



## Integrated psychometric test

### Candidate's information

**Result for:** Wally John

**Gender:** Homme

**Age:** 42

**Test date:** 2022-09-01

**Report date:** 2022-09-01

**Name of the organization:** tandem carrière





**Candidate's information**

Result for: Wally John

Test date: 2022-09-01

Report date: 2022-09-01

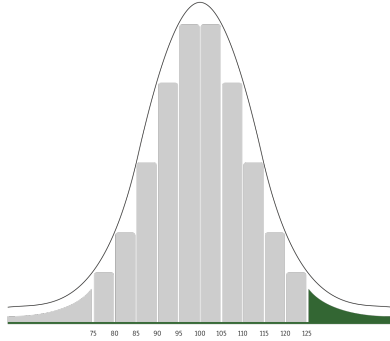
Type of employment: Project Managers

**This candidate meets the requirements of the job:**

**Global appreciation**

No Fit	Partial Fit	<b>Good Fit ✓</b>
<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

**Cognitive ability**



**General**

No Fit	Partial Fit	<b>Good Fit ✓</b>
<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

**Verbal**

No Fit	Partial Fit	<b>Good Fit ✓</b>
<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

**Crystallized**

No Fit	Partial Fit	<b>Good Fit ✓</b>
<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

**Numerical**

No Fit	Partial Fit	<b>Good Fit ✓</b>
<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

**Fluid**

No Fit	Partial Fit	<b>Good Fit ✓</b>
<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

**Spatial**

No Fit	Partial Fit	<b>Good Fit ✓</b>
<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Reliable and organized

No Fit	<b>Partial Fit ✓</b>	Good Fit
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Search for success and perseverance

<b>No Fit ✓</b>	Partial Fit	Good Fit
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Emotional control level

<b>No Fit ✓</b>	Partial Fit	Good Fit
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Self-confidence

No Fit	<b>Partial Fit ✓</b>	Good Fit
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Problem-solving ability

No Fit	<b>Partial Fit ✓</b>	Good Fit
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Ability to adapt and openness

No Fit	Partial Fit	<b>Good Fit ✓</b>
<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Consideration for others

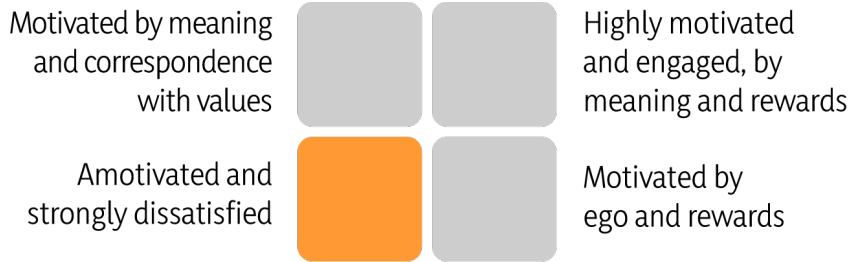
No Fit	Partial Fit	<b>Good Fit ✓</b>
<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Collaboration with others

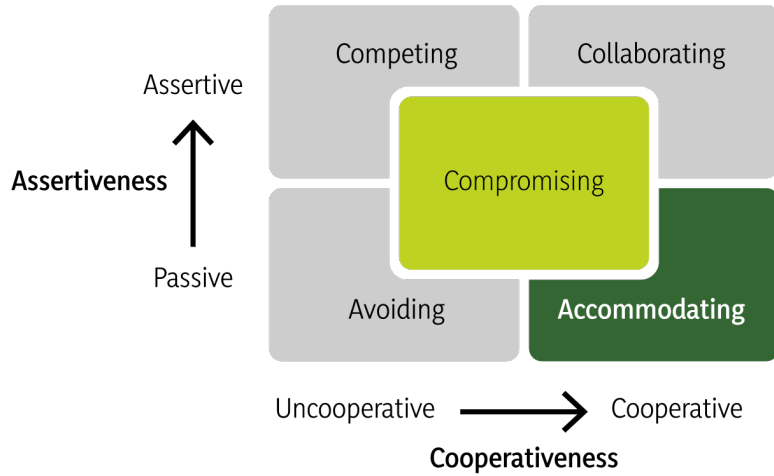
No Fit	Partial Fit	<b>Good Fit ✓</b>
<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>



