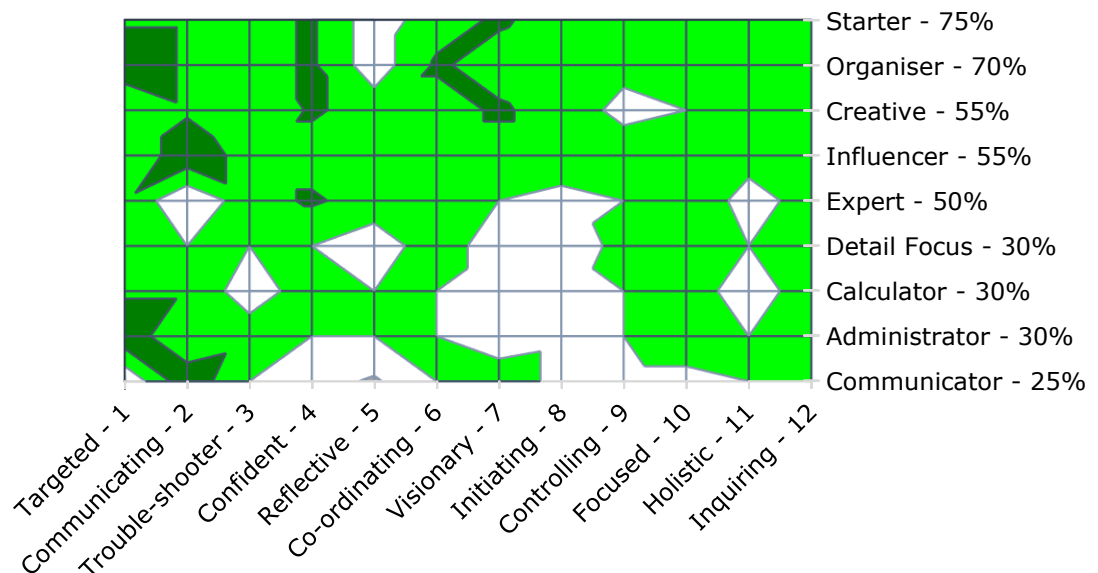
TEAM STRENGTHS (TEAM / RECRUITMENT / ONBOARDING / MANAGEMENT / PROJECTS)

Team strengths indicate which roles the individual is most competent in when working in a team. It provides insight into which team role the individual is most suited to, based on their talents. It is possible to be well-fitted to multiple roles.



