Candidate Report

Before you start

Welcome to the Candidate Report

This report provides deeper insights into the candidate's personality profile, including their tendencies, motivations, and potential strengths. Its purpose is to support the recruitment process by offering valuable understanding that can help match the candidate to the right tasks and work environment.

How to read this report?

It's important to interpret the report in its entirety rather than focusing on individual scores. Some sections may seem contradictory because they reflect different aspects, such as the candidate's strengths and areas for development. We recommend a contextual approach when reviewing each result.

How not to use this report?

This report should not be the sole factor in making hiring decisions. It highlights certain tendencies, not definitive traits. Keep in mind that lower scores in some areas might only suggest that certain behaviors require more effort from the candidate, rather than the absence of those traits.

What can you take away from Candidate Report?

The report serves as a tool to develop more focused questions and strategies for the interview process. The conclusions, both from the personality test and AI-supported methodology, offer valuable insights into the candidate's character, which can help better align them with the job requirements.

About Personality

Candidate Description

Personality Overview

The candidate is independent and thrives on recognition and rewards. They're resilient but can become frustrated quickly. They prefer clear, concrete tasks over abstract ideas and like rules and routines. Their methodical nature and sense of organization make them reliable, though they might miss details. They set realistic goals and focus on achieving them. Socially engaging yet cautious, they prefer stable environments and are consistent in different roles. They value self-confidence, prefer cooperative interactions, and enjoy leading others with high standards.

Work Style and approach

The candidate demonstrates a practical work style, thriving in environments where they can operate independently. They appreciate structure and traditional methods, preferring set routines. Their methodical approach means they often reach decisions based on personal instinct, though they're not averse to acknowledging the views of others. They're reliable in meeting commitments and enjoy leading and motivating teams. They hold a preference for cooperation over direct confrontation, and they thrive in roles that allow them to organize and manage processes effectively.

Nutshell

Candidate's Strengths

Independent worker

Resilient

Organized

Realistic goals

Socially engaging

Leader at heart

Motivator

Conventional thinker

Planful

Reliable

Doubts about the candidate

Easily frustrated

Overly methodical

Change-averse

Misses details

Overly cautious

Traditional-bound

Limited innovation

Perfectionist tendencies

Limited empathy

Reluctant to adapt

Questions about work style

Based on the **personal characteristics** mentioned above, we have prepared **questions** for you to ask the candidate in order to better assess their **potential**. As a recruiter, you can ensure that the candidate aligns with the **culture and dynamics** of your organization.

Questions

? **Can you describe a time when you had to adapt to a new workflow or process unexpectedly? How did you handle it?**

This question helps assess the candidate's adaptability in less structured situations. It's essential because they tend to prefer tradition and set processes. Listen for examples of how they successfully managed changes and adapted to new methods. Comments on their flexibility and willingness to accept new ways of doing things will give insight into their potential for growth in environments that require adaptation.

? **How do you prioritize your tasks when faced with tight deadlines and multiple commitments?**

Understanding their prioritization skills is vital as they value organization and meeting deadlines. Insight into their method of handling multiple responsibilities can give clues about their process-oriented mindset and potential weaknesses in managing stress. A strong response should detail their specific strategies for efficiency and time management, including their ability to delegate or say no when needed.

Next questions

? **What motivates you most in a work environment and how do you seek out this motivation?**

Since the candidate is motivated by external factors like recognition, this question reveals what drives their performance. Note their preferred sources of motivation and how they align with the company's culture. This helps in determining if the candidate's motivational needs match what the organization can provide, ensuring higher job satisfaction and productivity.

? **Can you share an experience where you had to manage a team towards achieving a high-standard goal? What was your role?**

This question assesses leadership qualities and ambition. Since the candidate holds themselves and others to high standards, understanding their approach to leading a team can reveal their potential to inspire and drive results. Listen for how they handled challenges, delegated tasks, motivated team members, and maintained their standards, indicating their effectiveness as a leader.

**?** **How do you handle situations where you receive criticism or feedback?**

This explores their receptiveness to critical feedback and ability for personal growth. While they're generally open to different perspectives, understanding their reaction to direct critiques sheds light on their emotional intelligence. Assess openness to feedback and instances where they've used criticism constructively to improve, highlighting their potential for development within the company.

Candidate Traits

Analyzing individual personality traits of a candidate can provide valuable insights into their potential fit within your organizational culture. It also helps identify key attributes that distinguish the most effective team members in their roles and areas of responsibility. Additionally, it is worth considering the average level of **specific traits across the team*** to better understand its dynamics and strategically align new hires with the existing structure.