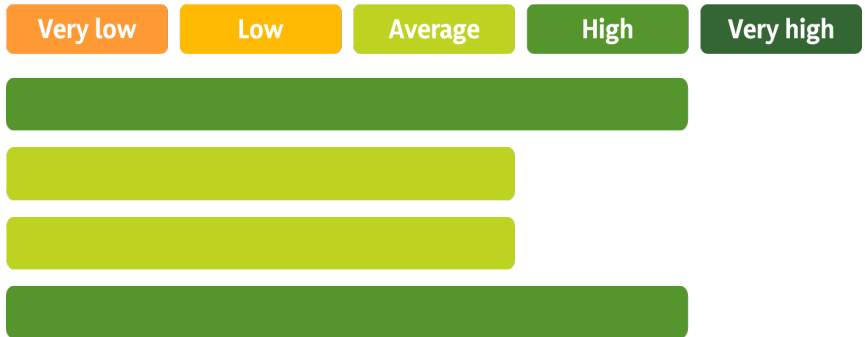
**Motivational Profile**



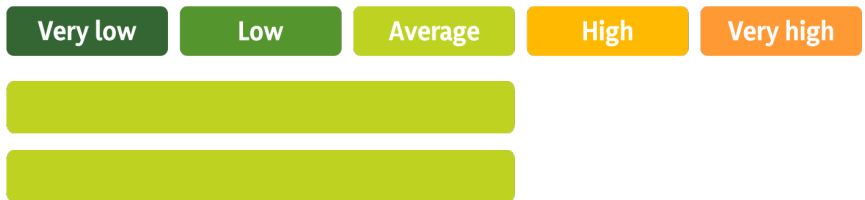
**Conflict management**



**Performance indicator**

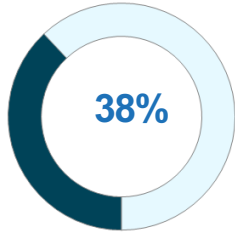


**Risk factor**



# Detailed report

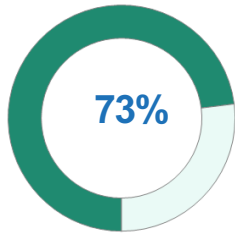
## Summary of scores with five major traits



### Emotional stability

Medium

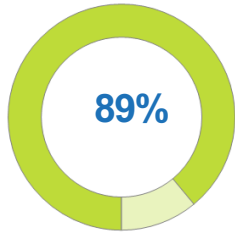
« This person is in the average regarding emotional stability, impulsiveness, self-confidence and propensity for negative emotions such as anxiety, depression and anger. »



### Extraversion

High

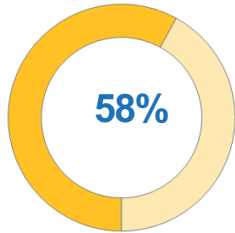
« This person is generally extroverted, sociable, gregarious, affirmative, energetic, positive, likes to express himself, and looks for stimulating activities.»



### Openness to experience

High

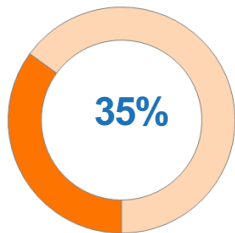
« This person usually shows intellectual curiosity, imagination, introspection, creativity, artistic sense and openness to novelty and diversity.»



### Agreeableness

Medium

« This person is in the average regarding his levels of altruism, modesty, sincerity, cooperation, sensitivity to others and trust in others. »



### Conscientiousness

Medium

« This person is in the average regarding his desire for success, his confidence in his abilities, his determination, foresight, self-discipline, reliability and organization. »

<b>Project Managers</b>	<b>Global Appreciation</b>	<b>80%</b>
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# Indexes of the great eight competences

	Very low	Low	Average	High	Very high
Lead and take decisions					
Support and cooperate					
Interact and communicate					
Analyze and interpret					
Create and conceptualize					
Organize and execute					
Adapt and handle pressure					
Undertake and perform					

## Lead and take decisions

They are in the average when it comes to providing leadership and guidance, taking over a situation or a project, initiating actions, and taking on responsibilities.

## Support and cooperate

They interact with colleagues, superiors, and clients with positivity and respect as long as it is mutual. They are disposed to offer support to their colleagues. They can be less democratic, collaborative, or friendly, when the work team's dynamic is not centered around those elements.

## Interact and communicate

They probably have abilities to connect with people, network and develop contacts, and to influence and persuade. They are generally comfortable with meeting new people, interacting in a group, expressing themselves and asserting their point of view.

## Analyze and interpret

They probably have an analytic way of thinking. They are at ease with complex problems and ideas, and can manipulate a lot of information at once. They are open to novelty, such as technologic evolution, and will generally adapt quickly.

## Create and conceptualize

They are susceptible to perform well in tasks and situations requiring openness to new ideas and experiences. They can show innovation and creativity when handling different situations. They look for opportunities to learn and grow. They are generally in favor of most organizational changes and can be drivers of change themselves.

## Organize and execute

They are in the average when it comes to plan ahead of time, work in a systematic and organized way, and follow directions and procedures.

## Adapt and handle pressure

They are in the average when it comes to their capacity to handle pressure, to adapt, and to face setbacks and failure. They may feel overwhelmed by events.

## Undertake and perform

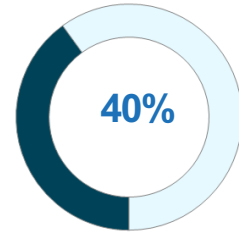
They don't prioritize results and the achievement of their goals. Their commitment to performance, perseverance and success are below average. Opportunities to grow and progress in their career are not their main focus.

# Graphs of interactions between traits

<b>Job Family :</b>	<b>Project Managers</b>
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## Global appreciation

The interpretation of the combined effects (interactions) between the big five personality traits delivers a considerable wealth of information. The interpretations displayed in the following pages are based on propositions made by experts in this field, and on the IPLC author's experience and knowledge. Each interaction is displayed with a graph. Each graph is divided in four quadrants depending on the elevation of the two traits in interaction.



