

Candidate Example	GROUP: Engels	EMAIL: sales@onlinetalentmanager.nl
FUNCTION: Example	ID: MKGTV	AGE: 27

## Personality Tests

COMMUNICATION STYLES		
NORM: SB34   TIME: 00:01:32 minutes		
Expressive	6	
Directive	3	
Reflective	4	
Cooperative	6	

CAREER VALUES		
NORM: B3   TIME: 00:10:22 minutes		
Autonomy	7	
Lifestyle Integration	7	
Authenticity	7	
Technical and Functional Specialisation	5	
Service and Commitment	5	
Creativity	4	
Variation	4	
Growth	4	
Collegiality	4	
Competition	4	
Relationship with Management	4	
Financial Motivation	3	
Motivation to Perform	3	
Security	3	
Prestige	3	
Entrepreneurship	2	
Management	1	

DESIRED ORGANISATIONAL CULTURE		
NORM: SB234   TIME: 00:00:41 minutes		
Adhocracy	2	
Market-oriented	5	
Hierarchical	8	
Family	4	

WORK AND LEADERSHIP STYLES		
NORM: SB1234   TIME: 00:03:35 minutes		
Pioneer	6	
Networker	3	
Achiever	6	
Strategist	5	
Anchor	5	
Analyst	7	
Team Player	3	
Helper	5	

MANAGEMENT STYLES (FORCED CHOICE)		
NORM: Ipsative   TIME: 00:00:40 minutes		
Entrepreneur	6	
Result Oriented	2	
Systems Oriented	6	
People Oriented	6	

OP5 PERSONALITY		
NORM: B3G1   TIME: 00:09:45 minutes		

EXTRAVERSION 5		
Risk-taking	7	

Sociability	6	
Social skills	4	
Dominance	5	
Ambition	3	
Expressivity	4	

EMOTIONAL STABILITY 3		
Emotional stability	2	
Energy	4	
Self-confidence	2	
Stress resistance	1	
Social adequacy	5	
Self-reliance	8	

CONSCIENTIOUSNESS 3		
Motivation to perform	1	
Tenacity	1	
Goal-oriented	1	
Planning	4	
Order	2	
Discipline	6	

AGREEABLENESS 3		
Trust	6	
Collaboration	3	
Team focus	2	
Empathy	1	
Friendliness	1	
Altruism	5	

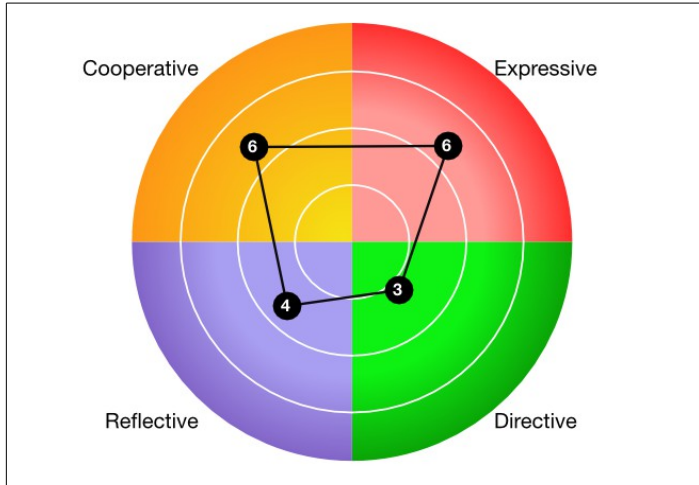
OPENNESS TO EXPERIENCE 3		
Creativity	1	
Vision	4	
Breadth of interests	4	
Awareness of surroundings	2	
Philosophical thinker	5	
Self-perceptiveness	2	

ANSWERING TENDENCIES		
Negative tendency	1	
Social desirability tendency	1	

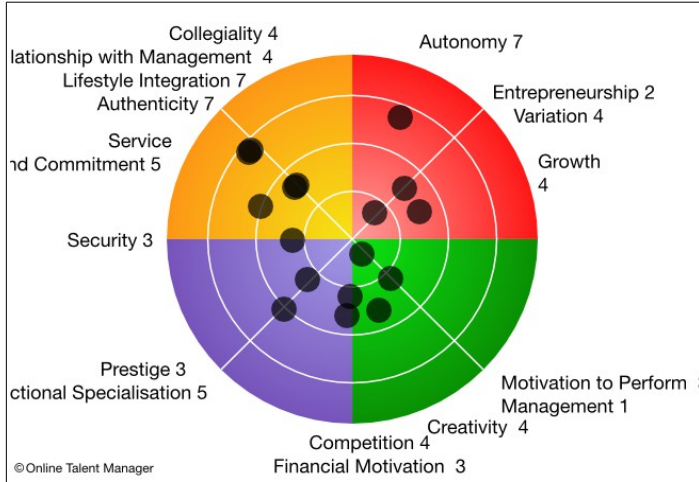
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## Octogram images

