Professional Profile 2

Reveal a candidate's work behaviour and motivations

The **Professional Profile 2** is our latest personality assessment, designed and validated with the most recent method in psychometrics: Thurstonian IRT. It measures 14 set of dimensions in opposition (e.g. introversion vs. extraversion), thereby resulting in an analysis of 28 aspects of personality and motivations.

112 questions

12-15 minutes

English, French, German, Arabic, Spanish, and Portuguese

Graduates, intermediate-level professionals, and middle management

OBJECTIVES

■ Recruitment
■ Internal mobility
■ Career development
■ Team cohesion

KEY FEATURES

■ Uses the Thurstonian IRT model to avoid social desirability
■ Easy to understand reports, without psychological jargon.
■ Internationally recognized, and registered with the British Psychological Society (BPS)

DETAILS

14 sets of character traits are analysed:

■ Straightforwardness vs. Persuasiveness
■ Firmness vs. Flexibility
■ Emotional sensitivity vs. Emotional distance
■ Introversion vs. Extraversion
■ Structure vs. Improvisation
■ Intuition vs. Focus on facts
■ Personal balance vs. Involvement at work
■ Desire for guidance vs. Desire to lead
■ Need for reflection vs. Need for action
■ Humility vs. Ambition
■ Team work vs. Autonomy
■ Individualism vs. Altruism
■ Free-thinking vs. Rule-following
■ Familiarity seeking vs. Novelty seeking

Sample Question

Indicate the statement that describes you best:

☐ It is important for me to be generous

☐ I need to be inventive

Report Presentation

■ Personalised comments
■ An analysis of strengths, potential weaknesses, and areas to develop
■ A comparison with 138 professions
■ Profile matching with positions within the organisation
■ A comparison with 22 work competencies

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