



## Integrated psychometric test

### Candidate's information

**Result for:** Wally6 nov John

**Gender:** Femme

**Age:** 32

**Test date:** 2022-11-06

**Report date:** 2022-11-06

**Name of the organization:** FREE TRIAL





# Candidate's information

Result for: Wally 6 nov John

Test date: 2022-11-06

Report date: 2022-11-06

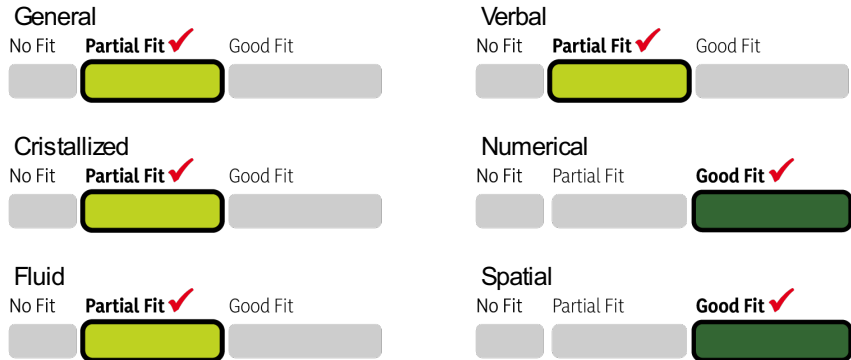
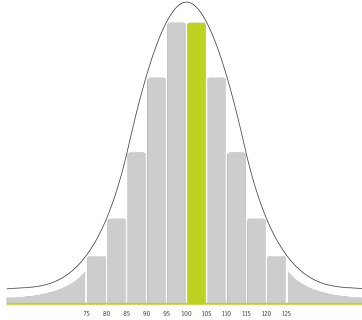
Type of employment: Managers & Executives