* The visualization of the team's averaged traits is displayed on the chart after completing the **Team Shape Analysis** service.

** The final pages of the report provide more detailed descriptions of the candidate's traits.
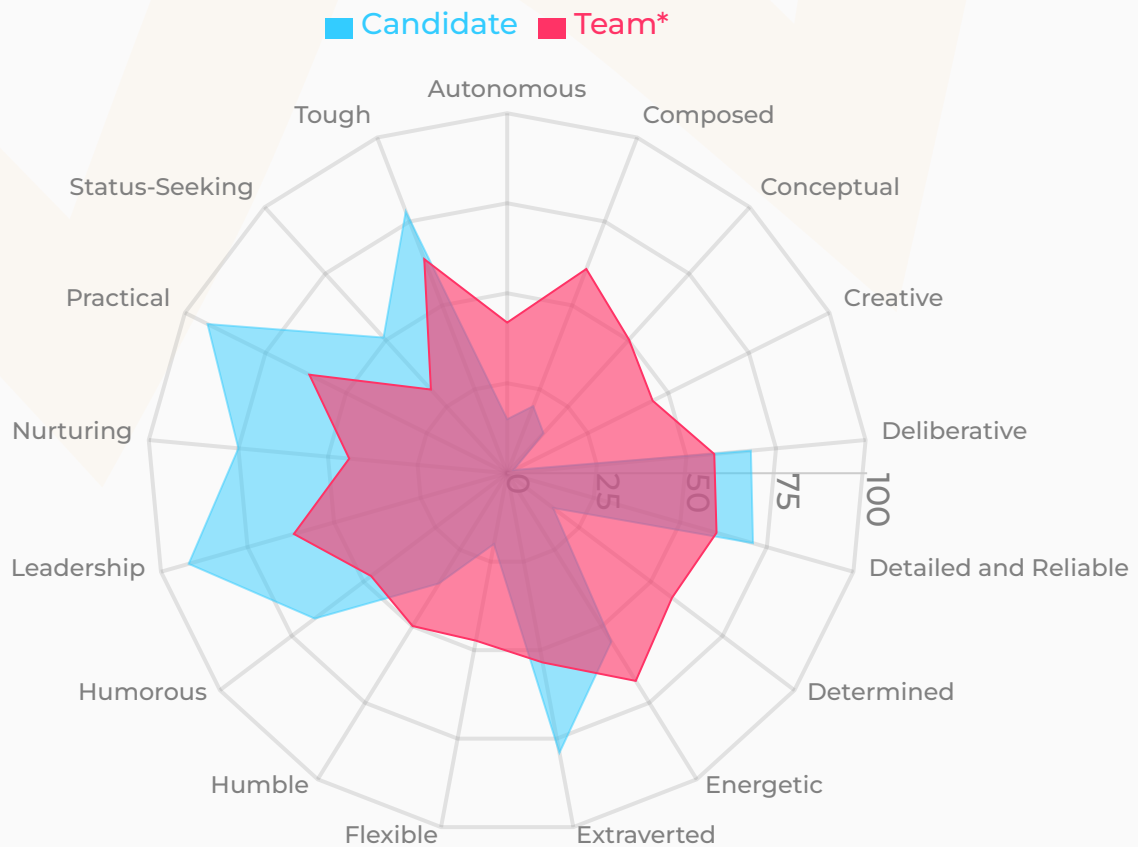
Understanding a candidate's traits can be highly valuable throughout the recruitment process and beyond. By closely observing their traits during recruitment and evaluating their effectiveness post-onboarding, we gain greater insight into which qualities are critical for success within the organization and how well they align with the company culture. This knowledge can significantly and positively influence future recruitment decisions.

Work Environment

Optimal Work Environment

Understanding the potential characteristics of an optimal work environment for the candidate will enable you to better plan the recruitment interview and assess whether, and to what extent, the workplace you are hiring for aligns with their needs and preferences.

Candidate's optimal work environment...

should be like:

Structured and organized

Stable and predictable

Collaborative and supportive

Goal-oriented

Recognition-driven

Traditional

Process-driven

should NOT be like:

Chaotic and disorganized

Constantly changing

Overly critical

Lacking support

Too laid-back

Experimental

Detail-averse

Questions about work environment

Based on the **personal characteristics** mentioned above, we have prepared **questions** for you to ask the candidate in order to better assess their **potential**. As a recruiter, you can ensure that the candidate aligns with the **culture and dynamics** of your organization.