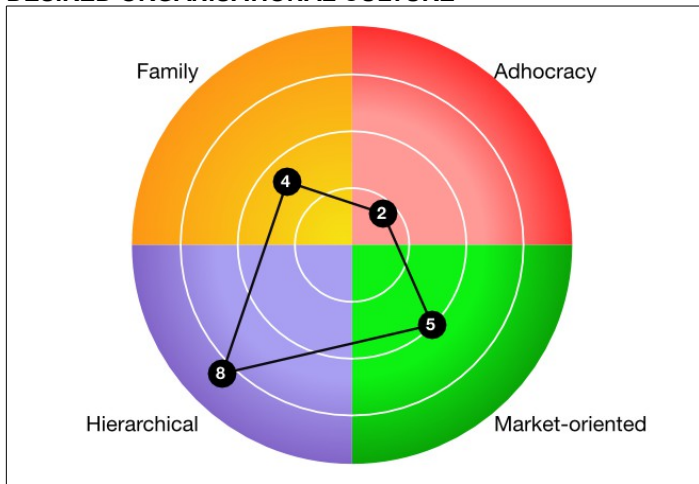
### COMMUNICATION STYLES



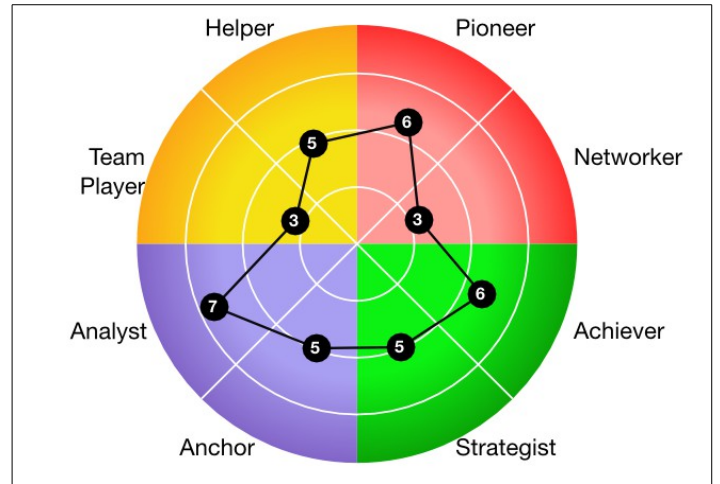
### CAREER VALUES



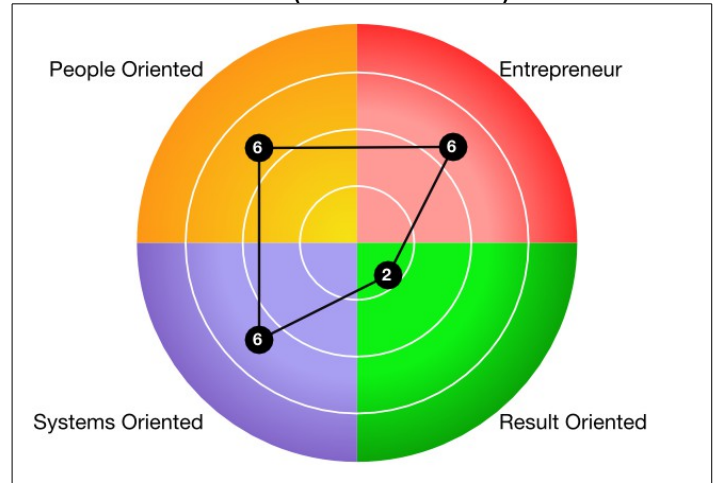
### DESIRED ORGANISATIONAL CULTURE



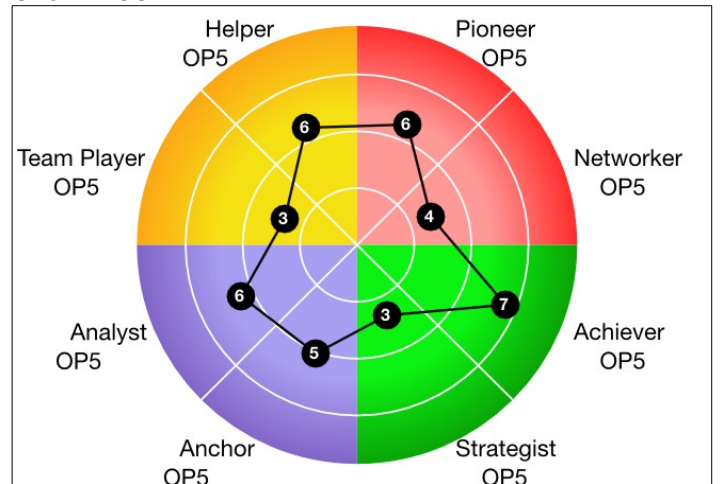
### WORK AND LEADERSHIP STYLES



### MANAGEMENT STYLES (FORCED CHOICE)



### OP5 PERSONALITY



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## Intelligence

Conceptual Relations	1	
Numerical Reasoning	1	
Rotation	9	

CONCEPTUAL RELATIONS			
Norm: S34   Score: 1			
Start time: 09-05-2011 11:25			
2.8 minutes (LIMIT: 35)			
Number Items : 38			
	Completed	Good	Incorrect
<b>Total</b>	<b>38</b>	<b>11</b>	<b>27</b>
<b>%/Total</b>	<b>100%</b>	<b>29%</b>	<b>71%</b>
<b>%/Completed</b>		<b>29%</b>	<b>71%</b>

NUMERICAL REASONING			
Norm: SB34   Score: 1			
Start time: 09-05-2011 11:28			
1.1 minutes (LIMIT: 35)			
Number Items : 38			
	Completed	Good	Incorrect
<b>Total</b>	<b>37</b>	<b>6</b>	<b>31</b>
<b>%/Total</b>	<b>97%</b>	<b>16%</b>	<b>82%</b>
<b>%/Completed</b>		<b>16%</b>	<b>84%</b>

ROTATION			
Norm: SB34   Score: 9			
Start time: 13-11-2009 13:16			
4.9 minutes (LIMIT: 5)			
Number Items : 50			
	Completed	Good	Incorrect
<b>Total</b>	<b>50</b>	<b>47</b>	<b>3</b>
<b>%/Total</b>	<b>100%</b>	<b>94%</b>	<b>6%</b>
<b>%/Completed</b>		<b>94%</b>	<b>6%</b>

## Result Consistency

Work and Leadership Styles, Networker (3) is unusually low. See

- Communication Styles, Expressive (6)
- Communication Styles, Reflective (4)
- Work and Leadership Styles, Pioneer (6)

OP5 Personality, Altruism (5) is unusually low. See

- OP5 Personality, Self-reliance (8)
