

COMPLEX

Z 107



PR 76

DIMENSIONS	Z	PR
Abstract Problem-Solving	105	68
Logical Reasoning	99	47
Applied Problem-Solving	104	64
Work-related Achievement Motivation	99	46
Task Orientation	89	14
Initiative	112	88
Social Competence	113	91
Self-Confidence	112	89
Curiosity	104	67
Conscientiousness	104	66
Extraversion	111	87
Emotional Stability	112	88

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.

Abstract Problem-Solving

Z 105  PR 68

Candidates with high scores in this dimension are capable of logical and formal abstract thinking. They are both able to process information they are given, and to arrive at the correct conclusions.

The candidate was able to solve more new, abstract problems in a shorter period of time than other peers. He/She was able to consider multiple aspects of a problem correctly when asked to come up with the right solution. The high test score indicates above-average cognitive skills.

Logical Reasoning

Z 99  PR 47

The syllogisms examine a sub-facet of cognitive verbal skills: the ability to draw formal-logical conclusions correctly. Candidates with high scores in this procedure are capable of logical and formal abstract thought. They are able to process information they are presented with and to arrive at the correct conclusions.

The candidate was often able to draw logically correct conclusions from complex information. Compared to the best candidates, however, he/she required more time to do so or made more mistakes.

Applied Problem-Solving

Z 104  PR 64

Candidates with high scores in this dimension are able to analyse and solve complex numerical, verbal and graphical problems quickly and accurately. They find it easy to stay focused at the task at hand and to filter out the relevant facts.

Solving the tasks relevant to the requirements of a management position, the candidate achieved a higher test score than most other candidates. He/She keeps track even if confronted with diverse and complex information, understands problems quickly, and comes to the right decision based on a correct analysis.

Work-related Achievement Motivation

Z 99  PR 46

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 89  PR 14

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 finds it rather difficult to stay motivated and attentive while completing complex tasks. He/She has trouble staying focused and setting milestones on the way to successfully completing a task. The candidate finds it rather difficult to see the ultimate goal which sometimes leads to him/her being content with results of lower quality. He/She tends to frequently postpone the accomplishments of tasks, as he/she often has significant motivational difficulties.

Initiative

Z 112  PR 88

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.