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

## Global appreciation



## Cognitive ability



Reliable and organized



Search for success and perseverance



Emotional control level



Self-confidence



Problem-solving ability



Ability to adapt and openness

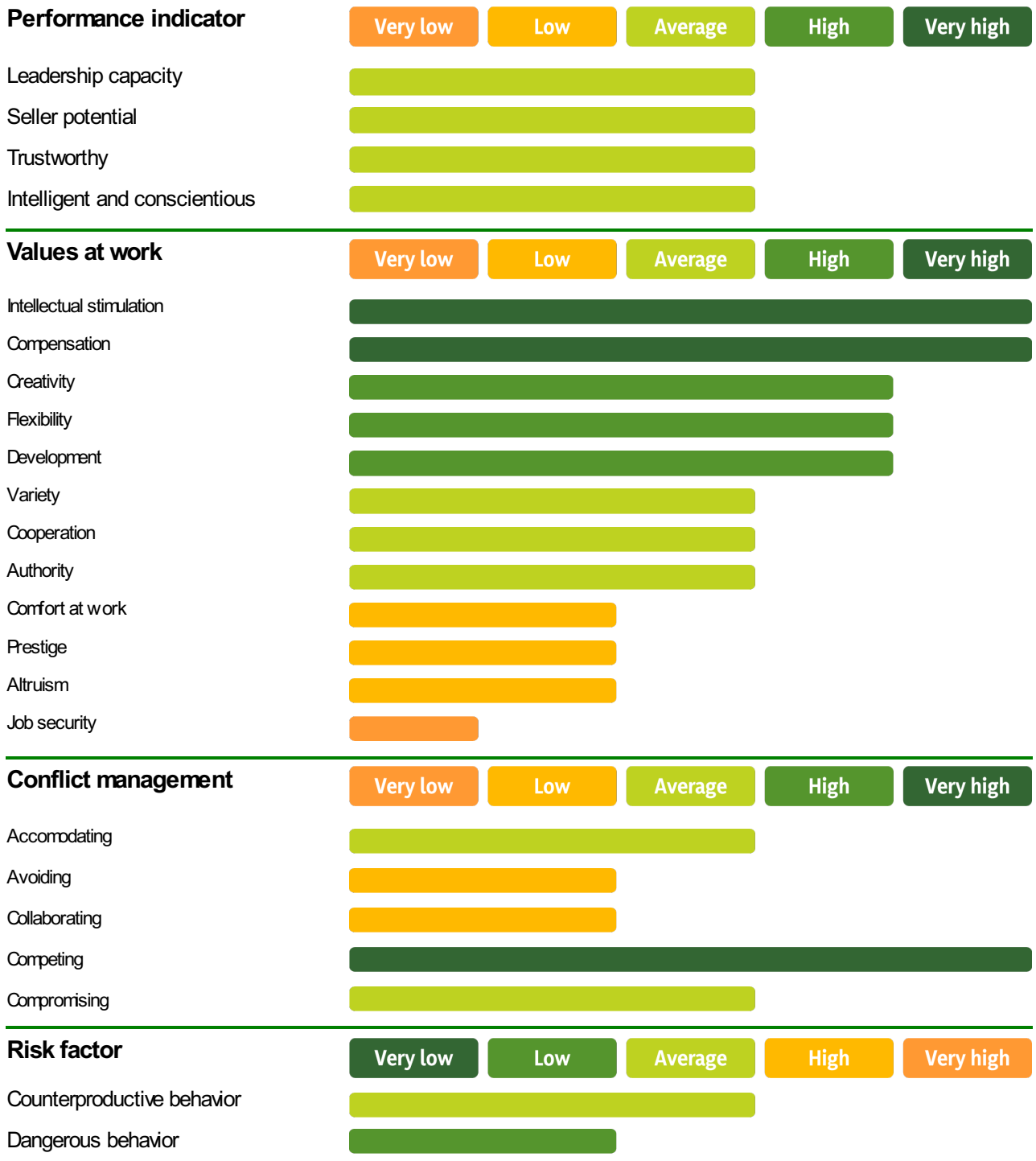


Consideration for others



Collaboration with others





# Technical and statistical data

# 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 will tend to recommend a work dynamic approach oriented towards competition rather than cooperation. Even though they are not reluctant to mutual aid and collaboration, they tend to think that everyone should help themselves first. For them, respect is something to be earned, and they can challenge things they don't agree with.

## Interact and communicate

They don't stand out from the average when it comes to their abilities to connect with people, network and develop contacts, or to influence and persuade. They have an average level of confidence when meeting new people, interacting in a group, expressing themselves or asserting their 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 don't stand out from the average when it comes to performance in situations requiring openness to new ideas and experiences. Even though they can show creativity and a sense of innovation when handling problems or in certain situations, it is not part of their distinctive characteristics. They can appreciate opportunities to learn and grow. They are in the average when it comes to their openness to organizational changes.

## 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 are not particularly focused on results and on achieving their goals, without being sloppy and careless. They don't stand out from the average when it comes to seeking performance and achieving their goals. They can appreciate opportunities to grow and progress in their career, but it's not a necessity in their life.

## Graphs of interactions between traits

**Job Family :**

**Managers & Executives**

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.



Style of interests

Interpersonal style

Popular culture	Creative interactions	Modest	Friendly leader
Stay at home	Introspection	Individualist	Egocentric leader

Style of activities

Social values

Seeking pleasure	Centered on collective projects	Social values	Progressive values
Passivity	Centered on individual projects	Conservative values	Free thinker

Style of learning

Collaboration with others

Pragmatic learner	Great learner	Committed	Benevolent
Uncommitted	Inconsistent learner	Uncommitted	Task-centered

# Feedback on interactions

## Emotional style

**Calm**

Their emotional reactivity is quite low. Positive and negative emotions are generally of low intensity, and when they are more intense, it doesn't last long. They are a little indifferent when facing events that would affect most people. They express very few emotions.

## Handling dangers, stress and setbacks

**Adaptation**

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

**Insensitivity**

They don't feel emotionally distressed by interpersonal conflicts. They remain in control of their emotions but are not afraid to respond, even if it can be hurtful. They can even go as far as frigidly plan revenge when the Agreeableness facet is very low.

## Handling expectations and performances

**Determined**

They have a great capacity to overlook their negative emotions and to delay gratification so they can focus on their objectives. They have high achievement goals while being able to deal with difficulties. They don't get too discouraged and it doesn't affect their objectives or what was planned. They can handle the pressure that comes with performance expectations.

## Style of interests

**Neutral Profile**

Neutral Profile

## Interpersonal style

**Egocentric leader**

They are independent and individualist. They are little interested in social relationships and they easily feel bothered by others. They protect their intimacy and their personal sphere, which can reflect their suspicion of others. They can be seen as frigid, distant, and not so collaborative.

## Style of activities

**Neutral Profile**

Neutral Profile

## Social values

**Free thinker**

They are focused on the tasks that need to be completed and the goals to achieve. They see collaboration as a way to progress in their projects and objectives. They believe that people should take their own benefits away from working as a team. They are more at ease in an environment of competition than collaboration.

