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**Please contact the recruiter if you have any questions regarding this report or need help in its interpretation.**

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# Culture Fit Assessment Report

This section of the report explains your results against the values and motivations which have been deemed important for this role. It is important to note these are not scales of high to low.

## 1. Agile

*Tendency to not compromise own ideas.*



*Tendency to be willing to adapt your opinion.*

The responses you have provided suggest that you prefer your own ideas instead of altering your ideas for others. You may be more skeptical when others suggest change, and you may prefer to not have your point of view challenged.

## 2. Investigative

*Preference for having a general idea of the subject matter.*



*Preference for being an expert in the subject matter.*

The responses you have provided suggest that you are likely to be interested in analyzing information in depth. However, on occasion, you may prefer to avoid diving into complexities so long as you have a general grasp of the situation, and you may feel less compelled to look too deeply into technical, complex topics.

## 3. Accountable

*Preference for sharing responsibility for own work.*



*Preference for being solely accountable for own work.*

The responses you have provided suggest that you tend to enjoy being responsible for your own work. You may like finding solutions and planning activities on your own.

## 4. Networked

*Tendency to enjoy being by oneself.*



*Tendency to prefer being around others.*

The responses you have provided suggest that you may prefer collaborating and networking with others. You may rarely enjoy working independently and prefer time spent working in teams.

## 5. Solution Oriented

*Energized by clearly defined, straightforward work.*



*Energized by challenges and solving problems.*

The responses you have provided suggest that you are likely to be energized when faced with challenges. You may enjoy tackling difficult projects that requires information from various sources, and you may need this kind of challenge to maintain interest in your work.

# Culture Fit Assessment Report

## 6.Goal Focused

*Less energized by working towards specific targets.*



*More energized by working towards pre-set goals.*

The responses that you have provided suggest that you are energized, at times, by working towards clearly defined goals. However, on occasion, you may prefer to work in an environment that has loose target structures.

## 7.Innovative

*Tendency to follow established methods.*



*Tendency to challenge the current state of affairs.*

The responses you have provided suggest that, in general, you tend to look for new, inventive ways of improving your work. However, you may not see the need to do this all the time and, on occasion, you may prefer working with existing systems.

## 8.Team Oriented

*Enjoys working independently.*



*Enjoys working as part of a team.*

The responses you have provided suggest that you are likely to be energized by working as a part of a team. You may enjoy collaborating with others and may feel de-energized if you have to work independently on tasks.

## 9.Influential

*Less energized by challenging others.*



*More energized by challenging others.*

The responses you have provided suggest that you are likely to be motivated by reshaping the way other people think. You may enjoy voicing your opinion and convincing others of your point of view.

# Role Fit Assessment Report

This section of the report explains your scores against the behaviours that were assessed as part of the assessment. It will also give you some ideas about how to develop these behaviours in the future.

## 1. Research Preferences



The responses you have provided suggest that you understand the importance of research to make informed decisions, but this varies depending on your other priorities.

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## 2. Empathy



The responses you have provided suggest that you may try to understand the point of view of your customers and colleagues. However, you may not always actively seek out different perspectives, or adapt your approach based on others' viewpoints.

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## 3. Customer Impact



The responses you have provided suggest that you are likely to show confidence when dealing with the challenges and concerns of customers, as well as setting expectations when needed.

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## 4. Measures of Performance



The responses you have provided suggest that you are less likely to invest time setting targets and monitoring your progress against established targets, as you may prefer other ways of defining and measuring success.

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