JOB-RELATED SOFT SKILLS ASSESSMENT REPORT (COMPANY)

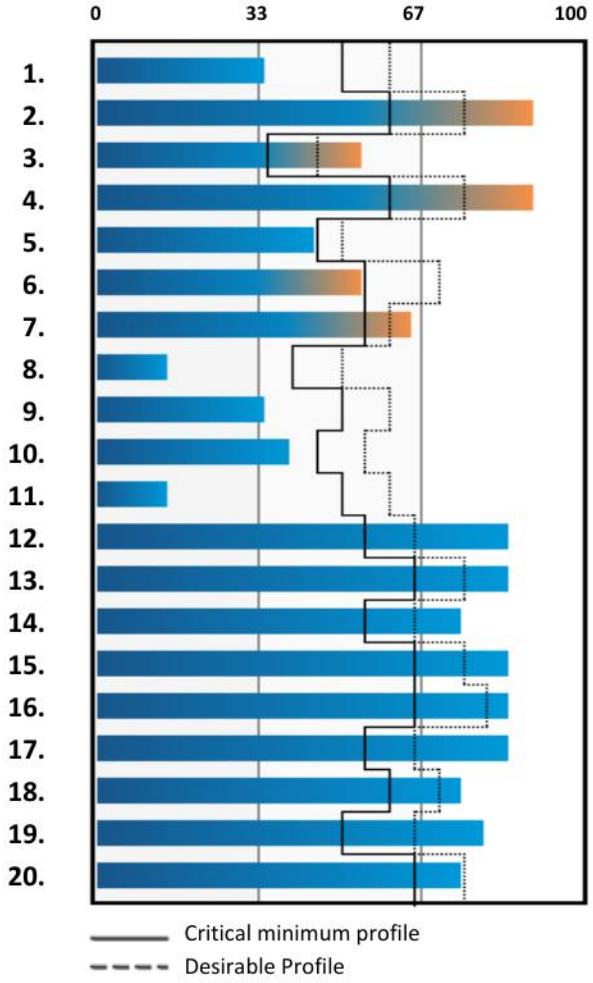
Company: [redacted] **Candidate Name:** Soft Skills Assessment Sample 2
Position: Production **Date:** 05-18-2022

IMPORTANT:

The Recru-Tec Test should never be used exclusively to make a hiring decision. In order to evaluate every selected candidate's qualifications for a specific position, you should use our suggested 5-step formula:

1) *Analysis of the candidate's resume & application against the specific job description*
2) *Evaluation of the candidate's qualifications through a standard, formal job interview*
3) *Testing of the candidate's job-related soft skills (this is the Recru-Tec test step)*
4) *Conducting Reference checks with previous employers*
5) *Conducting a Background check prior to offering the position.*

GENERAL PROFILE:



1. Predictability	35
2. Energy	90 *
3. Enthusiasm	55 *
4. Persistence.	90 *
5. Self-control	45
6. Determination	55 *
7. Communication	65 *
8. Rapport	15
9. Self-confidence	35
10. Objectivity	40
11. Tolerance	15
12. Organization	85
13. Interest	85
14. Exchange	75
15. Results	85
16. Qualifications	85
17. Team spirit	85
18. Basic principles	75
19. Pressure at work	80
20. Availability	75

* **If asterisk**: see details in text
Reference Profile: E16. Production Manager

NOTE: TRAITS BELOW THE CRITICAL MINIMUM PROFILE

- *Determine if the mentioned low traits are easy to manage or correct, considering the details of the job description.*
- *Check if these very low traits could be due to some recent difficult situation.*
- *Plan to discuss with or challenge the evaluated person in a second interview if you did not notice or were not told about the possibility of such situation in the evaluated person's recent past.*

PLEASE NOTE:

This profile contains one or more *conflicting personality characteristic(s)*.

The analysis of conflicting personality characteristics (also called personality syndromes) reveals behavioral patterns which would not be visible by just considering individual personality traits. When applicable, the existence of conflicting personality characteristics may help explain irrational, undesired or uncontrolled (compulsive) attitudes. Conflicting personality characteristics can be temporary or recurrent.