## Style of learning

**Neutral Profile**

Neutral Profile

## Collaboration with others

**Task-centered**

They are focused on the tasks that need to be completed and the goals to achieve. They see collaboration as a way to progress in their projects and objectives. They believe that people should take their own benefits away from working as a team. They are more at ease in an environment of competition than collaboration.

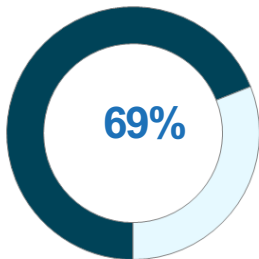


# Interpretation of work value scores

Work values are defined as beliefs that are specific to the work context and that serve as criteria for assessing what a person wants in a job and work environment. They are beliefs expressed by the phrase "It is important to me to ... ." The more important a work value is to a person, the more decisions and behaviours a person will make that are consistent with that value.

Work value scores are positioned relative to the average of the normative sample. A high or very high score means that the person places a higher importance on that work value than the average person in the normative sample, while a low or very low score indicates that the person places a lower importance on that work value.

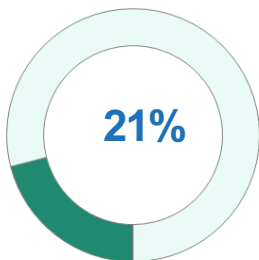
Scale	Raw score	T-score	Percentile	0	10	20	30	40	50	60	70	80	90	100
1 Intellectual stimulation	4.75	69	97											
2 Compensation	5	64	92											
3 Creativity	4.33	60	84											
4 Flexibility	4.25	59	82											
5 Development	4.5	57	76											
6 Variety	3.5	49	46											
7 Cooperation	3.25	49	46											
8 Authority	2	46	35											
9 Comfort at work	3.75	42	21											
10 Prestige	1.75	42	21											
11 Altruism	3	39	14											
12 Job security	1.25	3	0											



## Intrinsic

High

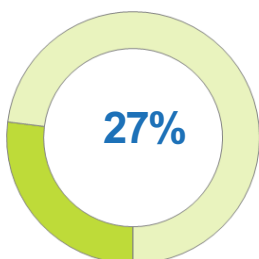
This person places a high importance on work values where the source of satisfaction is inherent in the tasks performed. They place a high value on the nature of their tasks at work because these are a significant source of satisfaction and meaning. When they must make decisions related to their career, they will carefully consider the tasks or mandates to be accomplished because it is through these that they satisfy important work values.



## Extrinsic

Low

This person places little importance on work values where the source of satisfaction comes from work conditions. When making career-related decisions, working conditions will not be a priority criterion because they are not an important source of satisfaction for this person.



## Status

Low

This person places little importance on work values where the source of satisfaction comes from personal success and being in a leadership position. They are below average in the importance they place on having their work situation valued and admired by others. When making career-related decisions, they will give little consideration to options that allow them to be valued, to exercise power, and to have high status because these are not significant sources of satisfaction and meaning for them.

# Description of work values

## Intrinsic work values

	Very low	Low	Average	High	Very high
Intellectual stimulation	Very High				
Variety	Average			High	
Development	High				Very High
Creativity	High				Very High
Altruism	Low		Average		
Cooperation	Average			High	

### Intellectual stimulation

This person places a very high value on intellectual stimulation and the ability to solve complex problems in their work activities. The work must allow them to make sustained cognitive efforts in carrying out their tasks. At work, they look for situations in which they must face challenges and find solutions that require thinking.

### Variety

This person places moderate importance on having diverse tasks at work. For this person, the work should not be too routine. Their job should allow them to occasionally find themselves in new situations but also offer them a certain predictability at work.

### Development

This person places a high value on the opportunity to develop their skills at work. Their job should allow them to have learning experiences, learn from their mistakes, and get feedback. They want their job to allow them to develop to their full potential, including participating in developmental activities such as mentoring, coaching, or continuing education.

### Creativity

This person places a high value on being able to express creativity and be innovative in planning and completing tasks. It is important to them that their work allows them to experiment with new ways of doing things. They want their job to allow them to create and design works, objects, or projects. They are likely to feel at home in a work environment that allows them to analyze a situation or problem in unconventional ways and implement solutions that are outside the box.

