



ASSESSMENT FEEDBACK REPORT

JOB SEEKER: Paul Hockridge

August 15, 2020

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INTRODUCTION

Fitzii looks to match candidates to jobs they'd be good in and enjoy. To help accomplish this, we conduct a personality assessment of each candidate. While our service can't possibly assess all elements of your personality, it is intended to include key aspects related to predicting work performance.

We thought you may find it interesting to look at an overview of your assessment. This is not related to a particular position you have applied for; rather it is a general overview. Hopefully it will give you a glimpse into yourself from an outsider's point-of-view. In some ways, we expect it will reinforce what you already know about yourself, but in other ways, it may reveal things about how others perceive you. Either way, we hope it will help you achieve greater success for yourself.

The report details your results against six attributes:

Self-Initiative

Drive

Communication Style

Social Style

Learning Style

Self-Perception

This report was created especially for you on August 15, 2020.

SELF-INITIATIVE

DESCRIPTION

The Self-Initiative scale is a measure of an individual's potential to plan and direct oneself effectively, and to focus on achieving goals. This scale examines the extent to which an individual is responsive and process-oriented, versus being proactive and taking initiative in performing daily activities.

RESULTS



You would be described as somewhat competitive, enterprising, assertive and goal oriented. At times you may find new and different ways to reach your personal and work objectives and you can be self-evaluative of your performance. You are often able to develop your own plan, manage your time and focus your effort on a daily basis to reach your goals. You would be well suited to most environments that balance responsiveness to others with the need to plan and execute other tasks and activities. You will likely work well with a manager or project leader who provides clear guidance and coaches without being overly directive.

DRIVE

DESCRIPTION

The Drive scale examines the timeliness and intensity with which an individual works toward job goals. This scale examines whether an individual is relaxed or intense with regard to job goals and tasks.

RESULTS



You are concerned primarily about the well-being and needs of others and secondarily working towards your own goals. You would be described as relaxed, loyal, co-operative, dependable and service oriented. You would be able to perform most effectively in a familiar, well-defined role that allowed you to take advantage of your expertise and to pay attention to the needs of others. You would be most satisfied in a career in which you contributed significantly to delivering a product or service which has a real societal value.

COMMUNICATION STYLE

DESCRIPTION

The Communication Style scale is the reflection of an individual's comfort dealing with situations where there is conflict or potential for it. This scale examines the degree to which an individual is acquiescent versus assertive when managing conflict.

RESULTS



You are like the majority of the population who are comfortable with some conflict but would prefer to avoid it when possible.

SOCIAL STYLE

DESCRIPTION

The Social Style scale reports on an individual's approach to building relationships with other people and the degree to which the individual is motivated by meeting and interacting with new contacts. This scale measures how reserved or introverted a candidate is, versus outgoing or extraverted.

RESULTS



You are quite sociable, cheerful, friendly and outgoing. You are able to build relationships and friendships without difficulty and are quite comfortable with other people. You will be able to work well in an environment where there is regular contact with others. Generally, you would be a good company representative and have the ability to communicate with a wide variety of people in a number of different functions.

LEARNING STYLE

DESCRIPTION

The Learning Style scale evaluates an individual's tendency towards being analytical, technical and logical. This scale examines the extent to which an individual is intuitive vs. detailed.

RESULTS



You would be described as quite logical, analytical, factual and practical. A role requiring the solving of intellectual or conceptual problems would interest you. You would tend to enjoy technically oriented and detailed work. You pay attention to detail and would examine the issues until you feel satisfied that you understand them. Often you are interested in learning for its own sake and dealing with complex, challenging issues would be a motivating factor for you. You would be quite comfortable in a business culture that has a significant problem solving component.

SELF-PERCEPTION

DESCRIPTION

The Self-Perception scale examines an individual's level of self-doubt vs. self-confidence. It assesses the individual's perception of control over life's events and stresses.

RESULTS



You have healthy self confidence, which allows you to feel that you're able to handle most situations through your own efforts. You accept responsibility for your own performance and expect to succeed in most things that you attempt. You also handle most stressful situations quite well. Urgent projects, deadlines and criticisms would normally be dealt with effectively. Your ability to cope with a stressful work environment may even enhance your performance in challenging situations.