



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

4 - THE DETAILED TABLE
A detailed representation of the results on the main and opposing factors

The following table summarizes the candidate's results from the questionnaire. The column on the right describes the main factor. The column on the left describes the opposing factor. The "J" represents where the candidate stands in relation to the dimension. Therefore the closer the "J" is to the right, the stronger is the tendency for the main factor. The closer the "J" is to the left, the stronger is the tendency for the opposing factor.

Opposing factor	A	B	C	D	E	F	G	H	I	J	K	Main factor
Straightforwardness Genuine, needs clarity, transparent												Persuasiveness Charismatic, influential, strategic
Firmness Decisive, flexible, open-minded												Flexibility Involving, seeks consensus, open-minded
Emotional Sensitivity Personable, emotionally expressive, reactive												Emotional Distance Cool, self-contained, composed
Introversion Reserved, quiet, formal												Extraversion Outgoing, social, interactive
Structure Methodical, planned, systematic												Improvisation Spontaneous, adaptive, comfortable with ambiguity
Intuition Intuitive, insightful, perceptive												Focus on Facts Rational, logical, analytical
Free Thinking Non-conforming, derives one's own standards												Rule Following Adheres to standards, respects rules
Personal Balance Works-life balance, disconnects after work												Involvement at Work Dedicated, committed, workaholic
Desire for Guidance Seeks guidance and advice, appreciates being second												Desire to Lead Takes charge, authoritative, responsible
Need for Reflection Patient, reflective, takes to concentrate												Need for Action Dynamic, fast-paced, acts immediately
Humility Satisfied, quiet, cautious												Ambition Competitive, success-driven, achievement-oriented
Team Work Cooperative, altruistic, team-oriented												Autonomy Independent, prefers independent work
Individualism Practical, favours personal interests												Novelty Seeking Curious, inquisitive, experimental
Familiarity Seeking Preferably seeks well-established methods, conventional												

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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