
Analyse Direct

Version

BP ENG

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Introduction

This report gives you quick and easy access to an experienced practitioner's knowledge and expertise. It is based on test takers' responses to the BP Basic Profile, a quality-approved personality test. This expert system is modeled after the interpretation of test results by Stefan Lindstam, Licensed Psychologist. Dr. Lindstam has developed BP and has many years of practical experience using it.

The report can be used as a "second opinion" in recruitment and career counseling situations. The test person's response to BP is compared to how a mixed group of applicants for various positions have responded. The test responses that deviate from this group's average are interpreted and presented as potential strengths and areas for improvement. The report also provides suggestions for interview questions, as well as research-based measures of potential that predict success in a range of professional roles. The last section, "Summary for the test person," can be given to the candidate as feedback on the test result. **Other parts of the report should not be given to the test taker, nor should you read numerical results and lengthy pieces of text to the candidate. Instead, incorporate only the points you want to discuss during your general interview.**

Although considerable work has gone into ensuring the accuracy of the report's content, Psytest AB cannot guarantee that all the information in this report accurately describes the test person. The reasons are that

- Test takers differ in their level of self-awareness. Some have a high level of self-awareness, while others may actually believe things about themselves that are not necessarily true.
- Test takers differ in their degree of transparency/honesty in responding to the test questions. To counteract this phenomenon, response-style scales are built into the test, and the test questions themselves are designed to elicit honest responses. Nevertheless, candidates can sometimes still manage to control their answers.

When interviewing candidates personally, you can, to some extent, adjust your interpretation of the test results for the potential inaccuracies outlined above. However, since the report is computer-generated, such adjustments can be made only by you, as a user of the report. **Therefore, only the user of the report is responsible for the consequences of decisions based on the report.** The report should not be used as the sole basis for decision-making: A person's success in a professional role is influenced not only by personality traits and motivation but also other factors, such as skills and talent. **The report's claims should be considered hypotheses whose accuracy should be examined in an interview.**

The expert system is a complex system, in which various combinations of scale values are interpreted. It is also a "living" system that develops over time. That is, the underlying interpretation rules of the system and texts it generates are refined gradually. Such changes also occur retroactively, so if you want to reaccess a result later, the text may differ slightly from the first time you accessed it. If you want to make sure you have an identical statement for the future, save the report to your own hard drive the first time you access it. Keep in mind that you are responsible for archiving information in accordance with applicable personal data laws.

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General comments

Below are some comments about the test taker's response style to the test. Specifically, the interpretability of the test result is briefly discussed.

- > Both scores that identify whether the test has been honestly answered are within a broadly normal range: The test and, therefore, the report, can be considered normally interpretable.



Potential strengths

Under this heading, probable strengths, according to the test result, are presented. Keep in mind that the personality traits described here are usually considered strengths. However, it may be that they do not play such a significant role for a particular position since the requirements of the position are quite specific. Therefore, it is necessary to look at the requirement profile of the current position to determine whether a particular strength is actually a deciding factor.

- > Has a clear sense of duty, requires a lot of oneself, and finds it easy to assume responsibility.
- > Willing to try hard to succeed in life. Sets high goals, seeks recognition and success. Competitive.
- > An active person with a high energy level. Is comfortable with having “many irons in the fire.”
- > Good work ethic, puts a great deal of his or her energy into work.
- > A driven person who tries hard to do a good job and achieve success.
- > Sociable, enjoys being with others, likes to discuss issues and exchange experiences.
- > Considerate and diplomatic. Adapts to others.
- > Takes a prominent role when he or she has something important to say, otherwise lets others take a leading role.
- > Finds ways to move forward when others get bogged down, sees opportunities, has new ideas.
- > Change-oriented and dynamic. Has many original ideas and is fearless about testing them.
- > Entrepreneurial, attracted to potentially risky business ventures.
- > Brave and risk-tolerant. Fearless in uncharted territory.