- Adequate and desirable behavior
- Neutral behavior, could pose a risk to the position.
- Undesirable behavior, presents a risk for the position.

Emotional style		Handling dangers, stress and setbacks	
Calm	Optimistic	Stoic	Adaptation
Pessimistic	Emotional reactivity	Maladjustment	Sensitivity Reactivity
Handling conflicts and anger		Handling expectations and performances	
Insensitivity	Conciliatory	Relaxed	Determined
Conflictual	Inhibition	Unorganised	Performance anxiety

Neutral

Style of interests

Popular culture	Creative interactions
Stay at home	Introspection

Interpersonal style

Modest	Friendly leader
Individualist	Egocentric leader

Style of activities

Seeking pleasure	Centered on collective projects
Passivity	Centered on individual projects

Social values

Social values	Progressive values
Conservative values	Free thinker

Style of learning

Pragmatic learner	Great learner
Uncommitted	Inconsistent learner

Collaboration with others

Committed	Benevolent
Uncommitted	Task-centered



## Feedback on interactions

### Emotional style

### Emotional reactivity

They tend to experience emotional excess. They have a propensity for intense emotions, whether they are positive or negative, that can quickly fluctuate. Social relationships can have an important impact on their emotional state, on the negative emotions as much as the positive emotions, which can lead to tumultuous relationships.

### Handling dangers, stress and setbacks

### Sensitivity/ Reactivity

They adapt. They maintain their emotional control in stressful situations or challenges, and respond with adjustment and creative solutions. They have the ability to distance themselves from stressful experiences and to handle them with creativity.

### Handling conflicts and anger

### Neutral Profile

Neutral Profile

### Handling expectations and performances

### Unorganised

They have few self-expectations, they don't strive for success and are not worried about it. They have nothing to prove to themselves or to others. They handle uncertainty well and they take things as they come. They have faith and they believe that it will all turn out for the better.

### Style of interests

### Creative interactions

Their interests join at a crossroad between social assimilation, social influencing, creativity and intellectual curiosity. They are creative and innovative leaders. They are interested in understanding and influencing people and the society. They want to share their knowledge and creativity with people, in a way in which they could be an influence (teachers, politicians, managers).

### Interpersonal style

### Friendly leader

They actively seek opportunities to create and maintain relationships with people. They sincerely bond with others. They light the spark in a group and often become the leader or the initiator in common activities. They are warm and collaborative leaders, and they like teamwork.

### Style of activities

### Seeking pleasure

They spontaneously express social assertiveness, dynamism, sociability and enthusiasm (associated with extraversion), instead of expressing it through structured and completed projects. They preferably invest their time in social stimulating and diversified activities, that don't require binding and formal efforts, or planning in advance.

### Social values

### Progressive values

They are committed people who dedicate themselves for the good of the group. They are willing to help people who need it and accept to take over difficult or thankless tasks, even if they aren't getting the credits for it.

### Style of learning

### Inconsistent learner

They have diversified intellectual and creative interests, but they probably won't be exploited much because of a lack of determination and organization. They might lose their willingness to learn when the efforts required increase, which might lead to a lot of superficial knowledge with no thorough understanding.

