



Occupational Psychological Diagnostic

Name:

Position: Teacher

Company: Lincoln School

Date: September 21st, 2018

Presentation of the applicant

Mr. xxx is a 59 years old man who lives with his Argentine wife and his 11 years old daughter. He was born in New York City. He worked as a School Principal and had already a charge in Lincoln School in the past.

He is extroverted, enthusiastic, practical, with good social skills, decisive and flexible in his interactions.

He is a team player and wants to achieve common goals. He does not like mediocre things, he always asks for an extra effort and this can make him more demanding.

Summary		
Strengths for the position	Areas to develop	Recommendations
<ul style="list-style-type: none"> ■ Dynamism in his habitual performance. ■ Good energy level. ■ Good productivity in quantity and quality. ■ Perseverance in its performance. ■ Regularity in the work rhythm ■ Flexible and creative criteria. ■ Focus range. 	<ul style="list-style-type: none"> ■ Tendency to subjectivity in its appreciations. ■ Very emotional and passionate, can sometimes be less measured in their affective manifestations. ■ His motivation may fluctuate depending on the degree of recognition by the environment. ■ He needs protagonism. 	<ul style="list-style-type: none"> ■ Given his strong need for contact and affection, he is led to not adequately control his manifestations, becoming less reflective and objective in his functions, it will be convenient to give him more support.

Conclusions



Suitable



Suitable with observations



Suitable with reservations



Unsuitable

Child Protection

He has a predominance of graphological signs that reflects that sexuality in his life occupies an important place, with a large amount of energy turned to this area, and although he manages to channel it in the relevant field, it is to be expected that on some occasion, he might present some behavior that is not very relevant due to the high load in this plane which is more instinctive.

From the graphological point of view, no inappropriate behaviors are detected or indicate insincerity to the work context where it operates, but his strong libidinous burden puts in doubt the balance of personality before the position to be filled.

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Candidate Presentation and Communication Style

Mr. Richard Lightcap is a sociable, expressive man with strong resources for communication. Follow usual rules of courtesy, is kind and shows some effect on their manners in order to provide a good image to others.

He exchanges information with his interlocutors using a colloquial vocabulary and without ambiguities. He tends to generate clear messages to be understood.

Socio-Affective Area

He is an expansive and charismatic man who desires a certain protagonism, of an enthusiastic nature, with a personality in which affective aspects prevail and a fairly stable mood.

In general, he maintains certain control about his moods and is not disturbed even if he transits by situations of pressure or high demand. However, he is very emotional, despite his efforts. In situations of greater pressure and adversity, may fall into discouragement, but with internal resources to quickly re-establish himself.

He needs and seeks the affection of the people around him and the flattery about the personal merits that he is getting, in order to maintain his self-esteem that, in general, tends to be high. He takes care of his appearances, with correct and seductive manners, to be well seen by the people around him and to be free of any contemptuous or critical comments from the environment. This supposes a prudent attitude of reserve or defensive distrust that is concealed with kindness.

Ambitious in his aspirations, he wants a life of well-being and comfort in sensory aspects, and material goods, and sometimes, he likes to show off through daydreams and fantasies.

He shows good disposition for interpersonal treatment and realizes a certain ability to capture the interest of others towards his person. However, sometimes, driven by his affective passion and need, can become less careful when relating. In these circumstances, it may be possible to demonstrate possible negligence in their emotional controls, less critical sense and objectivity in certain situations within the work context.

He acts with responsibility and has a fairly equal will that allows him to persevere in those objectives that are proposed.

Relationships

Teamwork:

He gets along very well with a diverse group of people, being collaborative when working together. With his peers, he interacts fluently and in good terms, prioritizing the affective aspects that by affinity of ideas. He expresses his opinions openly, and he is able to provide original contributions with creative resources for the achievement of common objectives.

However, his vanity in the background, leads him to need the recognition of the environment in order to feel motivated.

In situations of interpersonal conflict, he intervenes with capacity for conviction and sympathy minimizing situations to achieve consensus and acceptance by their peers. He has the ability to socialize his own interests with those of others, avoiding clashes or enmities.

Leadership:

He has the ability to persuade, is influential and charismatic as a leader, he can be clear and precise when transmitting directives. He handles interpersonal relations appropriately and strives to reconcile with differences of positions with the ability to listen to the different proposals offered by his collaborators. He may be difficult to stand firm and assume a more objective position in the face of conflicts that may arise, with certain difficulties in imposing norms and guidelines in a forceful manner. Also, although he has persuasive ability, he can sometimes be unclear when transmitting directives.

Relationship with the authority

He is correct in the treatment of authority figures, and adapts to the norms and guidelines established by the organization, as a matter of formality. He complies with the directives that they impart with good attitude. However, he will be pending of consideration and assessment of their performance and work to feel motivated.

Intellectual Area

Richard has a practical type intelligence, with an intuitive modality, located in a middle range. He takes time to process the information that is given and to transfer it to daily practice.

He approaches reality from a panoramic view, with a broad focus but with some difficulties in concentration and in the fixation of details.

He has live imagination, fantasy, creativity, and less capacity for reflection.

Regarding the criterion that has been developed to evaluate the difficulties, he tends to fantasize, imagination and less capacity for reflection, with an important affective component

that affects the objectivity of his appreciations. Prioritizes synthesis processes in their way of thinking, but without too much subtlety of focus, which is rather limited.

He has a sense of the forms and resources of imagination that can be applied in the resolution of some everyday problems.