Questions

? **What type of work environment best supports your need for structure and routine?**

💡 The candidate thrives on structure and routine, making it valuable to know their ideal work setting. Listen for specific elements that create a stable environment for them, such as clear policies, or supportive team dynamics. This can help identify if the company's current environment aligns with their preferences, impacting their long-term job satisfaction and performance.

? **Can you describe a work culture that doesn't align with your strengths and preferences?**

💡 Understanding work cultures they find challenging helps predict potential misfit areas and satisfaction. Candidates may share experiences in environments that were too unpredictable or lacked clear guidelines. This informs how your organization's culture might need adaptation or support to aid their success, helping ensure a mutually beneficial relationship.

Next questions

? **How important is recognition and what forms of recognition make you feel valued?**

Since recognition motivates the candidate, knowing what forms they value fosters their productivity and satisfaction. Look for responses that specify desired types of acknowledgment, whether formal, verbal, or peer-to-peer. Ensure your company can meet these preferences to maintain high engagement and morale, aligning with their motivation drivers.

? **How do you typically handle tasks that have limited guidance and lack of direction?**

Their independence is a strength, but subtle nuances in response indicate comfort with guidance levels. Listen for strategies enabling them to navigate ambiguity effectively. This insights necessary balance between providing autonomy and support crucial for their optimal performance, highlighting managerial approaches enhancing their productivity.

? **What type of team dynamics help you achieve your best work?**

Since the candidate feels grounded in teamwork, understanding their ideal team dynamics aids in assessing fit. Responses revealing their preferences for clear roles, responsibilities, and open communication are valuable. This can inform team assignments and managerial styles suited to maximizing their contributions, fostering collaborative success.

Preferred Tasks

Candidate preferred and nonpreferred tasks

Based on the **personal characteristics** mentioned above, we have prepared **questions** for you to ask the candidate in order to better assess their **potential**. As a recruiter, you can ensure that the candidate aligns with the **culture and dynamics** of your organization.

Preferred Tasks

Team coordination

The candidate excels at organizing people and resources, making team coordination tasks a natural fit. They can align talents towards achieving shared goals effectively.

Process improvement

Their methodical and detail-oriented nature makes them well-suited to identify and implement process improvements, ensuring efficiency and consistency in operations.

Project management

Given their strengths in leadership and follow-through, managing projects from start to finish allows them to leverage their skills in setting high expectations and driving results.

Goal setting

The candidate is ambitious and enjoys setting high standards. Goal setting tasks play into their strengths by allowing them to establish and track performance metrics and achieve targets.

System organization

Their affinity for order and efficiency makes system organization tasks ideal, as they can streamline processes and maintain disciplined workflows within various teams.

Nonpreferred Tasks

Creative brainstorming

The candidate's preference for structured thinking might clash with the openness required for creative brainstorming, where abstract and exploratory ideas are encouraged.

Spontaneous decision-making

Their reliance on methodical processes may struggle with spontaneous decisions, as they prefer to rely on personal instinct and detailed planning rather than immediate reactions.

Unstructured social events

The candidate thrives in structured environments and may feel uncomfortable or less engaged in unstructured or purely social events without clear objectives or roles.

Innovation and risk-taking

Their focus on tradition and existing procedures might hinder participation in high-risk and innovative tasks that require thinking outside the box and embracing change.

Long-term strategy

Given their preference for focusing on present details, tasks requiring long-term strategic thinking and planning may not align with their immediate, detail-oriented strengths.