- OP5 Personality, Team focus (2)
- OP5 Personality, Empathy (1)
- OP5 Personality, Friendliness (1)

OP5 Personality, Energy (4) is unusually low. See

- Career Values, Management (1)
- OP5 Personality, Stress resistance (1)
- OP5 Personality, Tenacity (1)
- OP5 Personality, Goal-oriented (1)

Career Values, Competition (4) is unusually low. See

- Career Values, Autonomy (7)
- Career Values, Management (1)
- OP5 Personality, Risk-taking (7)
- OP5 Personality, Motivation to perform (1)
- OP5 Personality, Tenacity (1)
- OP5 Personality, Goal-oriented (1)

OP5 Personality, Risk-taking (7) is unusually high. See

- Career Values, Creativity (4)
- Career Values, Variation (4)
- Career Values, Growth (4)
- Career Values, Competition (4)
- Career Values, Entrepreneurship (2)
- Career Values, Management (1)
- Work and Leadership Styles, Analyst (7)
- OP5 Personality, Social skills (4)
- OP5 Personality, Discipline (6)
- OP5 Personality, Creativity (1)

Career Values, Variation (4) is unusually low. See

- Career Values, Autonomy (7)
- Career Values, Authenticity (7)
- Career Values, Management (1)
- OP5 Personality, Risk-taking (7)
- OP5 Personality, Stress resistance (1)

OP5 Personality, Philosophical thinker (5) is unusually low. See

- OP5 Personality, Empathy (1)
- OP5 Personality, Creativity (1)
- OP5 Personality, Awareness of surroundings (2)
- OP5 Personality, Self-perceptiveness (2)

Career Values, Lifestyle Integration (7) is unusually high. See

- Career Values, Growth (4)
- Career Values, Collegiality (4)
- Career Values, Relationship with Management (4)
- Career Values, Security (3)
- OP5 Personality, Self-reliance (8)

