

# Profi Competence Tests for Adults



## REPORT MY CO-OPERATION

**Report: Name**

**Report type: Long**

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## REPORT TEST

### MY CO-OPERATION

**My Co-operation Test** is a multidimensional tool used in personality testing in the context of many areas of your private and professional life. This method allows for an accurate and detailed description of your personality in terms of how you act and function in co-operation resulting from an individual profile determined by your age, gender and experience. The tool identifies behavioural characteristics in the area of interpersonal relationship building. It examines the internal human predispositions necessary to create effective cooperation with others. It identifies the elements that influence good cooperation between people, such as: amicability, attitude towards yourself or others, trust and suspicion. It is designed to help you build or strengthen cooperation in your life. The report you are holding in your hand presents typical ways of behaving, feeling and thinking in various interpersonal situations in your private and professional life. The test describes your results in five dimensions:



Reading the report, you will find answers to a number of questions about your needs and your style of functioning in co-operation with other people. You will learn about your reactions, behaviours, attitudes, beliefs, strengths and areas for development. The extensive analysis of your results also includes recommendations from specialists in various fields.

**This report offers a wide range of knowledge about yourself, which may translate into your goals and decisions in your private and professional life.**

# HOW TO INTERPRET THE REPORT



When analysing your results, pay attention to the fact that some subdimensions may present your natural traits and other subdimensions may provide information about your learned reactions. It's completely natural. In your everyday functioning, you mostly apply your innate traits, talents and strong sides.

However, sometimes the position that you take or the role that you assume in a team (privately and professionally) requires from you certain behaviours. After some time innate reactions become so obvious that you accept them as your natural reactions.

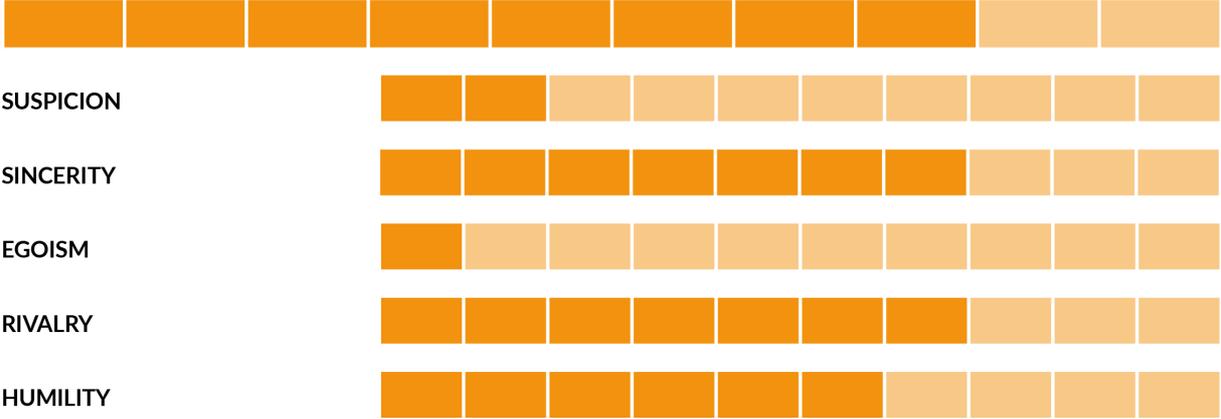
When analysing the results, decide which of the subdimensions show what is innate to you and which ones show a developed way of being. Additionally, decide which traits you would like to keep working on, which ones you would like to start working on and which ones you are fully satisfied with.

Pay attention to the fact that in some of the assessments you may have a generally high result in your overall score, however, particular subdimensions (one or two) may show moderate or low scores.

### Example:

The overall assessment score, which is the average of the subdimension results, describes the global image of a person in action, combining the results of all the subdimensions into one general score.