### Altruism

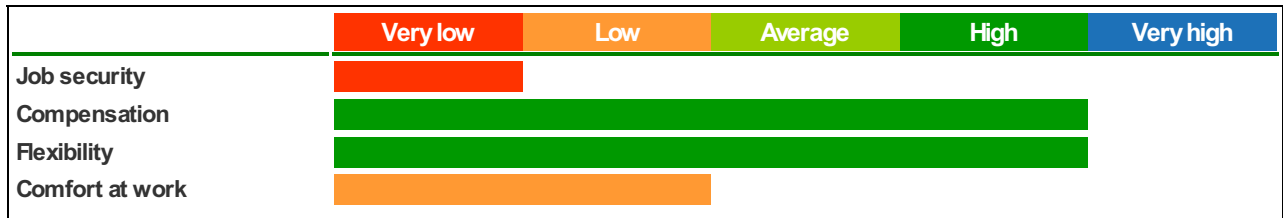
This person places little importance on offering help, rendering service, and promoting the well-being of others in the course of their work activities. They do not feel a particular need to contribute to the well-being of others and to society through their work.

### Cooperation

This person places moderate importance on teamwork and collaboration among colleagues to accomplish work tasks. Although they may feel comfortable in a supportive and cooperative work environment, they may also feel comfortable in a work environment that requires individual work or encourages competition.

# Description of work values

## Extrinsic work values



### Job security

This person places very little importance on job security and the possibility of having some short-term and long-term stability. They place less-than-average importance on the prospect of their job leading to a permanent position or providing a good retirement plan. Job and financial stability and security are not important to them.

### Compensation

This person places a high value on having a high income and being financially comfortable. They will tend to prioritize opportunities that will allow them to have a standard of living that is significantly above average.

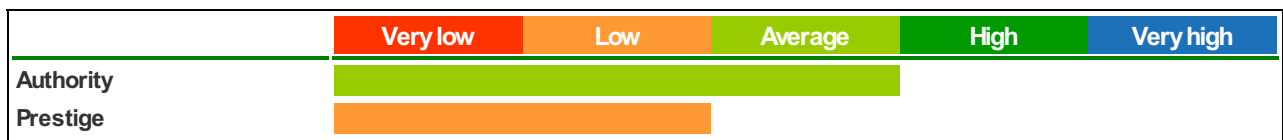
### Flexibility

This person places a high value on being able to arrange one's work schedule and having flexibility in choosing one's work location (e.g., by telecommuting).

### Comfort at work

This person places little importance on working in an environment that is comfortable and sheltered from the elements. Working in a well lit, clean, and safe environment is not particularly important to them. They would probably be comfortable working outdoors, in an industrial setting, or in a workshop.

## Status-related work values



### Authority

This person places moderate importance on being in a position of authority at work. They are not particularly interested in having power over the planning and organization of others' tasks and in providing leadership in their jobs.

### Prestige

This person places a low value on professional prestige, especially as it relates to their position and organization. Compared with the average person, it is not important for them to be admired by others and to be known for their work.

# Score's summary

The tables below present the results for the three dimensions of work values. Each of these dimensions is further broken down into more specific work values, the results of which are presented below. For each of these scales, the raw scores, T-scores, and percentile ranks are presented. T-scores and percentile ranks are calculated compared with a normative Quebec sample.

## Scale results

Scale	Raw score	T-score	Percentile	0	10	20	30	40	50	60	70	80	90	100
1 (Int) Intrinsic	3.87	55	69											
2 (Ext) Extrinsic	3.56	42	21											
3 (Sta) Status	1.88	44	27											

## Facet's scale

### Intrinsic facets

Scale	Raw score	T-score	Percentile	0	10	20	30	40	50	60	70	80	90	100
1 (Int1) Intellectual stimulation	4.75	69	97											
2 (Int2) Variety	3.5	49	46											
3 (Int3) Development	4.5	57	76											
4 (Int4) Creativity	4.33	60	84											
5 (Int5) Altruism	3	39	14											
6 (Int6) Cooperation	3.25	49	46											

### Extrinsic facets

Scale	Raw score	T-score	Percentile	0	10	20	30	40	50	60	70	80	90	100
1 (Ext1) Job security	1.25	3	0											
2 (Ext2) Compensation	5	64	92											
3 (Ext3) Flexibility	4.25	59	82											
4 (Ext4) Comfort at work	3.75	42	21											

### Status facets

Scale	Raw score	T-score	Percentile	0	10	20	30	40	50	60	70	80	90	100
1 (Sta1) Authority	2	46	35											
3 (Sta3) Prestige	1.75	42	21											

