



PROJECT

TT38 Talent Test

CUSTOMER

Company: Hobava ApS
Contact person:
E-mail:
Phone:

PERSONAL INFORMATION

Name: Markus Becker
Test date: 2021-09-10



TEST PARTNER

Name: Talents Unlimited
Website: www.t-u.dk

Print date: 2021-09-15 8:22 AM
Version: 2020.11.25.103

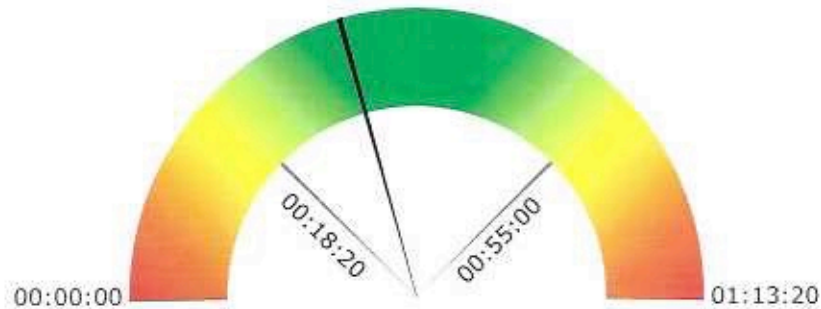


TALENTS UNLIMITED

TIME TAKEN

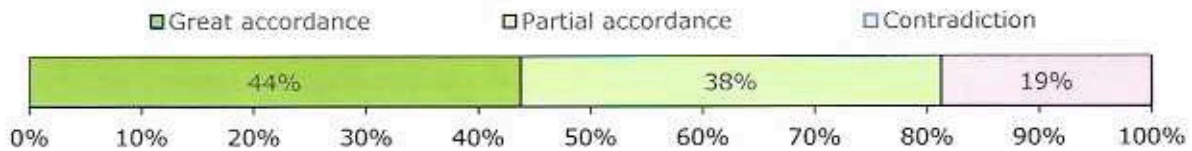
This shows how much time the individual has taken to complete the test. 42+ minutes indicates a reflective style in thought process, while 32 minutes and under is considered a quicker response time. It is important to check for disturbances here.

00:30:09



Started: Friday, September 10, 2021 - 15:11:16

CONSISTENCY



QUESTION RESPONSES

RESPONSE DISTRIBUTION

This provides an overview of how the individual distributed their responses. A "smile" distribution indicates the individual expresses their talents in a visible manner, while a "frown" distribution indicates the individual expresses their talents in a more concealed manner. A flatter or straight wave distribution indicates talents are expressed in a more average manner and potentially with more talent maturity.





TALENTS UNLIMITED

TIME DIMENSIONS

This shows the temporal orientation of the individual. "Past" indicates looking backward and reflecting. "Present" is being more focused on what is happening right now. "Future" is concerned with forward thinking and what actions need to be taken.

Past

Researching - 7

Present

Mediating - 1
Inquiring - 3
Inclusive - 5
Optimistic - 6
Trouble-shooter - 9

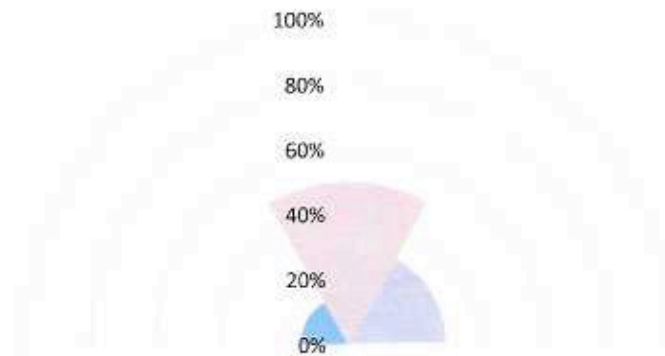
Future

Targeted - 2
Charming - 4
Improver - 8

Past

Present

Future



HARDNESS DIMENSIONS

This shows how the top 9 talents of the individual may be viewed by others. "Hard" talents are likely to be viewed as sharp and direct, while "soft" talents are likely to be viewed as agreeable, loyalty inducing and accommodating.