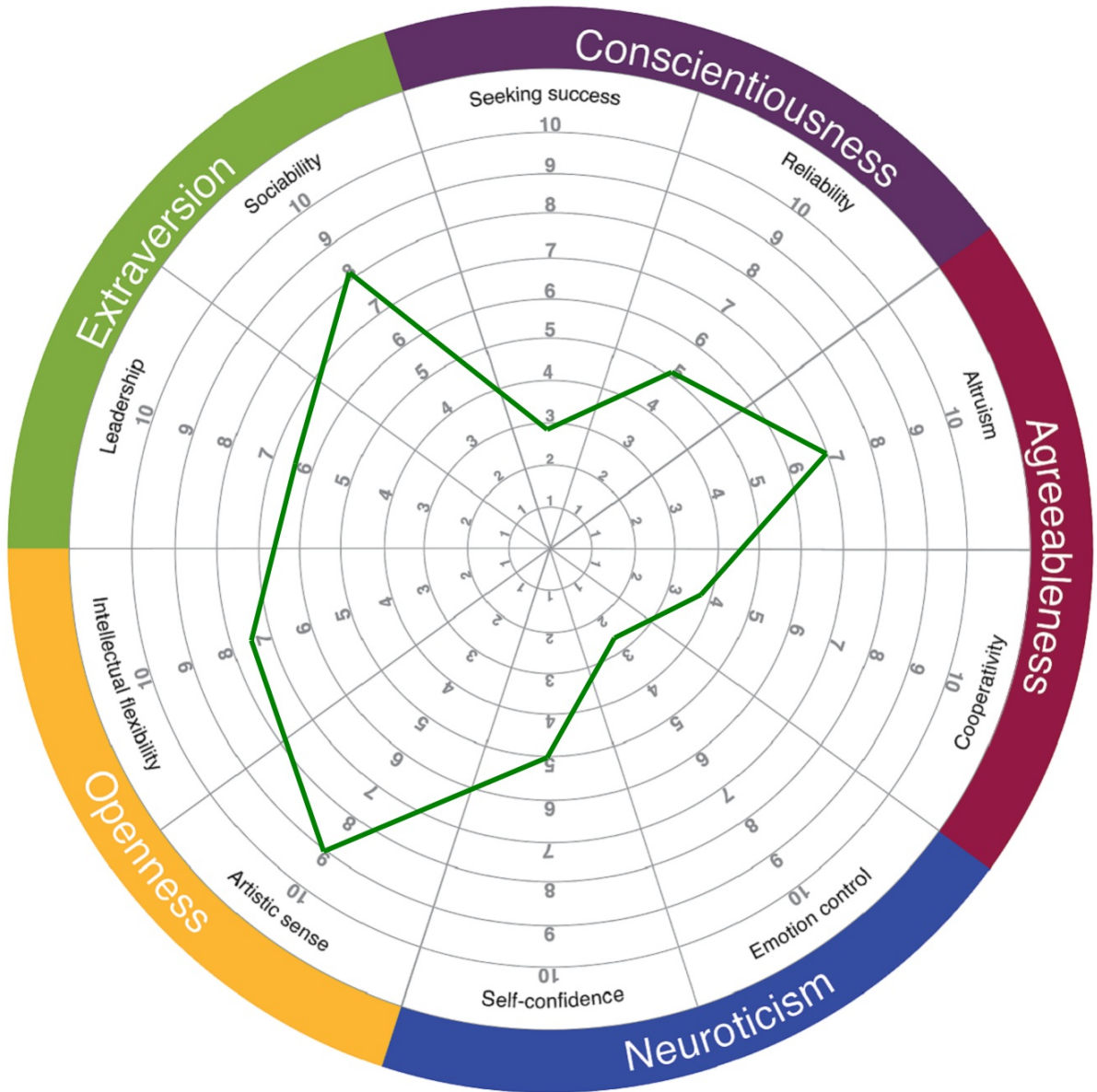
### Collaboration with others

### Benevolent

They are well-meaning, they care about other's well being and good relationships between collaborators. They can sometimes find it difficult to assume their part of responsibility in a task that needs to be completed, or to give concrete follow-up of their good intentions.

# Personality profile

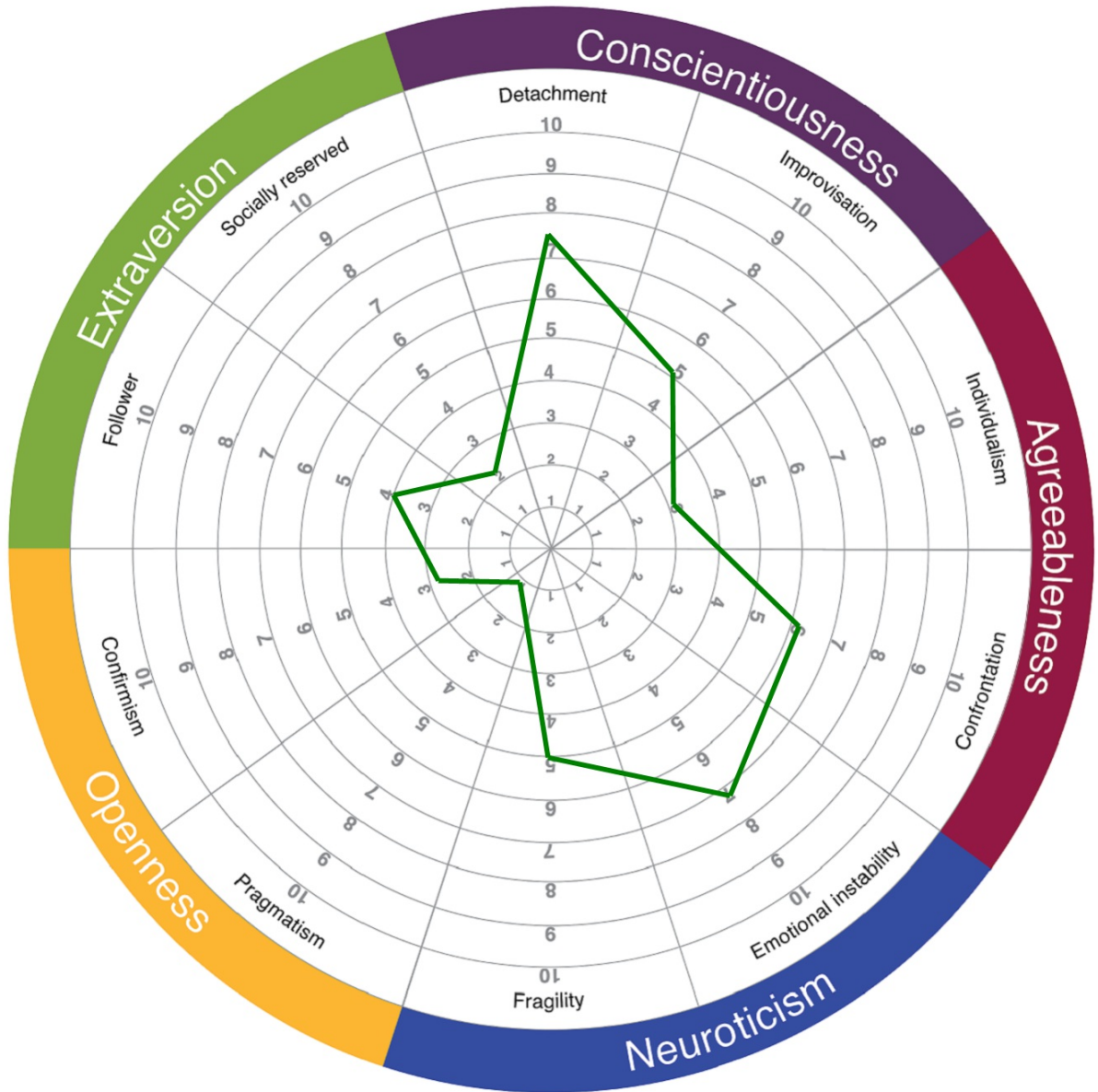
This radar chart illustrates the results to the evaluation of the ten facets. The results are displayed in deciles, calculated with the same gendered normative sample from the general population of Quebec.



