



Supportive



Visionary



Quick

For this candidate, a hopeful point of view is very important. They are constantly looking for opportunities, but perhaps there can be a tendency to be over-optimistic at times. This can result in the person not really wanting to be aware of problems and obstacles along the way. The advantage, however, is that the person does not give up from the get go.

In addition to this, it can be said that the person appears to be both broad-minded and tolerant. They seem to find it easy to "go with the flow" and it is probably quite rare that they are reluctant to do anything. Feel free to check that they are also capable of questioning in situations when it is required.

The applicant usually sticks to what is decided and has an extremely strong will. It is important for them to fight on, even if they meet resistance.

Please keep in mind that the person can possibly be over-optimistic at times. They mostly think that things will go well and therefore they may have to be careful so that they do not fail to take problems and obstacles into account.

## What you can expect

### Skills

- Able to assume a key position
- Having challenges at work
- Take the initiative in terms of change or improvement
- High level of activeness
- Be able to act without much preparation
- Be able to have lots of different tasks
- Be able to make own decisions and put them into action
- Being goal-oriented and enterprising
- Formulating targets
- Having a flexible job

### Challenges

- Dealing with other people's dissatisfaction
- Extensive work with details
- High demands on staying organised and building structures
- Tasks that require careful preparations
- Being dependent on the decisions of others before they can act
- Lack of mandate to influence
- Not being able to set their own goals
- A job without opportunities to develop
- Lack of career opportunities
- Lacking the opportunity to test their limits

## Competence profile



## Control points

- ⚠️ **SUGARCOATING RISK: MEDIUM.** To some extent, the person has been less realistic in their answers and there is a certain risk of sugarcoating. We recommend that you verify the test result carefully through interview, references and other facts.
- ❓ There is an indication that the candidate may have a somewhat strained situation. Read more under the heading Stress patterns in Personal work style and in the Interview guide, under Special questions, about how you can raise this issue.
- ❓ Check if the candidate's high work tempo has any negative consequences, for example being too hasty, disorderliness or rushing.
- ❓ Investigate how the person usually presents their views and whether they can sometimes have an unkind demeanour or do not always pick their battles.
- ❓ Some things indicate that the person's mood may be less stable. Therefore, it may be wise to find out what it is that affects them and how they then act.

### Leading this employee

- The candidate is quick between thought and action and rarely allows themselves to be hindered when it is something that they really want.
- Keep in mind that the person is spurred on by intellectual challenges and is eager to have the opportunity to push their limits from time to time. If this is lacking, they will get bored.
- The person is motivated by getting involved in the organisation's visions and plans for the future and enjoys being involved in such things.
- The candidate is independent and would likely object if there is someone who steps in and micro-manages their work unless it is absolutely necessary.
- The person has a great sense of independence. Therefore, make sure that they quickly learn what rules they must follow (even the unwritten rules) so that they do not go too far outside their area of responsibility or act carelessly.
- The candidate prefers to see that they have a lot to get involved in, otherwise there is a risk that they will easily get bored.
- It drives the person to know that their work is appreciated, so you can advantageously give them positive feedback and give attention to their work when they have achieved good results.

### How the candidate has answered the test

**Response time:** 00:14:21 (Average 60 minutes)

**Number of undetermined answers:** 20 of 200 (Average 32)

- The applicant has fairly good self-awareness, but is not always entirely realistic in their assessment of what they can cope with.