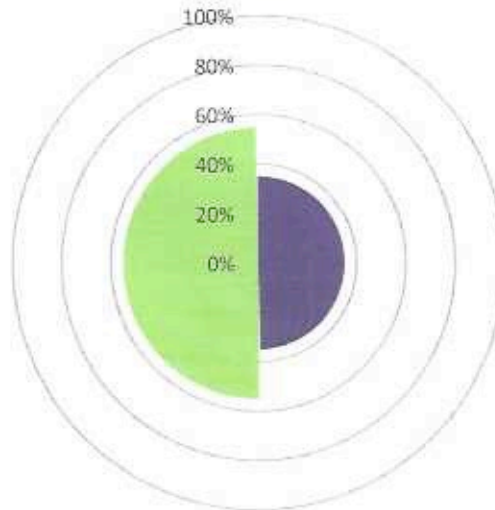
Soft

Mediating - 1
Inquiring - 3
Charming - 4
Inclusive - 5
Optimistic - 6

Soft Hard

Hard

Targeted - 2
Researching - 7
Improver - 8
Trouble-shooter - 9





ARCHETYPES

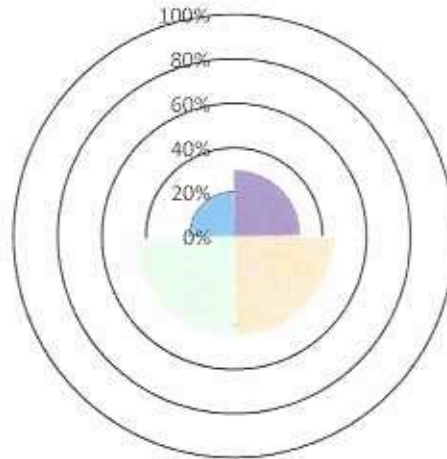
Thinking talents are associated with data processing. Striving talents are associated with action. Influencing talents are associated with affecting others. Relating talents are associated with establishing connections.