# Personality profile

(reversed scales)

This radar chart displays the results obtained to the ten facets, following a reversal of the poles (for example, a weaker score to the Sociability facet becomes a higher score to Social shyness). The results are displayed in deciles, calculated with the same gendered normative sample from the general population of Quebec.



# Interpretation of the personality profile

## Personality

The traits and facets of the personality allow to evaluate the substance of someone's psychological functioning. They deliver a review on the way a person will think and process information (cognitive aspect), experience and deal with emotions (emotional aspect), interact with others (relational aspect), and react and adapt to different situations (experiential aspect). Personality also informs on the motivational and attitudinal aspects of someone's behavior.

The domains and facets of personality in which the scores are the most disparate relative to the mean of the normative sample represent the candidate's most distinctive characteristics. The higher or lower a trait is (the more it stands out from the mean), the more it will stick out. The more prominent traits represent the characteristics we will first notice when meeting a person for the first time. Those prominent traits will also be the most representative of a person's behavior in different situations.

## Score interpretation by scales

### Openness



This type of people is characterized by a flexible intellect. They appreciate ideas and brainwork. They like to juggle with ideas, and to consider different possibilities and points of view. They are comfortable with abstract concepts, but have nonetheless some sense of practicality. They have a taste for innovation and like to propose new ideas. They like to solve complex problems and are most of the time at ease with manipulating a lot of information at once. They have diversified interests and are generally stimulated by learning. They probably have an overall knowledge superior to the average. They usually are open to new ideas and work methods, and to different opinions, values and cultures as well. In general, they see change and novelty as a positive opportunity and adapt well to a reshuffle of their tasks or of their environment. They have a potential of success superior to the average in jobs requiring the execution of complex tasks, innovation, adaptation, and someone who is constantly learning.



This type of people is characterized by an imagination and a sense of esthetic above average. They value intuition and are sensitive to beauty. They are interested in arts such as painting, music and literature. For example, they will be more receptive than others to image processing, the sequences of the scenes or the music choices during a movie. It is important to them that they can express their creativity. They might tend to daydream or to get lost in thoughts. They are mindful of their inner world questioning meaning is important to them. Feelings and intuition usually are significant elements to consider when taking a decision, or in their everyday life. They don't usually like a routine. They have a good potential in jobs requiring imagination, creativity, originality and a sense of esthetic.

# Conscientiousness



This type of people values professional success and performance a little less than the average. Work environments focused on performance and competitiveness are not the most fitting for them. They can have a tendency to procrastinate or to invest themselves in the projects they're involved in with moderation. They sometimes find it difficult to finish a project on their own, especially when it is a long-term project or when they face some difficulties. They are more motivated by short-term projects. Their feeling of competency and capacity to overcome obstacles is a little below average. They usually prefer to enjoy the present moment rather than plan and work ahead of time. Performance, competitiveness, and goal achieving are not principal sources of satisfaction and personal fulfilment. They are more focused on their personal life than their work.

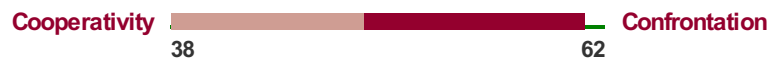


This type of people doesn't stand out from the average in terms of reliability, punctuality, organization, planning, sense of duty, attention to details or meticulousness. They like a certain balance between flexibility and order, and between spontaneity and planning. They don't always do all they can to respect commitments, rules and protocols.

# Agreeableness



This type of people is generally altruistic, kind, pleasant, helpful, respectful and interested in others. They like to help and give some of their time when possible. They are great listeners, warm and hearty with others, sensitive to other people's emotions, and interested in their difficulties. They think most people have good intentions and their trust can be earned quite fast. The impact of their decisions on others is important to take in consideration when they take a decision. They will prioritize the solution that takes in account each and everyone involved instead of the most objectively valid solution. In a work team, they will do their best to make everyone feel welcomed, accepted and important.