IMPORTANT: Please note that the existence of one or more conflicting personality characteristics does NOT systematically disqualify an applicant.

See the note(s) below. Do not hesitate to contact us if you have any question.

NOTE: The evaluated person is currently lacking self-confidence.

The evaluated person may sometimes demonstrate some lack of self-confidence and predictability. The personality characteristics analyzed in this profile might not always be stable. The applicant can sometimes change behavior or mood without reason. Her/his effectiveness and happiness at work may be affected by her/his environment or other people she/he works with. She/he will need encouragement, validation and clear directions. She/he will do better if supported by a strong but caring team or leadership.

Please read the description of the "Predictability" trait below; the information submitted hereunder being affected by such characteristics.

NOTE: Person extremely perfectionist.

The evaluated person may sometimes present exaggeratedly high-quality standards. She/he may pay a great deal of attention to unnecessary details. She/he is extremely demanding of herself/himself and of others. She/he may sometimes have trouble completing tasks on time. When dealing with others, she/he can be quite critical with those who do not share her/his point of view or do not meet the same high standards.

She/he will do better on the job if given precise & timely targets, as well as clearly defined priorities.

DESCRIPTION OF TRAITS:

1. Predictability: 35



- Currently not very predictable - may change mood or intentions without reason.
- May sometimes lack coherence and consistency in judgments or opinions.
- Not always reliable about decisions or intentions.
- May be quite impulsive, or hesitant, depending on circumstances.
- May lack certainty when having to make decisions.

2. Energy: 90 *



- Currently demonstrates an extremely high level of energy and dynamism.
- Definitely prefers a lot of action at work and does not fear pressure.
- Loves to take initiatives.
- Will adopt a very active attitude on the job.
- Will usually be able to complete her/his tasks on time.
- Presents a “workaholic” personality.

Note: The evaluated person can sometimes act impulsively and therefore not always control her/his energy very well.

3. Enthusiasm: 55 *



- Appears to be rather satisfied and happy.
- Demonstrates a rather good level of interest and enthusiasm.
- Will take initiatives to the degree that she/he is sure not to be mistaken.
- Does not put too much attention on problems and barriers.
- Good aptitude to cope with challenges and failures.
- Can believe and be interested in new ideas.

Note: the evaluated person might sometimes show a somewhat compulsive level of enthusiasm which may not appear natural.

4. Persistence: 90 *



- Very stable and persistent.
- Very orderly and focused in efforts, able to concentrate.
- Can assume challenging, long-term assignments.
- Able and willing to persist, in order to achieve the expected results.

Note: The evaluated person may sometimes change behavior or act in a rather impulsive, unpredictable way. The above-indicated persistence level will therefore fluctuate.

5. Self-control: 45



- Can remain rather calm under normal work circumstances.
- Under more difficult work conditions may demonstrate some nervousness and/or anxiety.
- Most of the time in rather good control of own acts, but can be a bit irritable and sensitive when facing stressful conditions.
- Not too easily surprised or frightened.

6. Determination: 55 *



- Demonstrates a rather good level of determination/assertiveness.
- Feels able to cope with situations or persons in her/his environment.
- Under very difficult circumstances, might lack some willingness to cause things.
- Will sometimes be hesitant, showing a "calculated" prudence.
- Can express feelings rather freely.
- Usually can achieve expected results in time.

Note: The evaluated person may sometimes present difficulties to control her/his determination, which could sometimes turn into aggressiveness. She/he can indeed act a bit forceful.

7. Communication: 65 *



- Open and communicative.
- Communication not limited to social remarks.
- Not reserved; can easily start a communication.

- Doesn't have difficulties coping with challenging situations.
- Can easily share her/his intentions, considerations or feelings.
- Quite sociable person.

Note: The evaluated person has a strong tendency to impose her/his communications without considering others' viewpoint. Her/his listening skill is currently rather low.

Note: The evaluated person might sometimes have slight difficulties controlling her/his communication - speaking too much or not listening.

