

# Profi Competence Tests for Adults



## REPORT MY WORK

**Report: Name**

**Report type: Medium**

**ID: 0000**

**Date: 2021-02-11**

## REPORT TEST

### MY WORK

**My Work** Test is a multidimensional tool used in personality testing in the context of numerous areas of your work. This method allows for an accurate and detailed description of your personality in terms of how you work and function at work, resulting from an individual profile determined by your age, gender and experience. The tool identifies your key predictors of success in your professional career. It examines your level of performance, your attitudes and goals, and the charisma associated with leadership. It gives information about the internal strength needed to function in the working environment. The report you hold in your hand presents your typical ways of behaving, feeling and thinking in a variety of professional and private life situations. The test describes your results in five sub-dimensions:



Reading the report, you will find answers to a number of questions about your needs and your style of functioning at work. 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. The proposed guidelines refer, among others, to your emotional, social, intellectual and physical development.

**This report offers comprehensive knowledge about yourself, which can 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.

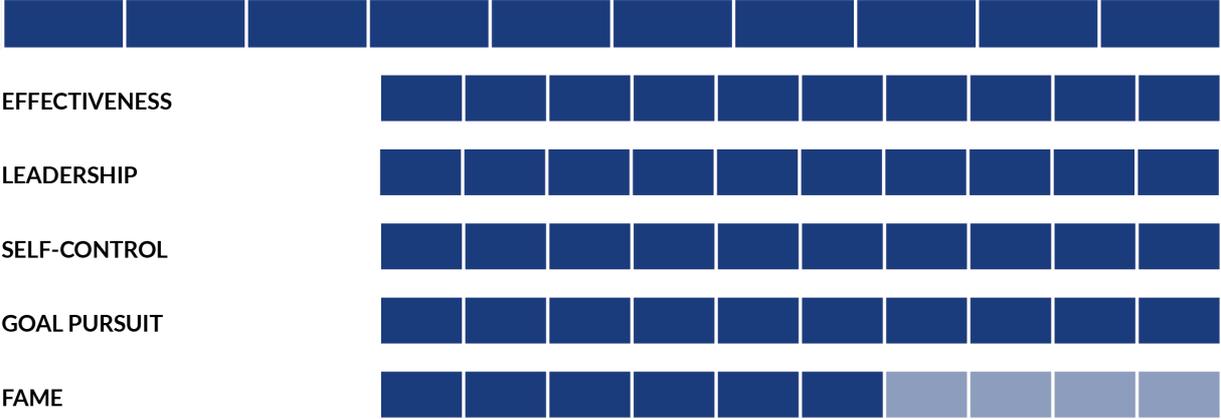
When analysing the results, decide which of the subdimensions show what is innate to you and which ones show a developed way of being. Additionally, decide which traits you would like to keep working on, which ones you would like to start working on and which ones you are fully satisfied with.

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 WORK



It is possible to receive a high result on the scale of **MY WORK**, and simultaneously receive a low result in the **FAME** subdimension.

We are then dealing with a person who has leadership skills, is effective, manages difficult situations, strives towards reaching set goals, however, they do not need fame or to be praised for what they do and do not aim to be popular.

## MY WORK - A

The dimension *My Work* describes a person at work, which roles are assumed, how difficult scenarios are handled. It describes the self-assessment of expertise, abilities and effectiveness in taking action. It demonstrates leadership, authority and management skills considering the establishment of authority at work and the ability to control one's own emotions. It measures the inner desire to achieve set goals and the importance of a professional career to a person.

### EFFECTIVENESS

Determines the self-assessment of skills, competences and efficiency in taking action in professional life. It informs to what extent one has faith in their abilities and to what extent they are effective at work as well as how one copes in difficult situations.

### LEADERSHIP

Determines leadership abilities and the skill to direct people at work. It shows the way of building up authority and evoking respect among people in professional relations. It measures the level of assertiveness in interpersonal contacts. It determines whether one sets the direction or rather prefers to follow others.

