

SWIPE

In-depth analysis

| John Doe - January 11, 2018



INTRO

| What you will find in this report

This report is based on the responses provided by John Doe on the AssessFirst SWIPE personality assessment, completed on January 11, 2018.

It enables you to understand how he operates and to anticipate the behavior he is highly likely to demonstrate in the workplace.

When reading this report, bear in mind that his profile must be viewed in light of his specific role and working environment.

As this report is based on the way John Doe perceives himself, some of the conclusions it contains may need to be adapted or even rejected. We recommend conducting a follow-up interview with John Doe to better understand how his behaviors will present in real situations, and to get some perspective on the conclusions of the report, if needed.

ASSESSMENT CONDITIONS

| John Doe stated:

- ✓ "I completed this assessment in good conditions."
- ✓ "I completed this assessment in my preferred language."

| Assessment time

05:46

Slow



| Response spontaneity

Minimal



1

19

0

Took a long time to answer
(no. of traits concerned)

Responded spontaneously
(no. of traits concerned)

Responded instinctively
(no. of traits concerned)

| Assessment analysis

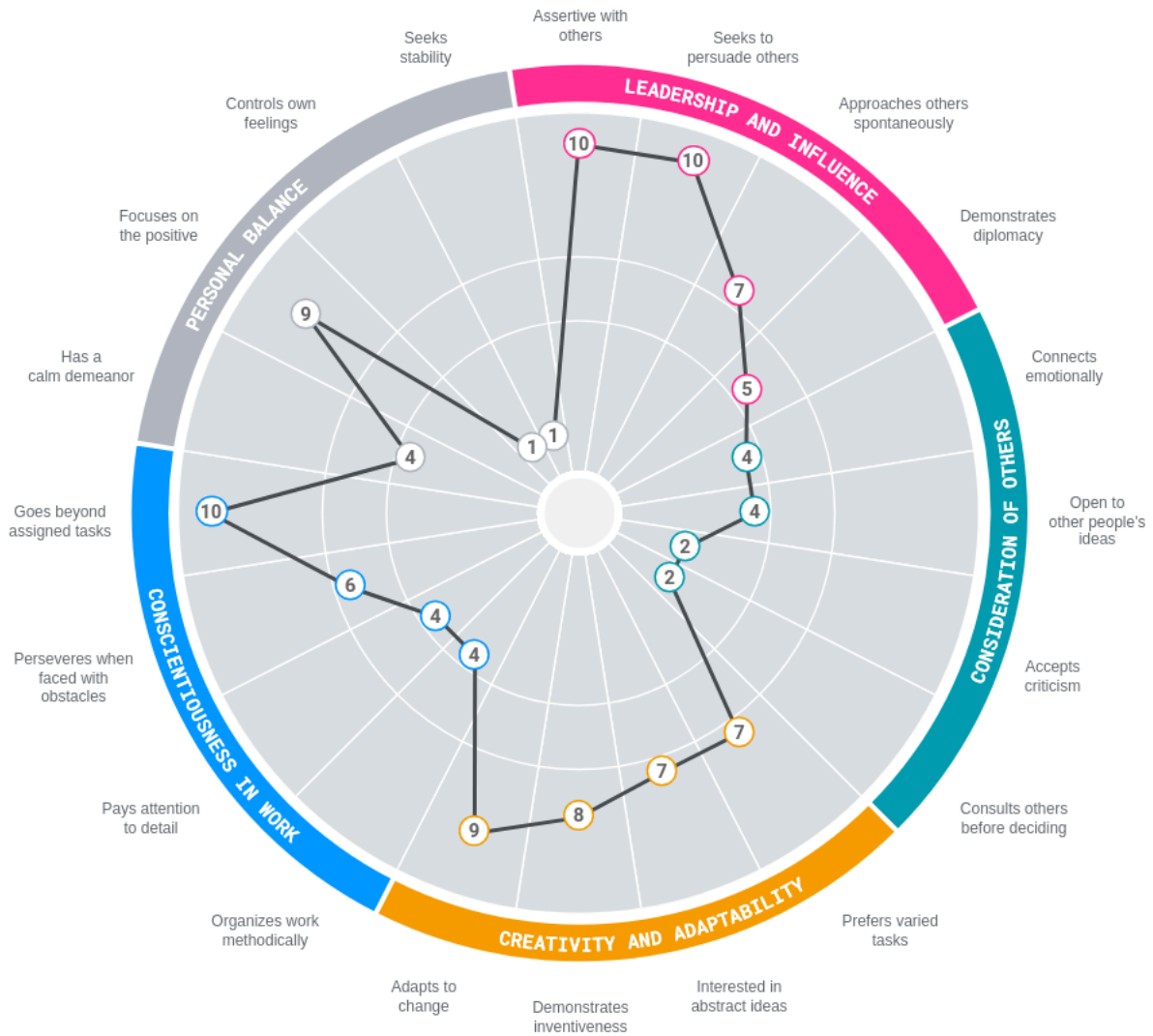
0

Number of times the respondent logged out of the application (*activated when the user closes the browser during the assessment*)