TALENT CONTRIBUTION TO TEAM STRENGTHS

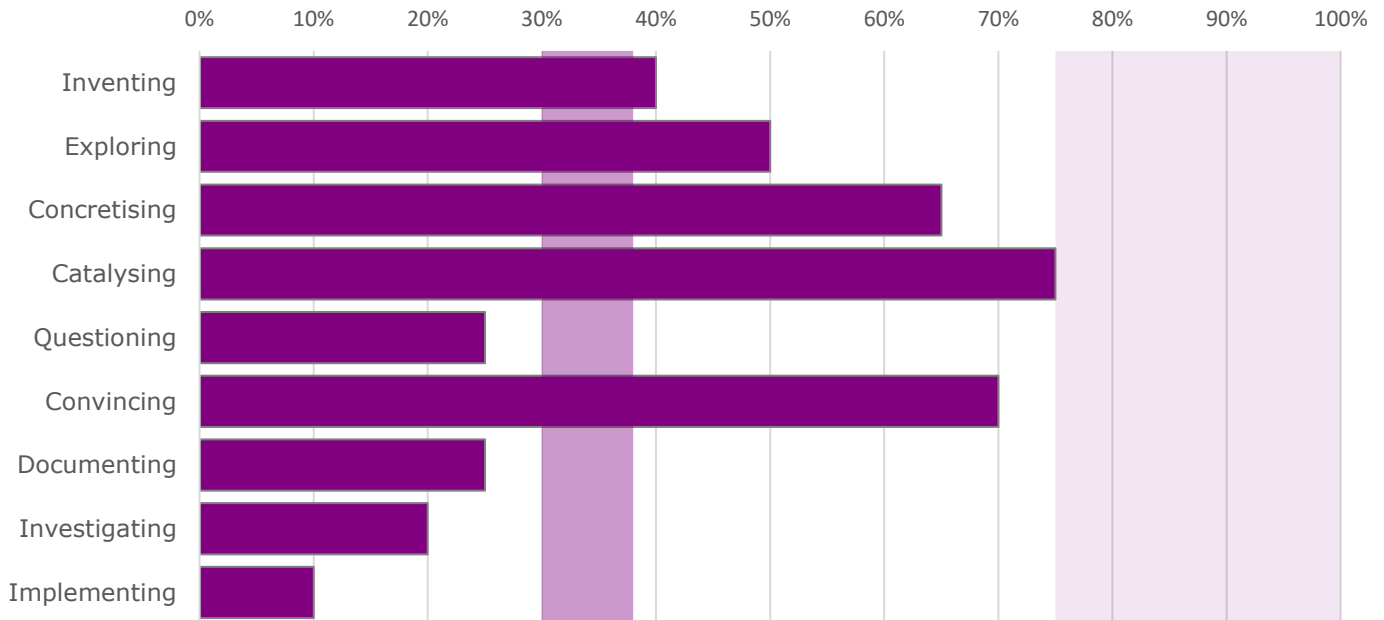
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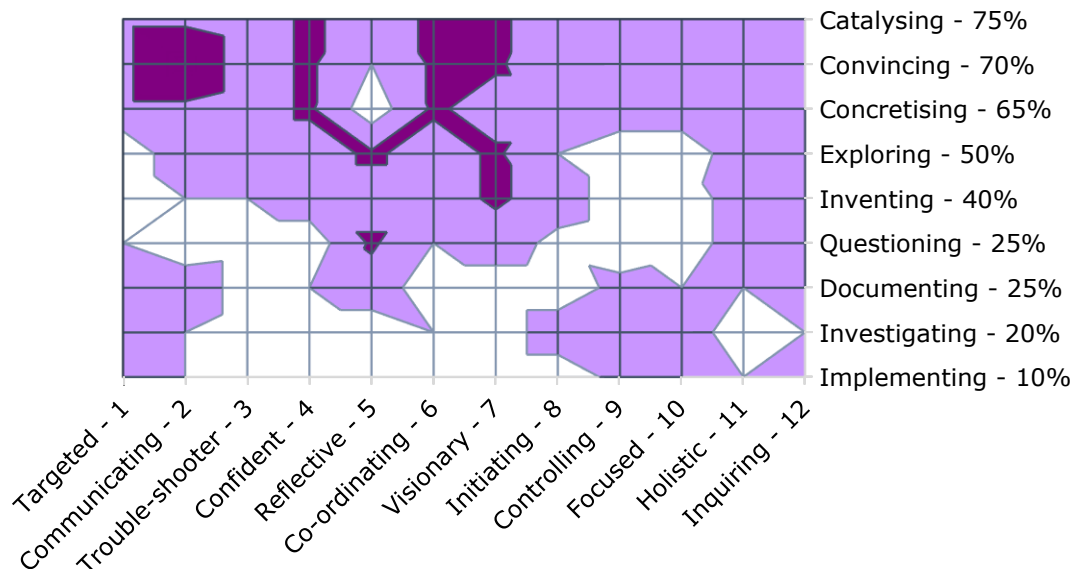
INNOVATION PROCESS INPUT (INNOVATION STRATEGY / PROJECTS / TEAM / MANAGEMENT)

Innovation process input indicates where the individual has most impact in relation to innovation processes. The first three are the creative stage. The middle three are the organisational involvement stage. The final three are the implementation stage. Innovation can succeed when all stages are covered.