## MY CO-OPERATION



It is possible to receive a high result on the scale of **MY CO-OPERATION**, which consists of: low level **SUSPICION**, high level **SINCERITY**, low level **EGOISM** and high level **HUMILITY** and simultaneously high level **RIVALRY**, though a lower level is expected for co-operation.

We are then dealing with a person who is trustful, sincere, altruistic and modest. Their behaviour lacks egoism or arrogance, however, they are highly competitive. It may be their mechanism of achieving goals. Maybe they had to or have to fight for their rights currently in life, however, they do so in a way that doesn't harm other people.

## MY CO-OPERATION - A

The dimension **My Co-Operation** describes the method of establishing and maintaining co-operation in interpersonal relations both in private and professional life. It inspects behaviour in these relations. It demonstrates attitudes towards others. On the emotional level it expresses sensitivity or indifference to people's issues. However, on the behavioural level, it demonstrates a cooperative or competitive attitude. It shows how a relation is built with other people as well as self-perception in the eyes of others.

### SUSPICION

It determines the level of trust in people in interpersonal relations. It describes the approach and the attitude towards others in co-operation, including the level of cynicism and scepticism. It presents the intentions to build stable co-operation and relations in private and professional life.

### SINCERITY

It determines the tendency to be truthful and sincere. It describes the level of honesty in co-operation with other people. It describes the skill to manipulate others and use social engineering.

### EGOISM

It determines the level of self-centredness in interpersonal relations as well as in the process of communication. It shows the degree of involvement in helping others. It indicates an egoistic attitude.

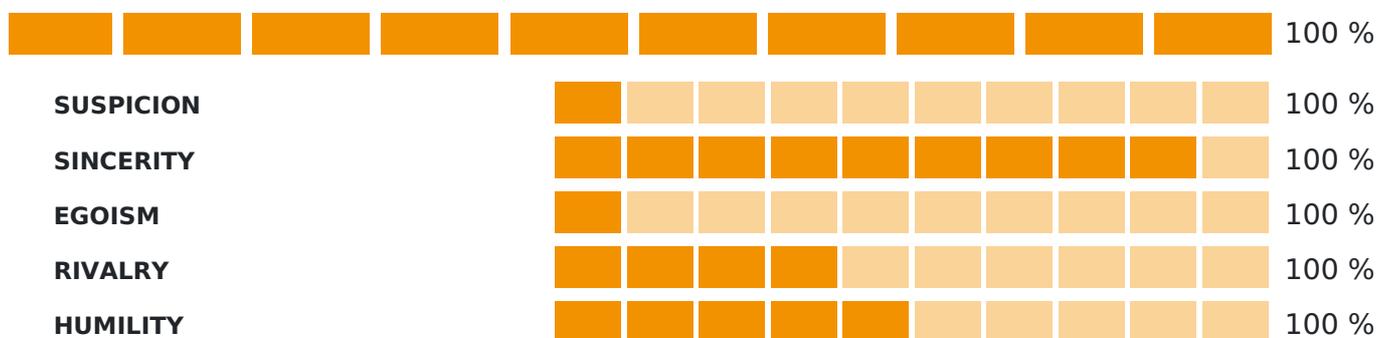
### RIVALRY

It determines how to respond to interpersonal conflicts. It indicates the level of focus on co-operation or rivalry. It measures the level of the tendency to demonstrate anger, aggressive behaviour or attitudes that build warm relations and consent.

### HUMILITY

It determines the level of humility in contacts with others. It shows the importance of modesty, avoiding publicity. It indicates the level of the sense of superiority or even arrogance in interpersonal relationships in private and professional life. It shows how a relationship with others is built and what is your self-perception in the face of other people.

## MY CO-OPERATION - A



# DIMENSION

## SOCIAL APPROVAL - A



### SOCIAL APPROVAL - A



The dimension ***Social Approval*** describes the tendency to present yourself in a better light to achieve greater social acceptance. It is connected with the willingness to behave in a socially desirable and acceptable manner. The need to win social approval is also demonstrated in the test situations by attributing to yourself positive or commendable behaviour, as well as negating the presence of undesirable attitudes or behaviour within yourself. To some extent it overlaps with conformism and increases the tendency to alter or embellish your own way of behaviour.

