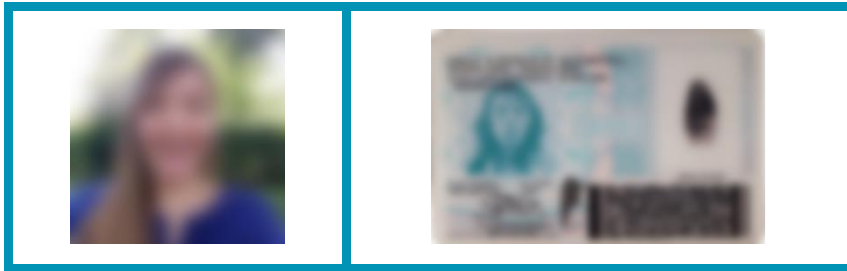


Occupational Psychological Diagnostic

Name:

Position: Production Manager

Date: April 30th 2021



Considering the position of **Production Manager**,
Mr. XXX is considered:



Not Suitable



Suitable with
Reserves



Suitable with
Observations



Suitable

(Definition of categories can be found at the end of the report)

Adaptation of the applicant to the position

XX is 40 years old and has a degree in Electronic Engineer. He has extensive experience in management, both in the production and operations areas. He expresses motivation in the job proposal, emphasizing his interest in the industry, its geographical location and the fact that it is aligned with his professional objectives. He denotes broad aspirations for professional development, being prudent to give him clarity regarding his real opportunities to achieve those goals within the Company.

He works with perseverance in the achievement of the objectives, oriented to solve the tasks. He can show some impatience in situations of greater pressure, showing a critical posture with the environment.

He conducts himself with respect and a reserve in interpersonal exchange, trying to positively impact the other. At times, he can be a bit rough in his modes.

As a leader, he will seek to direct management to results, hoping to count with collaborators with the same commitment as him. He shows strategic vision to coordinate a sector.

He organizes in a proper way, tending to go back on the results to evaluate them. He is prudent and shows the ability to make his own decisions objectively.

Recommendations for his career coaching

- ✓ Provide accurate information regarding institutional policies.
- ✓ Provide clarity regarding his real development opportunities within the Company.
- ✓ Provide possibilities of making decisions, giving him confidence in his judgment.

Strengths for the position

- ✓ Commitment and good disposition towards the activity
- ✓ Communication Skills
- ✓ Resolute, oriented to achieve results
- ✓ Able to make his own decisions, objectively and prudently
- ✓ Shows determination and persistence towards achieving objectives
- ✓ Has the ability to influence others by his strength of character
- ✓ Shows well-defined command and capacity
- ✓ Adequate conditions to organize and plan tasks
- ✓ He has a fairly broad and strategic vision to manage an area
- ✓ Understands and recognizes hierarchy differences

Areas to develop regarding the position

- ✓ Sometimes, driven by his determination, he can show impatience or a critical posture.
- ✓ Not very empathic, tends to show a firm and reserved character, with non-spontaneous sociability.
- ✓ Although he provides space for his collaborators to present their ideas and opinions, then he tends to impose his points of view.

Occupational Psychological Diagnostic

Presentation and Communicational Style

Mr. XX carried out the online activities in a committed way, within the established deadlines.

He has an adequate ability to communicate his ideas, being firm and precise in his speech. He pays special attention to the formalities, trying to positively impact the environment.

Regarding the proposal, Germán refers interest in the metal-mechanic industry, within which he yearns to continue developing professionally; *"It aligns with my professional goals. I aspire to establish an orderly, clear and capable production system, to achieve the stated objectives. I wish to take the organization, in the operational part, to the next level of capacity and order. I also hope to develop professionally in the organization, in the long term, based on the results of my work and the team I lead"*.

Socio-affective area

He performs firmly in the different tasks entrusted to him. German shows self-confidence and initiative in solving problems. He stands out for his tenacity and persistence, focusing his energy on achieving results.

With a structured profile, he tends to adapt to new work environments gradually. He values to have defined work objectives that guide his work, favoring decision making. He hopes that accurate information will be provided regarding institutional policies, as well as possibilities of professional development within the Company. Failure to follow through on these commitments, could easily demotivate him.

When asked to describe himself, he defines as someone *"focused on results; with a lot of energy and determination. I like to learn constantly. I am a good communicator and sometimes a little stubborn. I like simple things and I can't be still"*.

Emotive Control

On an emotional level, he shows adequate control of his moods and, in this way, manages to maintain a neutral posture when problems or conflicts arise. Sometimes, he can show some impatience, becoming in these cases, more critical with the others.

Relationships

Team Work

He denotes to be a person of an introverted nature, with a firm and reserved character, which reflects a not spontaneous sociability towards the environment, because it is concerned with maintaining a good image.

Although he seeks social contact, he cannot fully expand, because he rationally regulates his need for affection and communication.

He shows a marked individualism, and tends to judge others for their ability to solve tasks and persistence.

In situations of increased pressure, he can show a more critical attitude. He has the ability to influence others by his strength of character.

Leadership

He can organize and coordinate, showing a defined ability to lead. He has a fairly broad and strategic vision to manage a sector and ensure its proper functioning.

With his collaborators, he conducts himself with respect, giving them the space they need to express their ideas and opinions, although later he tends to impose his points of view. His accentuated control in interpersonal relationships, added to an individualistic profile, lead him to lose empathic capacity.

He is quick in thought and action, and tends to be impatient with those who are different from him. Guided by his tenacity, he could impress as someone rough or inattentive.

Relationship with authority

With his superiors, he is concerned about maintaining a formal bond and a consistent image in the deal to impact positively. Without exceeding his attributions and with a moderate level of initiative, he is capable of making his own decisions objectively and prudently.

He shows consideration and responsibility in his labor obligations and strives to comply with the daily requirements doing what is strictly necessary.

He hopes his superior shows trust in his judgment.

Intellectual area

He has a predominantly analytical style of thinking. When he has to analyze the information, tends to repair on the component details, being a detail-oriented and perfectionist.

He shows adequate common sense, tending to be prudent and conventional in his contributions.

He can maintain stable his levels of attention and concentration during the period of time that tasks entail, without evidencing failures or distractions.

German obtained Superior performance by solving mathematical logical reasoning exercises.

Work Modality and Productivity

It has an adequate energy level that channels with moderate dynamism in his daily actions and with some variations in the work rhythm.

He tends to work slowly, with intervals to evaluate what has been done. Shows persistence in achieving the results he expects.

He can implement a good organization in the activities, so as not to overload himself with work. He has conditions to plan with a medium-term vision and well-defined objectives.

Techniques

- ✓ Individual Questionnaire
- ✓ Situational Leadership Questionnaire
- ✓ Zulliger test
- ✓ Graphological evaluation
- ✓ Logic test
- ✓ Desiderative questionnaire
- ✓ DISC test

Lic. XXX
Mat. XX

Evaluation Categories

<p>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.</p>	<p>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.</p>
<p>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.</p> <p>Its Contracting is suggested, with the strengthening of his aspects to be developed.</p>	<p>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.</p> <p>Unsuitable: The profile of the applicant does not meet the minimum requirements demanded by the function.</p> <p>His recruitment is not recommended.</p>

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