TALENT CONTRIBUTIONS TO INNOVATION PROCESS INPUT

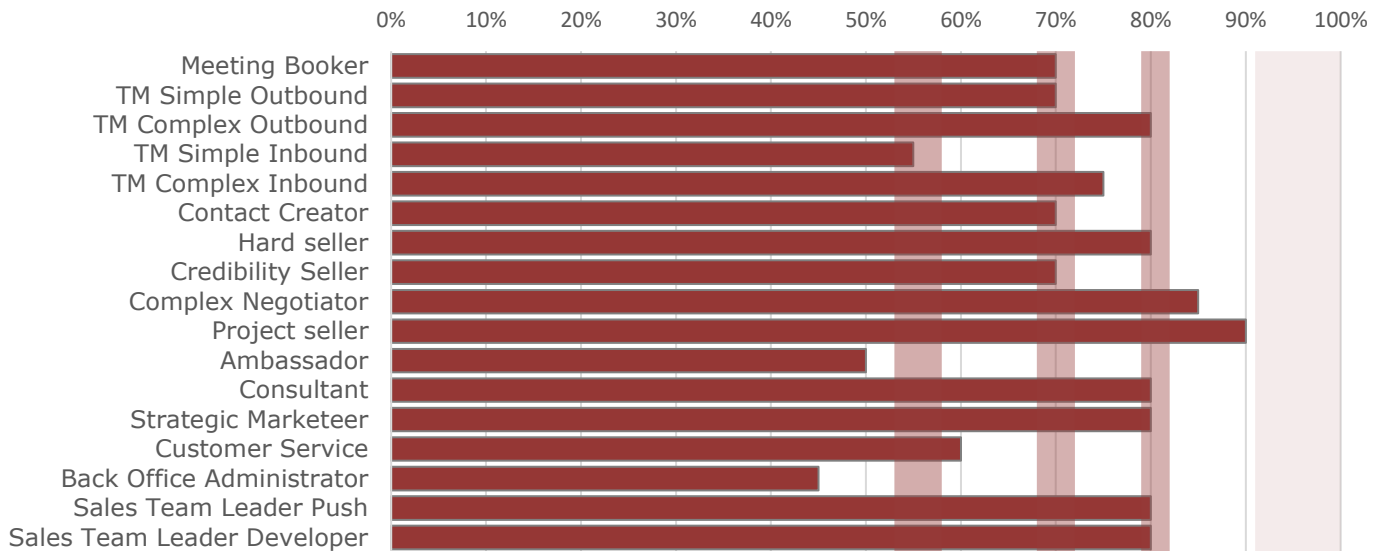
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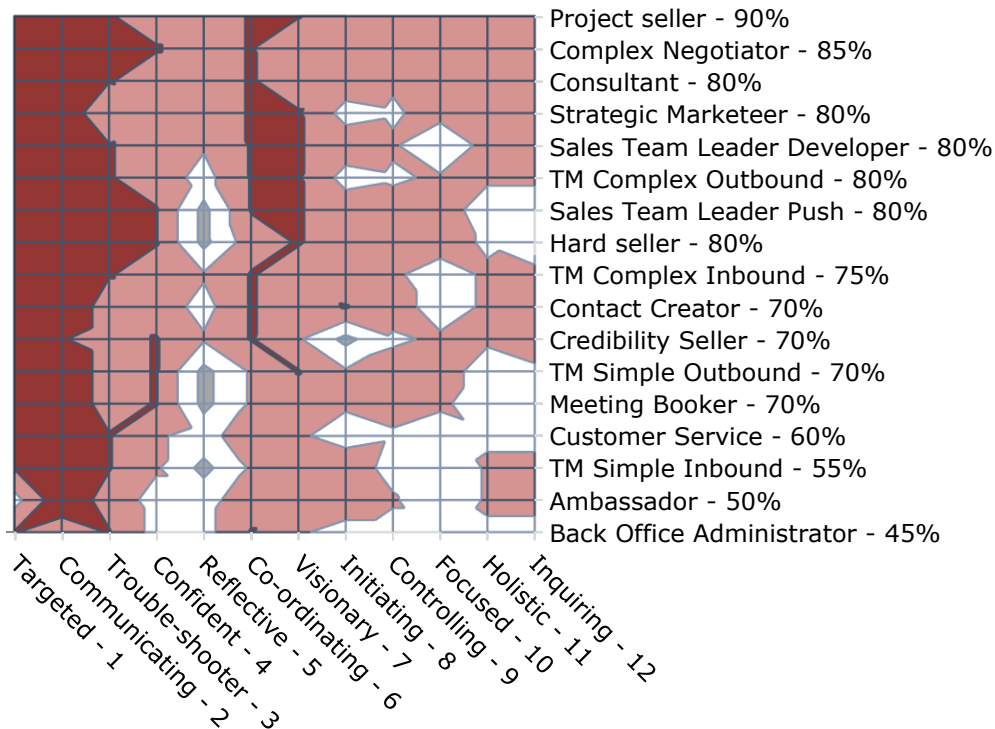
SALES ROLES (RECRUITMENT / SALES DEVELOPMENT & MANAGEMENT / SALES STRATEGY)

Sales roles indicate the go-to-market strengths of the individual, and thereby which roles they are best suited to in relation to the sales strategy of the company. The three vertical reference points indicate the population average (57%), top 20-25% (70%) and the top 10-15% (81%). The graph also indicates how well the individual is suited to back-office, sales management and marketing roles.



