



Professional Profile 2

Reveal a candidate's work behaviour and motivations

The **Professional Profile 2** is our latest personality assessment, designed and validated with the most recent method in psychometrics: Thurstonian IRT. It measures 14 set of dimensions in opposition (e.g. introversion vs. extraversion), thereby resulting in an analysis of 28 aspects of personality and motivations.



112 questions



12-15 minutes



English, French, German, Arabic, Spanish, and Portuguese



Graduates, intermediate-level professionals, and middle management

OBJECTIVES

- Recruitment
- Internal mobility
- Career development
- Team cohesion

KEY FEATURES

- Uses the Thurstonian IRT model to avoid social desirability
- Easy to understand reports, without psychological jargon.
- Internationally recognized, and registered with the British Psychological Society (BPS)

DETAILS

14 sets of character traits are analysed:

- Straightforwardness vs. Persuasiveness
- Firmness vs. Flexibility
- Emotional sensitivity vs. Emotional distance
- Introversion vs. Extraversion
- Structure vs. Improvisation
- Intuition vs. Focus on facts
- Personal balance vs. Involvement at work
- Desire for guidance vs. Desire to lead
- Need for reflection vs. Need for action
- Humility vs. Ambition
- Team work vs. Autonomy
- Individualism vs. Altruism
- Free-thinking vs. Rule-following
- Familiarity seeking vs. Novelty seeking

4 - THE DETAILED TABLE
A visual representation of the results on the main and opposing factors

The following table summarizes the candidate's results from the questionnaire. The column on the right describes the main factor. The column on the left describes the opposing factor. The "J" represents where the candidate stands in relation to the dimension. Therefore the closer the "J" is to the right, the stronger is the tendency for the main factor. The closer the "J" is to the left, the stronger is the tendency for the opposing factor.

Opposing factor	Behaviour and Personality											Main factor	
	A	B	C	D	E	F	G	H	I	J	K		
Straightforwardness Genuine, needs clarity, Transparent													Persuasiveness Charismatic, Influential, Strategic
Firmness Decisive, Resolute, Open-minded													Flexibility Adapting, Seeks consensus, Open-minded
Emotional Sensitivity Personable, Emotionally expressive, Reactive													Emotional Distance Cool, Self-contained, Composed
Introversion Reserved, Sole, Formal													Extraversion Outgoing, Social, Interactive
Structure Methodical, Planned, Systematic													Improvisation Spontaneous, Adaptive, Comfortable with ambiguity
Intuition Insightful, Perceptive													Focus on Facts Rational, Logical, Analytical
Free Thinking Non-conforming, Defines one's own standards													Rule Following Adheres to standards, Respects rules
Personal Balance Works-life balance, Disconnects after work													Involvement at Work Dedicated, Committed, Workaholic
Desire for Guidance Seeks guidance and advice, Appreciates being second													Desire to Lead Takes charge, Authoritative, Responsible
Need for Reflection Patient, Reflective, Likes to concentrate													Need for Action Dynamic, Impulsive, Acts immediately
Humility Qualified, Cautious, Cautious													Ambition Competitive, Success-driven, Achievement-oriented
Team Work Collaborative, Altruistic, Team-oriented													Autonomy Independent, Prefers independent work
Individualism Practical, Favours personal interests													Novelty Seeking Curious, Innovative, Experimental
Familiarity Seeking Prefers tried-and-tested methods, Conventional													

Sample Question

Indicate the statement that describes you best:

- It is important for me to be generous
- I need to be inventive

Report Presentation

- Personalised comments
- An analysis of strengths, potential weaknesses, and areas to develop
- A comparison with 58 professions
- Profile matching with positions within the organisation
- A comparison with 22 work competencies

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