Thinking

- Inquiring - 3
- Researching - 7

Striving

- Targeted - 2
- Trouble-shooter - 9



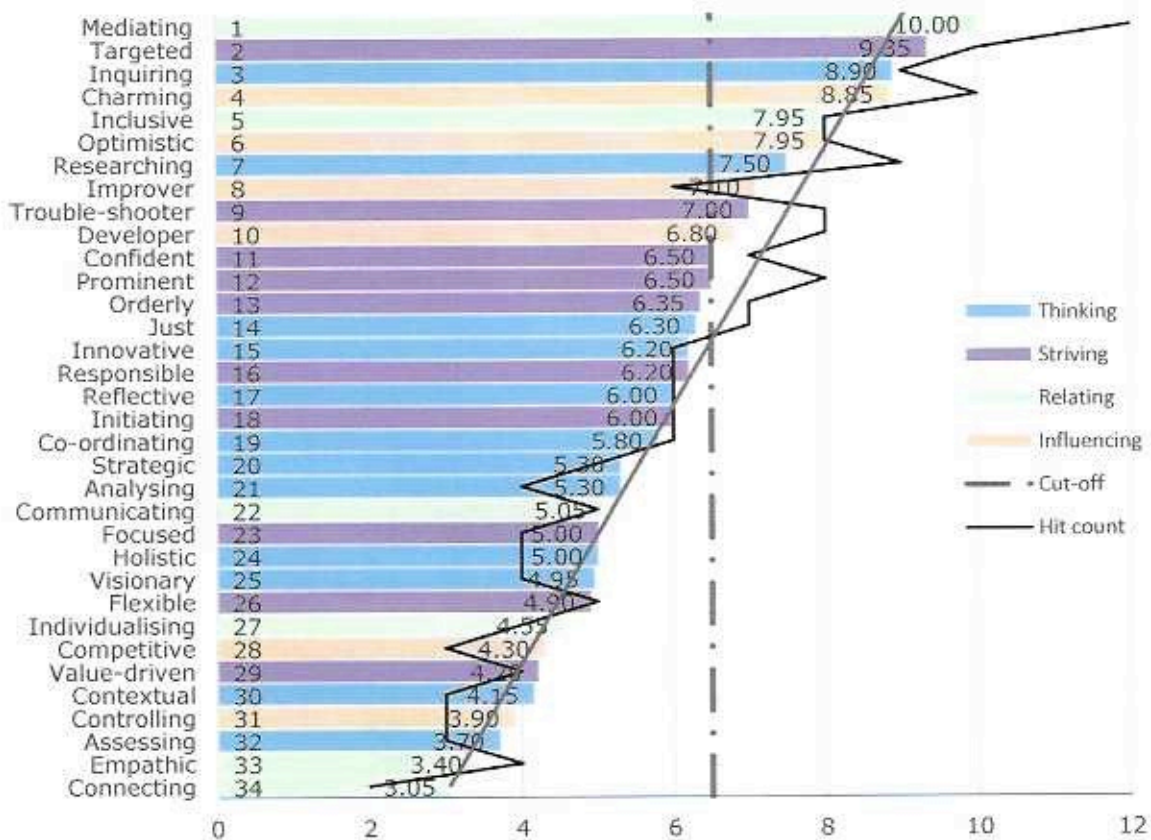
- Inclusive - 5
- Mediating - 1

Relating

- Improver - 8
- Optimistic - 6
- Charming - 4
- Influencing**

TALENTS

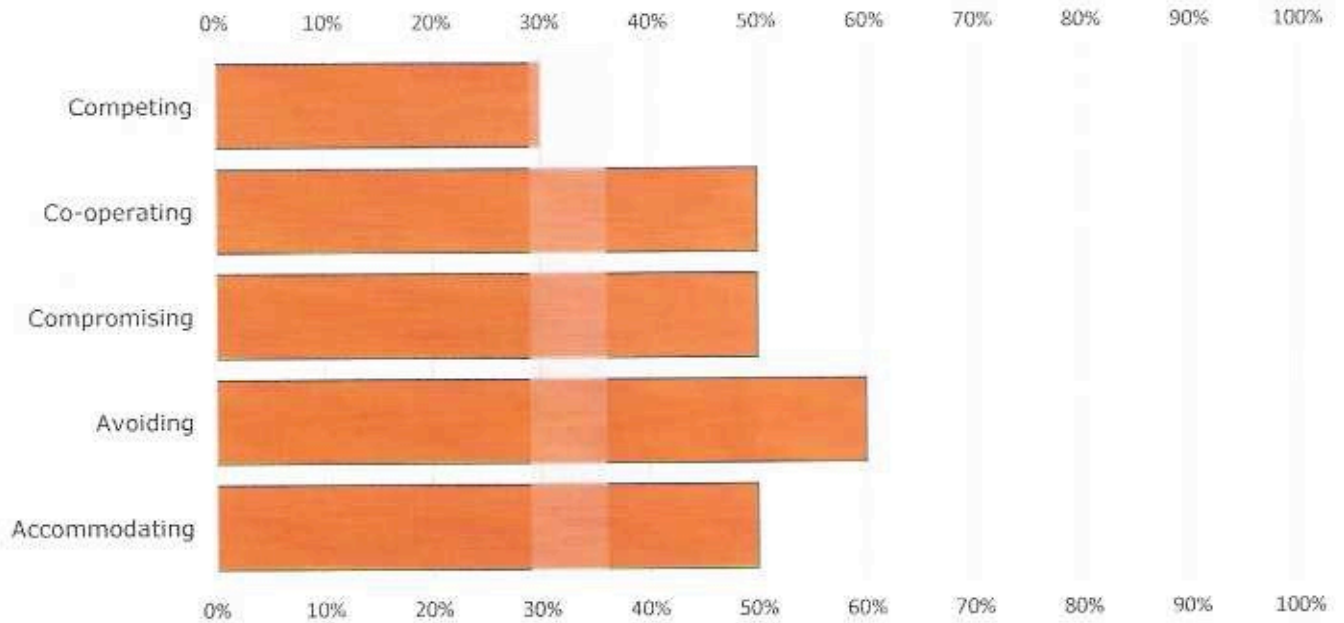
The top talents of the individual indicate areas of strength and competence that contribute to high performance. When working with their top talents, individuals make fewer mistakes and are significantly more energetic and engaged. The bottom talents of the individual indicate areas that lack competence and the inclination to work.





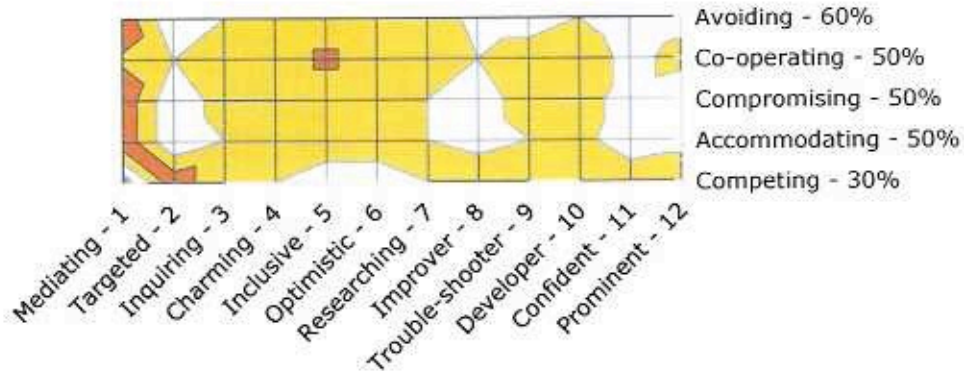
CONFLICT STYLE (RECRUITMENT / ONBOARDING / TEAM / MANAGEMENT)

Conflict styles relate to how the individual is likely to approach conflicts and disagreements. They indicate whether the individual is more focused on reaching the goal, maintaining the relationship or a combination of both.



