



Profile Testing Report

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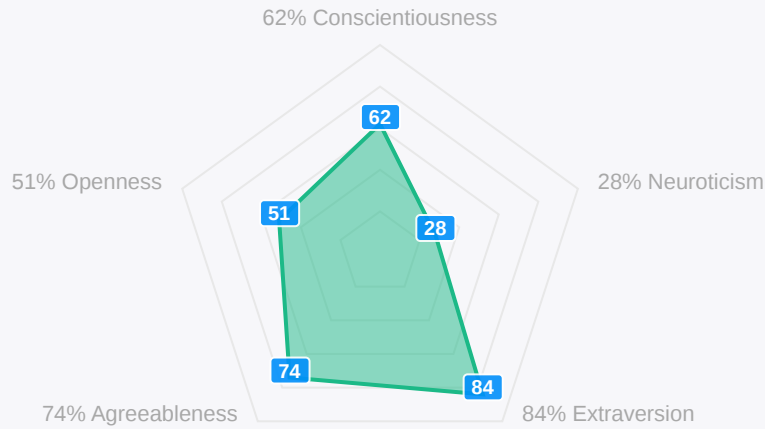
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Archetype Creator

Creative people typically have high levels of openness to experience, imagination and artistic interest. They also often have comparatively lower levels of conscientious and self-discipline. The Creative within a team will typically develop high-level ideas and spend time theorising the many solutions to a problem and the consequences as well as the second (and third) order effects. They think outside the box, typically have less resistance to change and don't necessarily need structure or process to operate effectively. A higher percentage of creatives in Start-up, Growth and Resurgent teams is beneficial because they will typically challenge the status quo, theorise a better way of doing things and thrive in a dynamic environment.



Culture Fit Results



Neuroticism



- Anxiety
- Anger
- Depression
- Self-Consciousness
- Immoderation
- Vulnerability

Extraversion



- Friendliness
- Gregariousness
- Assertiveness
- Activity Level
- Excitement-Seeking
- Cheerfulness

Openness To Experience



- Imagination
- Artistic Interests
- Emotionality
- Adventurousness
- Intellect
- Liberalism

Agreeableness



- Trust
- Morality
- Altruism
- Cooperation
- Modesty
- Sympathy

Conscientiousness



- Self-Efficacy
- Orderliness
- Dutifulness
- Achievement-Striving
- Self-Discipline
- Cautiousness

Your Personality Type is CD-Style

DC/CD-personalities are efficient executors who love to take on ambitious goals and challenges. They are both decisive and analytical, and typically drive forward very quickly to complete tasks with competence. While they can be a strong force to drive change, their high intensity and desire for control over most situations can create conflicts and stress others out.



Personality

DC/CD-personalities are not particularly chatty and may actually seem reserved at first, but when they have something to say they can be extremely forthcoming, confident, and articulate. They separate emotions from decision-making and relish conflict, viewing it as an opportunity to grow.

Motivations

DC/CD-personalities are motivated by efficient results, and they can be extremely competitive in achieving their goals. They are logical, focused pragmatists, and when given the choice, they will pursue impressive accomplishments over a wide social circle.

