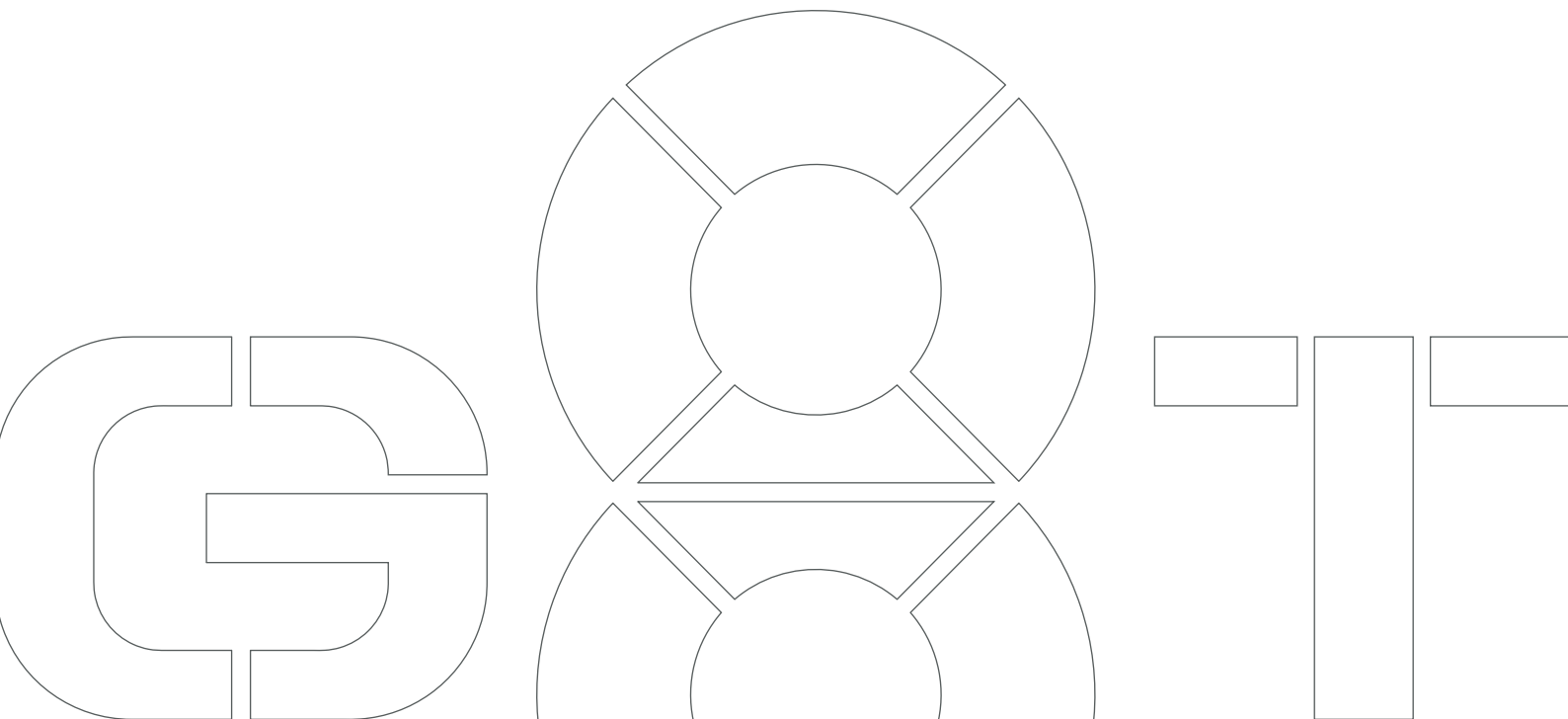


Company
Logo

REPORT

OCCUPATION-RELATED COMPETENCIES
G8T-R-X/360: Direktor Engineering 360°
CLIENT VERSION
MAX MUSTERMANN
NOVEMBER 6, 2017



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WELCOME



Dear Participants,

Today you are receiving feedback with regard to the occupational competency test that your employee recently completed.

All the results are observed with regard to a reference sample. In doing so, the result of the tested person is compared with the reference sample and their scores are comparatively arranged on the dimensions gathered. High scores always mean that the tested person ascribes a characteristic that is greater than the individuals in the reference.

Psychological tests have different measurement accuracies. Similar to weighing scales, the accuracy of the measurement is not perfect. Therefore, the results are stated in sections. These fields take many fluctuations into consideration due to the measurement inaccuracy.

NOTE:

It must be observed that higher scores do not equate to a greater fit. Moreover, the result must be interpreted by taking the current occupational situation of the test person into consideration.

Summary

○ IST ● Staff ● Superiors ● Colleagues ● Clients

Leadership and Decisions							
Claim to Leadership	Prefers flat hierarchies, leaves leadership to others			●	●○●	●	Insists on independence and self-determination
Support and Cooperation							
Customer Orientation	Orientation to product sales		●	●	●○●		Orientation to customer wishes
Team Management	Trust in independent team-building			●●	●○●		Facilitates team-building and feelings of togetherness
Creation and Conceptualization							
Strong Decision Maker	Focused decision-making, fast, spontaneous	●	○	●●●			differentiated decision-making, global, rational
Entrepreneurship and Performance							
Entrepreneurial Competency	Market-informed, necessary market knowledge				●●○●●		Market-experience, anticipation of market events
Enthusiasm	Present-focused, careful, thoughtful	●	●●		●○		Future-focused, inspired, enthusiastic
Strategic Competency	Persevering; maintaining plans, proven strategies	●	●	●	●○		Orientation towards trends, quickly changing actions

LEADERSHIP AND DECISIONS



Individuals who attain high scores in this dimension like to take on the role of leader in a variety of situations. They readily assume responsibility for decisions and implement them by giving others targeted instructions. These individuals are responsible for the consequences of their decisions.



