

REPORT

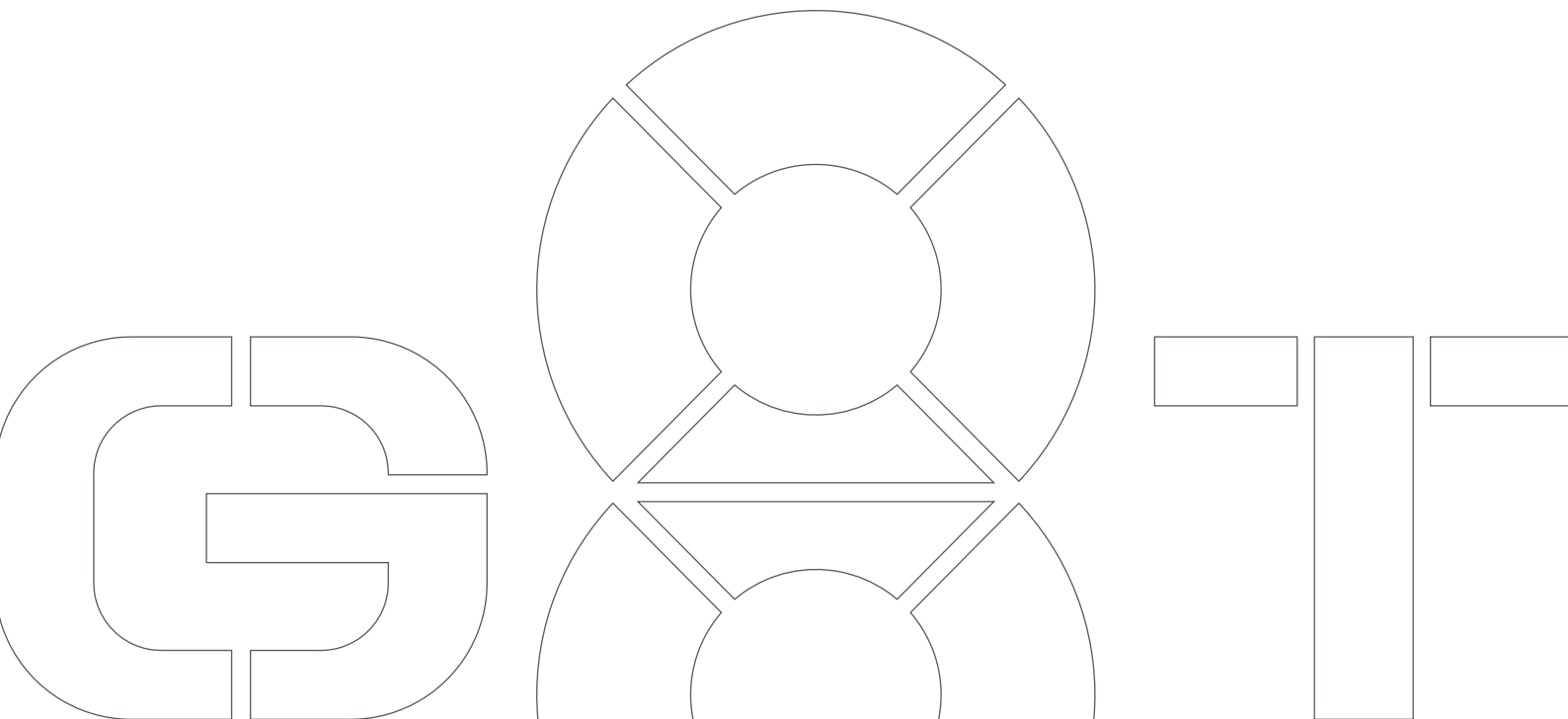
OCCUPATION-RELATED COMPETENCIES

G8T-R-8: Demoprofil

CLIENT VERSION

Max Mustermann

APRIL 19, 2017



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WELCOME

Liebe/r Klient/in,

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.

OCCUPATION-RELATED COMPETENCIES

The G8T used here, determines 8 known competencies, which can be derived from the analyses of existing competency models: Leadership and Decisions, Support and Cooperation, Interaction and Presentation, Analysis and Interpretation, Creation and Conceptualization, Organization and Execution, Adaptability as well as Entrepreneurship and Performance. In addition to these eight broad competencies, the G8T also permits a detailed analysis. Thus, in the addition to the results associated with the Great 8, the results of the underlying competency fields are also communicated in the following. In the process, we will first explain which behaviors help characterize individuals with higher scores on the respective Great 8 competency. This is complemented by classifying the G8T results in a competence range, which the statements from the reference are based on. The competence range is composed of 5 fields and also has a colored background. The further right the score of the tested person, the more the competence is attributed, compared to the comparative sample.

Among the competence ranges, you will also find detailed explanations of the competencies constituting competency fields. Even here, we plan on carrying out a subsequent comparative classification of the response pattern.

