

Company: U-MAN Belgium  
 Position: Real Estate Agent

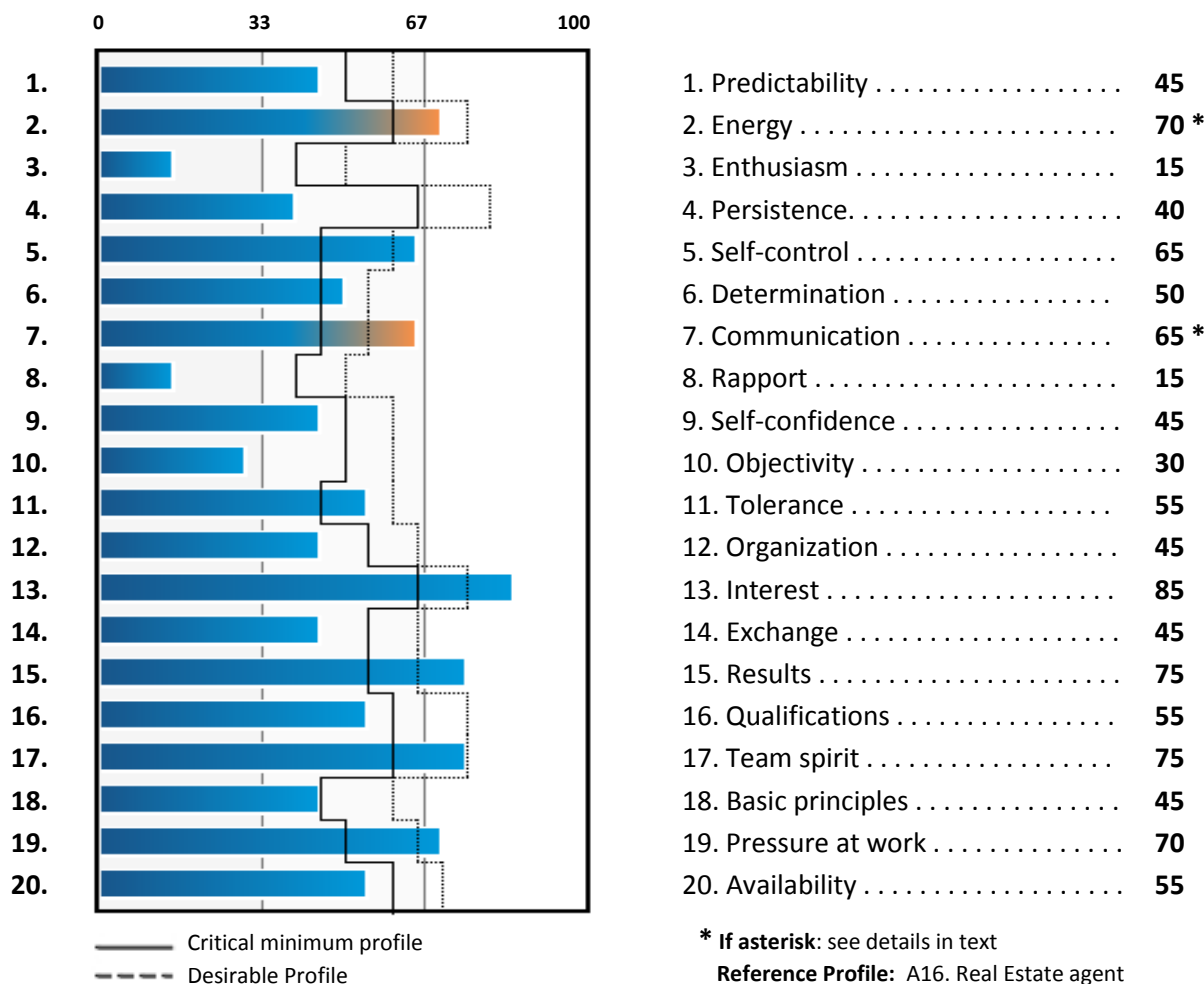
Candidate: 0920-6324-9381 SVB  
 Date: 02-05-2016

## 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) During a second interview challenge the applicant on points uncovered during the first one and on his Recru-Tec testresults.

## GENERAL PROFILE:



## 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.***

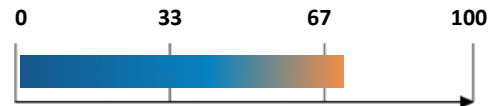
**Note:** The evaluated person seems to fear failure, sometimes exaggeratedly.

The evaluated person can sometimes fear failure in an exaggerated way. She/he might appear dissatisfied and tend to put too much attention on problems.

If having to work autonomously, she/he might at times lack willingness or courage. She/he will then need to be strongly encouraged and supported, to fight through.

**DESCRIPTION OF TRAITS:****1. Predictability: 45**

- Fairly predictable - may sometimes change mood or intentions for no reason.
- Quite coherent and consistent in judgments or opinions.
- Fairly reliable about decisions or intentions.
- May sometimes lack full certainty when having to make important decisions.

**2. Energy: 70 \***

- Currently demonstrates a good level of energy and dynamism.
- Seems to like action at work and does not resent pressure too much.
- Can work hard and can take initiatives.
- Will usually adopt a rather active attitude on the job.
- Will usually be able to complete tasks on time.

**Note:** The evaluated person currently demonstrates a very low level of satisfaction and enthusiasm. Such a state of mind may affect her/his mood, courage and willingness to work hard. Her/his high dynamism will therefore not be stable. She/he may tend to pay too much attention to problems. She/he will do better if supported with care & attention and if given precise targets & directions.