TALENT CONTRIBUTION TO CONFLICT STYLES

Heat maps plot how the top 12 talents of the individual contribute to this dimension, indicating what talents influence the dimension positively or negatively. Dark coloured areas indicate a strong positive contribution. Light coloured areas indicate a weaker positive contribution. White areas indicate no contribution. Grey areas indicate a strong negative contribution.





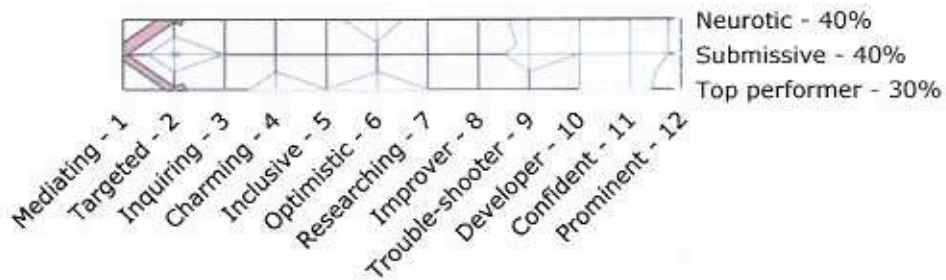
STRESS RISK (ONBOARDING / REBOARDING / ENGAGEMENT)

This graph indicates which type of stress the individual is susceptible to if they become stressed. It does not determine whether the individual is stressed or if they are likely to develop stress symptoms in the future. The insight gained from the graph can be used to create a work environment which helps prevent that type of stress from occurring.



TALENT CONTRIBUTION TO STRESS RISK

Heat maps plot how the top 12 talents of the individual contribute to this dimension, indicating what talents influence the dimension positively or negatively. Dark coloured areas indicate a strong positive contribution. Light coloured areas indicate a weaker positive contribution. White areas indicate no contribution. Grey areas indicate a strong negative contribution.