#### Very high result

Your result on the ***Social Approval*** scale is very high in comparison with other people. It means that you tend to ascribe yourself extraordinary strengths and deny common flaws.

# DIMENSION

## MY CO-OPERATION - A



### SUBDIMENSIONS:



**SUSPICION**



**SINCERITY**



**EGOISM**



**RIVALRY**



**HUMILITY**



## VERY HIGH RESULT

Below you will find overall result for the **MY CO-OPERATION** dimension being the average of your subdimensions

Your result on the scale of the **My Co-Operation** dimension is very high in comparison with other people. It means that you belong to a group of people with an amicable approach towards co-operation and build warm relations based on trust. Thanks to this it is easier for you to build new friendships, as well as maintaining current ones. Through your high level of amicability, you have more compassion towards other people. You are characterised by your high level of altruism. You frequently have compassion for others and eagerly come to their aid, often forgetting about your own needs. Your sincerity, lack of suspicion and high degree of humility cause people to like you very much and gladly spend time with you. You have a tendency to accept or reject certain thoughts, depending on the opinion of other people. This may cause you to be less willing to attempt to safeguard your own interests. You are able to own up to your own weaknesses without belittling yourself or exaggerating. This attitude characterises people who are free of arrogance, vanity, self-righteousness and false humility. You belong to a group of people who are humble towards their own achievements and accomplishments. You believe that humility is a very important quality in life, while self-importance and arrogance lead to bad co-operation with others. In contact with others you are characterised by a high degree of self-restraint which sometimes doesn't allow for spontaneity or behaviour that is not suitable for a modest person. You definitely do not like competing with others. You prefer warm relations, built on mutually establishing co-operation. You rarely portray anger or aggression. You avoid conflict, leaving matters to others. Your co-operation based on extreme submission may lead to conformism and complete dependence on others.

Now take a close look at the detailed results to find out which of the subdimensions have the greatest impact on your overall result.



## SUSPICION

Your result on the scale of the **Suspicion** subdimension means that you are one of those people who are convinced that others are honest and have good intentions. In co-operation you build relationships based on very high trust. You adhere to the principle that people are good and honest by nature. You believe in selfless help. In general, you are a sensitive person expressing positive thinking. You are unfamiliar with sceptical and cynical behaviour. You see positive aspects in co-operation and you build relationships based on them. Working in a team, you believe in people and their sincere intentions - this helps you generate positive solutions. In difficult situations you see positives and construct solutions based on them. When you get to

know new people you take a liking to them and give them the benefit of the doubt. Your score may indicate that in numerous situations you are too permissive. In co-operation you are an agreeable person who doesn't look for conflict and is oriented towards co-operation. You believe that there are more honest than dishonest people.

**REMEMBER:** Not all people are like you. There are people who use others in co-operation in order to reap benefits. Be careful. Strengthen your defensive mechanisms. Don't be too permissive. Apart from positive solutions consider the negative ones as well. This will save you from disappointment. Trust people but look after your own interests.



## SINCERITY

Your result on the scale of the *Sincerity* subdimension means that you are one of those people who are extremely truthful and sincere in their actions. In co-operation you don't use manipulative tools which consist of using flattery and cunning to obtain a result. Your relationships are based on sincere communication. You praise others when they deserve it but not in order to achieve something. If there is something you don't like, you speak about it openly. You try to live honestly in relation to others. You don't accept lies. Even if you have to lose something, you always remain honest and sincere in your actions. You don't belong to a group of cunning people who can alter the truth. In co-operation you are a very open person, always speaking your her mind and not what is acceptable to say. You don't think that the knowledge and the use of social engineering are very important social skills. You definitely prefer to live honestly in relation to others. Sincerity is an important value in your life.