Compared with the comparative sample, this score in Leadership and Decisions is in field IV.

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Claim to Leadership:

When compared to the reference sample, the response pattern of the score corresponds to:



prefers close contact with other managers in order to design his/her own workflow transparently. He/She does not find it difficult to play a subordinate role.

prefers to carry out most projects independently. Sometimes, he/she look for interaction with other managers.

prefers to carry out projects confidently and independently. Conversations with others managers are not necessary.

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SUPPORT AND COOPERATION



Individuals who attain high scores in this competency field like to work with others and have no problems doing so. In a vast array of situations they communicate a willingness to support and meet others halfway. They always treat others with respect and appreciation.



Compared with the comparative sample, this score in Support and Cooperation is in field IV.

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SUPPORT AND COOPERATION



Customer Orientation:

When compared to the reference sample, the response pattern of the score corresponds to:



usually considers the search for a solution for the customer's problem redundant. He/She is convinced that if a product is good, the customer's wishes and needs should be based on the product.

either considers the search for a solution that will resolve the customer's problem essential or redundant. Depending on his/her assessment, he/she will address the customer's needs or wishes or will stick to the existing solutions.

considers the customer's wishes and needs to be a priority. He/She always focuses on finding a way to address the customer's wishes and needs. He/She is prepared to adapt existing solutions accordingly.

Team Management:

When compared to the reference sample, the response pattern of the score corresponds to:



is convinced that a pleasant atmosphere and sense of belonging will develop within the team independently of what the managers contribute. Hence, he/she rarely gets actively involved in these issues.

appreciates a pleasant atmosphere and a sense of belonging among the team. Hence, he/she supports a few key team members and rewards their loyalty in due time.

works hard at creating a pleasant atmosphere and a sense of belonging among the team. All team members receive support and are rewarded for their loyalty.

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CREATION AND CONCEPTUALIZATION



Individuals who attain high scores in this dimension do extremely well especially in those situations, where having an open mind to embrace new ideas and experiences is essential. They look for opportunities to learn something new and to expand their horizons. They contemplate achievements of the past with humility and future achievements with a sense of ease.



Compared with the comparative sample, this score in Creation and Conceptualization is in field II.

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Strong Decision Maker:

When compared to the reference sample, the response pattern of the score corresponds to:



tries to make decisions quickly and promptly with the aim of not wasting time unnecessarily. He/She does not get involved in the business of his/her colleagues so he/she can continue to focus on his/her own workflow.

wants to be involved in the most important decision-making processes. He/She takes the necessary time to carefully weigh rational arguments before a decision is made. If an issue is not as far-reaching, this individual will also attempt to make quick and prompt decisions.

wants to be involved in all decision-making processes. This individual will take the time needed to arrive at a differentiating opinion and carefully weighs rational arguments before a decision is made.

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ENTREPRENEURSHIP AND PERFORMANCE



Individuals who attain high scores in this competency field always focus on results, goals and future opportunities. They do their best work when the relationship between results and personal success is clearly evident. They have an excellent sense of entrepreneurship.



Compared with the comparative sample, this score in Entrepreneurship and Performance is in field IV.

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Entrepreneurial Competency:

When compared to the reference sample, the response pattern of the score corresponds to:



considers his/her existing market knowledge sufficient to use it for the benefit of his/her own business.

is willing to find out more about the market in some fields. He/She wants to expand his/her knowledge and know-how specifically in these areas. In many fields, this person considers his/her existing market knowledge sufficient to use it for the benefit of his/her own business.

is inclined to always learn more about the market in all fields. He/She wants to use this knowledge and know-how specifically for his/her own business. This individual considers the anticipation of changes as a key competency for this purpose.

Enthusiasm:

When compared to the reference sample, the response pattern of the score corresponds to:



makes the current situation his/her priority. This person rarely wants to look into future plans in order to avoid slowing down the optimization of the current status.

does not want to lose sight of the opportunities that might arise in the future. If this individual finds it particularly promising, he/she will attempt to draft related plans and to implement them.

always keeps the opportunities that might arise in the future in mind and attempts to draft related plans. He/She embraces these opportunities with enthusiasm and wants to generate enthusiasm among colleagues.

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Strategic Competency:

When compared to the reference sample, the response pattern of the score corresponds to:



makes current assignments his/her priority. Future trends are rarely of interest to this person. He/She is convinced the proven strategies do not have to be changed prematurely to be successful.

attempts to pay attention in the relevant fields and to identify future trends ahead of others. He/She also attempts to quickly change proven strategies quickly in order to be successful.

always attempts to identify future trends ahead of others to be able to derive implications from this knowledge early on. He/She is convinced that the quick change of even proven strategies can be successful.

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