0

Number of automatic pauses (*activated when the respondent is inactive for more than 30 consecutive seconds*)

PROFILE RADAR



How to interpret results

1 to 4

Behaviors that the person is not likely to display.

5 to 6

Behaviors that the person can mobilize when necessary, if the situation calls for it.

7 to 10

Behaviors that the person tends to adopt in nearly all situations.

It's essential to compare traits with one another to fully understand the person's personal dynamic.

PROFILE SUMMARY

| Strengths

- His ability to approach people while keeping his distance.
- Shows the ability to quickly make and take ownership of decisions.
- Promotes his beliefs.
- Demonstrates objectivity when faced with criticism.
- Takes and directs ambitious initiatives.
- Manages many projects at once.
- Handles unexpected events very easily.
- Acts as an innovative driving force for his work.
- Acts as a driving force for change.
- Uses stress to take action.
- Energizes the work atmosphere.
- Find it easy to put himself at risk.

| Potential challenges

- Is selective in his approach to relationships.
- Makes decisions without having them approved by the relevant people.
- Does not seem to pay much attention to the form of his messages.
- Is fairly closed off when it comes to comments about his work.
- Always needs more.
- Constantly seeking a fast pace and variety at work.
- Often changes his plan.
- Often looks for a different way of doing things.
- Prefers to completely reassess things.
- Needs tight deadlines to be efficient.
- Can easily get carried away.
- May make decisions without weighing the consequences.

IN-DEPTH PROFILE ANALYSIS

| First impressions

What effect does John Doe have on people when they meet for the first time?

A friendly person, John Doe is very comfortable with other people even though he may not know them particularly well. With his contagious enthusiasm, he has a gift for quickly breaking the ice with the people he meets. It may seem like he wants to please others, but for him it's more about learning from his exchanges with people. His likable and pleasant attitude does not keep him from expressing his opinions in a direct way, even if they don't necessarily please the people they are directed at. But the enthusiasm he shows on a daily basis helps to ensure a good dynamic in his relationships for the most part.

| His relationship with others

How does he communicate?

John Doe's communication style is one of "power". He needs to influence, persuade and know his opinions are shared. In short, what matters most to him is getting his views across! As a result, there is no question of him getting bogged down in niceties or wasting any time beating around the bush. When he has something to say, he says it outright, at the risk of sounding a little blunt. He also comes across as very focused on his ways of thinking and doing things, not very receptive to criticism and therefore not inclined to do any real soul-searching.

How does he interact with the team?

When working in a team, John Doe naturally takes on a leadership position. With a lively and determined temperament, he likes to decide quickly and for the group! This is made even easier since he doesn't particularly need to hear the opinions or views of other people to take a stance. He likes setting the agenda, mapping out the route and bringing others along on this path. He doesn't find it particularly difficult to take drastic action, even on thorny issues!

IN-DEPTH PROFILE ANALYSIS

| His working style

How does he approach the situations he encounters?

With both a conceptual and global approach to situations, John Doe is accustomed to strategic thinking. This often leads him to challenge the status quo and question more "traditional" ways of doing things. He quickly adjusts to any changes and has lots of ideas. He regularly suggests new projects and contributes tirelessly when it comes time to develop, break trends or think of new systems. He is more interested in the main defining features of projects and in "reinventing" than in purely "executing".

How does John Doe manage his activities? What tasks does he focus on first?

Eager to accomplish a wide range of things, John Doe tends to take on more and more commitments on a daily basis. He can easily work on several projects at the same time, thanks to his great intellectual flexibility and his adjustable organization. He prefers working according to the priorities of the moment rather than planning his activities over the long term. He can therefore make quick progress on several projects at once, which sometimes means he doesn't finish all of them. He relies more on his hard work than on his meticulousness or attention to detail.

