



JobFit™ executive

Individual

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The purpose of this report is to provide insights to your strengths and to help develop your self-awareness. This information can be useful in planning a self-improvement program for your personal growth.

REASONING ABILITY

A measure of expected learning, reasoning and problem solving potential.

- You typically respond best to clear, concise, step-by-step instructions.
- You are better able to assimilate new information if given the opportunity to practice it in a real-world setting.
- You may frequently require additional clarification or instruction in order to perform difficult tasks.

TAKE CHARGE

Tendency to strive for control of people and situations and to lead more than follow.

- You rarely feel the need to influence the direction of projects and other significant undertakings.
- You tend to be unassuming in your work, preferring to focus your efforts on lending support to your leaders.
- You may frequently hesitate to assert yourself, except perhaps in extreme situations.

ATTITUDE

Tendency to have a positive or optimistic outlook regarding people and outcomes.

- You may question others' intentions until you get to know them better.
- You sometimes question the feasibility of new methods of accomplishing tasks.
- You may withhold trust in others until they have proven themselves to be trustworthy.

COMPETITIVENESS

Tendency to work toward goals and to try to exceed others' performance.

- You sometimes have difficulty accepting group decisions when your opinion differs from that of the group.
- You may prefer to work towards your own goals, even though they might occasionally be at odds with group goals.
- Occasionally, your willingness to challenge others' opinions may cause minor problems in group situations.

MANAGEABILITY

Tendency to follow policies, accept supervision and work within the rules.

- You generally don't mind if your supervisor checks in with you regularly.
- You generally recognise the importance of rules and regulations and you heed them to a reasonable degree.
- You are usually receptive to supervision, but you occasionally question their opinions and decisions.

PEOPLE CONTACT

Tendency to be outgoing, people-oriented and to participate with others.

- Although you can easily initiate conversations with others, you are sometimes more reserved at large social functions.
- While you often have a fairly well-developed network of friends, you do not overly rely on social interaction.
- Although you generally enjoy working with others on projects, you do appreciate the chance to work alone on occasion.

SENSE OF URGENCY

Tendency to display stamina and an eagerness for immediate results.

- You take pride in working to accomplish goals quickly, but you recognise the need for slowing down and recharging at times.
- You generally have a fast and steady work pace, but you may occasionally need time to refresh energy reserves when the workload is especially intense.
- You encounter minimal difficulty adapting to most work paces, except those that push the boundaries of normal stamina.
- You are usually glad to get up and give it another try when you discover a mistake you've made.
- You do not usually get discouraged easily.
- You may require occasional encouragement to see a difficult task through to completion.

RESILIENCE

A measure of the ability to overcome setback and to persevere through difficult situations.

- You tend to make decisions based on your instincts rather than objective information, even in high stake situations.
- You often make decisions and take action based on feelings and intuition, especially when little information exists.
- You are usually most influenced by intuition when taking action.

OBJECTIVE JUDGEMENT

Tendency to base decisions and actions on hard facts and information versus intuition.

- You are sometimes uncertain whether a decision was the right one.
- You have a tendency to reconsider options numerous times before making a final decision.
- You have a tendency to assess all relevant information thoroughly before making a decision even if it causes a delay.

DECISIVENESS

Tendency to make timely decisions and be willing to accept the risk.

INDEPENDENCE

A measure of the way in which an individual prefers to receive direction and supervision.

- You typically work best when receiving direction and guidance from a supervisor.
- You generally appreciate receiving direction from others.
- You are not usually comfortable working without some level of direct supervision.

FINANCIAL

Activities that involve the organisation or co-ordination of information, the processing of financial data, etc.

- You are motivated by work that involves such activities as record-keeping, monitoring information flow and analysing financial data.

TECHNICAL

Activities that revolve around scientific and technical activities, research and intellectual skills.

- You enjoy activities that involve researching the theories and applications of various technologies.

PEOPLE SERVICE

Activities that involve helping people, tending to the welfare of others, working with others, etc.

- You strongly favour work that involves supporting others and assisting them in solving problems.