

INDIVIDUAL ASSESSMENT RESULTS

NAME: Jan SRNA

AGE: 29

DATE OF ASSESSMENT:

Prepared by Crown Personnel:

Approved by :

PART 1 : PSYCHOMETRIC TESTING SUMMARY

(INCLUDING COMPETENCY BASED INTERVIEW)

EPQ-R – Eysenck Personality Questionnaire–Revised

	Rough score	T-score (min.-3/max.+3)	Average/Standard deviation
Extraversion/introversion	16	-1	17,7/3,1
Neuroticism/stability	1	-3	10,6/3,5
Psychoticism	4	-2	9,9/4,6
Lie-score	11	+2	4,7/3,4

GMA – Graduate and Managerial Assessment

	Rough score	Percentile (max.99)	Mean/Standard deviation
Numerical	11	60	10,3/3,8
Verbal	39	99	23,6/6,9
Abstract	91	99	67,8/13,2

DRČ II – Reaction time

	Rough score (max.60)	Mistakes	Final score
Numerical	54	2	52

FIRO-B – Interpersonal Orientation Questionnaire

	Expressed	Necessitated
Inclusion	6	4
Control	8	1
Affection	4	2

Brief personality characteristic based on the psychometric test:

Mr. Srna is self-confident, communicative, strongly stable type of personality. His personal orientation is balanced, neither distinctively extraverted, nor introverted. While he can appear very open, talkative and extraverted within a group of known and close people, for the first sight he might be judged as an introvert. Generally he is social with a strong need of social bounds and relationships. In contact with other people he is open, helpful and proactive. He is very good at active listening and he can react accordingly to the needs of the situation. Mr. Srna is optimistic and active. He does not have a tendency to underlie stress or anxiety and can work well under pressure.

Thinking:

Mr. Srna has achieved very high, above-average results in two subtests of the GMA test and an above-average result in one subtest.

In the abstract subtest he achieved the maximum score of percentile 99. According to this we can presume that his fluid intelligence is high as well as his divergent thinking and problem insight. His attitude towards problems is creative and is flexible enough to exert new approaches in problem-solving and methods-selection according to the needs of the situation. He also has the ability to think and work on problems analytically.

In the verbal subtest Mr. Srna also achieved the maximum possible score of percentile 99. According to this result we can presume that he is able to detach himself from his own beliefs and prejudices and concentrate solely on the information provided.

In the numerical subtest Mr. Srna achieved his lowest but still above average score of percentile 60. This result prompts that Mr. Srna also possesses problem-solving strategies and has crucial computational skills.

According to these above average scores we can presume on a very good theoretical basis of managerial skills. The relative score balance is the basis of a flexible and adaptable personality.

Work style:

His work pace is enough fast while the quality of results is sufficient. His decision-making is responsible and forethoughted, but not precipitous or slow. When having enough time his work results are of a very high standard but he is also able to work under time pressure. He has a strong tendency to control and check the quality of work but he must be personally involved in the problem. We can assume that Mr. Srna is also able to resist decision-making and situational stress.

Mr. Srna needs exact and concrete aims and goals to achieve good results and also prefers his work results to be visible and explicit. If not so, he might lose motivation to work.

Decision-making:

Mr. Srna is decisive and can be enough resolute. He decides on the basis of a pragmatic evaluation of relevant information which he always tries to acquire in advance. His decisions are not inconsiderate and tend to be firm, sometimes even very resolute. He can discuss with other people and shape his decisions according to new facts, his opinions are not rigid though sometimes he can be stubborn and can try to put his opinion through.

Team roles:

Among a group of people Mr. Srna has a very strong natural tendency to take over the role of the group leader and control processes. His leadership is very free and easy. He always tries to be a part of the team and understand the people. Mr. Srna can head the processes forth, set group goals and assign concrete necessary steps to be taken. His organizational skills are of a

good level. Mr. Srna can motivate people and make them understand the aims but can have problems with “political” decisions and relationships. Mr. Srna is faithful, loyal and reliable. He tries to be objective, not prejudiced in his opinions and keep his promises and terms. Mr. Srna can have problems with project completion when he does not feel personal involvement or deadlines are not strictly set.