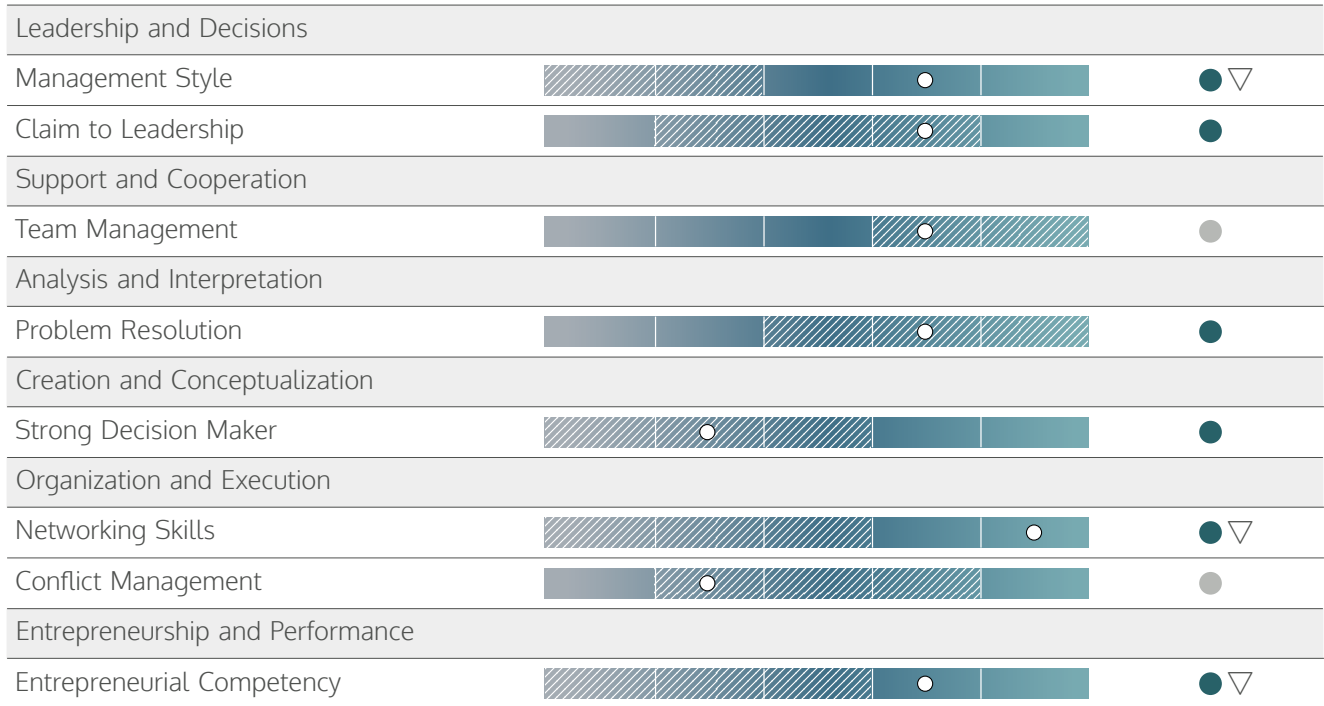
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Summary

Leadership and Decisions			
Management Style	Uniform leadership style		Adaptive leadership style
Claim to Leadership	Prefers flat hierarchies, leaves leadership to others		Insists on independence and self-determination
Support and Cooperation			
Team Management	Trust in independent team-building		Facilitates team-building and feelings of togetherness
Analysis and Interpretation			
Problem Resolution	Preference for fast and unambiguous solutions, focused implementation		Enjoys discovering, deliberating and solving problems
Creation and Conceptualization			
Strong Decision Maker	Focused decision-making, fast, spontaneous		differentiated decision-making, global, rational
Organization and Execution			
Networking Skills	Focus on individual cooperations		Committed, active search for cooperation partners
Conflict Management	Conflicts seen as disturbing factor, inhibitive, unnecessary		Conflicts seen as opportunity, constructive handling of things
Entrepreneurship and Performance			
Entrepreneurial Competency	Market-informed, necessary market knowledge		Market-experience, anticipation of market events

SUMMARY



- ACTUAL
- ▨ TARGET
- O.K.
- ▽ Risk/Opportunity - in context with the task
- shortly developable
- Risk, not shortly developable

LEADERSHIP AND DECISIONS

Management Style:

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



does not adapt his/her management style to the diverse personalities of his/her employees. Homogeneous teams in particular prefer this stringent management style.

only adapts his/her management style to a few of the personalities of his/her employees. Incidentally, this personality type prefers a stringent management style applied across different employees.

flexible adapts his/her management style to the personalities of his/her employees. Heterogeneous teams in particular prefer this adaptive management style.

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 looks for interaction with other managers.

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

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SUPPORT AND COOPERATION

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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ANALYSIS AND INTERPRETATION

Problem Resolution:

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



begins to work on a problem once it becomes clearly evident and can be analyzed. He/She always wants to address them with a quick solution without getting tangled up in a variety of proposals for resolution.

contemplates many problems even before they become obvious and works on a variety of proposals for resolution. He/She does not shy away from complex problems, albeit this individual does prefer to find a fast solution.

addresses problems even before they become obvious. Puts a lot of energy into various proposals for resolution. The more complex the problem, the more eager he/she will be to come up with an optimum solution.

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CREATION AND CONCEPTUALIZATION

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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ORGANIZATION AND EXECUTION

Networking Skills:

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



checks, which cooperations will be profitable, in detail. In some cases, this will produce one-time and beneficial cooperations.

recognizes cooperations that will pay off. He/She is of the opinion that most such cooperations will be beneficial only once. This individual rarely tries to maintain these cooperations.

quickly recognizes cooperations that will pay off. The aim is to actively search and to always maintain such cooperations.

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ORGANIZATION AND EXECUTION

Conflict Management:

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



considers conflicts as potential problematic factors that unnecessarily place the attainment of joint goals in jeopardy. This individual attempts to avert conflicts with the aim of not putting constructive solutions at risk.

considers conflicts as potential problematic factors or opportunities for further development. Central conflicts may stand in the way of constructive solutions. This individual will spend the least amount of time necessary to address these problems. Other conflicts may make a major contribution to the finding of a solution in the eyes of this individual.

always understands conflicts as an opportunity for further development. This individual is of the opinion that conflicts do not stand in the way of constructive solutions, but actually make a major contribution to the finding of a solution.

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ENTREPRENEURSHIP AND PERFORMANCE

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.

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