**REMEMBER:** Not all people are as sincere and straightforward as yourself. A lot of people use manipulative techniques, due to which you may feel cheated or exploited. The knowledge of these techniques will let you develop defense mechanisms which will protect you from difficult situations. Use more of your wits but remain a sincere and honest person. Remember, sometimes it's better to leave something unsaid.



## EGOISM

Your result on the scale of the *Egoism* subdimension means that you are one of those people who are actively interested in other people's affairs. You are a person who is committed to doing good to others, which manifests itself in generosity, thinking of others and readiness to help those in need. You are a thoughtful and caring person in your actions, paying attention to those in need. Co-operation with others is important to you. You care about relationships by co-operating in everybody's interest. Unlike the people who are focused on their own needs, for you it is more important to co-operate with others and strive towards achieving the goals together. Your attitude is based on voluntarily bearing the costs for the benefit of other people. You are not an egoistic person. In teamwork you pay attention to the team and working together. You care about the welfare of other people. If help is needed, you are ready to become involved. You like to do charity and social work.

**REMEMBER:** Help, sincerity and caring for others is very important but don't forget about yourself. Sometimes you have to fight for yourself. You can have an egoistic person on the other side who will strive to take advantage of you. Collaborate and co-operate in such a way so that you also take care of your own interests.



## RIVALRY

Your result on the scale of the **Rivalry** subdimension means that you are one of those people who rather don't like competition, prefer a warm relationship based on building up co-operation together. In situations of interpersonal conflicts you belong to a group of people who are reserved. You rarely show anger or negative emotions. You often know how to inhibit aggression. In cooperation you can forgive and forget bad situations. In interpersonal contacts you are a calm and gentle person. Situations where a lot of competition is required can overwhelm you. You do not feel comfortable in this role. You often take a step back. You are a non-conflicting person. You'd rather do things calmly than argue and fight. You get nervous when somebody presses on you. You prefer cooperation to rivalry. Compared to people with the opposite results, you prefer to step down rather than lead to a difficult situation. Because you don't like conflicts, you often give ground to people who are stubborn and have to win at all costs. This makes you give up your own needs. Sometimes you may not achieve your goals.

**REMEMBER:** Take care of your own business. Sometimes you have to stand up for yourself. You don't always have to be polite or restrained. There are situations where you have to defend your own opinion. This will allow you to achieve much more.



## HUMILITY

Your result on the scale of the **Humility** subdimension means that you belong to a group of people who can be self-confident in co-operation, while remaining modest and humble. In interpersonal communication you are rather a polite and calm person. You build your relationships on positive messages. When necessary, you can be a persistent and stubborn person. You think that humility and modesty are important qualities, and snootiness and arrogance lead to failure. When the situation demands it, you can talk about your successes and achievements, but you do not expect admiration. However, you are not the type of person who has to be in the spotlight at all costs. You can accept constructive criticism with humility. You do not consider yourself an extraordinary person. You are rarely conceited. You take care of your relationships and pay attention to other people. This allows you to build positive relationships based on trust.

**REMEMBER:** Being confident doesn't mean being arrogant and tactless. On the other hand, humility and modesty are also positive qualities that allow you to build warm relationships in some situations. So be confident, arouse admiration, but remember about other people and their emotions.



## SUSPICION

- Your conviction that all people are honest and reliable may cause you to fail to perceive the negative intentions of others. Take off your rose-coloured glasses from time to time and evaluate the situation on the basis of facts. Remember that not everybody is exactly like you.
- In co-operation don't be too permissive. Trust people but look after your own interests.
- Use your positive attitude towards people to build effective co-operation.
- Your trust in people is very high. In co-operation you are a very agreeable person, not looking for conflict. That's why you should instill positive attitude into others.
- In teamwork motivate people to work and to greater engagement. You can do that very well.
- You believe in selfless help. However, be careful not to be used by others.
- You have a positive attitude towards people, use this in your work. Build teams and co-operate on multiple projects.



