

**WORK**

Z 107



**PR 76**

DIMENSIONS	Z	PR
<b>Processing Speed</b>	94	28
<b>Cognitive Flexibility</b>	116	94
<b>Work-related Achievement Motivation</b>	124	99
Task Orientation	105	70
Initiative	122	99
<b>Conscientiousness</b>	106	72
<b>Integrity</b>	94	27
<b>Agreeableness</b>	104	67

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.

## Processing Speed

Z 94  PR 28

Candidates who process information rapidly and accurately finish routine jobs quickly and correctly. Their working style is efficient and appropriate.

*According to their test results, the candidate finds it rather difficult to focus well enough to gather information quickly and precisely and to produce work which is free from error when he/she is under time pressure. Compared to other candidates, his/her way of working is slower or less thorough.*

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## Cognitive Flexibility

Z 116  PR 94

Candidates with high scores in this dimension respond in a quick and error-free way and are able to cope with mistakes. The overall score indicates the individual way of working.

*The candidate's test score in cognitive flexibility is above average. The candidate is able to quickly adapt to changes and copes with mistakes effectively, without letting them interrupt his/her work.*

## Work-related Achievement Motivation

Z 124  PR 99

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.

*Compared to other people, the candidate is very performance-oriented. The candidate places high value on achieving professional success. The candidate sets long-term goals, works steadily and confidently towards these, and is very interested in professional matters.*

## Task Orientation

Z 105  PR 70

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.

*Compared to others, the candidate can work on tasks in a highly focused way, and is able to maintain this focus the whole time. Moreover, the candidate shows high standards for his/her achievements, ensuring the high quality of his/her work.*

## Initiative

Z 122  PR 99

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.*