Organizational Areas

Candidate's effectiveness in key areas of the organization

We believe that **every organization** should consider **several key areas** and assess the current state of their functioning, while **strategically setting priorities**, particularly during recruitment processes. Below, we present the areas that we believe deserve attention and offer insights into **how the candidate may perform in each**. The values are expressed on a scale from 0% to 100%.
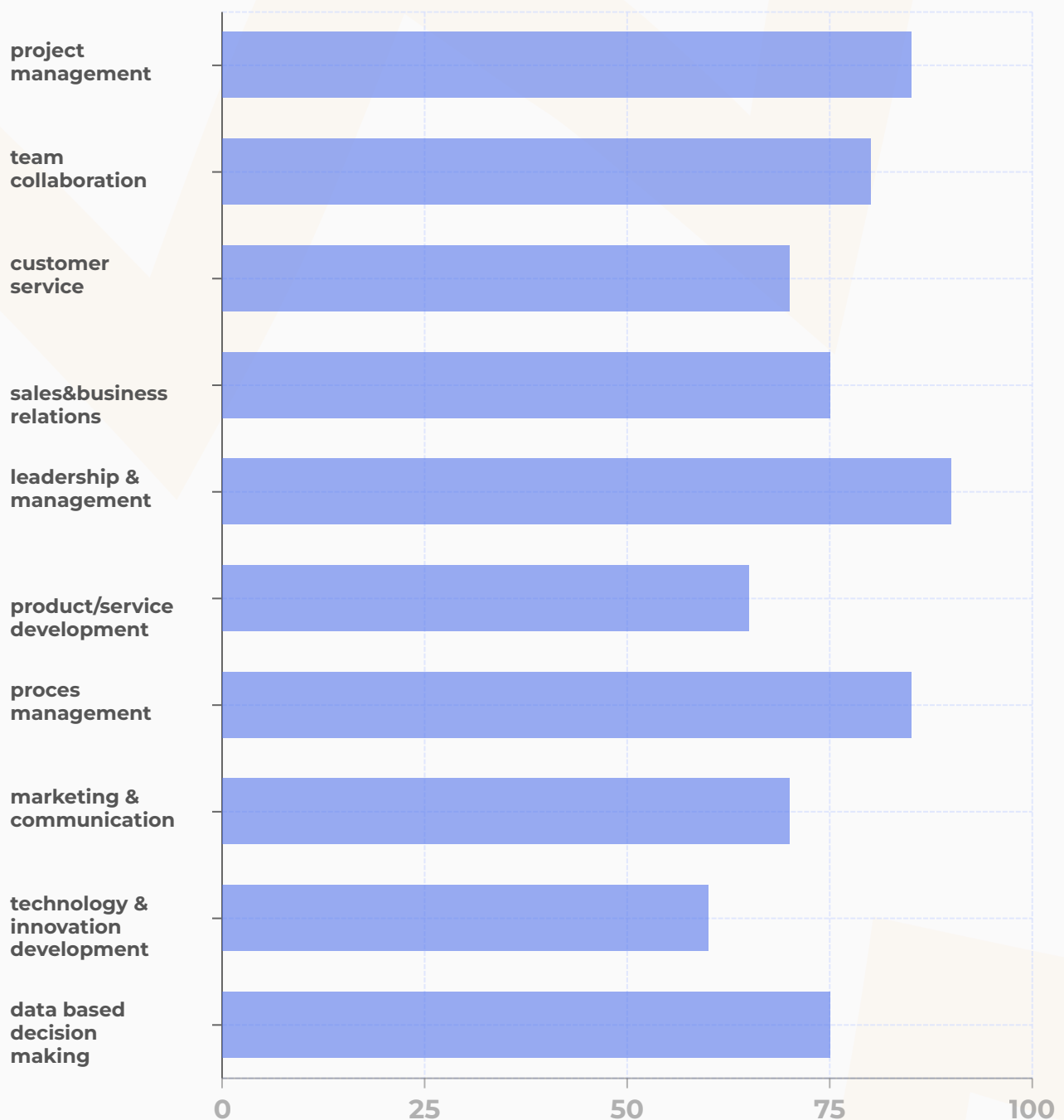
Area	Value
project management	85
team collaboration	80
customer service	70
sales&business relations	75
leadership & management	90
product/service development	65
proces management	85
marketing & communication	70
technology & innovation development	60
data based decision making	75

Growth Needs

Candidate's Growth Needs

Understanding a candidate's developmental needs is crucial for determining **task allocation**, **support**, and **motivation**. By identifying **growth areas**, companies can create **tailored development plans** that improve **team integration** and **engagement**. This helps select candidates who align with the **company's goals** and **culture**.

What does a candidate need from a work environment to develop and bring value to your organization?

Opportunities to engage with creative and messy thinking can help broaden the candidate's structured mindset and improve flexibility.

Access to training and workshops that focus on embracing change and adaptive skills would support growth and resilience in unstructured areas.

Structured feedback mechanisms offering regular constructive critique can aid the candidate in become more open and responsive to diverse feedback.

Support in delegation and building networks to share the workload, helping to manage stress and preventing burnout, is crucial for their growth.

A balanced work-life program encouraging exploration outside immediate tasks may broaden their perspective and foster innovation skill development.

As a recruiter, consider whether the organization's culture and current resources can support the candidate's long-term development. A good match between the workplace and the candidate's needs fosters commitment and increases the likelihood of engagement and satisfaction.