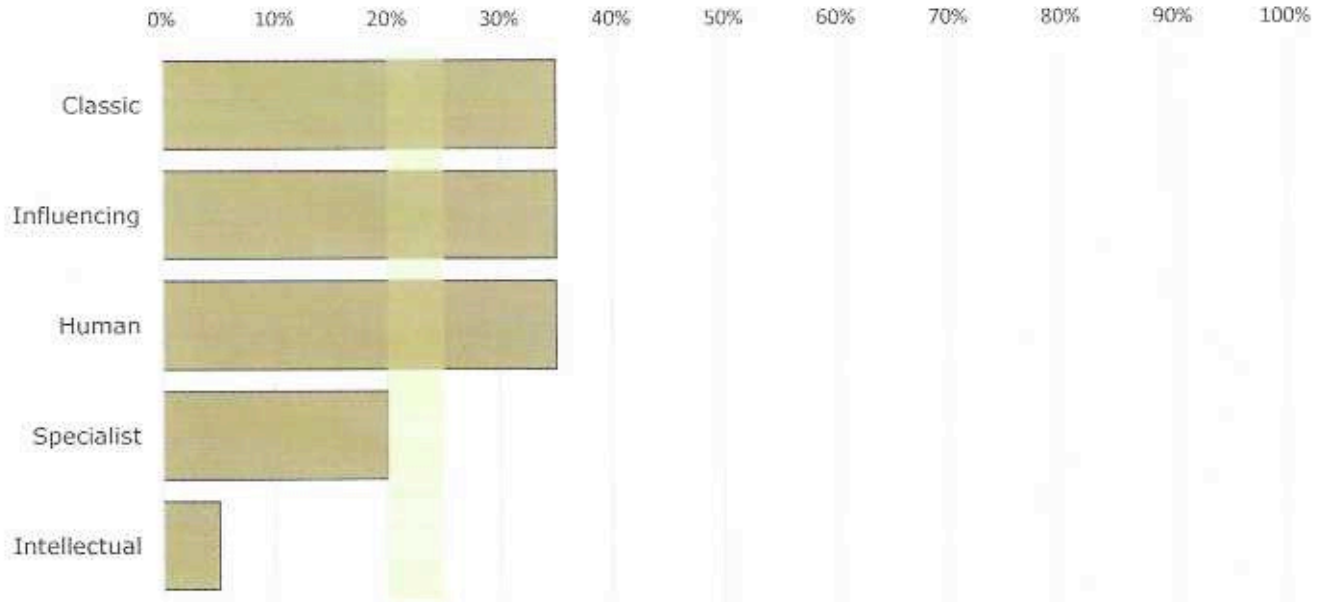




TALENTS UNLIMITED

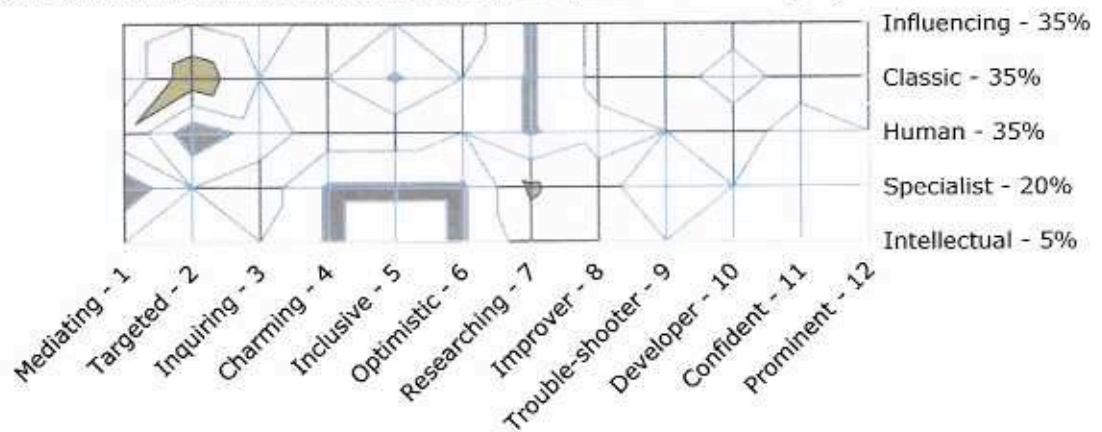
INNER DRIVERS (ONBOARDING / REBOARDING / ENGAGEMENT)

Inner drivers indicate the forces inside the individual that make them engaged and determined. These inner drivers are always present in the individual and serve to make the individual act with drive to succeed in the workplace.



TALENT CONTRIBUTION TO INNER DRIVERS

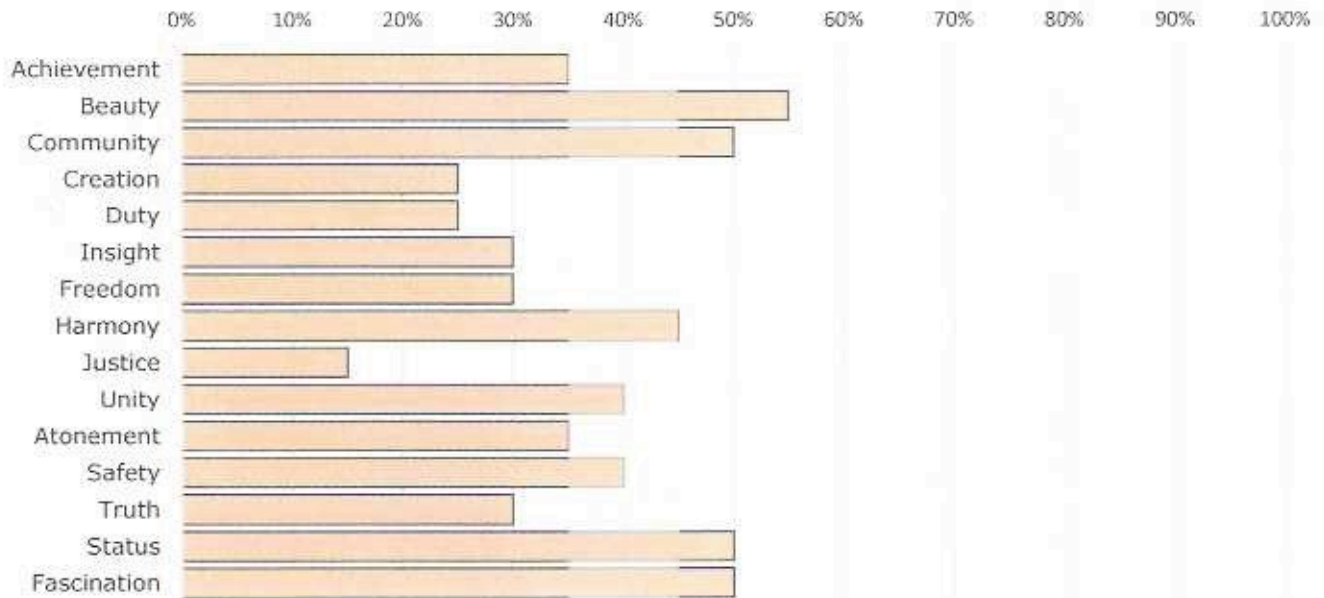
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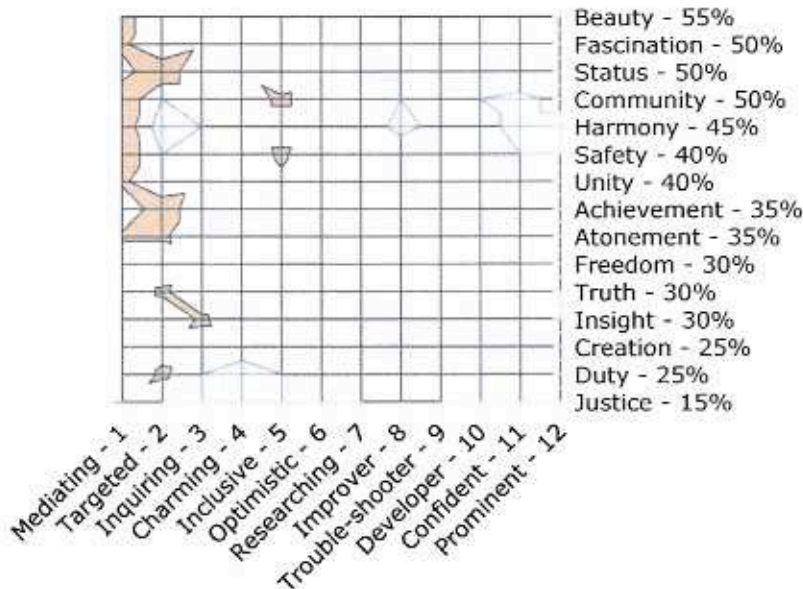
MOTIVATIONAL TRIGGERS (ONBOARDING / ENGAGEMENT / MANAGEMENT)