Managerial skills:

His leadership style is most likely democratic. Mr. Srna is tolerant to personality features of his co-workers in the case that these do not affect their work achievements. His authority is natural. He exerts a directive attitude only after contemplation and only in the case of need or crisis.

His inborn intelligence is backed up with practical thinking and common sense. His behaviour is strategic, well-thought-out but helpful. He can grip attention, persuade, seek for opportunities and make the best of them. He is ambitious, self-confident but not exaggeratedly.

According to his personality traits and characteristics he is a suitable candidate for positions which demand both a set up of new processes and keeping of adjusted optimal state.

Potentially risk domains:

Mr. Srna could sometimes act rashly at the beginning. He needs his time to concentrate on the problem and to reach his maximum achievement. Once he starts up he maintains a very high performance for a long time without rest. If a mistake or a problem occurs he can realize it in time, is not afraid to admit it and tries to set things right.

Mr. Srna can be judged as not so talkative and open on the first sight. This is due to the fact that he needs time to allow a close contact or relationship. Once he comes to know the person, his relationship is strong a stable.

To work well and be loyal to the company Mr. Srna needs to be enthusiastic for the work, feel that the work content has a specific meaning and overlap. If not so, he could easily lose motivation.

Mr. Srna requires a professional attitude and high level of appointment from his subordinates. If a person that he thinks is not changeable and does not work well appears, he is enough self-confident and assertive to hold an opinion "either he leaves or I do". He holds the view that one does not have to come along and work well with everybody.

PART 2 : INTERACTIVE BEHAVING

Evaluation scale :

+2 skill/ability strongly demonstrated as a leading for effective action taking

+1

0 skill/ ability demonstrated in about half of situations with limited ignificance

-1

-2 skill/ability not detected throughout the interview, no significance to the interviewee

Real case in–depth discussions focused on uncovering basic managerial competencies:

Strategic thinking	0
Organizational management / change management	- 1
People management	- 2
Operational hands–on approach	+2
Decision making under pressure	+1
Management creativity	- 1

9 real case business simulation discussions/role plays over the course of 3 hours.

Evaluation benchmarked against set of Person´ s Specifications :

Sales ability : _____ + 1

- Strong individual selling skills, limited experience to develop selling skills with others
- Strong to present business case with clear logic
- Relies too much on language of figures and processes

Thinking abilities : + 1

- Precise and accurate when presenting data and factual thoughts
- Quickly makes judgment based on facts and data often missing considering people within the plan
- Makes own limits for creative options by early pre-judgement of future options (... I know this will not work...)

Communication abilities : - 1

- Speaks before thinking
- Thoughts full of facts and data often missing bigger picture
- Good when presenting data into selling advantages and processes
- Limited willingness to actively listen to others

Organizational abilities : 0

- Strongly able to organize time and priority to self and the team
- Need to improve listening and considering team and individual motivation
- Strongly focused on *doing it myself now and better over developing others to do it better*

Decision making abilities : + 1

- Makes decision easily when justified by facts and data even under pressure
- Able to take risk being self-assured his decisions are correct

Planning abilities : + 2

- Very good at hard part of individual work definition (deadlines, schedules, measurable objectives) often neglecting soft side (motivation, empathy with people, understanding to other personality types)
- In favor of managing processes and projects

Overall comment :

- Candidate shows very strong knowledge of consumer marketing techniques and selling processes.
- Strong possession of technical knowledge of promotion, selling, distribution and economic principles.
- Strong technical and data based knowledge needs to be balanced by his focus on developing options and out-of-the box solutions through others.
- Weak people and organisational management skills due to limited experience pool and specific environment of perhaps over-organised MNC. Further development needs to deliver people management techniques and ability to deal with situations where results depend on his ability to persuade, motivate and actively lead others.
- Assuming his weak points are relevant to his age and career path, his ability to deliver strong business results on a sustainable basis is depending on further development.