

## WORK PROFILE

# Reveal a candidate's behaviour and job compatibility



**Work Profile** is a personality assessment designed especially for entry-level jobs, requiring a lower level of qualifications. It is the only recruitment-based assessment to reliably measure an individual's work personality through their workplace, social and emotional traits, as well as the values and aspirations that drive them forward.



Candidates and employees with lower level qualifications



English and Russian



90 questions



12 minutes

### OBJECTIVES

- Recruitment
- Career management

### KEY FEATURES

- Uses ipsative structure of the Thurstonian IRT model to avoid social desirability
- Profile matching with 6 work-focused personality types and 138 groups of professions
- Detailed, easy to read report with personalised comments

### DETAILS

#### Analysis of 15 factors split into 3 groups:

- **Workplace traits:** organisation, compliance, dynamism, sociability, sense of responsibility
- **Social and emotional traits:** persuasiveness, self-control, tenacity, assertiveness, adaptability
- **Aspirations and values:** sense of service, ambition, autonomy, intellectual curiosity, desire to supervise

#### Profile matching with 6 work-focused personality types:

Leader, Persistent, Conscientious, Sociable, Explorer, Innovative

### SAMPLE QUESTION

Choose the phrase that best describes you:

I present my ideas in a way that convinces others.

I am direct with what I say.

### REPORT PRESENTATION

- General profile
- Profile summary
- Graph
- Personalised comments
- Comparison with 138 professions
- Profile matching with positions within the organisation