Motivational triggers indicate the external or situational factors that should be present to enhance and trigger the motivation of the individual. The presence of the high scoring motivational triggers will have a positive effect on the motivation of the individual, while the presence of extremely low scoring triggers may have a negative effect on the individual.



TALENT CONTRIBUTION TO MOTIVATIONAL TRIGGERS

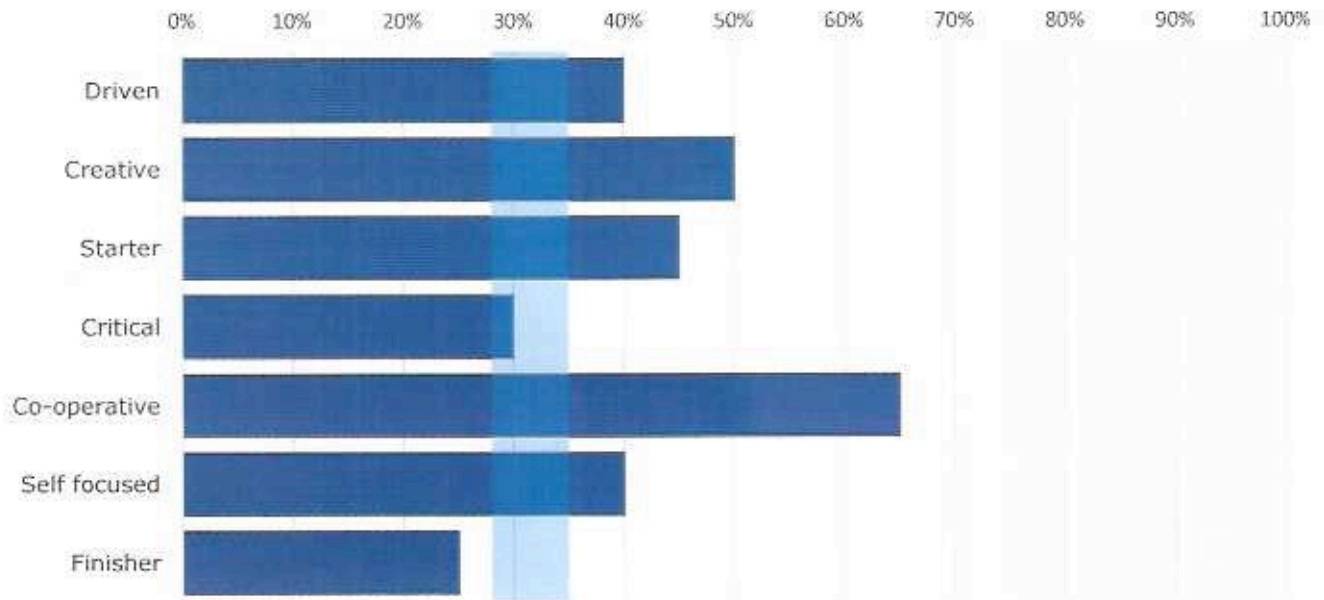
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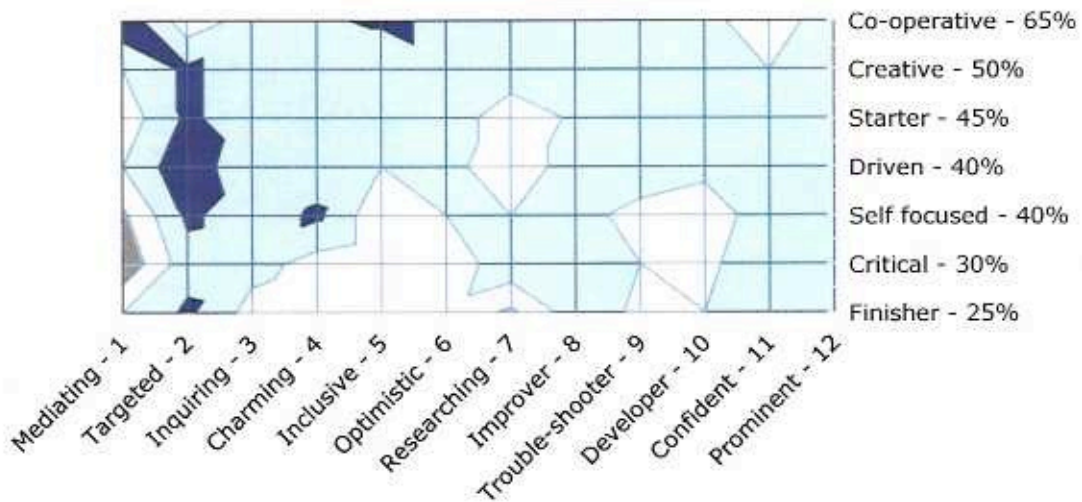
WORKPLACE BEHAVIOUR (RECRUITMENT / MANAGEMENT / TEAM / PROJECTS)