TALENT CONTRIBUTION TO SALES ROLES

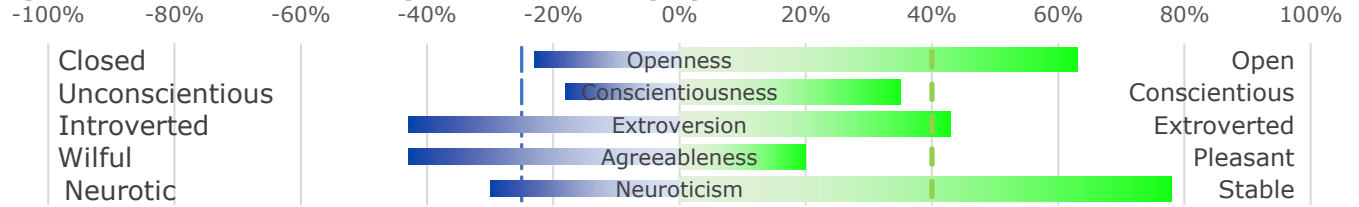
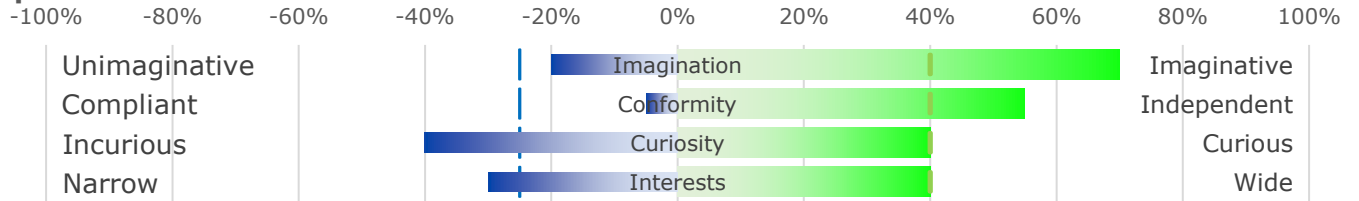
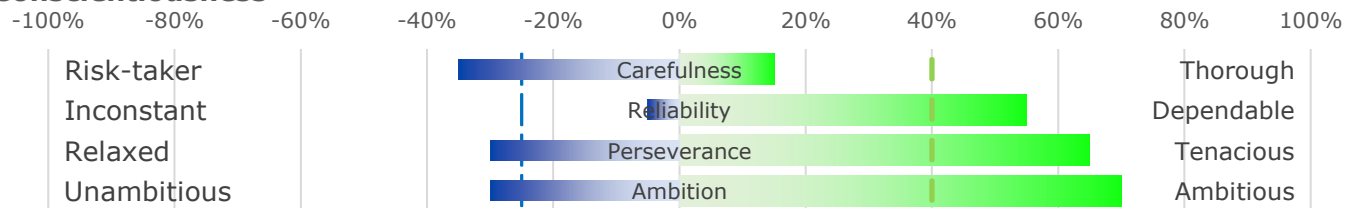
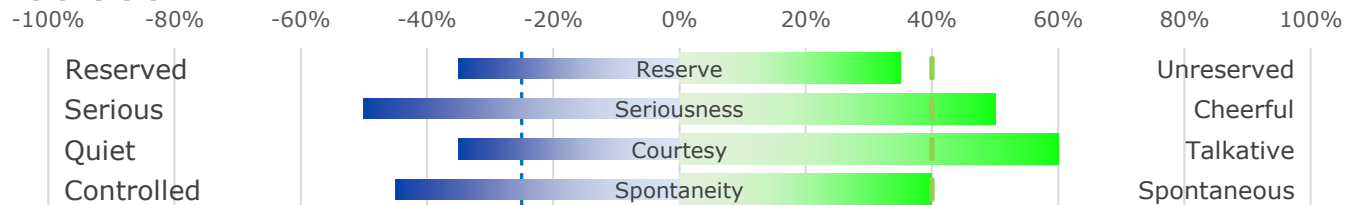
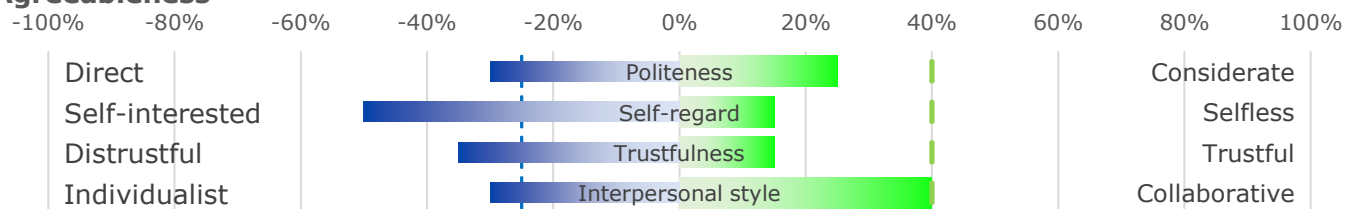
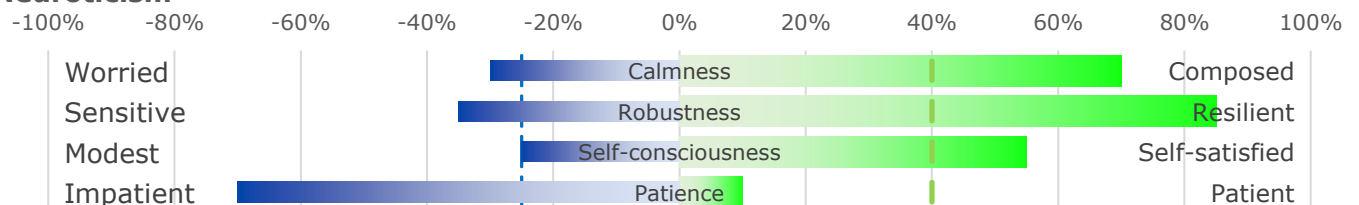
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BIG 5 / NEO-PIR / OCEAN SPAN / PERSONALITY SPAN