## SINCERITY

- In co-operation sincerity is a great value. Build your relationships based on authentic and direct co-operation.
- Remember that not all people are sincere and straightforward in their actions. They use various forms of social engineering in order to achieve profits. Learning those techniques will let you develop defense mechanisms. You will be able to recognise as well as to prevent manipulation used by others.
- Be a smarter person. You don't always have to say everything. There is some information which you can leave to yourself and for your close relations. It doesn't mean that you are lying.
- Work on the communication techniques and tools.
- When giving your feedback, try to do it in such a way as not to hurt your interlocutor. Sometimes a very sincere statement may demotivate others. Learn to express your satisfaction or dissatisfaction. There are methods to express negative statements which don't hurt others but which motivate them instead.
- Before you say something, think first how to say it. Sometimes overly sincere communication may not bring positive effects.
- Co-operate with others through building an authentic relationship based on trust. Adjust your communication to your interlocutor.



## EGOISM

- Your high sensitivity towards the surrounding world allows you to get involved in other people's affairs. Help others but remember to take care of your interests.
- It will be difficult for you to build relationships and co-operation with more egoistic people. Remember that these people are mainly concentrated on their own needs. Don't take their distance as rejection and resentment toward yourself.
- You can co-operate with others. That's why at work you should create project-based teams. You will definitely be a good team member, caring for others and co-operating.
- Don't forget about yourself in co-operation. Don't concentrate only on others. Sometimes it's worthwhile to take care of your own needs. It will help you to achieve the goals you set

much faster.

- Don't step back in difficult and stressful situations. Fight for your beliefs and opinions.
- You may be a soft negotiator. You like solutions which are good for all. However, such a scenario is not always possible. Work on greater assertiveness and courage in fighting for your own needs. Don't give away what you can have so easily. Master the techniques of influencing people. It will help you to achieve better effects in co-operation.



## RIVALRY

- Remember, not everyone is as conciliatory as you. Some people don't compromise. Learn to compete, it will allow you to achieve more.
- The process of rivalry can be more demotivating to you. Don't be afraid to bet on yourself sometimes. It may pay off.
- Engage in relational co-operation, but when it's necessary take care of your needs.
- Make sure that the competition does not overwhelm you. Try to draw energy from it for further action and for more ambitious goals for yourself.
- In teamwork, the element of rivalry propels people to work. Control it so that it motivates them instead of leading to conflicts.
- Do not take a step back in difficult situations. Learn to stand up for yourself. You don't always have to compromise.
- Don't get nervous; when someone is pressing you. Work out your own defense mechanisms that will protect you from manipulation.
- You don't always have to be reserved and very polite. Try to express your emotions and what you feel.
- Learn the techniques of influencing people and negotiating. It will allow you to compete better.



## HUMILITY

- You don't feel comfortable in relations with strongly dominant people. Learn how to be impervious to other people's pressures on your decisions.
- Sometimes try to take control during conversations.
- Talk about your successes and achievements. This will help you to build authority and confidence.
- Humility in life is very important, but sometimes you have to get your own way. Just because you believe in yourself and your skills does not mean that you are an exalted person.
- Learn to stand up for your beliefs and opinions. Speak out loud what you think. People will definitely want to listen to you.
- Work on greater self-confidence in cooperation. Don't agree to everything others want from you. To be humble does not mean to be submissive.
- Keep your distance from people who exalt themselves.
- Develop your speaking skills and public speaking.
- Your confidence is very high in some situations. Be careful that you are not perceived as conceited and arrogant. Ensure that you build a respectful and cooperative relationship.
- Be tactful in your interpersonal contacts. There is no need to hurt your interlocutor.
- Don't always say what you think. Sometimes leave some information to yourself or people close to you.