8. Rapport: 15



- Currently demonstrates distrust or suspicion toward others, especially unknown people.
- Low empathy level, not always concerned about others' feelings.
- May be formal and distant toward others.
- May openly demonstrate a lack of consideration and understanding for people.
- Not very courteous, may be quite hard-boiled.

Note: This attitude can be due to some bad experience or disappointment in the (recent) past. Ask the applicant if there is anything that could explain such a high level of distrust or suspicion toward others as this could be a temporary situation.

Please consider the possibility of such a difficult, maybe temporary situation, as it can indeed shake one's personality - somehow distorting the analysis of the present profile.

9. Self-confidence: 35



- Currently demonstrates a low level of self-confidence.
- Tends to doubt own capacities and is hesitant - or, paradoxically, impulsive.
- Rather uncertain about the future.
- May have difficulties undertaking important tasks which require a great deal of autonomy.
- Will do better if closely supported and encouraged. If left alone, may feel insecure and/or doubtful.

10. Objectivity: 40



- Not always objective.
- May sometimes evaluate situations based on personal opinions rather than based on facts.
- Can be a bit partial in evaluating situations.

- May sometimes tend to blame the environment or others for problems she/he can't solve.
- When facing challenges or problems, may adopt a rather passive, non-causative attitude.
- May introvert a bit when having to face challenges or difficult circumstances.
- May have difficulties to take responsibility for what happens.

11. Tolerance: 15



- Currently may demonstrate a very intolerant, critical attitude.
- Can be very suspicious of others and their actions.
- Might express disagreements in a very unpleasant way.
- Does not admit being wrong, yet can be mistaken in judgment.
- Does not accept criticism.
- May be very difficult to please or unpleasant to deal with.
- Does not easily tolerate others' mistakes or different opinions.

Note: Such an attitude may be due to a strong disagreement with somebody or in reaction to a situation she/he does not control well. Please consider the possibility of such a difficult, maybe temporary situation, as it can indeed shake one's personality - somehow distorting the analysis of the present profile.

12. Organization: 85



- Considers to be very well organized.
- Can stay orderly even under pressure.
- Seems to manage priorities very well.
- Does not have difficulties concentrating even on long lasting administrative efforts.
- Seems to appreciate administrative work.

13. Interest: 85



- Demonstrates a strong level of interest for the vacant position.
- Seems very attracted by the opportunities detailed in the job description.
- Appears to be very motivated to “fight” in order to be selected.

14. Exchange: 75



- Demonstrates a good concept of exchange.
- The financial aspect of the job is not her/his only concern.
- Will most often be willing to give before receiving.
- Is service-minded.
- Should not present much resistance in considering performance-based compensation.

15. Results: 85



- Considers to have so far obtained very good results, professionally or in life.
- Seems to reason and operate more in terms of results, rather than just in terms of efforts or action.

16. Qualifications: 85



- Considers having very good qualifications for the vacant position.
- Appears to have good experience and know-how in the specific field.
- Will require little attention in order to develop basic skills.
- Will need some technical training before being fully operational on post.

17. Team spirit: 85



- Considers having a very strong team spirit.
- Likes to work in a group.
- Does not generate conflicts with peers.
- Attitude at work is one of a true group member.
- Values group cohesion and will be a motivating element for teammates.

18. Basic principles: 75



- Does not seem to have too many fixed ideas and prejudices in relation to team work.
- Rather flexible.

- Rather trustful.
- Does not tend to generate conflicts in a team.
- Shows good understanding and tolerance toward others.
- Pleasant to work with.

19. Pressure at work: 80



- Appreciates and can resist well to high pressure on the job.
- Does not lose control under high pressure or in difficult situations.
- Has no big difficulty to concentrate on the job.
- Will usually not make big mistakes at work.

20. Availability: 75



- Appears to be willing to work hard.
- Does not fear a stressful working environment.
- Does not seem to apprehend having to work overtime.
- Does not mind being challenged.
- Can work alone.

QUESTIONS?

Ask for a full quality control by one of our evaluation expert.