This graph indicates the personality traits of the individual and the direction in which these can be developed. The graph should primarily be used as a conversational and developmental tool rather than as a diagnostic instrument.

Big 5 / NEO-PIR / OCEAN Span / Personality span**Openness****Conscientiousness****Extroversion****Agreeableness****Neuroticism**



COMMUNICATION SKILLS (RECRUITMENT QUESTIONS / DEVELOPMENT / COLLABORATION)

	Your Communication Skills: The following are your talents described in terms of communication.		
	Strength	Challenge	Learning
	Your strengths, i.e. what is the benefit of having this talent, in terms of communication are stated here.	This describes the challenges you may have in connection with this talent.	Finally is indicated a possible learning that you with this talent may implement with an advantage, in order to strengthen your communication.

	Strength	Challenge	Learning
1: Targeted	Good at focusing and going for the goals. They focus on the important issues and don't waste time on unnecessary ones. They have a great honesty and a great drive that frequently inspire others. They will often help the rest of us understand what is important and what doesn't matter. Frequently good at creating drive in others.	Their candour may challenge others and doesn't always seem attentive. If you challenge their goals they may disrespect the challenger. They rarely have time for debate, discussion etc. and risk not getting all the information they could be getting. Their action-orientation may damage their thoughtfulness.	Now and again, pause to make certain others follow you. They will often need more time and debate in order to follow your pace.
2: Communicating	Can explain the difficult in an easy and elegant way, making the difficult readily understandable, good at talking to others, debate and convince, are good at telling a story and getting others to listen and to revise their perceptions.	They probably speak too much and too frequently and do not necessarily make room for the opinions of others or for themselves to learn.	Beware of talking too much, ask more questions and then summarize the responses.



	Strength	Challenge	Learning
3: Trouble-shooter	Are usually capable of taking the stage without preparation, good at paving a road through chaos. Their communication is mostly simple and easily comprehensible as well as very action oriented. They often seem very inspiring because they do their problem-solving on the spot and thereby generate practical and useful solutions that everyone can follow.	May lack reflection, details and the ability to listen to others since they are always moving towards action. Their solutions may seem too speedy and easy.	Before you take action ask yourself and others if there is an even better way to do things.
4: Confident	Believe in themselves, seem confident of their material, calm others by believing in their own thoughts, good persuaders, cannot really be shaken up, dare to challenge and thus create debate and learning. May sweep the opposition off the floor, and their confidence makes the rest of us believe in what is being said.	To some they seem provocative because they are so confident. They may forget to listen because they are so convinced, and their conviction may actually hinder their learning. Their confidence may stop others from giving their input or even from thinking because it seems as if the confident one "knows what (s)he is talking about". May be very seductive in their alpha-(fe)male role and gain greater power than they have insight.	Ask others their opinion so that you may seem interested.



