



Psychotechnical Evaluation

Mr.

Position: Start up Manager

February 2013

Regarding the skills required for the **Start-up Manager** position **xxx** is considered



*fully
qualified*



Mildly qualified



*Insufficiently
qualified*



unqualified

Skills Summary

Mr xxx arrives on time to the interview, looking neat and tidy. Behaving politely and respectful, completes the tasks involved in the evaluation, showing interest for obtaining good results.

He presents himself as a self confident, goal oriented young professional who is willing to enhance his career by joining a company that will provide him the chance.

Paul shows interest to the current job offering, considering it as a remarkable opportunity to assume new responsibilities while working in a free and challenging environment.

He describes himself as a methodical and organized person, critical and objective, who enjoys the possibility of developing entrepreneurial activities.

Active and enthusiastic, is used to involving his effort in all the tasks he takes up. However, having little patience and flexibility, might find some inconveniency in tolerating long term processes.

Being a bit introverted Paul might require some time to get to know his co-workers.

Evidencing a clear recognition of hierarchal differences, Paul will accept without hesitation all kinds of indications and requests.

When it comes to intellectual skills, Paul's performance is over average range, being proficient in solving activities that require logical and numerical reasoning. His reasoning speed is adequate to the average, however in ambiguous scenery Paul's information processing rhythm would be decreased.

He is able to organize his priorities and to administrate his resources in order to achieve the indicated tasks.

Recommendations

It would be appropriate that his employers provided him frequent feedback about his performance, in order to let him obtain a more realistic self image.





















Strengths

- Energy and stamina
- Goal oriented
- Self confident
- Entrepreneurial spirit
- Communicational abilities

Weaknesses

- Lack of flexibility- while working in a non-defined and ambiguous environment loses determination and confidence.
- Limited empathy and soft skills use- might have some inconveniences to coordinate his efforts with his co-workers.

Conclusions

	Insufficient 	Regular 	Average level 	Over the average 	Out standing 
Intelligence					
Organization					
Planification					
Learning skills					
Goal orientation					
Flexibility					
Problems Solving					
Cooperation with authorities					
Team Work					
Self confidence					
judgement					
Self-control					
Communicational skills					
Politeness					
Position's potential					

Detailed Pshychotechnical Report

Presentation – Communicational skills

Mr. xxx arrives on time to the interview, looking neat and tidy with an adequate outfit for the occasion. Behaving politely and respectful, completes the tasks involved in the evaluation, showing interest for obtaining good results.

Paul expresses his ideas in a clear, accurate and coherent way, making use of reasonable arguments. Being mildly introverted, his main persuasive strategies rely on his ability to adduce sensible proof to sustain his statements, rather than influencing other persons with charm and other soft skills.

Personality Features

Mr. xxx presents himself as a self confident, goal oriented young professional who is willing to enhance his career, by joining a company that will provide him the chance.

Paul shows interest to the current job offering, considering it as a remarkable opportunity to assume new responsibilities while working in a free and challenging environment.

He describes himself as a methodical and organized person, critical and objective, who enjoys the possibility of developing entrepreneurial activities.

Even though he is quite conscious of his strengths, has a poor recognition of his weakness. Therefore, it would be appropriate that his employers provided him frequent feedback about his performance, in order to let him obtain a more realistic self image.

On the other hand, Paul is prudent and moderate while choosing his goals, as he usually embraces pursuits proportional to his resources.

Active and enthusiastic, is used to involving his effort in all the tasks he takes up. However, having little patience, might find some inconveniency in tolerating long term processes.

Paul holds high standards and demands everyone else to reach the level of his expectations, showing little flexibility and stubbornness.

In the interpersonal arena, Paul displays ability to express his ideas firmly and at the same time show interest in hearing his interlocutor's opinion.

In contrast he presents a certain lack of empathy skills, being unlikely to clearly understand his costumers' mood and feelings.

Interpersonal skills

Team Work

Being a bit introverted Paul might require some time to get to know his co-workers. He will expect them to work responsibly and to deliver their tasks in time; otherwise he would express his complains and disapproval.

When working with others, he will accomplish his share of the tasks with proficiency, setting an example for the rest of the group.

Cooperation with authorities

Evidencing a clear recognition of hierarchal differences, Paul will accept without hesitation all kinds of indications and requests.

While showing respect and loyalty to his superiors, he will try to accomplish the tasks and goals set by the company, willing to assume progressively more responsibilities.

He expects to earn his superiors trust and to receive credit for his assets to the organization.

Intellectual Skills

xl's performance fell consistently in the over average range compared to his same age peers on tasks measuring logical and numerical reasoning.

Has show ability to understand abstract material and to achieve well funded conclusions.

While processing information, Paul tends to focus his attention in the main features, and sometimes find some difficulties to get the whole picture of the situation.

Simultaneously he is able to obtain practical ideas and create a reasonable course of action to reach his goals.

His reasoning speed is adequate to the average, however in ambiguous scenery Paul 's information processing rhythm would be decreased.

Paul is able to hold his attention for long periods of time, being allowed to complete monotonous and stereotyped activities without loosing his concentration in the process.

Working Style

X is a hard working and determined person, who embraces his activities with stamina and energy. Showing a clear understanding of the orders and request, he will rapidly give course to his duties.

He is able to organize his priorities and to administrate his resources in order to achieve the indicated tasks.

While working on a steady pace, he also shows interest in details and quality standards.

Evaluation Techniques

- Persona interview
- Bender Test
- Graphic tests
- Intelligence test: Domino test
- Graphology evaluation
- Rorschach Psycho diagnosis

Lic. L
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