



Supportive



Ambitious



Serviceoriented

This is a meticulous and thorough candidate with a keen eye for details. Therefore, it is also likely that they appreciate going in depth in the recruitment process and getting detailed information about the position and what is expected of them. It might be worth checking if thoroughness sometimes means that they fall behind.

It can also be mentioned that the person is optimistic and thinks it is worthwhile to look for opportunities when faced with challenges. They may find it difficult to understand those who want to solve problems in advance or focus a lot on them.

The applicant has a friendly and pleasant demeanour and it is probably extremely rare that they openly complain about or criticise others.

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

- Having challenges at work
- High level of work discipline
- Great patience
- Stability in their mood
- Thoroughness and accuracy
- To organise and structure routines, projects or tasks
- To work flexibly, but also have control over the planning
- Act with good judgment and caution
- High level of regulatory compliance
- Positive view of people

### Challenges

- Time constraints that makes thoroughness and accuracy impossible
- Tough deadlines
- Working in a non-optimistic environment
- That their results are continuously compared with the results of others
- A job without opportunities to develop
- High demands on proactivity
- Requirement to frequently establish contact with many new people
- When they do not get support in an important matter
- When they have to risk upsetting someone
- Negative feedback that is non-specific

Competence profile



Control points

- ⚠ SUGARCOATING RISK: LOW. The test-taker has been realistic in their answers and we see no direct attempts at sugarcoating. However, it is always an advantage to verify the traits that appear in the result.
- ❓ Feel free to have a dialogue with your candidate about how they act in situations where they need to take the lead on things and find out if they possibly let others take over too much.
- ❓ Feel free to talk to the applicant about how they work in an environment where it is not always possible to work undisturbed. Is there anything in particular that they need to be able to concentrate and avoid unnecessary stress?
- ❓ If relevant to this position, find out what happens to the candidate when they are required to work quickly or with tough deadlines.
- ❓ Investigate how the candidate's level of enterprise and innovative thinking suits this job.

### Leading this employee

- The candidate considers it important to have good structure and established routines.
- You should preferably not give the person tough deadlines too often that require a high work pace so that they do not have time to be as thorough as they want to be.
- 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.
- The person will probably not automatically come to you as a manager with things they are not happy with and it is not like them to "be a nuisance" or complain. Therefore, it is good if you sometimes check with them that things are as they should be.
- The applicant sometimes needs to be able to work a little separately and free from distractions. Feel free to talk to them about what can be done to promote peace of mind and concentration.
- This person is keen to do the right thing and therefore it is good if you tell them where to turn in situations where they have problems that they themselves lack the opportunity or tools to solve.
- This employee is quite difficult to read and is not always completely comfortable sharing any concerns with their manager. Of course, this can place demands on you as a manager to stay one step ahead, ask questions and try to ensure that things are as they should be.

### How the candidate has answered the test

**Response time:** 00:14:24 (Average 60 minutes)

**Number of undetermined answers:** 0 of 200 (Average 32)

- The candidate has answered the JMT questions sincerely and with some self-criticism.
- The applicant has very good self-awareness and is noticeably realistic when they assess what they are capable of.