

Selection Profile



ProfileSoft

Getting the most from your human capital

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Key Behaviours

This individual's answers to the ProfileSoft questionnaire are significantly off the norms. He belongs to the 1% of the population having the most extreme answers. Consequently, we must take into account a greater uncertainty in the interpretation of his results.



Entrepreneurship (Approach to undertaking projects, activities)

She competes to achieve her own standards of performance. She can occasionally evaluate herself. She is determined to achieve imposed objectives. To be productive, this individual requires at least a basic structure in her work. She is positive and enterprising in specific situations. She uses traditional means to achieve her objectives.



Motivation (Criteria, motivator factors)

She is an obstinate, relentless and determined worker. She works constantly to obtain better results. She wants to achieve her goals. She seeks challenging situations where the emphasis is on financial reward and the importance of her image. A short-term environment suits her.



Leadership (Tendency to act alone or in a team)

She develops practical alternatives for reaching her goals. She needs responsibilities to perform. She is determined and demanding. Detailed work bores her.



Interaction style (Approach to maintaining contacts with others)

She appreciates personal interaction and personal contact. She is pleasant, kind, sincere and very lively. She likes to highlight her own self-image and the image of her organization. She prefers achieving her objectives via friends and relations. A public relations environment is ideal for her.



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

A work situation that offers opportunities for the gradual development of her planning skills in relation to time and activities. She likes an environment where talents are highly valued.

A work environment with challenging opportunities where financial reward is commensurate with the effort required to succeed. She prefers an environment that will call upon her abilities to achieve short-term goals.

A job where supervision is such that it allows her to acquire and develop her autonomy. She prefers work with performance responsibilities.

She seeks work where she develops many contacts. She prefers working conditions that expect and require that tasks be performed with other people. An environment that provides constant feedback through others' reactions.

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

Long term

In a competitive environment, she is good at finding new business and developing existing clients. She can develop her management and planning potential through formal training.

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.

A job with minimal supervision, especially at the beginning of her career, is ideal. She is more at ease with people that are like her. She is flexible with team members.

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

- Should she have attained results with a basic structure?
- Check the activities for which she was personally responsible in planning and organizing the work.
- What was her actual contribution?
- Who planned and organized the work?
- Who supervised it?
- What was the actual performance achieved?

■ Motivation

- Check her interest in taking up new challenges for financial rewards.
- What are the efforts involved?
- What are the results attained?
- To what extent has she innovated in a second effort to achieve results?

■ Leadership

- Can she provide you with situations where she has worked independently?
- How does she get along with her supervisors?
- Has she ever innovated in her work methods?
- Has she really worked independently?

■ Interaction style

- How does she perceive her role in her work environment?
- Check her approach with people regarding a product they have already used.
- How does she feel with 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

To accelerate her integration, personal satisfaction and performance, provide her with a minimum of structure and support; however, she needs to be well-supervised and managed in order to learn to comply with planning and organization.

Motivation

To achieve better performance, she needs challenges. All she needs is to increase awareness of her work. Her integration period must be very short.

Leadership

She needs freedom during her integration. The activities planned during this period must be varied and interesting. She needs a combined theoretical and practical integration.

Interaction style

During her integration, acceptance by her co-workers greatly motivates her. Her integration is quick if she works with colleagues that are like herself.

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, access your client account, click "Tools", then "Interpreting results" and enter results in appropriate boxes.

Results

- 60**  **Entrepreneurship** (Tendency to plan, organize and respect procedures)
- 76**  **Motivation** (Tendency to obtain results and desire to help others)
- 66**  **Leadership** (Tendency to work alone or in a team)
- 65**  **Interaction style** (Feelings of satisfaction in exchanging ideas with others)
- 34**  **Technical orientation** (Interest in theory or practice)

- 4**  **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.

