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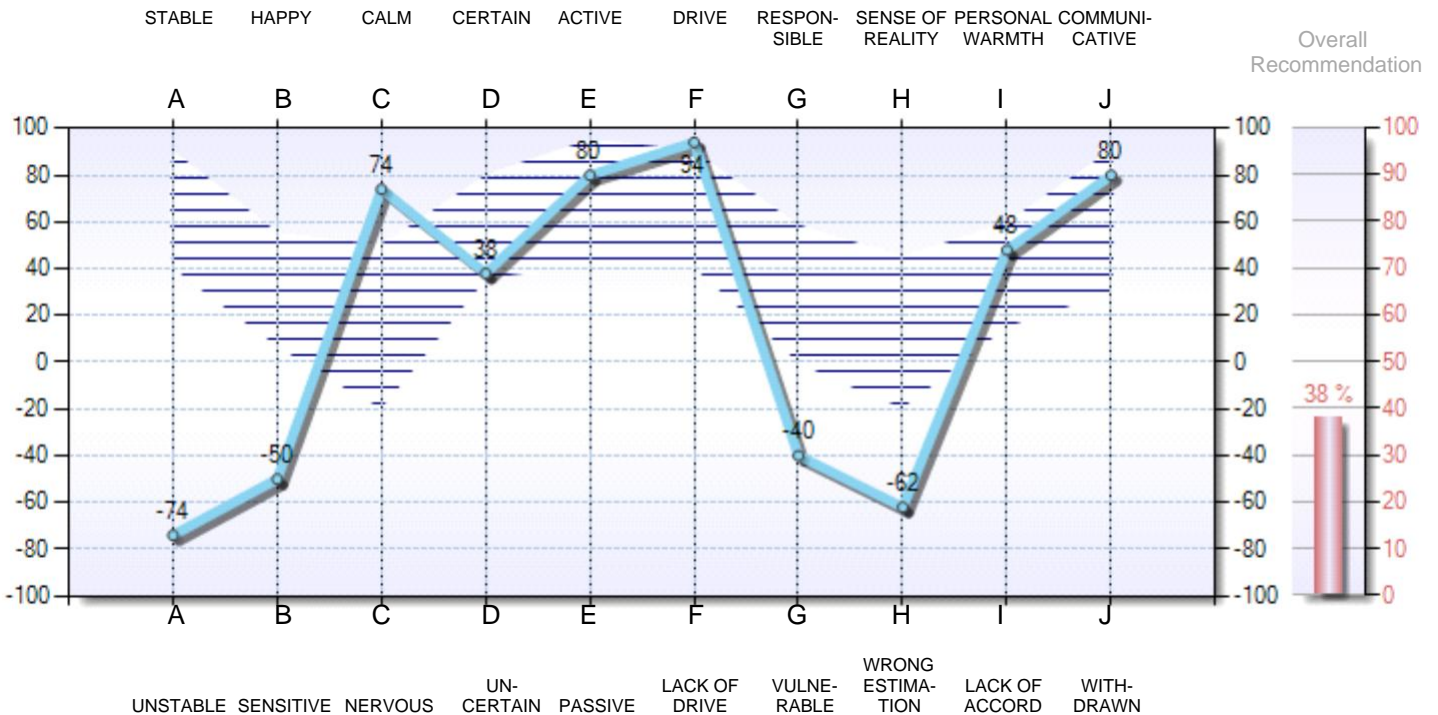
ABC Ltd

Date: 11 April 2007
Contact Name: John Patton

Sex: Male
Age: 35

Testee Name: PC
Position: Sales Manager

Silhouet Profile Analysis



IMPORTANT:

The Personality Analysis or any test supplied by Silhouet UK should not be used to determine or affect any terms or conditions of one's employment, including but not limited to hiring, promoting, salary increases or decreases. They are only used to provide information for the manager or employer for further interviewing of the personnel, whether an applicant or existing staff, to improve the overall efficiency and performance of the organisation. The test-result shows tendencies and need not to be read as a verbatim description of the person's character, and should not be regarded as such. Therefore the test result can only form the basis of a more elaborate analysis of the person's productivity and potential, e.g. through a personal interview and references.

Stability

Measures the level of concentration, standards, sense of order, planning and organisation

His stability is limited. He is not thorough and only has a limited sense of workable order and few organizational skills. He finds it often difficult to concentrate on his tasks for a longer period of time. He deviates from plans and becomes dispersed easily, since he tends to get "stuck" into fixed or passing thoughts. Although he might have high standards, he is not very thorough, but rather easy-going in his work and can be careless or unorganised. We recommend that his actual stability be verified further.

His long-term goals and purposes are not clearly defined and he has some question marks regarding his future.

Happy

Measures the level of enthusiasm, cheerfulness, satisfaction with the achievement of one's goals

He is often in a good mood but nevertheless somewhat touchy. There are most likely some areas where he did not achieve what he had initially planned and this might cause him to look for "more interesting" objectives. Occasionally, he has a number of unsolved problems which can make it a little difficult for him to cope with new or larger tasks. He prefers not to work on projects that are too lengthy and looks for variety and challenge.