## Answers from :

Subject: John Wally6 nov

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

21-40: 2 4 4 4 3 1 2 2 4 5 4 4 2 5 5 2 2 4 3 4

41-60: 4 2 3 5 1 4 4

# 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) General Intelligence</b>	<b>101</b>	<b>3</b>	<b>52</b>											

## GFluide

Scale	IQ	NOC	Percentile	0	10	20	30	40	50	60	70	80	90	100
<b>(GF) Fluid Intelligence</b>	<b>101</b>	<b>3</b>	<b>52</b>											

## Crystallised G

Scale	IQ	NOC	Percentile	0	10	20	30	40	50	60	70	80	90	100
<b>(GC) Crystallised Intelligence</b>	<b>100</b>	<b>3</b>	<b>50</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>95</b>	<b>3</b>	<b>36</b>											
<b>(N) Numerical aptitude</b>	<b>111</b>	<b>2</b>	<b>77</b>											
<b>(S) Spatial aptitude</b>	<b>102</b>	<b>3</b>	<b>56</b>											
<b>(M) Matrices</b>	<b>93</b>	<b>4</b>	<b>33</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>	97	3	42	101	3	52	105	3	64
<b>(GF) Fluid intelligence</b>	98	3	46	101	3	52	104	3	62
<b>(GC) Crystallized intelligence</b>	96	3	40	100	3	50	104	3	62
<b>(V) Verbal aptitude</b>	91	4	27	95	3	36	99	3	48
<b>(N) Numerical aptitude</b>	107	3	67	111	2	77	115	2	84
<b>(S) Spatial aptitude</b>	99	3	48	102	3	56	105	3	64
<b>(M) Matrices</b>	90	4	26	93	4	33	96	3	40

## Administrative indexes – chart of raw scores per section

Parties	Scores bruts	QI Wechsler	Percentile	Possible	Répondues	Bonnes	%
1	12	90	26	80	14	12	85
2	11	104	62	22	14	11	78
3	9	111	77	25	11	9	81
4	19	102	56	40	20	19	95
5	17	93	33	35	19	17	89

# Score's summary

Subject: John Wally6 nov

Relationship:

Test: WALLY - ES

## 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	60	53	62											
2 (C) Conscientiousness	61	52	58											
3 (E) Extraversion	60	49	46											
4 (A) Agreeableness	46	37	10											
5 (N) Neuroticism	60	54	66											

## 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	39	58	79											
2 (O2) Artistic personality	21	45	31											

### Conscientiousness facets

Scale	Raw score	T-score	Percentile	0	10	20	30	40	50	60	70	80	90	100
1 (C1) Recherche de réussite	36	52	58											
2 (C2) Reliability and organisation	25	51	54											

### Extraversion facets

Scale	Raw score	T-score	Percentile	0	10	20	30	40	50	60	70	80	90	100
1 (E1) Confidence	28	48	42											
2 (E2) Sociability and positive emotionality	32	50	50											

### Agreeableness facets

Scale	Raw score	T-score	Percentile	0	10	20	30	40	50	60	70	80	90	100
1 (A1) Prosocial orientation	28	39	14											
2 (A2) Conformism and modesty	18	38	12											

### Neuroticism facets

Scale	Raw score	T-score	Percentile	0	10	20	30	40	50	60	70	80	90	100
1 (N1) Emotional control	34	58	79											
2 (N2) Trust	26	49	46											

# Score's summary

**Subject:** John Wally6 nov  


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**Lien**  


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**Test** WALLY - ES  


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## 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	5	38	12											
2 (N5) Impulsiveness	10	42	21											

### 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	49	46											
2 (C6) Deliberate and careful	23	56	73											

## Answers from :

**Subject:** John Wally6 nov  


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

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## Results per Scale

Scale	Raw score	T-score	Percentile	0	10	20	30	40	50	60	70	80	90	100
1 Accomodating	2	46	35											
2 Avoiding	0	34	6											
3 Collaborating	4	38	12											
4 Competing	8	80	100											
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 reconcile my ideas and those of the other to arrive at a joint decision.

7 I generally defend my perception of a question.

8 I propose a common ground to resolve the dead ends.

9 I try to solve conflicts by finding solutions that benefit both me and the other person.

10 I try to resolve conflicts by finding solutions that satisfy me and the other person.

11 I sometimes use my balance of power in order to win.

12 I negotiate with the other to reach a compromise.

13 If anyone disagrees with me, I strongly defend my point of view.

14 When I negotiate, I'm confining myself to my position rather than give in.

15 I try to impose my point of view in a discussion.

16 I am usually firm in pursuing my goals.

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 will make concessions if the other grants me the same.

20 I try to convince the other person of the merits of my position.