



Profile Report created for:

**10274706**

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Company: Airbus France Early Careers

Date of assessment: Apr 29, 2020

# How to Interpret Your Profile

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This report was generated by using thousands of data points from your assessment session. Your game score was not considered for your psychometric profile; it was all about your unique approach to the scenarios presented. Arctic Shores assessments are grounded in validated personality and cognitive neuroscience frameworks and use your real behaviours to create a psychometric profile. Our extensive research has shown this methodology to be a valid and reliable indicator of how you are likely to behave in the workplace.

There is no one “perfect profile” for all jobs. Each job is different and we support hiring organisations with extensive analysis to determine which of the psychological characteristics described in your report are the most important for success in a particular role. Therefore, the data in this assessment provides a fair and objective set of measures to help organisations determine your suitability for a role in addition to the rest of your application.

## How This Report is Structured

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This report is organised into 6 sections that contain a set of unique psychological characteristics:

- **Aptitude**
- **Personal Style**
- **Cognition**
- **Drive**
- **Interpersonal Style**
- **Thinking Style**

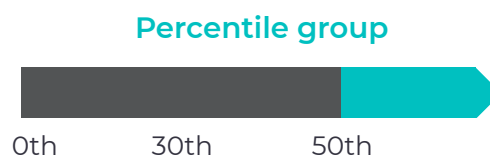
## Interpreting Category Results

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To meaningfully evaluate your results, your performance on the aptitude levels of Skyrise City has compared to that of a large group of similar individuals who have taken this assessment in the past. Your relative results will fall into one of three categories:

- <30th percentile
- 30-50th percentile
- >50th percentile

### Example



This example shows that the individual scored in >50th percentile category, which means that they have scored better than 50% of the comparison group. This is classed as above average performance.

## Interpreting Radial Results

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For each characteristic, the closer the highlighted radial to either end of the scale the stronger your tendency or ability in that direction. The majority of the population have moderate tendencies and abilities so fall within the middle radials. In fact, only 1-2% of people fall at the extreme ends.

### Example



You tend to be more likely than others to seek out social stimulation.

In this example, the radial is closer to “more sociable” but this doesn’t mean that you are always going to behave sociably. Rather, it means that typically, across time and situations, you tend to behave slightly more sociably than other people in the comparison group. On occasion, you may want to be left alone!

## Things to Remember

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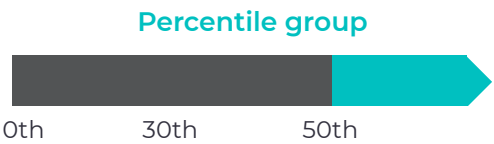
- Arctic Shores profiles are very reliable, but they are not infallible. This can be said of any psychometric test.
- Each psychological characteristic will be valuable in different job roles; there is no right or wrong, just a measure of suitability for a role.
- This profile report will be considered along with other information about you before a selection decision is made.
- The report is likely to remain a good reflection of your psychological characteristics for 9-12 months, depending upon personal circumstances.
- These results will be kept confidential but may be used anonymously in aggregation for analysis and improvement of our products.

# Your Profile



## Aptitude

The abilities that affect how you process and use information to perform mental operations. There is one indicator for Aptitude.



**Abstract Reasoning** - You scored above the 50th percentile. This means that your result was greater than over 50% of the comparison group. This is classed as above average performance.



## Personal Style

The traits below explain your personal preferences in dealing with situations. There is one indicator for Personal Style.



Relative to the comparison group, your responses suggest that you tend to interpret facial expressions and emotions very accurately.

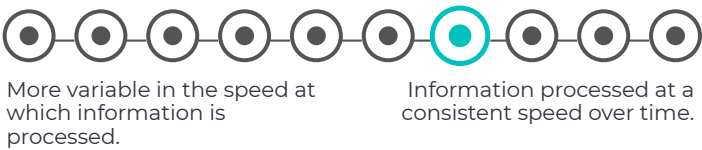


## Cognition

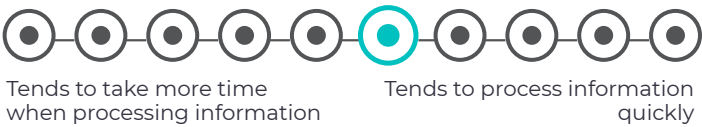
The abilities below affect how you process and use information to perform mental operations. There are 3 indicators for Cognition.