OP5 Personality, Vision (4) is unusually low. See

- Career Values, Management (1)
- OP5 Personality, Motivation to perform (1)
- OP5 Personality, Tenacity (1)
- OP5 Personality, Goal-oriented (1)
- OP5 Personality, Creativity (1)

Career Values, Authenticity (7) is unusually high. See

- Career Values, Creativity (4)
- Career Values, Variation (4)
- Career Values, Growth (4)

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- Career Values, Collegiality (4)
- Career Values, Relationship with Management (4)
- Career Values, Motivation to Perform (3)
- Career Values, Security (3)
- OP5 Personality, Self-reliance (8)

Career Values, Relationship with Management (4) is unusually low. See

- Career Values, Autonomy (7)
- Career Values, Lifestyle Integration (7)
- Career Values, Authenticity (7)
- Career Values, Management (1)

OP5 Personality, Motivation to perform (1) is unusually low. See

- Career Values, Technical and Functional Specialisation (5)
- Career Values, Competition (4)
- OP5 Personality, Planning (4)
- OP5 Personality, Vision (4)

Career Values, Collegiality (4) is unusually low. See

- Career Values, Autonomy (7)
- Career Values, Lifestyle Integration (7)
- Career Values, Authenticity (7)

Work and Leadership Styles, Analyst (7) is unusually high. See

- Work and Leadership Styles, Pioneer (6)
- OP5 Personality, Risk-taking (7)
- OP5 Personality, Sociability (6)

Career Values, Management (1) is unusually low. See

- Communication Styles, Cooperative (6)
- Career Values, Autonomy (7)
- Career Values, Technical and Functional Specialisation (5)
- Career Values, Service and Commitment (5)
- Career Values, Creativity (4)
- Career Values, Variation (4)
- Career Values, Growth (4)
- Career Values, Competition (4)
- Career Values, Relationship with Management (4)
- Work and Leadership Styles, Helper (5)
- OP5 Personality, Risk-taking (7)
- OP5 Personality, Energy (4)
- OP5 Personality, Social adequacy (5)
- OP5 Personality, Vision (4)

OP5 Personality, Friendliness (1) is unusually low. See

- Work and Leadership Styles, Achiever (6)
- Work and Leadership Styles, Helper (5)
- OP5 Personality, Discipline (6)
- OP5 Personality, Trust (6)
- OP5 Personality, Altruism (5)

Career Values, Creativity (4) is unusually low. See

- Career Values, Autonomy (7)
- Career Values, Authenticity (7)
- Career Values, Management (1)
- OP5 Personality, Risk-taking (7)
- OP5 Personality, Stress resistance (1)
- OP5 Personality, Tenacity (1)
- OP5 Personality, Empathy (1)

OP5 Personality, Empathy (1) is unusually low. See

- Career Values, Creativity (4)
- Career Values, Growth (4)
- OP5 Personality, Social skills (4)
- OP5 Personality, Altruism (5)
- OP5 Personality, Philosophical thinker (5)

OP5 Personality, Trust (6) is unusually high. See

- Work and Leadership Styles, Team Player (3)
- OP5 Personality, Self-confidence (2)
- OP5 Personality, Team focus (2)

- OP5 Personality, Friendliness (1)

OP5 Personality, Team focus (2) is unusually low. See

- Career Values, Technical and Functional Specialisation (5)
- OP5 Personality, Sociability (6)
- OP5 Personality, Social adequacy (5)
- OP5 Personality, Trust (6)
- OP5 Personality, Altruism (5)

OP5 Personality, Tenacity (1) is unusually low. See

- Career Values, Creativity (4)
- Career Values, Growth (4)
- Career Values, Competition (4)
- OP5 Personality, Social skills (4)
- OP5 Personality, Dominance (5)
- OP5 Personality, Energy (4)
- OP5 Personality, Social adequacy (5)
- OP5 Personality, Planning (4)
- OP5 Personality, Vision (4)

Work and Leadership Styles, Helper (5) is unusually low. See

- Career Values, Management (1)
- OP5 Personality, Goal-oriented (1)
- OP5 Personality, Friendliness (1)
- OP5 Personality, Creativity (1)

OP5 Personality, Social skills (4) is unusually low. See

- OP5 Personality, Risk-taking (7)
- OP5 Personality, Stress resistance (1)
- OP5 Personality, Tenacity (1)
- OP5 Personality, Empathy (1)