This type of people will preferably act in favor of maintaining social cohesion and avoiding disputes and confrontation, but they can also show assertiveness or stand their ground when necessary. They easily forgive minor offenses but react differently depending on the seriousness of the offense. Even though good relationships and social cohesion are important to them, they wouldn't go as far as taking the blame for something they didn't commit. They are in the average when it comes to modesty and humility. They generally work well under the supervision of someone else and respect authority, but they know when to set a limit, and won't tolerate being poorly treated by an unfair or mean superior. They generally prefer to consult others before taking an important decision.

## Extraversion



This type of people is in the average when it comes to providing leadership, self-assertion, and initiating things. Even though they can show initiative and leadership in certain situations, those are not distinctive characteristics in their behavior. They are also around average in terms of their will to express authority, to influence, to get people to work together and to get involved in projects.



This type of people is sociable and outgoing. They like to meet new people, be around people and to work as a team instead of working alone. They are friendly and easily bonds with people they meet. They are comfortable with exposing themselves and letting people get to know them. The way they approach life and others is enthusiastic and optimistic, they have fun effortlessly. They usually bring energy and enthusiasm in their surrounding and in their work team.

## Neuroticism



This type of people shows some emotional volatility. They can have mood swings and they sometimes find it difficult to have their emotions under control. They tend to be agitated, irritated and angry. They are easily bothered or upset by others, therefore they might tend to react impulsively and aggressively. They have a tendency to be responsive to what they perceive as an attack, such as criticism, and their reaction might be disproportionate relatively to the trigger. They tend to have impulsive reactions when facing negative situations, to have difficulty resisting to temptation, and to be frustrated with hindering the satisfaction of their desires. They are more vulnerable to stress than the average, and find it more difficult to keep calm in emergency situations.



This type of people is in the average when it comes to the tendency to be anxious and depressed. Even if they have a good capacity to handle their emotions every day, they can experience anxiety or depression in a more lasting and overwhelming way when facing difficult situations. Their level of self-confidence and their faith in their capacity to face obstacles don't stand out from average. They sometimes doubt, blame themselves, or feel guilty about things they could have or should have done, but it is not a behavior that characterize them. In a social context, like most people, they are not indifferent to the judgements of others.



# Trait's description

## (O) Openness to experience

The trait Openness to experience is conceptualised as personality's dimension related to the intellect, openness to novelty, adaptation, artistic sensitivity, imagination, and curiosity in our outer and inner world. The opposite of this pole represents concrete and practical spirits, who prefer the consolidation of what's already been acquired rather than innovation, and who are more interested in the external physical world. These elements are more precisely presented in the descriptions of the two facets composing this trait: Intellect and Artistic personality. In general, a high level of Openness to Experience describes creative and original individuals, who can sometimes be perceived as weird or marginal in the eyes of more conventional people. The aspects of creativity and originality are transversal to the facets of this trait, which means that the two facets are implicitly measured by these aspects. People will express creativity and originality according to the elevation of each of the two facets. For example, people with a high level of Openness to experience with the Intellect as the dominant facet will reveal original thinkers who like to resolve complex problems with innovative and surprising solutions.

## (C) Conscience

The trait Conscientiousness is conceptualised as personality's dimension related to seeking success, and to the reliability of organisation and our senses. A conscientious personality calls for hard-working people, who set high goals, who are self-demanding, perseverant, disciplined, able to exert effort, and who trust their capacities to succeed no matter the challenges they may face. They are reliable, responsible, loyal, respectful of the rules and their commitments, and they are meticulous and attentive to details. Planning, foresight and the sense of organisation are also characteristics represented by this trait. The opposite of this trait will represent people whose life are not centered around goals and objectives, who are not motivated by performance and competition, and who find it difficult to show efforts and perseverance when it gets difficult. They also tend to be more flexible when it comes to respecting rules and their commitment, and they are a bit careless for details. They will take things as they come and will improvise rather than plan in advance, they will be unorganised and uncomfortable with strict schedules.

## (E) Extraversion

The trait Extraversion is conceptualised as personality's dimension related to sociability, enthusiasm, leadership, and social ascendancy. Extraverted people like to be surrounded by others, work in a team and create social bonds. They open up and express their emotions easily. They are prone to feel positive emotions and to approach life with enthusiasm and optimism, which can sometimes get a little contagious. They also like to convince and influence others, aren't afraid to speak their mind, and enjoy being in charge of a group or a project. At the opposite, introverted people prefer to work on their own and independently, they are satisfied with a restraint social circle and they don't particularly enjoy new encounters. They have a more cautious and realistic way of living, rather than enthusiastic. They don't really peak their mind in a group and don't appreciate being in charge of a group or taking decisions.

## (A) Agreeableness

The trait Agreeableness reveals the way people will address others. Individuals with a high level of agreeableness are well-intentioned. They are altruist, respectful, friendly, they easily trust others, and they take in consideration the impact their decisions will have on others. They believe that everybody is equal, they don't seek to be right all the time or to be in the spotlight at other's expenses, and they usually avoid taking conflictual actions. At the opposite, individuals with low levels of Agreeableness have a more individualist approach of life, they believe that people are responsible for themselves and shouldn't expect help from others, and that it is our job to take our own place and defend our rights, even if it might be hurtful to others or lead to conflicts.

