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RESULT REPORT

Culture fit

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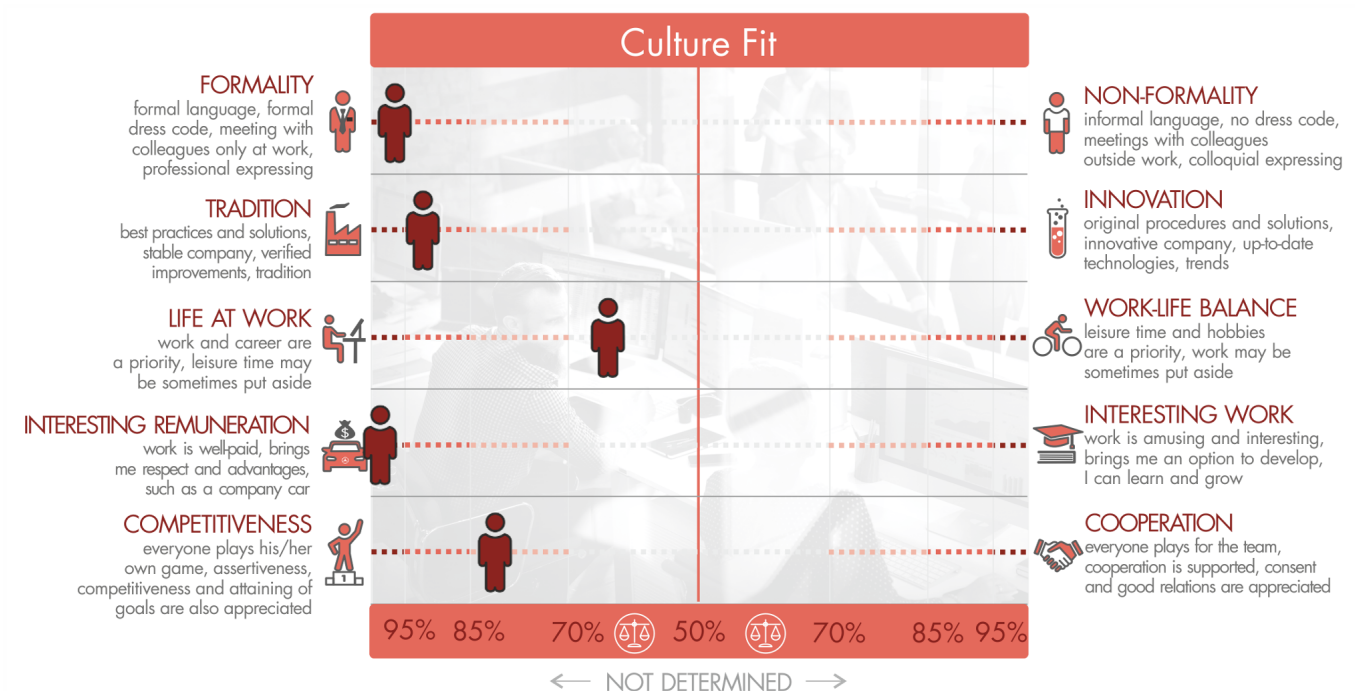


You are obtaining an output from Culture Fit. It concerns a questionnaire providing an overview of the individual motivation and internal values of a man. The questionnaire does not have any optimal result. Thus, no result is positive or negative, better or worse. The result reflects the individual motivation and values, emphasises their main specifics and positives and points out the possible difficulties and risks together with recommendations for development. Each profile is legitimate and functional in a certain environment, team, context or function, etc. Therefore it is suitable to interpret the results with regard to the individual situation, profession, role and sense, and no to see them as dogmatic but as a valuable base for decision-making or deepening the self-view and self-awareness and as a supportive development tool.

OVERALL PROFILE

The following chart shows information concerning the individual motivation and values. It shows what a person likes and dislikes at work and it also informs you about the person's main virtues.

It is natural that most of the population tends to have average results in the individual scales; strong profiling is rather rare – the percentage indicated on axis "x" of the chart and the colour intensity of the individual scales provides more information regarding the profiling rate (the darker colour, the more stronger profiling). It is also true that results profiled or ranging around average are not better or worse. Results ranging around the population average are often connected with universality and the ability to partly draw inspiration from both ends of the scale. Stronger profiling can bring about some risks related with one-sidedness; on the other hand, they show strong qualification in one direction in comparison to the results ranging around the average. Thus the key point is to compare the resulting profile with the position, claims and requirements of the work.



