

## Selection Profile



# ProfileSoft

Getting the most from your human capital

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ABCD Inc.

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## Key behaviours

This individual's answers to the ProfileSoft questionnaire are compatible with those of the population and the results are valid according to the established norms.



### **Entrepreneurship** (Approach to undertaking projects, activities)

This individual is efficient in a structured work situation. She is calm and relaxed. She reacts satisfactorily to sporadic stress. She requires a detailed work plan, a structure, specific activities and objectives. She is resigned, pleasant and cautious.



### **Motivation** (Criteria, motivator factors)

She is ambitious and energetic. Her commitment and energy level are above average. She is moderately results-oriented. She enjoys performing in challenging situations. She gains great satisfaction by helping others and by additional income. She seeks additional challenges in her work environment on a day-to-day basis.



### **Leadership** (Tendency to act alone or in a team)

She is independent, unyielding and very demanding. She needs a great deal of freedom to be satisfied at work. She dislikes constant, close supervision. She seeks to develop her own abilities.



### **Interaction style** (Approach to maintaining contacts with others)

She is reserved and selective. She prefers personal contact with people she knows very well. She functions very well in a job with a minimum amount of human contact. The contacts that she develops with various people are not a source of satisfaction to her, especially in her work. Developing and mastering her interactive skills require constant effort on her part.



### **Technical orientation** (Interest in theory or practice)

She is stimulated by practical aspects of the work. She is more at ease with concrete notions and prefers practical instruction. She prefers dealing with practical problems or applications with her colleagues, rather than theoretical ones. She is not stimulated by detailed or conceptual work.

## Performance conditions

### Short term

An environment where there is daily pressure. She likes a job with established objectives and detailed work plans. She likes to use her skills to adapt to and follow an already established procedure.

A work environment with sufficient challenges to make her work interesting. She wants a job where the rewards can be both financial and satisfying on a human level.

A job that allows for great freedom of action and where she is able to innovate her own work methods. She prefers an environment that calls upon her creativity and where there is little supervision.

She wants a job that demands almost no interaction with other people. She is happiest in an environment where social interaction and meeting people are not required and where interactive skills are of little value.

She needs a work environment where training is practical. A job with few intellectual demands suits her best.

### Long term

This person is more oriented towards a support or a service position than towards developing business. For her to be productive and satisfied in a supervisory role, her job must be very well structured and involve tasks that are established and defined.

She needs a stimulating work environment that offers challenges, recognition and financial rewards. She requires a position where productivity is the key to success. Such stimuli are most appropriate to her self-motivation.

She performs best in a job without supervision. In fact, she feels that the people she supervises should be autonomous. In her opinion, each person should function alone and independently.

Work involving a lot of contact with new people stimulates her. She uses persuasion rather than her technical knowledge to manage people on an individual basis.

# Interview questions

Suggested questions to improve knowledge of updated potential :

## ■ Entrepreneurship

- Check through her references to find out how she reacts under pressure.
- Who provided her with the details of her plans and objectives?
- What type of support did she need to achieve her results?
- How many times did she achieve her results using more time or more support than originally planned?
- What was her actual contribution in the achievement of her results?

## ■ Motivation

- With how much energy and ambition did she achieve her goals?
- Under what conditions?
- What support did she get from her work colleagues and her superiors?
- What key activities did she perform to achieve her goals?
- Ask her what methods she used.

## ■ Leadership

- What type of supervision has she had?
- What are two or three innovations she has made in previous jobs?
- What additional responsibilities has she assumed on her own?
- Does she really like working on a team?
- Why does she prefer working alone?
- Has she ever had problems with her work colleagues?

## ■ Interaction style

- Has she ever run away from a conflict of personality?
- How often does she talk to work colleagues?
- When she speaks, is she considered a specialist?
- How does she feel when she is obliged to talk to strangers?

## ■ Technical orientation

- In the past, has she successfully completed any technical training programs?
- Is she really stimulated by learning the substantial amount of details essential in mastering a subject?
- Is she interested in the technical aspects of business?

## Integration guide

Here are a few pointers that will make it easier for this person to assume new responsibilities :

### Entrepreneurship

It is of the utmost importance for her to learn to cope with the stress imposed on her by her work structure. It is worthwhile to teach her how to develop her work plan, and to supervise her. Make sure that she masters the specific techniques that are essential for her performance.

### Motivation

She likes to create new business opportunities. Even if she is well paid, repetitive work bores her. She definitely has the energy to succeed. She needs to be integrated by someone like herself.

### Leadership

It is difficult to integrate her. She demands freedom of action before she earns it. She wants to do everything her own way. An integration period followed by limited supervision is essential for her. It is important to see that she is on the right track.

### Interaction style

She definitely requires an integration plan to help her get along with others and survive in her work environment. It is vital that she develops an approach to establish relations with others.

### Technical orientation






Her integration plan must be well-defined and adapted to your organization. It must allow her to progress and learn practical aspects at her own pace. She must be directed towards techniques that are essential to learn.


# Profile results

It is important to note that there are no good or bad results. The ProfileSoft system measures behaviours that are key to workplace performance; quantified results represent trends.

For additional details, consult our website [www.profilessoft.ca](http://www.profilessoft.ca), access your client account, click "Tools", then "Interpreting results" and enter results in appropriate boxes.

## Results

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Entrepreneurship
(Tendency to plan, organize and respect procedures)
  
- 65

Motivation
(Tendency to obtain results and desire to help others)
  
- 85

Leadership
(Tendency to work alone or in a team)
  
- 13

Interaction style
(Feelings of satisfaction in exchanging ideas with others)
  
- 22

Technical orientation
(Interest in theory or practice)

25  Predictor (The predictor is a statistical estimator that identifies the type of functions that best suit each individual)

People with these results are comfortable in staff positions. Their performance possibilities are very good in a non-competitive environment. They may also perform in other work environments. However they will then need more time, effort and energy in order to reach equivalent level of performance and goals.