Workplace behaviour covers the seven behavioural aspects that provide the basis for individuals to be hired on. It also indicates the type of behaviour the individual is likely to adopt and engage with in the workplace.



TALENT CONTRIBUTION TO WORKPLACE BEHAVIOUR

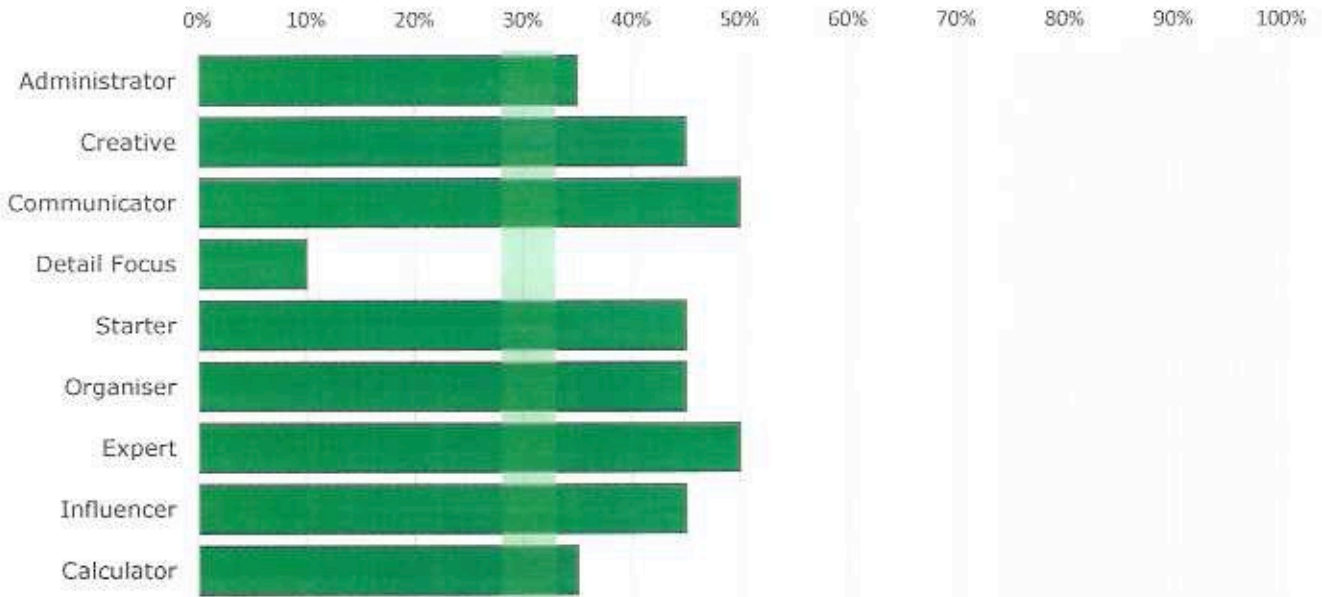
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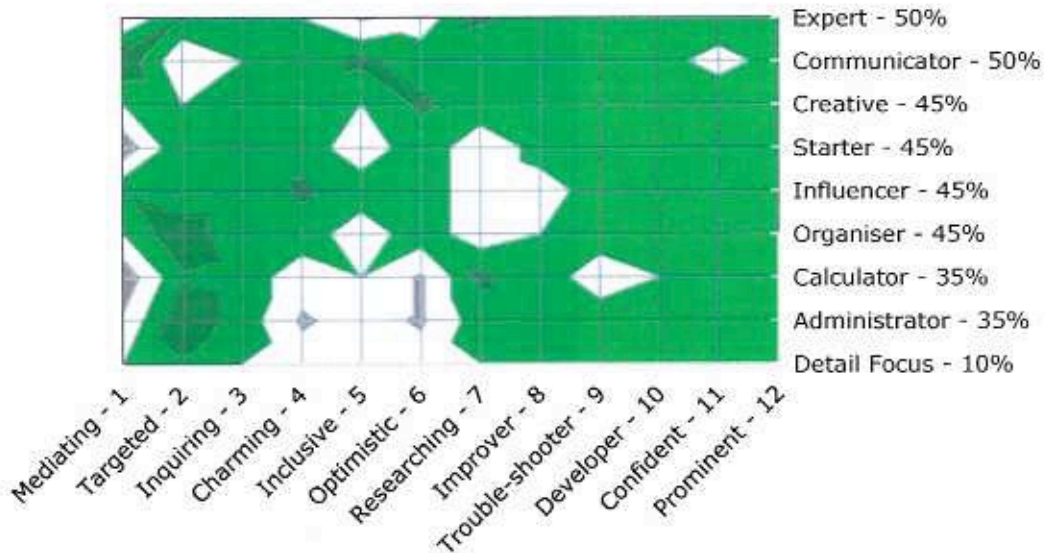
TEAM STRENGTHS (TEAM / RECRUITMENT / ONBOARDING / MANAGEMENT / PROJECTS)