When candidates see opportunities for growth, they are more likely to stay, improving retention and maximizing the return on recruitment efforts. Aligning their goals with the company's environment ensures both long-term loyalty and mutual success.

Traits Descriptions

Candidate Traits - Descriptions

Lorem ipsum dolor sit amet consectetur adipisicing elit. Eos animi, odio minus repudiandae repellendus doloribus adipisci ea asperiores cum nihil recusandae labore assumenda quibusdam pariatur est, fugit sunt deleniti ab. Accusamus, ipsa culpa?
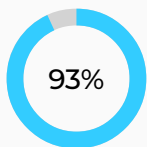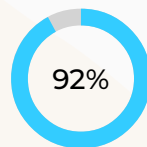
93% Practical

As a candidate...

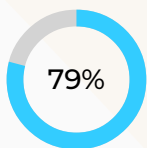You have a preference to focus on direct, real-world consequences in making decisions and choices.

92% Leadership

As a candidate...

You are driven to lead, have a desire to motivate people, and hold them to high standards of performance.

79% Extraverted

As a candidate...

You tend to be engaging and outgoing, thrive at the epicenter of social activities, but are more cautious than adventurous in the activities you like to participate in.
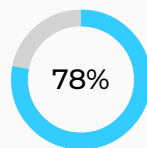
78% Tough

As a candidate...

You tend to be straightforward and direct in expressing your views, including criticisms, though generally seek cooperation and compromise over open debate and disagreement.
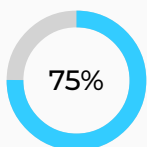
75% Nurturing

As a candidate...

You tend to be sensitive to people's feelings and emotions in the moment, while placing less of a priority on actively tending to their needs.
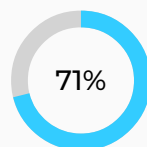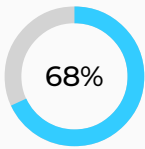
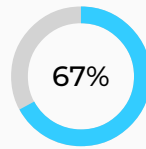## 71% Detailed and Reliable

As a candidate...

You tend to be organized, planful, and reliable in meeting commitments and deadlines, though may not be overly precise or focused on details.

68% **Deliberative**

As a candidate...
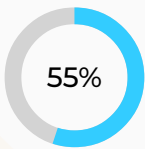
You tend to be methodical and process-oriented, with a tendency to rely on personal instinct when reaching decisions and making choices.

67% **Humorous**

As a candidate...
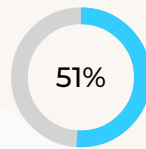
You tend to be more joyful and lighthearted than serious and intense.

55% **Energetic**

As a candidate...

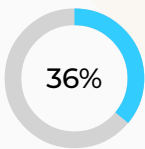You have average levels of stamina, enthusiasm, and energy in work and life.
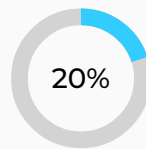
51% **Status-Seeking**

As a candidate...

You have a moderate preference to please, "keep up" appearances, be liked, admired, and respected.
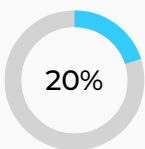
36% **Humble**

As a candidate...

You like to explore and understand perspectives different from your own, tend to be moderately receptive to critical feedback, though may value projecting self-confidence over modesty.

20% **Composed**

As a candidate...

You tend to be resilient and not easily discouraged, though can lose your composure and get frustrated easily.

20% **Flexible**
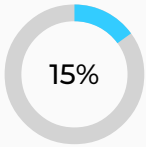
As a candidate...

You take some interest in your own personal growth and development, though you prefer environments with less change and uncertainty, and to be consistent in who you are and the roles you play regardless of the circumstances.
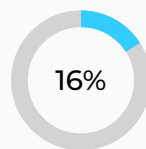
16% **Determined**
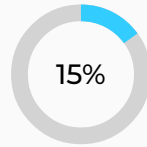
As a candidate...

You may be less inclined to set ambitious rather than realistic goals, and prioritize pushing through to achieve them above all else.
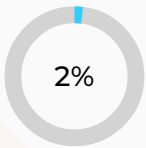
15% **Autonomous**

As a candidate...

You tend to be able to operate independently without much guidance or direction, though may look to external factors—like rewards or recognition—to motivate you.

15% **Conceptual**

As a candidate...

You have a preference for straightforward, concrete thinking over abstract and philosophical thinking.

2% **Creative**

As a candidate...

You tend to heavily favor tradition and set practices, and like following rules and routines.