OP5 Personality, Discipline (6) is unusually high. See

- Career Values, Autonomy (7)
- OP5 Personality, Risk-taking (7)
- OP5 Personality, Goal-oriented (1)
- OP5 Personality, Order (2)
- OP5 Personality, Friendliness (1)
- OP5 Personality, Creativity (1)

Career Values, Technical and Functional Specialisation (5) is unusually low. See

- Career Values, Management (1)
- OP5 Personality, Motivation to perform (1)
- OP5 Personality, Team focus (2)

Career Values, Autonomy (7) is unusually high. See

- Career Values, Creativity (4)
- Career Values, Variation (4)
- Career Values, Growth (4)
- Career Values, Collegiality (4)
- Career Values, Competition (4)
- Career Values, Relationship with Management (4)
- Career Values, Financial Motivation (3)
- Career Values, Motivation to Perform (3)
- Career Values, Entrepreneurship (2)
- Career Values, Management (1)
- OP5 Personality, Discipline (6)

OP5 Personality, Planning (4) is unusually low. See

- OP5 Personality, Motivation to perform (1)
- OP5 Personality, Tenacity (1)
- OP5 Personality, Goal-oriented (1)

Work and Leadership Styles, Anchor (5) is unusually low. See

- Desired Organisational Culture, Adhocracy (2)
- OP5 Personality, Order (2)
- OP5 Personality, Creativity (1)

Career Values, Entrepreneurship (2) is unusually low. See

- Communication Styles, Reflective (4)

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- Career Values, Autonomy (7)
- OP5 Personality, Risk-taking (7)

OP5 Personality, Stress resistance (1) is unusually low. See

- Career Values, Creativity (4)
- Career Values, Variation (4)
- OP5 Personality, Social skills (4)
- OP5 Personality, Energy (4)
- OP5 Personality, Social adequacy (5)
- OP5 Personality, Self-reliance (8)

OP5 Personality, Social adequacy (5) is unusually low. See

- Career Values, Management (1)
- OP5 Personality, Emotional stability (2)
- OP5 Personality, Self-confidence (2)
- OP5 Personality, Stress resistance (1)
- OP5 Personality, Self-reliance (8)
- OP5 Personality, Tenacity (1)
- OP5 Personality, Goal-oriented (1)
- OP5 Personality, Team focus (2)
- OP5 Personality, Creativity (1)

OP5 Personality, Goal-oriented (1) is unusually low. See

- Communication Styles, Cooperative (6)
- Career Values, Competition (4)
- Work and Leadership Styles, Helper (5)
- OP5 Personality, Dominance (5)
- OP5 Personality, Energy (4)
- OP5 Personality, Social adequacy (5)
- OP5 Personality, Planning (4)
- OP5 Personality, Discipline (6)
- OP5 Personality, Vision (4)

Work and Leadership Styles, Team Player (3) is unusually low. See

- Communication Styles, Directive (3)
- Communication Styles, Cooperative (6)
- OP5 Personality, Trust (6)

OP5 Personality, Creativity (1) is unusually low. See

- Work and Leadership Styles, Anchor (5)
- Work and Leadership Styles, Helper (5)
- OP5 Personality, Risk-taking (7)
- OP5 Personality, Dominance (5)
- OP5 Personality, Social adequacy (5)
- OP5 Personality, Discipline (6)
- OP5 Personality, Vision (4)
- OP5 Personality, Breadth of interests (4)
- OP5 Personality, Philosophical thinker (5)

OP5 Personality, Dominance (5) is unusually low. See

- OP5 Personality, Tenacity (1)
- OP5 Personality, Goal-oriented (1)
- OP5 Personality, Creativity (1)
- OP5 Personality, Awareness of surroundings (2)

Career Values, Growth (4) is unusually low. See

- Career Values, Autonomy (7)
- Career Values, Lifestyle Integration (7)
- Career Values, Authenticity (7)
- Career Values, Management (1)
- OP5 Personality, Risk-taking (7)
- OP5 Personality, Tenacity (1)
- OP5 Personality, Empathy (1)

Communication Styles, Cooperative (6) is unusually high. See

- Career Values, Management (1)
- Work and Leadership Styles, Team Player (3)
- OP5 Personality, Goal-oriented (1)

OP5 Personality, Self-reliance (8) is unusually high. See

- Career Values, Lifestyle Integration (7)
- Career Values, Authenticity (7)
- OP5 Personality, Stress resistance (1)
- OP5 Personality, Social adequacy (5)
- OP5 Personality, Altruism (5)