	Strength	Challenge	Learning
5: Reflective	<p>Often strong intellectuals who have thought things thoroughly through, and are with their thoughtfulness better acquainted with facts than 90% of their listeners. Their thoroughness and thoughtfulness present others with angles and input that they had never noticed or thought of. Through their questions and comments they may make others think greater thoughts. They have a high degree of credibility because they are everything but superficial, and their attitude will often take others along to the next level.</p>	<p>Some of the thoughts they present may be hard for others to comprehend because they do not think along the same lines, and some of their thoughts may seem extremely intellectual and narcissistic because it is hard for others to fathom the mind-set behind the thoughts. Their wanting to think things through may halt the momentum, and it may be very hard for them to focus on action because they are stuck in the ideas.</p>	<p>Get to the bottom line quicker, and be careful not to intellectualize petty things.</p>
6: Co-ordinating	<p>They have the broad view and are good at helping the rest of us get it. They know where we are in the process and can guide us in the right direction. They are good at communicating comprehensively and directing the process. May often be good at de-complicating complicated matters and make the listeners "finally understand" a subject.</p>	<p>Few, but their comprehensive mindset may make it difficult for them to understand why the rest of us don't always understand and see the broad view. They may have a "How difficult can it be" mentality.</p>	<p>Explain your conclusions and use a lot of images so that others may more easily understand your comprehensive view.</p>



	Strength	Challenge	Learning
7:Visionary	Visionary, and often formidable at “drawing the picture” for others. Good at keeping a forward focus instead of a historical one, their speech is usually visionary and involving. Good at inspiring and leading others along, good at selling opportunities and removing focus from the problem areas, may think grandly inspiring thoughts. Good at setting the stage, and it will frequently be no trouble at all for them to involve their listeners from the beginning as well as in the round-up.	May forget to take all the facts into account, and may sometimes think “too big” when the task at hand is fairly trivial. Risk losing their listeners, losing focus and talking over their heads. Facts and details may be missed, also when they are needed because their focus is on the greater context and on the visionary aspects. They may forget the past in their focus and thus sometimes miss the connection from past history to their new exiting vision.	Check the coherence of your presentation and whether the listeners have understood your vision on the practical level.
8:Initiating	Often very inspiring and good at getting up and giving a speech.	Rarely carefully reasoned out. May have a hard time understanding why others need more time to think things over, seem speedy and shallow since the rest of us don't yet understand what they want. If they are in charge their speed, which seems cocky to many, make others stop thinking and thereby increase the risk of poorly thought-through actions.	Others don't get off their marks as soon as you – they need to feel safe and to get reasonable explanations. Give it to them so they may follow.



	Strength	Challenge	Learning
9:Controlling	<p>Often good at influencing their audiences, making them be of the same opinion, or do whatever they want them to do. Controlling persons are good at making others to do what they want. They possess a manipulative force and may often through their words influence others into doing things they would otherwise not have done. Some exert an invisible pressure on others, others do it through persuasive arguments and the very fact that they dare venture into that kind of battles. Still others do it through a kind of charm that makes you feel you just have to follow them. Their strength (and weakness) lies in that they want to be in the right and almost always get their way.</p>	<p>They do not listen (only for weaknesses in the arguments of others) and therefore they often don't learn. Their pressure to be in the right often provokes the emergence of "opponents" and "followers", and when they come across someone like themselves things have a way of firing up. Their ability to manipulate the situation may also lead them to not getting the information or input that they actually need.</p>	<p>Stop at least twice during your communication (preferably in the first half of it), and ask people what they think. In this way you seem attentive, and that may be exactly the ammunition you need to arrive with even greater certainty at your goal.</p>



