



Driver



Pragmatic



Strategic

This candidate is orderly and structured. They probably place importance on a workplace being well organised and that there are routines that work. The more information they get about these things, the faster they will settle into their new position. However, the person may possibly have a little difficulty with disorderliness or a lack of structure and it may be good to check that they are not too careful than what is practical.

In addition, the person likes to plan their time and makes sure to have good foresight about what needs to be done. They probably do not enjoy sudden tasks that require them to drop what they are doing.

The candidate is analytical and thoughtful. Their decisions are usually well-grounded and they would rather think about things an extra time rather than risk running with something that doesn't hold up.

Another thing is that the person is usually completely comfortable with stepping forward and dealing with different situations. Maybe it happens that they also take over from time to time and have a little difficulty stopping themselves in dialogues with others.

## What you can expect

### Skills

- Able to think "outside the box"
- To be ambitious and driven
- High level of activeness
- Able to concentrate despite moments of disturbance
- Able to deal with setbacks without a great impact
- Coping with minimal support from a manager
- Thoroughness and accuracy
- Thoughtfulness
- To be proactive
- To have good organisational skills

### Challenges

- Having to submit something that is not quality controlled
- Tough deadlines
- Being dependent on the decisions of others before they can act
- Limited opportunity to exercise influence
- Not being able to manage their own time
- Communicating with people who are easily offended
- Lack of career opportunities
- Not having their concerns heard
- Outward and network-building roles
- To often have to have a soft and sympathetic appearance

## 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.
- ? Find out the candidate's attitude towards unforeseen things and try to find out if they have a greater need to prepare than is possible for this position.
- ? 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 person usually presents their views and whether they can sometimes have an unkind demeanour or do not always pick their battles.
- ? The applicant appears to be a realist. Feel free to check how they tackle challenges and problems. Pay particular attention to signs of despondency or a pessimistic outlook.

### Leading this employee

- The candidate considers it important to have good structure and established routines.
- It makes it easier for the applicant to find out things in good time and to have time to prepare. Therefore, it is good if you try to give them good foresight. They don't appreciate having their planning ruined too often.
- Before possible reorganisations or other changes, the person wants, preferably at an early stage, to have the opportunity to familiarise themselves with what these mean for them.
- The applicant should be given the opportunity to work in depth with individual tasks – they would rather take an extra little time than submit something that has not been thoroughly worked on.
- The applicant would prefer to have as much room to manoeuvre as possible to be able to initiate and carry out tasks and projects themselves.
- It is motivating for this employee to be able to share ideas and suggestions and to be able to act on them, something that can contribute to them enjoying themselves and staying longer at a workplace.
- As a manager, you can advantageously be sincere and direct with the candidate – they prefer straightforward communication rather than having to interpret someone's signals.

### How the candidate has answered the test

**Response time:** 00:20:58 (Average 60 minutes)

**Number of undetermined answers:** 33 of 200 (Average 32)

- The candidate has been fairly sincere, but not distinctly self-critical when answering the JMT questions.
- There is some doubt about the applicant's self-awareness and realism in their assessment of what they are capable of.