

OFFICE

Z 105



PR 68

DIMENSIONS	Z	PR
Verbal reasoning	102	57
Numerical Reasoning	108	78
Processing Speed	93	23
Work-related Achievement Motivation	103	62
Task Orientation	100	51
Initiative	105	67
Conscientiousness	102	58
Integrity	107	75
Social Competence	110	85
Agreeableness	110	83
Emotional Stability	119	97

Z (Z-Score): Standard score in value range 70-130 (M=100, SD=10); PR (percentile rank): Share in reference group with a score that is at most as high. For more information on result interpretation, see the last page of this report. Please note that understanding the indicators in this report is a prerequisite to interpret results properly.

Verbal reasoning

Z 102  PR 57

Verbal reasoning is the extent to which a person can understand complex written text and how well they can connect the different pieces of information this contains. If a person is very good at doing this, that means they are able to process information in text form in a purposive manner and can draw accurate conclusions based on this.

Compared to most other candidates, the candidate achieved average results in the verbal reasoning dimension. By and large, they found it easy to grasp complex pieces of written information and connect these with one another. They often understand complex verbal statements accurately and generally derive logical conclusions from these.

Numerical Reasoning

Z 108  PR 78

People who achieve high scores in this area are able to analyse numerical information quickly and accurately. They are able to discover patterns in numerical data (tables, diagrams, statistics) and draw correct conclusions from them.

In this test, the candidate achieved an exceptionally good result. Compared to other candidates, he/she finds it quite easy to work with content that are heavily number-based. He/she is also able to reach logically correct conclusions based on numerical content in a limited time period.

Work-related Achievement Motivation

Z 103  PR 62

Work-related achievement motivation is defined as a general personality characteristic for various aspects and behavioural tendencies of an individual (e.g. task motivation, striving for knowledge, competitiveness, initiative, career motivation). These combine to form his or her general achievement motivation in a working context.

The candidate is able to set long-term goals in order to complete a task and pursues his/her objectives continuously. He/She enjoys challenges and takes pride in performing well, but other areas of life outside of work are also very important to him/her.

Task Orientation

Z 100  PR 51

Candidates who score high on this dimension are able to concentrate fully on the task at hand without being distracted. These individuals could be described as tenacious or energetic in striving for completing a task within time and with high quality.

The candidate is able to work on tasks in a focused and goal-oriented way within a certain time frame. This helps him/her to keep an eye on the goal. Due to that, the candidate usually achieves satisfactory work results.

Initiative

Z 105  PR 67

Candidates who score high on this dimension are likely to take the initiative and to seek control over activities. They strive to play a dominant role in influencing the decisions and results of a team.

The candidate always shows initiative and takes things into his/her own hands in order to get the work done. In team decisions he/she takes on a leading role in order to promote decisions. The candidate is known for his/her proactive approach.