## (N) Neuroticism

The trait Neuroticism is conceptualised as personality's dimension related to the propensity to feel negative emotions and handling them. A high level of Neuroticism reveals a low propensity for anxiety, depression, guilt, anger, and all other negative emotions. It also shows a great capacity to handle those negative emotions if they do occur, to delay gratification, to receive criticism and hostility, and to remain calm in stressful situations. At the opposite, individuals with low levels of neuroticism (emotional volatility) tend to experience intense inner negative emotions (for example, depression) as well as outer negative emotions (anger). Low levels of neuroticism also show vulnerability to stress, to judgement, to gestures perceived as hostile, such as criticism. The impulsive reaction (when facing negative affects) and the difficulty to resist to their desires also are characteristics of emotional volatility.

## Answers from :

Sujet John Wally

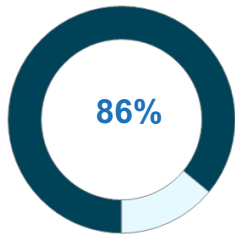
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21-40: D A SA SA A D D N D A SA SA N A D SA D A SA A  
41-60: D D A A D SA D D A D SA A D A D D D SA A D  
61-80: SA SD A A SA SA D A A D A A D A A A SA A D A  
81-100: D SD D A D D A SA D D SA A SD A A D A SA D D  
101-120: A D SA A D

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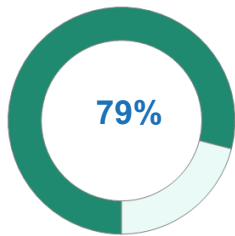
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Accommodating means to show a lack of determination to assert one's interests, and a concern for cooperation. By yielding, a person neglects their own aspirations to satisfy those of the other; there is an element of sacrifice in this attitude. Accommodating may mean showing generosity or selfless charity, obeying an order that is disliked, or submitting to someone else's opinion.



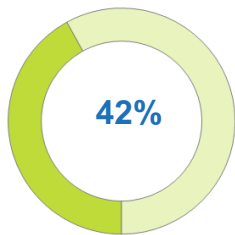
### Accommodating

She will have a strong tendency to privilege her relationships with others. She believes in avoiding conflict to preserve harmony.



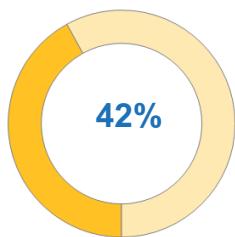
### Compromising

They proactively seek compromise through negotiation. They give up part of their interests and persuade the person with whom they are in conflict to give up part of theirs.



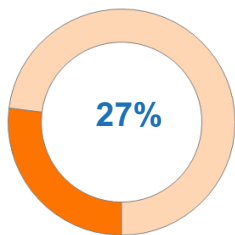
### Avoiding

She will sometimes tend to avoid conflict and people with whom she disagrees. In some cases, she believes it is easier to withdraw from a conflict than to deal with it.



### Collaborating

They consider a solution that allows both parties to win (win-win). They try to initiate a discussion by presenting the conflict as a problem to which both parties need to find a solution.



### Competing

She may sometimes put her own interests ahead of her relationships with others. Rivalry is not her preferred way of dealing with conflict.



## Results per Scale

Scale	Raw score	T-score	Percentile	0	10	20	30	40	50	60	70	80	90	100
1 Accomodating	4	61	86											
2 Avoiding	3	48	42											
3 Collaborating	5	48	42											
4 Competing	2	44	27											
5 Compromising	6	58	79											

## Answers

#	Réponse
1	I sometimes renounce to satisfy my own desires to satisfy those of the other person.
2	I am trying to look at a question in order to find a solution acceptable to both parties.
3	I use my influence to get my ideas accepted.
4	I usually try to "cut the pear in half" to solve a problem.
5	I try to satisfy the other's expectations.
6	I try to keep my disagreement with myself in order to avoid rancor.
7	I keep my opinions for myself rather than openly disagreeing with people.
8	I propose a common ground to resolve the dead ends.
9	I try to meet the expectations of the other.
10	I do not think it's worth the time or the trouble to discuss my differences of opinion with other people.
11	I always favor a frank discussion of the problem.
12	I try to manage the concerns of the other person as much as I do.
13	I support the suggestions of my colleagues, although I do not agree with them.
14	When I negotiate, I'm confining myself to my position rather than give in.
15	I always share the problem with the other person so that we can find a solution.
16	To reach an agreement, I make concessions on a few points in order to win more.
17	I try to find an intermediate position between the other's point of view and mine.
18	I'm trying to find a compromise solution.
19	I share with the other my ideas and I ask that they are his.
20	I try to find a fair mix of gains and losses for everyone.