How does John Doe imagine himself in his role? What level of energy does he display at work?

Always in search of the next "Big Project", John Doe is firmly focused on the future. He is proactive and systematically looks for ways to develop and improve what he is doing and achieve more. He is not short on inspiration and generally finds something extra to bring to each project he commits to. His desire to surpass himself and his capacity for innovation may lead him to suggest relevant solutions to meet the challenges he encounters, but may also serve as an excuse to avoid the most tedious aspects of his work.

IN-DEPTH PROFILE ANALYSIS

| His emotional management

What emotions does he feel most? How does he handle these emotions, either on a personal level or in his relationships with others?

On a day-to-day basis, John Doe is naturally dynamic. In substance, this vitality is reflected in his quickness to take action and an aptitude for risks. In form, it is expressed as contagious enthusiasm. This responsiveness may sometimes veer toward impulsiveness, whether in his decision-making or his reactions. Always ready to move forward, he does not need any particular guarantees before he commits to new projects. Stress is therefore a driving force that spurs him into action. He likes sharing his positive emotions and optimism with those around him at work.

PROFILE ANALYSIS BY TRAIT

Leadership and influence

Assertive with others		10
Seeks to persuade others		10
Approaches others spontaneously		7
Demonstrates diplomacy		5

Consideration of others

Connects emotionally		4
Open to other people's ideas		4
Accepts criticism		2
Consults others before deciding		2

Creativity and adaptability

Prefers varied tasks		7
Interested in abstract ideas		7
Demonstrates inventiveness		8
Adapts to change		9

Conscientiousness in work

Organizes work methodically		4
Pays attention to detail		4
Perseveres when faced with obstacles		6
Goes beyond assigned tasks		10

Personal balance

Has a calm demeanor		4
Focuses on the positive		9
Controls own feelings		1
Seeks stability		1

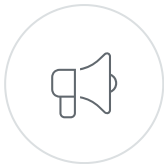


Adapted traits (Respondent took time for consideration before answering. These traits may develop significantly.)



Deep traits (Respondent answered automatically. These traits will not change much over time.)

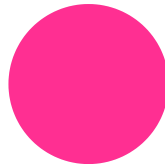
TALENT CLOUD



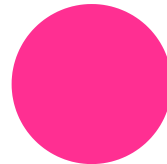
INFLUENCE



Build relationships



Take the lead



Unite and mobilize



COOPERATE



Communicate with diplomacy



Provide support



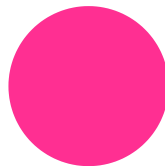
Work collaboratively



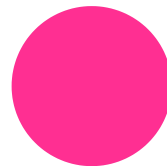
THINK



Anticipate challenges



Develop a vision



Innovate



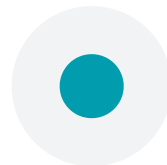
ACT



Take initiative



Plan and organize



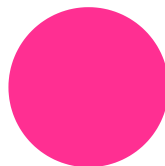
Inspect and improve



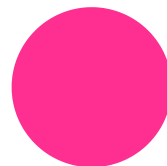
FEEL



Spread enthusiasm



React swiftly



Handle stress

- Highly developed: Higher than 80% of people
- Well developed: Higher than 60% of people
- Moderately developed: Higher than 40% of people
- Slightly developed: Lower than 60% of people
- Undeveloped: Lower than 80% of people

WARNING POINTS

Risk analysis

	RISK FACTORS		
Lack of confidence	LOW		
Intolerance of uncertainty	LOW		
Tendency toward authoritarianism		MEDIUM	
Disengagement	LOW		
Procrastination		MEDIUM	
Tendency to worry	LOW		
Impulsiveness			HIGH
Hypersensitivity	LOW		

■ Low

Low (75% of individuals)

Low impact, typical of most people.

■ Medium

Medium (20% of individuals)

Moderate risk, requires some attention.

■ High

High (5% of individuals)

Significant risk, needs focused attention.



| About

This report is based on John Doe's responses to the AssessFirst SWIPE personality assessment. This assessment evaluates 20 personality traits as they relate to individual and collective performance.

AssessFirst develops and commercializes HR assessment tools to help HR professionals and operational managers recruit better and develop the strengths and talents of their workforce.

To learn more, visit: www.assessfirst.com

| Disclaimer

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AssessFirst is not responsible in any way for the direct and/or indirect consequences related to the use of the tools and assessments systems that it provides.

| Contact us

support@assessfirst.com