GENERAL OVERVIEW OF THE 34 TALENTS

- | | | |
|---|-----------|--------------|
| 1 Targeted | 25 | 10.80 |
| You want to achieve something. Getting things done and reaching your goal are the main things that get you going. Your targeted talent always makes you run work faster, and actively lookout for new goals. You enjoy reaching your goal and soon find the next goal once it has been achieved. Your high levels of stamina keep you going for long periods of time. | | |
| 2 Communicating | 4 | 9.15 |
| You enjoy describing and explaining things on a one-on-one basis as well as in larger gatherings. Your language is filled with images and you can make the most boring subject seem interesting and the most complicated project sound easy. In a one word summary, you are a communicator. | | |
| 3 Trouble-shooter | 22 | 8.30 |
| You solve problems, as you can find a solution to certain tasks when others may find it difficult. Great challenges motivate you, and you can apply your problem-solving ability to specialist or generalist situations, as you possess a strong desire to make things right. | | |
| 4 Confident | 26 | 8.15 |
| You have great confidence in your own abilities. You know you are good at the things you do, and you can notice things that others do not notice. Others may offer advice, but you understand what is right for you. You are self-reliant and have great trust in yourself that you are able to handle anything that comes your way. | | |
| 5 Reflective | 18 | 7.55 |
| You like to think and reflect with your brain to discover above-average answers. You probably spend time alone to allow the opportunity for reflection and thought. The subjects of your thinking may vary, and you love the process of thinking and tend to be good at it. | | |
| 6 Co-ordinating | 8 | 7.45 |
| You organise large complex projects to make it possible for the goal to be reached. You have a comprehensive view of things and use this to inform others of where to go, even when it becomes somewhat chaotic. You are efficient, flexible, and adjustable in order for maximum cooperation with others. Where others get lost and find it difficult, you can find the most favourable path and direction for them to follow. | | |
| 7 Visionary | 10 | 7.20 |
| You thoroughly enjoy looking to the future for possibilities, improvement and ideas. Your visionary perspective inspires others to see a brighter future. You may enjoy factual information or genres such as science fiction. | | |
| 8 Initiating | 27 | 6.90 |
| For you, begun is half done, as things need to get rolling as soon as possible. You believe adjustments can be made along the way, as you become too impatient if the project or task is not started. You complete everything possible in the here and now, and are good at inspiring others to get going in the process. | | |
| 9 Controlling | 33 | 6.70 |
| You enjoy being in control. Once you know what you want, you begin by making others follow your directions. Confrontations are mostly in your advantage, as they can be needed to make others understand your cause. You prefer honesty as you are always honest yourself, and you like to stand out by yourself. | | |
| 10 Focused | 24 | 6.65 |
| You always want to know which direction you are heading in. In order to focus properly, it is important for you to have a limited number of projects at the same time, so you are able to | | |



work for specific goals without interruption. You stay on target, and although obstacles bother you, they do not throw you off track.

- | | | |
|---|-----------|-------------|
| 11 Holistic | 14 | 6.50 |
| You believe everything has a purpose and that all things are interrelated and connected in some way. You try to make others understand these connections, explaining that all things are interdependent, helping them comprehend the meanings in the process. | | |
| 12 Inquiring | 12 | 6.20 |
| You love to learn, as the process of developing knowledge into true competences excites you. You may want to learn just about anything as the subject itself may not be as important as the feeling of learning and becoming better in certain areas. | | |
| 13 Assessing | 9 | 6.20 |
| You are careful and critical. You understand there may be pitfalls, even though everything can seem in perfect order, and frequently take on the role of looking for them. This can also make you somewhat careful and cautious with new friendships. You look ahead when you are planning your work, so obstacles can be identified, and a flawless piece of work can be delivered as a result. | | |
| 14 Optimistic | 32 | 6.20 |
| You are an optimist and positive person who is always hoping for the best. Your high spirits seem to rub off on others who enjoy working with you. You frequently adopt the belief that the best will happen as opposed to fearing the worst. You always find the positive in situations and in others. | | |
| 15 Analysing | 7 | 6.00 |
| You demand evidence, and are critical in order to know the truth. Data make sense to you, as it is your basis for thoroughness and precision. By being thorough you discover patterns in chaos, and you are likely to discover subjects that have not been validated or analysed properly. You like to act when the evidence has been collected and analysed, and not usually before this. | | |
| 16 Competitive | 31 | 6.00 |
| You compare yourself with others and always strive to be better than they are. You enjoy goals and competitions, and if someone says something can't be done, then you will set your mind on proving them wrong. | | |
| 17 Connecting | 5 | 5.85 |
| You like to get to know other people better and to allow them to get to know you. You frequently look for more than just casual acquaintances, and give from your inner self in order to further your relationships. You would always choose to make friends with people rather than just becoming acquainted. | | |
| 18 Flexible | 23 | 5.80 |
| You live in the here and now and are rarely affected by trouble. The unforeseen does not trouble you, as you expect the unexpected and thus your flexibility is great. You may plan things a certain way but are open to alternative outcomes, as change fascinate you. | | |
| 19 Empathic | 1 | 5.70 |
| You notice what is going on in people around you, and understand their feelings as if they were your own. Without necessarily agreeing with others, you can relate to what is going on in their world. You know what they need and what they expect, so you are very good at communicating with them and can sometimes understand their personalities and actions better than they do themselves. | | |