Communication

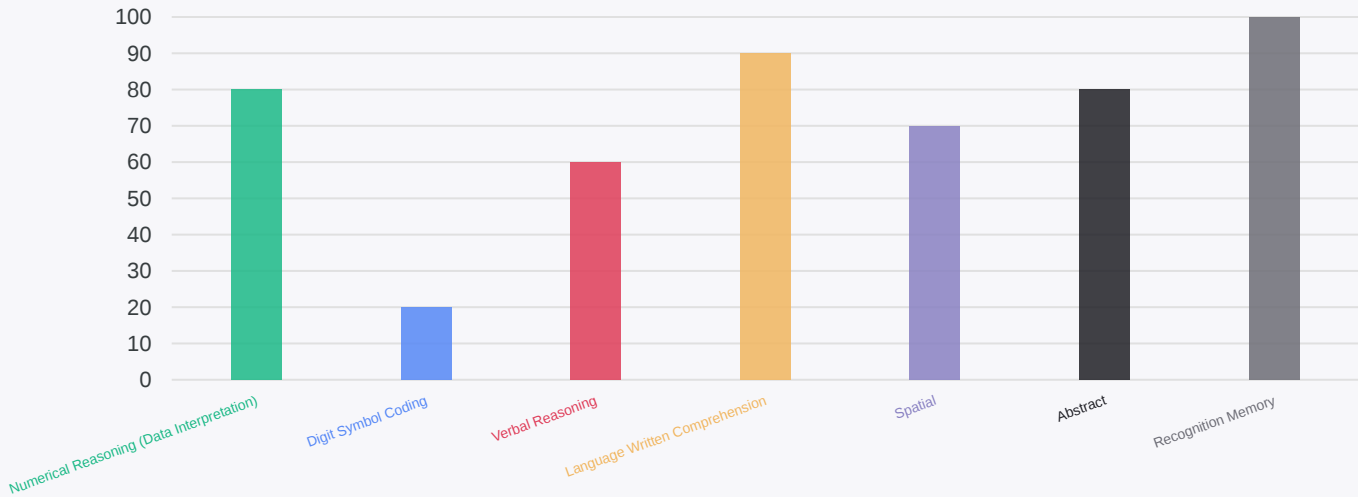
When communicating to a DC/CD-personality project your voice confidently and speak with a clear and direct tone. It is important to avoid overly descriptive phrases or metaphor and back up everything you say with a logical reason.

Under Stress

Under stress, DC/CD-personalities can become impatient and controlling. Without restraint, they may push others very hard to complete a project on time, or lash out at an individual that makes a careless mistake.

Aptitude Results

We use weighted variables required for real-world jobs. We test by assessing critical thinking and speed, the ability to solve a problem, analyse information, your ability come up with a course of action, articulate them and decide.



● Abstract

Abstract reasoning measures the ability to identify and interpret the rules and patterns in order to find a solve a problem, such as identifying the missing object. Abstract reasoning is the best indicator of fluid intelligence and the ability to learn new things quickly. This is the purest form of mental ability and is least affected by previous education and achievement.

Potential Careers: Medical Fields, Engineer, Cyber Analyst, Designer.

● Digit Symbol Coding

The Digit symbol test assesses the ability to learn a new coding system and using it in context. Digit symbol coding assess skills related to information encoding and decoding, abstract reasoning and sequencing. The test requires participants to understand the logic behind the coding pattern and then apply this logic to find answers.

Potential Careers: Programming, Data Analyst, Engineering, Information Technology.

● Language Written Comprehension

Language usage test measures the ability to detect errors in grammar, punctuation, and capitalization. The questions assess the ability to read and comprehend written information quickly. Language usage predicts success in positions where written language ability is essential.

Potential Careers: Editor, Lawyer, Consultant, Teacher.

● Numerical Reasoning (Data Interpretation)

Numerical reasoning measures the ability to interpret, analyse, and draw logical conclusions based on numerical facts and figures. Data interpretation requires the analysis of scientific and numerical charts, tables and graphs. This test assess the ability to perform analysis on a given data set and recognize patterns in the data.

Potential Careers: Data Science, Analyst, Engineering.

● Recognition Memory

Recognition memory is a subcategory of declarative memory, and is the ability to recognise previously encountered events, objects, or people. The ability to distinguish between novel and familiar objects or places is central to the ability to recall day-to-day events or plan future behaviours.

Potential Careers: Medical Fields, Teacher, Engineer, Technician.

● Spatial

Spatial reasoning is the ability to comprehend three-dimensional images and shapes. This is a primary function of the right side of the brain and is used when solving puzzles, figuring out maps and taking part in any type of construction or engineering project.