Potential areas for improvement

Under this heading are likely areas for improvement according to the test results. Keep in mind, however, that while the personality traits described are usually considered areas for improvement, they may not play a significant role in a specific position if the requirements of that position are not affected by these traits. Therefore, it is necessary to look at the requirement profile of the current position to determine whether a particular area of improvement really poses a problem.

- > Possibly a little "too competent": can easily take on too much responsibility.
- > Very ambitious, career-oriented and competitive, all of which can fit well or less well in different organizations, depending on the possibilities for upward mobility.
- > Somewhat on the emotional side; is easily hurt by criticism.
- > Spontaneous, does not like planning very much. Could structure some things better.
- > Creative/imaginative but probably easily bored by routine tasks.
- > Can be oversensitive and may be quick to see both real and imagined dangers.



Motivation

The needs/motivations discussed here are those that we all have to some extent. Those mentioned below are presumed, based on the test results, to be stronger than average in the test person. If no points are mentioned, it means that no need /motivation deviated clearly from the norm. (Having no deviation from the norm does not mean that the person has no needs/motivation).

- > Need to succeed, to gain recognition, to become well-known, to do work that leads to a high status.
- > Need for activity and movement, need to do things.
- > Need to perform well professionally to be happy with life; clear performance motivation, need for development opportunities and challenges.
- > Need to be around people, to make decisions and discuss things with others.
- > Need to have harmonious relationships with others, to be liked and accepted and to gain the appreciation of others.
- > Need for adventure, need for the stimulation associated with danger, to take risks and challenge oneself.
- > Need to be creative, to think innovatively and develop new things, to try new things, to think conceptually.
- > Need for change and variety, more comfortable with several shorter projects at once than with one longer project.
- > Strong need for stimulation, need for "action." (Especially if the person has an educational background in an economic field: Interested in starting his or her own business venture.)



Interview questions

This section suggests questions to ask in the interview. They concern potentially critical areas of improvement that may need to be further explored. The requirement profile of the position determines how critical the need for improvement is. These questions are meant to complement the questions you would customarily ask in the interview. Along with each group of questions are answers that contradict the presumption that there is a potentially critical need for improvement in a given area, as well as answers indicating that the area is, indeed, problematic. If there are no suggestions for interview questions, the test did not indicate a potentially critical area for improvement within its range of measurement.

> **Potential area for improvement: Lack of structure/planning**

Suggested interview questions: Can you describe a long, complex project you were responsible for? How did you like it? What was the result? Are you more a flexible and spontaneous person or more a structured and meticulous person? Would you call yourself more a "starter" or a "finisher"? Can you give examples? How has it been possible to achieve your professional goals in the past year? What did your success depend on most of all?

Answers that do not suggest a problem: Enjoys long, complex projects in which he or she can coordinate a lot. Seems to function well in these situations. Describes him or herself as more of a structured and meticulous person and more as a "finisher." Seems to reach his or her goals in a timely, focused, and well-planned manner.

Answers that suggest a problem: Does not enjoy long, complex projects, describes him or herself more as a flexible and spontaneous person, more a "starter" than a finisher, has not reached goals in time. Seems as though he or she does not structure and plan his or her way towards goals without tiring or becoming sidetracked and, therefore, does not follow through.

> **Potential area for improvement: High risk-taking** *Comments: This area can be a strength in some entrepreneurial and commercial/sales roles.*

Suggested interview questions: How much adventure do you need to avoid boredom? Compared to others, how much risk are you comfortable taking? How quickly do you get to know a job so well that it starts to feel routine?

Answers that do not suggest a problem: Describes oneself as perhaps quite adventurous, but also as a person who takes well-calculated risks. Can explain rationally why certain risks were taken. In any case, does not express a marked distaste for routine tasks.

Answers that suggest a problem: Describes oneself as a thrill seeker who needs a lot of adventure and change. Risk-taking does not always seem rational but rather more for the sake of the risk itself. Describes oneself as more risk-taking than others. Likes working on "putting out fires." Becomes quickly bored by routine work.