He evidences an adequate development of their perceptive faculties that favor the memory of concrete and physical data of things.

Work Modality

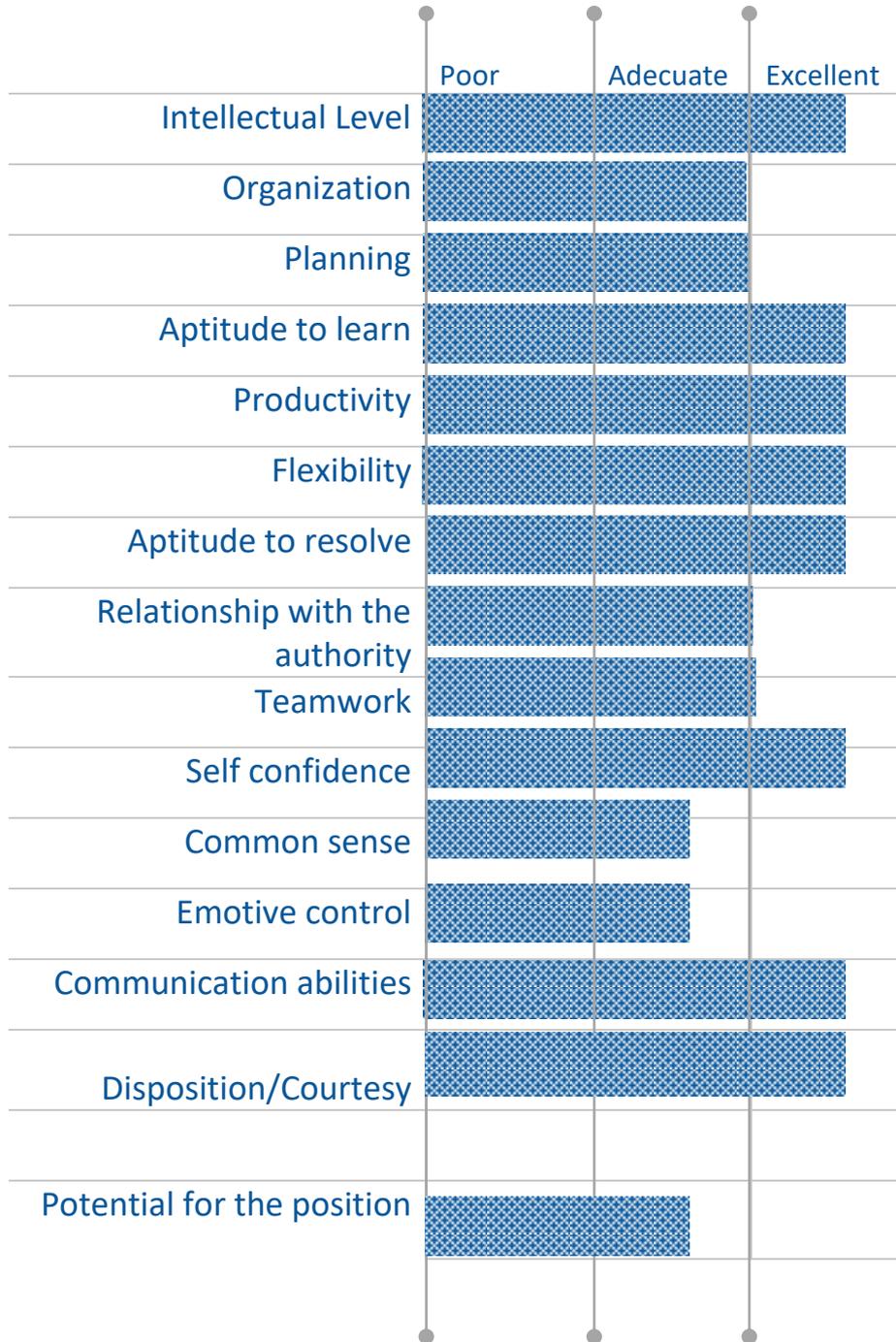
In his daily actions, he impresses as an enthusiastic, dynamic man and an outstanding level of energy channels fairly regularly in day-to-day tasks. He remains stable in situations of pressure, protecting himself so as not to be affected, but he is practical and solved, with good capacity to cover work volumes of work.

He concentrates optimally on his tasks and focuses his attention on one subject at a time. He develops his tasks at a leisurely pace, paying special attention to the details that make the good presentation of his productions.

He organizes his activities moderately well, adjusting preferably to a routine that is what provides contention in his performance.

Also, he demonstrates creative capacity before the problems that are presented to him in his sector of work, offering original solutions and of esthetic dye.

General Conclusions



Evaluation Categories

Suitable:

The applicant meets the requirements for the position. The forecast of adaptation to the position and the Company is favorable.

His hiring is suggested.

Suitable with observations:

The applicant fulfills the basic requirements demanded by the position. However, he also has certain characteristics that need to be corrected or supervised, so that he can adapt satisfactorily to the requirements of the function.

Its Contracting is suggested, with the strengthening of his aspects to be developed.,

With reservations:

The applicant meets some of the characteristics required by the position. He presents, however, a low development of some of the requirements defined as relevant or critical for the performance of the function.

The adaptation forecast is uncertain. Their hiring should be evaluated according to the degree of incidence of the weaknesses in the performance of the position.

Unsuitable:

The profile of the applicant does not meet the minimum requirements demanded by the function.

His recruitment is not recommended.