Relative to the comparison group, your responses suggest that you tend to be much more confident when mentally working with large amounts of information.



Relative to the comparison group, the speed and efficiency of your responses to incoming information are more consistent.



Your responses suggest that you tend to process information as fast as most others in the comparison group.



## Drive

The traits below influence your drive for delivering results in the workplace. There are 4 indicators for Drive.



Tends to "bounce back" more slowly after set backs

Tends to "bounce back" more quickly after set backs

Relative to the comparison group, your responses suggest that you are extremely likely to recover more quickly from setbacks and remain strongly focused on a goal under adverse circumstances.



Tends to be more effective at completing shorter tasks.

Shows initiative in organising and completing longer projects with a consistent approach.

More likely to show initiative and independence in organising, consistently working on, and completing a large project, relative to the comparison group.



Less motivated by reward

More motivated by reward

Your responses suggest that you tend to be as driven by reward as most other people in the comparison group.



Focus more influenced by thoughts & feelings

Focus more influenced by values & goals

Relative to the comparison group, your responses suggest that your focus tends to be strongly influenced by your enduring values and goals rather than your brief thoughts, feelings and physiological state.



## Interpersonal Style

The traits below influence your preferred approach to interacting with other people. There are 5 indicators for Interpersonal Style.



Tends to be more passive & thoughtful

Tends to be more dominant and assertive

Relative to the comparison group, your responses suggest that you are fairly inclined to be more self-assured, assertive and confident when interacting with people.



Feels less energised by social situations

Feels more energised by social situations

Your responses suggest that you are as inclined as most other people in the comparison group to seek out and feel energised by social interactions.



Tends to prefer own style

Tends to adjust behaviour to context

Relative to the comparison group, your responses suggest that you are very inclined to regulate your behaviour in response to social cues to accommodate a particular situation or audience.



Relative to the comparison group, your responses suggest that you are fairly inclined to take action that is aligned with your own goals and interests.



Relative to the comparison group, your responses suggest that you are willing to openly challenge viewpoints where necessary in order to achieve an aim, for example in debating an issue with objectivity and without sentiment.



## Thinking Style

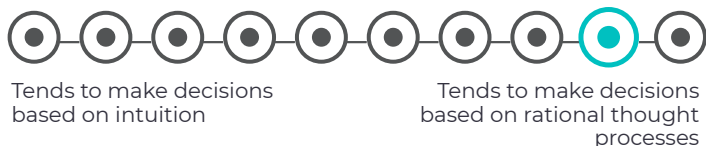
The traits below shape how you tend to approach and appraise problems and make decisions. There are 9 indicators for Thinking Style.



Your responses suggest that you are as inclined as most other people in the comparison group to have a positive outlook on the world and the future. You tend to balance expectations that your actions will result in a more or less favourable outcome.



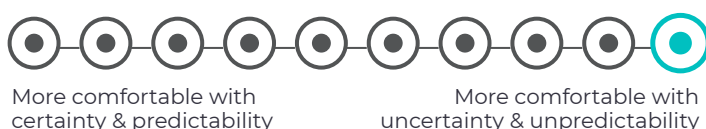
Relative to the comparison group, your responses suggest that you are quite likely to prefer novel and experimental approaches to solving problems.



Relative to the comparison group, your responses suggest that you are strongly disposed towards a rational decision-making style and are much more likely to be thoughtful, objective and critical when making decisions.



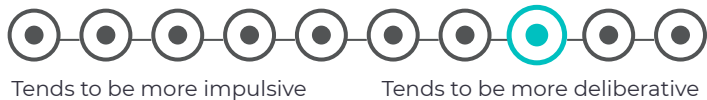
Relative to the comparison group, your responses suggest that you are very inclined to make fast decisions involving risk that are based on emotional and physiological cues.



Relative to the comparison group, your responses suggest that you are inclined to tolerate a much greater degree of uncertainty when making a decision and tend to feel much more comfortable than others when the future is unpredictable.



Relative to the comparison group, your responses suggest that you prefer to focus more on future outcomes when making decisions.



Relative to the comparison group, your responses suggest that you are fairly inclined to hesitate before responding and prefer to carefully consider your actions before reacting.



Relative to the comparison group, your responses suggest that you are slightly more disposed towards thinking "outside of the box" and having a free-flowing and abstract trail of thought.



Relative to the comparison group, your responses suggest that you are slightly more likely to prefer variety, trying new things and regular change.