### SELF-CONTROL

Determines the level of control of one's own emotions, concentration and stable action. It shows the ability to manage difficult situations. It determines the focal point of one's own resources. It describes the practice of self-control at work. It answers the question, whether the person submits to momentary whims or whether they focus more on the task and aims.

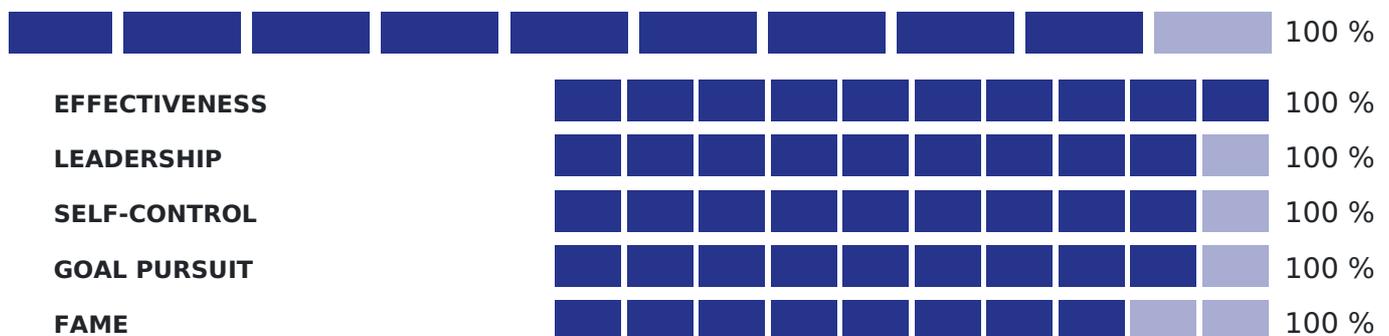
### GOAL PURSUIT

It measures the inner desire to reach goals. It reveals aspirations or lack of ambition, perseverance at work or laziness, diligence or carelessness, decisiveness and a sense of the meaning of life. It determines the way in which goals and priorities are set at work. It presents the level of ability to juggle professional and private life and to what extent one desires to climb the career ladder.

### FAME

Expresses the level at which social recognition and acceptance within the surroundings are expected. It's one's own self-image, it displays the aspiration for popularity, gaining fame, being admired and liked by other people. Additionally, it shows awareness of being accepted by the surroundings and the role in a team at work.

## MY WORK - 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.

#### Moderate result

Your result on the **Social Approval** scale is on a moderate level in comparison with other people. It means that you are a person who demonstrates a completely genuine and natural need for social acceptance. Your result shows that the level of this parameter that you possess is high enough to understand and follow social norms, yet at the same time low enough to acquire adequate knowledge concerning yourself and other people. You don't need to alter your true self-image to attract better social acceptance.

# DIMENSION

## MY WORK - A



### SUBDIMENSIONS:



**EFFECTIVENESS**



**LEADERSHIP**



**SELF-CONTROL**



**GOAL PURSUIT**



**FAME**

**VERY HIGH RESULT**

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

Your result on the scale of the **My Work** dimension is very high in comparison with other people. It means that you belong to a group of people, who are very self-aware of their expertise and work skills. You know your strengths and weaknesses. You are a proactive person when undertaking action. You are able to set very ambitious goals, which you achieve step by step. In difficult scenarios you intentionally control your emotions. It is difficult to discompose you. You have strong leadership skills. In a group you are easily able to take control and assume the position of a leader. Organising and managing projects is your strength. You are an independent and confident person. You can establish authority among others. People pay attention to what you say and how you behave. Within a group you are able to speak with confidence. Public speaking is not an issue for you. You are highly aware of your approval among the people that surround you. You enjoy being in the centre of attention. People's lack of interest in you may influence your frame of mind and behaviour – it may cause a drop in your energy level. At work you dislike stagnation. You are always looking for strong sensations. It propels you towards action. You have a task-oriented and non-emotional approach to an issue, you do not avoid it. You are a very determined person, always aiming towards achieving your set goals. You mainly focus on your professional career which is why sometimes you may lose sight of the boundary between private and professional life. You are prone to workaholism.

