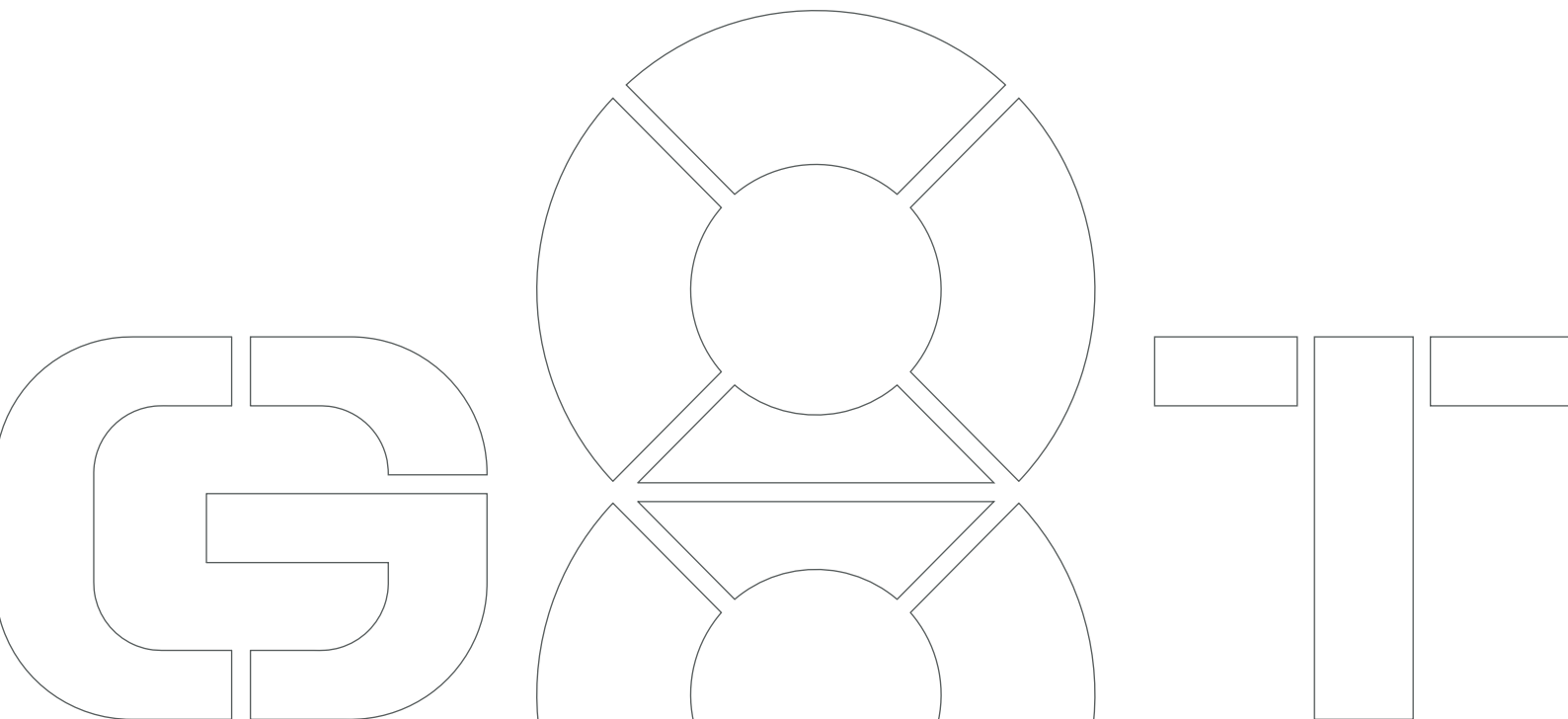




REPORT

RECRUITER | PERSONAL

Max Mustermann
Apr 19, 2017



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SALUTATORY GREETING

Dear participant,

In the following, you will receive feedback regarding the occupational competency procedure that you have recently completed.

All results are reported with regard to a norm sample. Your results are then compared with the norm sample and your characteristics are classified according to the surveyed dimensions.

The evaluation includes all relevant, job-related competencies and your individual characteristics in text form.

It should be noted that higher values do not mean a higher fit. Rather, your results should be interpreted in the light of your current professional situation.

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Salutatory greeting
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LEADERSHIP AND DECISIONS

MANAGEMENT STYLE

You usually adapt your management style to the different personalities of your employees. Many employees must be able to be themselves. Few exceptions must adapt to your style. It is important for you to also be able to manage heterogeneous teams.

CLAIM TO LEADERSHIP

You carry out projects confidently and independently. Consulting with other managers is only necessary for you in exceptional circumstances.

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Leadership and Decisions
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SUPPORT AND COOPERATION

TEAM MANAGEMENT

You actively support a pleasant atmosphere and a sense of belonging among the team. You usually support the team members and reward their loyalty.

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Support and Cooperation
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ANALYSIS AND INTERPRETATION

PROBLEM RESOLUTION

You see most problems, even before they are apparent, and then you work on different proposals for resolution. In doing so, you do not shy away from complicated problems. You always want to find the perfect solution.

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Analysis and Interpretation
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CREATION AND CONCEPTUALIZATION

STRONG DECISION MAKER

You would like to be involved in extensive decision-making processes. Otherwise, you try not get involved in the business of your colleagues in order to be able to remain focused on your work. You attempt to make many decisions quickly and directly. Weighing up often takes up too much time.

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Creation and Conceptualization
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ORGANIZATION AND EXECUTION

NETWORKING SKILLS

You quickly recognize, which collaborations are worth responding to in a profitable manner. You actively search for good cooperations and always make the effort to maintain them.

CONFLICT MANAGEMENT

You view conflicts as potential problematic factors. Where possible, these must be dealt with quickly and efficiently because otherwise they stand in the way of constructive solutions and could unnecessarily place the attainment of joint goals in jeopardy.

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Organization and Execution
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ENTREPRENEURSHIP AND PERFORMANCE

ENTREPRENEURIAL COMPETENCY

You want to find out more about the market in many fields.
You develop your skills and knowledge in a targeted manner
in order to use these for your own business. In doing so, you
anticipate most changes in a timely manner.

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Entrepreneurship and Performance
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