Note: There is an indication that he feels inferior and personally insecure, underneath a very self-assured appearance. Sometimes he feels he cannot cope with things that he in fact does have the ability to accomplish.

Composure

Measures calmness, tranquillity, self-control, patience, ability to relax, versus nervousness, irritability

He is apparently composed, but he tends to be unstable. Superficially observed, he would maintain a relaxed composure and control but this is not necessarily the actual scene. He is often dispersed in his concentration and cannot control his thoughts, but tends to get caught up in what is going on around him. He then deviates from his initial course, cannot maintain orderly structures or plans once established and he finds it very hard to get himself organised.

He is composed, calm and collected. His moods are even-tempered and under control. He remains relaxed, even in trying or unusual situations but he tends to be a bit intolerant or impatient with his colleagues.

He might give a strong impression of inner peace and composure but under this calm and self-controlled attitude he is covering up problems which affect him considerably. In fact his pessimistic outlook on life hinders him in really finding future-oriented solutions.

Note: He has learned not to show his feelings of worry and tries to keep his cool. In general, he can deal with situations in a calm and composed manner. In stressful or difficult situations he will seem more in control than he really is.

He seems to have a problem on his mind which absorbs some of his attention and energy.

Certainty

Measures consistency, predictability, clarity of observation, knowledge

The certainty with which he observes things is fairly good. He can, from time to time though, find it difficult to make decisions with certainty. Occasionally he can express exaggerated opinions about himself, in a positive as well as in a negative sense. Normally his conduct is predictable but sometimes he can act inconsistently, change his mind or say things that he later regrets.

Activity

Measures energy level, dynamism, initiative, liveliness, vigorousness

He is very, very active. He does in fact a lot of things and likes getting started "right away" but his activities are often unorganised and/or unaligned. His energy is not channeled in the same direction and there is a chance that he is not quite as efficient as he ought to be or as he perhaps suggests.

He might need supervision to make him persevere in an action until its final accomplishment.

Assertivness

Measures determination, push, conviction, resoluteness, aggressiveness, force

He is extremely overt and very capable. He is definite and determined in whatever he does which gives him a great ability to execute and accomplish plans and projects. He enjoys being in charge and DOES something when confronted with problems and difficult situations, even though they may cause him considerable trouble. He asserts himself as a convincing and commanding person in his direct approach to people as well as to work assignments.

He is not doing as much as he could. He could be more productive and he is not using his full potential. He is able to handle and control people and situations in life and in his job but he does not sufficiently use his energy and his talents.

Responsibility

Measures causativity, accountability, dutifulness, objectivity ,ability to be impartial

He mostly takes responsibility for his field and is usually aware of the consequences of his actions.

However, in unusual or trying situations he can consider what happens as inevitable and beyond his reach of influence. On his own initiative he does not actively take care for areas beyond his own. When problems arise he can become introverted and might blame others or the "circumstances" for things for which he is actually responsible. He is likely to react to criticism in an over-sensitive way.

Although he can be very busy, he does not take the initiative to contribute causatively on his own. There are areas that he probably knows he should handle or do things about that he does not handle effectively.

He is very capable and overt but he does not always bear in mind the possible long-term consequences of some of his actions. He sometimes finds it difficult to accept responsibility for what has happened or will happen. .

Correct Estimation

Measures constructive criticism, agreement, fairness, logical reasoning

There is an indication that he currently has a problem which absorbs much of his attention and energy. There is a situation he disagrees with but for which he has no solution yet. This makes him restless and irritable. It influences his ability to be in control during his assignments and to stay just and tolerant towards others.

Empathy

Measures friendliness, accord, courteousness, politeness, trust, confidence in others, affection

He may be quite friendly and positive toward people when he meets them for the first time or show them his appreciation. When he discovers they have negative aspects to their personalities, he shifts his opinion of them in the opposite direction and becomes rather critical or negative. Because of this he may find it difficult to assume a completely neutral point of view and maintain good friendships with people for longer periods of time.

Communication

Measures quality of communication, cordiality, lively and colourful communication

He takes the initiative in starting most communications and he discusses problems or expresses his convictions very naturally and easily. He likes to be with other people and his communications are open and usually very effective.

He may have a tendency to talk too much or not listen as carefully as would be appropriate.

He is convincing and knows how to get his point across or sell his idea, product or service. Unfortunately, he is not a good listener but tries to impose his point of view. He really likes to communicate and does it clearly well but there is a risk that he spends too much time finding and trying to get others to understand their shortcomings.

Conclusion:

The test result indicates a candidate who at first seems to be calm, certain, well balanced, dynamic, appreciative and has an open communication. This is the impression he will present in an interview. However, the test also shows that he is dispersed, has difficulties in organizing tasks adequately, and will often view the problematic and negative aspects of a given situation. Although he seems independent and well balanced he easily becomes nervous and uncertain. He has a tendency to leave tasks unfinished and to engage himself in new affairs. Even though he is productive, his activities need to be managed very closely, otherwise he will disperse his efforts in too many directions with little effect.

NB: He is likely to change jobs frequently, as he constantly needs fresh challenges to maintain his interest.