# CFIT – Scores by aptitudes – 2021 Normative data

## General aptitude evaluated

Scale	IQ	NOC	Percentile	0	10	20	30	40	50	60	70	80	90	100
<b>(G) (G) General Intelligence</b>	<b>134</b>	<b>1</b>	<b>99</b>											

## GFluide

Scale	IQ	NOC	Percentile	0	10	20	30	40	50	60	70	80	90	100
<b>(GF) Fluid Intelligence</b>	<b>126</b>	<b>1</b>	<b>96</b>											

## Crystallised G

Scale	IQ	NOC	Percentile	0	10	20	30	40	50	60	70	80	90	100
<b>(GC) Crystallised Intelligence</b>	<b>132</b>	<b>1</b>	<b>98</b>											

## Other aptitudes evaluated

Scale	IQ	NOC	Percentile	0	10	20	30	40	50	60	70	80	90	100
<b>(V) Verbal aptitude</b>	<b>131</b>	<b>1</b>	<b>98</b>											
<b>(N) Numerical aptitude</b>	<b>131</b>	<b>1</b>	<b>98</b>											
<b>(S) Spatial aptitude</b>	<b>124</b>	<b>1</b>	<b>95</b>											
<b>(M) Matrices</b>	<b>111</b>	<b>2</b>	<b>77</b>											

## Scores by aptitudes with standard error of measurement (SEM) and NOC's level

Scale	Minus SEM			Observed			Plus SEM		
	IQ	NOC level	Percentile	IQ	NOC level	Percentile	IQ	NOC level	Percentile
<b>(G) General intelligence</b>	130	1	98	134	1	99	138	1	100
<b>(GF) Fluid intelligence</b>	123	1	98	126	1	99	129	1	97
<b>(GC) Crystallized intelligence</b>	128	1	98	132	1	99	136	1	99
<b>(V) Verbal aptitude</b>	127	1	96	131	1	98	135	1	99
<b>(N) Numerical aptitude</b>	127	1	96	131	1	98	135	1	99
<b>(S) Spatial aptitude</b>	121	1	92	124	1	95	127	1	96
<b>(M) Matrices</b>	108	2	71	111	2	77	114	2	83

## Administrative indexes – chart of raw scores per section

Sections	Raw Scores	Wechsler IQ	Percentile	Number of questions	Number of questions answered	Number of right answers	%
3	12	131	98	25	15	12	80
1	36	152	100	80	43	36	83
2	7	87	20	22	12	7	58
4	28	124	95	40	30	28	93
5	24	111	77	35	25	24	96

# Score's summary

**Subject** John Wally  
**Relationship:**  
**Test** WALLY - EN

## Trait's scale

Scale	Raw score	T-score	Percentile	0	10	20	30	40	50	60	70	80	90	100
1 (O) Openness to experience	65	62	89											
2 (C) Conscientiousness	57	46	35											
3 (E) Extraversion	68	56	73											
4 (A) Agreeableness	54	52	58											
5 (N) Neuroticism	55	47	38											

## Facet's scale

### Openness to experience facets

Scale	Raw score	T-score	Percentile	0	10	20	30	40	50	60	70	80	90	100
1 (O1) Intellect	37	56	73											
2 (O2) Artistic personality	28	62	89											

### Conscientiousness facets

Scale	Raw score	T-score	Percentile	0	10	20	30	40	50	60	70	80	90	100
1 (C1) Seeking success	32	44	27											
2 (C2) Reliability and organisation	25	50	50											

### Extraversion facets

Scale	Raw score	T-score	Percentile	0	10	20	30	40	50	60	70	80	90	100
1 (E1) Confidence	32	53	62											
2 (E2) Sociability and positive emotionality	36	58	79											

### Agreeableness facets

Scale	Raw score	T-score	Percentile	0	10	20	30	40	50	60	70	80	90	100
1 (A1) Prosocial orientation	34	55	69											
2 (A2) Conformism and modesty	20	47	38											

### Neuroticism facets

Scale	Raw score	T-score	Percentile	0	10	20	30	40	50	60	70	80	90	100
1 (N1) Emotional control	27	44	27											
2 (N2) Trust	28	50	50											

# Summary Scores

The tables below present the results to the five major aspects of motivation in the conceptual framework of the theory of self-determination.

T scores and percentiles are calculated in comparison to a normative sample.

**Subject** John Wally

**Test** WALLY - EN

## Results per Scale

Scale	Raw Score	T Score	Percentile	0	10	20	30	40	50	60	70	80	90	100
1 Intrinsic Motivation	6	57	76											
2 Identified Motivation	5	52	56											
3 Introjected Motivation	5	53	62											
4 Extrinsic Motivation	4	56	73											
5 Amotivation	4	82	100											

Scale	Raw Score	T Score	Percentile	0	10	20	30	40	50	60	70	80	90	100
6 Autonomous Motivation	5	51	54											
7 Controlled Motivation	5	60	83											

## Answers from :

**Subject** John Wally

1-20: 6 6 4 6 7 2 5 3 6 7 5 5 6 4 6 6 5 6 5

# Score's summary

Sujet John Wally

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Test WALLY - EN

## Trait's scale

### Neuroticism facets

Scale	Raw score	T-score	Percentile	0	10	20	30	40	50	60	70	80	90	100
1 (N2) Anger and hostility	11	52	58											
2 (N5) Impulsiveness	10	45	31											

### Conscientiousness facets

Scale	Raw score	T-score	Percentile	0	10	20	30	40	50	60	70	80	90	100
1 (C3) Worth of trust	24	48	42											
2 (C6) Deliberate and careful	19	45	31											

## Answers from :

Sujet John Wally

1-20: A D A SA D A SA D A N SD SA D A A D A D N D  
 21-40: A D D D A D D A A A D A D N SA A A N

John Wally WALLY - EN