Note: The values in the chart are shown as percentiles. The percentage rates showed in the lower part of the chart show the percentage scores in the individual columns and thus indicate the significance of determination.

DETERMINED SCALES



INTERESTING REMUNERATION
98%



FORMALITY
96%



TRADITION
92%



COMPETITIVENESS
81%

In the other parts of the report you will find verbal interpretations of the profile, summary of the main advantages and potential risks and recommendations concerning the possible future development.

INTERPRETATION

People who are more focussed on formality typically prefer a formal company culture. At work they expect seriousness, professionalism and formal language from the others. These people usually like formal environment with fixed dress code, talking strictly about work. They find discussing personal or leisure time matters as unsuitable. They expect strict borders between work and entertainment and they do not want to meet their colleagues out of work. They do not tolerate humour or vulgarity at the work site, usually prefer rather austere and professional environment and emphasise cleanliness. They are motivated with an opportunity to work in a professional and formal environment where they can closely concentrate on their work. Willingness to cooperate with their colleagues who have a different approach and their possible lower ability to operate in a less formal environment can limit them.

They prefer traditions, which manifests in their effort to resolve things correctly, surely and based on their gained experience. People with this profile usually expect observing of the established good practices, nurturing of tradition and things that work well. These people prefer an efficient and practical environment where they can easily learn the optimal process of problem-solving. They are motivated with an option to work for established brands, use the best practice in the given sector and apply the gained experience or pass it to the others. They can be limited by reduced willingness to change the established processes or themselves and they can sometimes conservatively insist on tested, which can be however less effective with the running time.

People with a sense of the work-life balance are usually able to easily adapt to any fluctuations in the willingness to work - they are willing to work overtime; however, free time and personal life is also important for them. They are able to make more effort at work provided that it is connected for example with a reward or an interesting position; however, the work itself is not the only purpose of their life. They are motivated with benefits in combination with entertainment rewards and benefits usable at work.

When preferring interesting rewards, they typically focus on material benefits and social status connected with the given employment or position. People with this preference usually expect a high wage related with the given position, emphasise comfortable and representative working environment and prefer material benefits (e.g. company car). It is important for me to enjoy appreciation and gain respect and esteem of my colleagues and superiors.

Concentration of competition is characterised with an emphasis on achievement of personal goals. Appreciation of personal success and results is expected. These people usually like a company culture where decisions are made on the basis of arguments and results. They are motivated with an opportunity to compare their skills with others and be proud of their own success. They prefer independent work where they can reach individual results. They are motivated with fast career growth, fulfilment of personal ambitions and an opportunity to be perceived by others as an authority in their field of work. When deciding they do not mind swimming against the tide, they are strong in their opinions and willing to pursue them. When solving problems they are firm and decisive but they can sometimes disregard the relations within the team. They can be limited with a lower ability to cooperate with their colleagues or superiors. They may also need a greater freedom from the superior and they sometimes do not like when the management disturbs their way of working.

ADVANTAGES	POSSIBLE RISKS
<ul style="list-style-type: none">■ Ability to act professionally, willingness to be focus exclusively on the work matters at work.■ Emphasis on exploiting their own experience, efficiency and practical solutions, effort to maintain functioning solutions.■ Strong concentration on work remuneration and other benefits, willingness to do even less interesting or entertaining work.■ Willingness to compete with others, emphasis on the attainment of results, ability to argue with others and to pursue their requirements. Possible greater need of interdependency without supervision of the superior.	<ul style="list-style-type: none">■ Possible requirements for formality at work and lower willingness to cooperation with colleagues with less formal setting.■ Reduced need to innovate, possible tendency to routine procedures and stay in old ruts.■ Lower focus on meaningfulness and entertaining nature of work.■ When pursuing their requirements ability to “steam-roll” the others, reduced sensibility to relations within the company.

DEVELOPMENT RECOMMENDATIONS

- To try to talk with the colleagues even about topics not related with work, try to make even informal relations at work.
- To think more about the possible changes and innovation of the current situation.
- To be careful not to end up in a non-fulfilling and meaningless employment just because one wants to earn good money.
- To try to listen more carefully to others and to give them space to show their skills, engage others in joint decision-making and activities, to consider the impact of one’s decisions on interpersonal relations.