Potential Careers: Engineering, Design, Medical Fields.

● Verbal Reasoning

Verbal reasoning assesses a person's ability to understand, analyse, and interpret written information. The questions measure verbal analytic skills, your ability to understand analogies, identify critical information and logically derive conclusions from written facts or data.

Potential Careers: Sales, Business Analyst, Learning and Development, Change Manager.

Your Learning Style is Kinesthetic

If the physical style is more like you, it's likely that you use your body and sense of touch to learn about the world around you. It's likely you like sports and exercise, and other physical activities such as gardening or woodworking. You like to think out issues, ideas and problems while you exercise. You would rather go for a run or walk if something is bothering you, rather than sitting at home.



You are more sensitive to the physical world around you. You notice and appreciate textures, for example in clothes or furniture. You like 'getting your hands dirty', making models, or working out jigsaws. When you are learning a new skill or topic, you would prefer to 'jump in' and play with the physical parts as soon as possible. You would prefer to pull an engine apart and put it back together, rather than reading or looking at diagrams about how it works.

The thought of sitting in a lecture listening to someone else talk is repulsive. In those circumstances, you fidget or can't sit still for long. You want to get up and move around.

Common Pursuits and Phrases

Pursuits that involve the physical style include general physical work, mechanical, construction and repair work, sports and athletics, drama and dancing. You may tend to use phrases like these:

- I can't get a grip on this.
- I have good feelings about this.
- My gut is telling me.

Learning and techniques

- If you use a physical style, use touch, action, movement and hands-on work in your learning activities. For visualization, focus on the sensations you would expect in each scenario. For example, if you are visualizing a tack (turn) on a sailboat, focus on physical sensations. Feel the pressure against your hand as you turn the rudder, and the tension lessening on the ropes. Feel the wind change to the other side, feel the thud as the sail swaps with the wind, and feel the boat speed up as you start the new leg.
- Use physical objects as much as possible. Physically touch objects as you learn about what they do. Flashcards can help you memorize information because you can touch and move them around.
- Keep in mind as well that writing and drawing diagrams are physical activities, so don't neglect these techniques. Perhaps use big sheets of paper and large color markers for your diagrams. You then get more action from the drawing.
- Use breathing and relaxation to focus your state while you learn and perform. Focus on staying calm, centered, relaxed and aware.
- Use role-playing, either singularly or with someone else, to practice skills and behaviors. Find ways to act out or simulate what you are learning.

Top Career Matches

The below recommendations are the areas that we believe you would best suited for, based on market opportunity and your test results.

Sales – Farmer

I'm a bit of a social butterfly. I love to talk, maintain a schedule and follow-up. I like to check in and see people flourish. I can solve problems, think on my toes and work freely without supervision. I'm an Account Manager.

An Account Manager is a sales professional who performs a variety of duties aimed at managing their employer's client relationships, as well as developing new business from existing clients. An Account Manager has to achieve a quarterly target of sales and must also do the reporting. They are senior customer service representatives and are an important part of the sales process. Account Managers exist in majority of industries but are growing in IT, digital marketing and advertising.

RPA – Analyst

Automation pathway – RPA Analyst. An analyst for Robotic Process Automation technologies plays a critical role in building and deploying Robotic Process Automations, working closely with other developers, product managers, DevOps, and product support engineering to deliver new automated processes to replace manual processing. Robotics Process Automation (RPA) uses special software to build computer "robots" that can do those manual jobs faster and more accurately.

Lead Delivery Manager

Delivery Managers unblock issues, support the delivery team, and monitor and improve performance of the team. They use agile methodologies, learning and iterating the product and processes frequently to meet user needs. They work with Product Managers to define the roadmap for products and services, remove blockers and support the delivery team so that they can maintain delivery throughput.

Content Writer

Content Writers create, curate, organise, layout, evaluate, review and continuously improve the content of a digital service, designed around user needs.