

# Reveal a candidate's behaviour and job compatibility



**Work Profile** is a personality assessment that measures an individual's work personality through their workplace traits, social and emotional traits; as well as the values and aspirations that drive them forward. The test has been developed especially for use in the recruitment process for entry-level and operational roles.



Candidates and employees for entry-level and operational roles



English, French, Spanish 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