**Note:** The evaluated person can act impulsively and sometimes show an uncontrolled, level of dynamism. She/he will be more productive if given precise targets.

**3. Enthusiasm: 15**

- Currently appears to be unhappy and/or dissatisfied.
- May demonstrate lack of interest and enthusiasm.
- May adopt a pessimistic attitude on the job.
- Will sometimes have difficulties in taking initiatives.
- May put a great deal of attention on problems and barriers.
- Aptitude to cope with challenges and failures is currently rather weak.

**Note:** This dissatisfaction and lack of enthusiasm may be due to a bad experience of the past, some big disappointment or a recent failure. We suggest that you check this point as such factors can indeed temporarily

"destabilize" one's personality, distorting somehow the analysis of the present profile. The evaluated person might have great tendency to lose courage or hope fast, especially when dealing with stressful conditions on the job.

Suggestion: we advise you to discuss this with the candidate as this could be a temporary situation.

#### **4. Persistence: 40**



- May sometimes appear a bit dispersed and unstable.
- May have difficulties persisting in the same direction.
- Does not like the idea of assuming long-term assignments.
- Will tend to persist more and achieve expected results if encouraged and supported.
- May sometimes appear a bit disorderly.
- May at times lack concentration.
- May have difficulties to follow directions.

#### **5. Self-control: 65**



- Appears rather calm and composed.
- Under challenging work conditions, might demonstrate some slight nervousness.
- Most of the time in good control of own acts.
- Not easily surprised or frightened.

#### **6. Determination: 50**



- Demonstrates a relatively good level of determination/assertiveness.
- Normally feels quite able to cope with difficult situations or persons in her/his environment, provided these are not too challenging.
- Under heavy pressure, might lack willingness to cause things.
- Will sometimes be a bit hesitant.
- May sometimes have slight difficulties to achieve expected results in time.

**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 may sometimes demonstrate a rather compulsive, unnaturally high level of communication. She/he will sometimes talk too much and find it difficult listening to others.

**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: 45**

- Currently demonstrates an acceptable level of self-confidence.
- Does not doubt own capacities too much.
- Usually is not too hesitant in her/his tasks.
- Rather certain about the future.
- May have some difficulties undertaking important tasks which require a great deal of autonomy.
- Will do better if supported and encouraged. If left alone, may sometimes feel slightly insecure and/or doubtful.

**10. Objectivity: 30**

- Currently rather subjective.
- May sometimes have difficulties seeing things as they are, rationally and objectively.
- Some tendency to evaluate situations based on personal opinions rather than based on facts.
- Can be a bit partial in evaluating situations, lacking good judgment and common sense.
- When facing challenges or problems, may adopt a passive, non-causative attitude.
- May tend to blame the environment or others for problems she/he can't solve.
- May introvert a bit when having to face challenges or difficult circumstances.
- May have difficulties to take responsibility for what happens.

**11. Tolerance: 55**

- Rather tolerant, usually not critical of others.
- Usually not suspicious.
- When disagreeing, can also admit wrongness.
- Can usually accept criticism.
- Not hard to please; usually quite pleasant to deal with.
- Can usually tolerate others' mistakes or different opinions.

**12. Organization: 45**

- Currently a bit dispersed.
- May demonstrate some lack of personal organization.
- Does not manage priorities very well.
- May suffer delays in daily tasks.
- Can appear rather easily overwhelmed.
- May have some difficulties concentrating.
- Will not always 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: 45**



- Demonstrates a rather weak concept of exchange.
- Seems concerned by the financial aspect of the job.
- Will sometimes want to receive before giving.
- Not always service-minded.
- Might be demanding on the financial conditions.
- Will probably present resistance in considering performance-based compensation.

**Note:** The evaluated person might put too much attention on the financial aspect of her/his work, sometimes to the detriment of quality on the job. She seems to be too much “money-motivated.”

Conducting reference checks with previous employers, as well as challenging the applicant on her/his past results & achievements will help you determine if such personality characteristic is - or not - deterrent to good performance on the job.

**15. Results: 75**



- Considers to have so far obtained 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: 55**



- Does not currently consider having full qualifications for the vacant position.
- Appears to lack some experience and know-how in the specific field.
- Will require some attention and energy in order to develop basic skills.
- Will need more technical training before being operational on post.

**17. Team spirit: 75**

- Considers having a good team spirit.
- Usually likes to work in a group.
- Does not tend to generate conflicts with peers.
- Attitude at work will generally be one of a true group member.
- Can value group cohesion and can be a motivating element for teammates.

**18. Basic principles: 45**

- Currently demonstrates some fixed ideas and prejudices in relation to team work.
- May be quite inflexible and stubborn.
- Not always trustful; may not always be fully trustworthy.
- May sometimes generate slight conflicts in a team.
- May sometimes lack understanding and tolerance toward others.
- Will not always be pleasant to work with.

**19. Pressure at work: 70**

- Should resist quite well to high pressure on the job.
- Will usually not lose control under high pressure or in difficult situations.
- Shouldn't have big difficulty to concentrate on the job.
- Will usually not make big mistakes at work.

**20. Availability: 55**

- Does not seem to be willing to work very hard.
- Seems to be looking for a rather stable working environment.
- Might sometimes apprehend having to work overtime.
- Seems to resist a bit the idea of being challenged.

**Note:** This rather low level of availability might be due to some obligations or other priorities. Challenging the applicant on this issue should help you determine if such personality characteristic is - or not - deterrent to good performance on the job.

**QUESTIONS?**

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

U-Man Belgium nv - +32 (0)15/34.25.66