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

**EFFECTIVENESS**

Your result on the scale of the **Effectiveness** subdimension means that you belong to a group of people who are very conscious of their competences and skills at work. Your very high awareness of your abilities and level of intelligence allows you to achieve high results at work. You are among the very talented people who can easily acquire knowledge. You are perfectly able to cope with difficult and demanding situations, which do not cause panic or fear. Through your actions you belong to those who are very effective. You have great faith in yourself and in your skills. You are a person who is greatly predisposed to be a leader at work. At work they see you as a very good and effective employee.



## LEADERSHIP

Your result on the scale of the **Leadership** subdimension means that you belong to a group of people who possess high leadership skills. You are a person who builds up authority and respect among others, allowing you to lead the group. You have a high ability to direct people at work. Your behaviour and attitude inspire respect, which allows you to build up the role of a leader and high regard among colleagues. You are the one who directs and manages the tasks. You are very good at dealing with difficult and conflict-ridden situations, you can effectively resolve disputes. You are an independent and confident person. Organisation and management of projects are your strengths. You are a very assertive person.



## SELF-CONTROL

Your result on the scale of the **Self-control** subdimension means that you belong to a group of people who are stable in action, who do not submit to their emotions. In difficult situations you are able to control your emotions, it is difficult to throw you off balance. In the tasks entrusted to you, you belong to those who are very persistent. You complete all of the tasks to the end. You are a very disciplined person. You do not give in to impulses and whims. You are difficult to distract and upset. You are able to keep your cool. Even under a lot of stress you focus on the task in order to complete it. You have a high level of self-control. You do not show your emotions, even if you feel them strongly. You are a very self-controlling person. You control your emotions better than others.



## GOAL PURSUIT

Your result on the scale of the **Goal Pursuit** subdimension means that you belong to a group of people who have a high level of aspiration. You are a very proactive person. You are able to set very ambitious goals, which you later consistently pursue. You are ambitious, conscientious and persistent in pursuing your goals. You are not afraid of work and difficult challenges. Tough situations are unable to stop you from taking action. The mere vision of your goal motivates you to act. You mainly focus on the task and the pursuit of the goal, so you may miss out on the human aspect. This means that you sometimes overlook the emotions and feelings of others. You are a person who focuses strongly on their career. You have a tendency towards workaholism.



## FAME

Your score on the **Fame** subdimension scale means that you are one of those people who think they are rather popular with the colleagues at work. You have a high level of awareness of being accepted by the people around you. Sometimes you may have a desire to be famous and admired. People like to be in your company, which makes you feel appreciated. At work you like to be the centre of attention. Sometimes the fact that you don't attract interest of others may affect your mood and behaviour.



## EFFECTIVENESS

- Humility is always necessary. An excessively positive self-assessment of your skills and competences may stop you in your career development or lead to wallowing in your own perfection. Your level of effectiveness may overwhelm weaker people, that is why as a leader or co-worker you should support them in their actions, in order to give them more motivation to work.



## LEADERSHIP

- With the role of a leader at work comes great responsibility. Through building up your authority you have a big influence over people. As a leader pay attention not only to the tasks, but also to the human factor. Your high self-confidence may overwhelm people with a low sense of self-worth. Remember, use your leadership competences to motivate and appreciate co-workers, this will allow you to make use of even greater potential within the team.



## SELF-CONTROL

- Excessive self-control and suppressing emotions may have a negative influence on your body. Such a strong focus on tasks and goals may cause the failure to notice the human factor. People surrounding you may feel overlooked. Remember that interpersonal relations at work are also very important. As a leader you should manage not only tasks, but also people.



## GOAL PURSUIT

- Work is very important but take care of maintaining a balance between private and professional life. In a team pay attention to people and not just the tasks. It's the people who help you in accomplishing tasks and reaching select goals. Your result may indicate that you possibly devote yourself too much to your career, which may lead to workaholism.



## FAME

- Too much confidence in your popularity can embarrass people with lower scores, and this can disrupt your interpersonal relationships. Sometimes pay attention to other people. Don't let a lack of interest or fame affect your mood and well-being. Being popular has its price.