Potentials

This section presents predictions about the success of the test person in various popular professions. Predictions are based on research results from meta-analyses, studies that summarize the results of many other individual studies. Although the predictions are based on scientific research, it is important to keep in mind that 1. Personality traits can only partly explain what makes a person succeed in a particular profession. Intelligence, professional skills, and interests often play a decisive role, as well as external factors, such as the quality of support from supervisors and colleagues. 2. The assessments of a person's potential are based on a general leadership role, a sales role, a service role, etc. In reality, though, similar job titles can contain quite different tasks. In addition to looking at scores as predictors of success, take into account other information in this report, as well as the candidate's CV and interview and other test scores if they are collected. Aptitude tests are recommended as a supplement, especially for the assessment of leadership potential, creative potential, and in general for analytical potential. For some positions, combining measurements of potential can work well. Start with the requirement profile and see if the current role requires a combination of the different potentials.

The point scale used is the Stanine scale, ranging from 1 to 9, with 5 as the mean. As a rule of thumb, the values can be interpreted as: 1 = very much below average, 2 = much below average, 3 = below average, 4 = weak average, 5 = average, 6 = strong average, 7 = above average, 8 = much above average, and 9 = very much above average. The comparison group (norm group) is a mixed group of applicants for many different positions. For each prediction of potential, a brief general comment is presented first.

- > **Leadership potential:** The very highest scores suggest outgoing and change-oriented managers. For more operations-oriented managers, scores should rather be slightly below 9, optimally. Many good salespeople also get high scores. **The test person's leadership potential = 8.**
- > **Sales potential:** The potential better identifies a person's aptitude for "closing sales" than long-term relationship-building and customer development. If the latter is important, the service potential should also be high. **The test person's sales potential = 8.**
- > **Service potential:** A fairly "strong" service orientation is suggested by this potential. Many in the service professions are not as energetic and careful yet also creative as those who get top marks on this potential. **The test person's service potential = 8.**
- > **"Conscientious specialist" potential:** The potential aims to identify a reliable and conscientious employee who adapts to existing structures and to co-workers. **The test person's "conscientious specialist" potential = 5.**
- > **Creative potential:** The potential aims to identify a disposition that favors real originality and not just a relative "openness to new ideas." **The test person's creative potential = 6.**
- > **Cooperation potential:** This potential is associated with smooth collaboration in groups. It suggests that one gets along with and tries to respect others. **The test person's cooperation potential = 8.**



Summary for the test person

The BP Basic Profile measures and describes a number of basic personality characteristics. On this page, your results are briefly summarized for you. Your responses to BP have been compared to how a mixed group of applicants for different positions have responded in the past. This comparison is the basis for your test results below. Keep in mind that

- A situation determines what kind of behavior or personality trait is most suitable: A particular characteristic should not generally be considered better or worse than any other.
- One's personality is not always completely consistent over a long period; it can change.
- The significance of the personality traits measured is established by scientific research, but there are still other aspects of personality that are not taken into account.

- > Takes obligations and "shoulds" very seriously. May find it quite difficult to relax and have a good time.
- > Willing to try hard to succeed. Wants to develop professionally. Strives for recognition and status.
- > Energetic and fast. Likes to keep a high pace and to have a lot going on.
- > Is most comfortable in groups. Wants to be around other people. Is easy to connect with.
- > Comes to the forefront when he or she has something important to contribute. Lets others play a prominent role when they have more to add.
- > Emotionally sensitive to his or her environment. Has a fluctuating mood. Quickly goes into alarm mode. Is self-critical.
- > Adapts to others and is very considerate. Likes to be of service to others. Follows the general consensus. Seldom criticizes others.
- > Flexible and likes to improvise. Is not disturbed by a lack of structure and order. Does several things at once. Does not plan his or her life especially carefully.
- > Creative and imaginative. Finds new, unconventional solutions to problems. Often has an interest in overarching questions.