TALENTS UNLIMITED

- | | | |
|---|-----------|-------------|
| 20 Mediating | 6 | 5.65 |
| You find common ground for diverse attitudes, thus avoiding conflict. You understand that it is much more important to create cooperation and a calm atmosphere, as opposed to arguing about so-called truths, essentially creating harmony wherever possible. | | |
| 21 Prominent | 19 | 5.60 |
| You want to be even better at what you are doing, and you like to be heard and gain the respect of others. You want to be recognised as the special person you are, and this recognition makes you thrive and aspire even higher. You also expect others to steadily improve in their fields and to set their mark. | | |
| 22 Researching | 15 | 5.45 |
| You frequently collect detailed information, as you love the in-depth variety within specific areas. Whether you need to acquire the information is not important, but it is always useful to know more and to have more. | | |
| 23 Responsible | 20 | 5.30 |
| When you take on a piece of work you take on a responsibility, and will keep going until you have achieved the goal and delivered on your responsibility. You may be working too hard but you do not back away from the responsibility and you are not one for poor excuses. | | |
| 24 Strategic | 17 | 5.20 |
| You look at things from a strategic point of view. You predict obstacles that may arise and find the best method to get past them, by asking "What if?" frequently. You have the courage to chart out a course and carry the plan out to a good standard by acting on your choices. You can be seen as an individual who has qualities like a soothsayer and a commander. | | |
| 25 Improver | 30 | 5.15 |
| You thrive with excellence, never with mediocrity. You truly enjoy helping others achieve excellence and love to perform at your maximum level. You like to work with other highly skilled individuals, as this makes working more enjoyable and more challenging. | | |
| 26 Inclusive | 2 | 5.10 |
| You believe in "the more the merrier", and frequently let everyone join in. You dislike exclusiveness and want exert high levels of effort in order for everyone to be in on the project. You don't judge others and you would prefer that others wouldn't judge each other. You believe that everyone is alike and therefore should be included. | | |
| 27 Contextual | 16 | 4.95 |
| You can see connections due to looking at the past. You need to familiarise yourself with things, to know their history and their relations in order to set your mind at ease. Your knowledge of the past enables you to understand why things have turned out the way they have, giving you perspective and confidence to judge what is important in the present. | | |
| 28 Innovative | 11 | 4.45 |
| Ideas trigger you, with anything new leading to a different perspective on certain things, as a new thought may add value to something old. You have a lot of these ideas yourself, which can lead to others viewing you as creative or as a philosopher. Many believe you have a genuine personality. | | |
| 29 Just | 13 | 4.45 |
| Justice and balance are crucial to you, and can act as a fence against injustice and unfairness. You treat everyone equally, and are very conscious about acting in a fair manner. From your perspective, everyone deserves an equal and fair chance, but they should follow the rules. | | |



- 30 Value-driven** **28** **4.20**
Your values are steady and you understand what is important in life. You believe in core values such as family, hard work, ethics and spirituality. You are trustworthy and inspire confidence amongst others, while you may believe there are eternal truths. You are always passionate and committed about the things you are involved in.
- 31 Developer** **34** **3.80**
You see the potential in others and their possibilities for success. You love to make them grow and enjoy watching as it happens. You encourage others and love to help and develop them in as many aspects as possible.
- 32 Charming** **29** **3.75**
You are charming, it's as simple as that. You enjoy meeting new people and winning them over. You can always find subjects of common interest and make the conversation flow between yourself and others. In your world there are no strangers, only friends you haven't yet met.
- 33 Individualising** **3** **3.35**
You notice the special traits in others, and enjoy the differences that people possess. You understand how they think and react as well as what motivates them. You always find just the right present and can provide the right kind of encouragement. You may vary your supervision or explanation so it is suitable for the person you are talking to, whilst always encouraging others to do their best.
- 34 Orderly** **21** **3.30**
You prefer that your surroundings are in order and that everything is under control. You are a master of having a routine or system to the way you work, and frequently hunt deadlines. You also love precision, and this makes you possess a high level of attention to detail.