Team strengths indicate which roles the individual is most competent in when working in a team. It provides insight into which team role the individual is most suited to, based on their talents. It is possible to be well-fitted to multiple roles.



TALENT CONTRIBUTION TO TEAM STRENGTHS

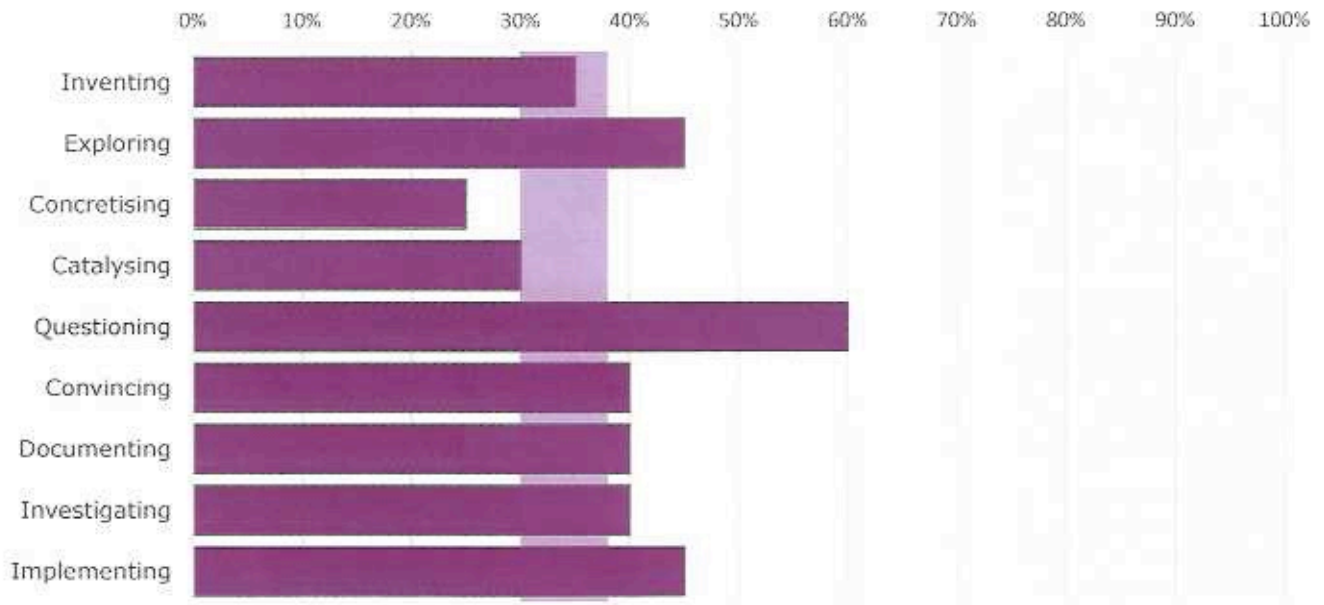
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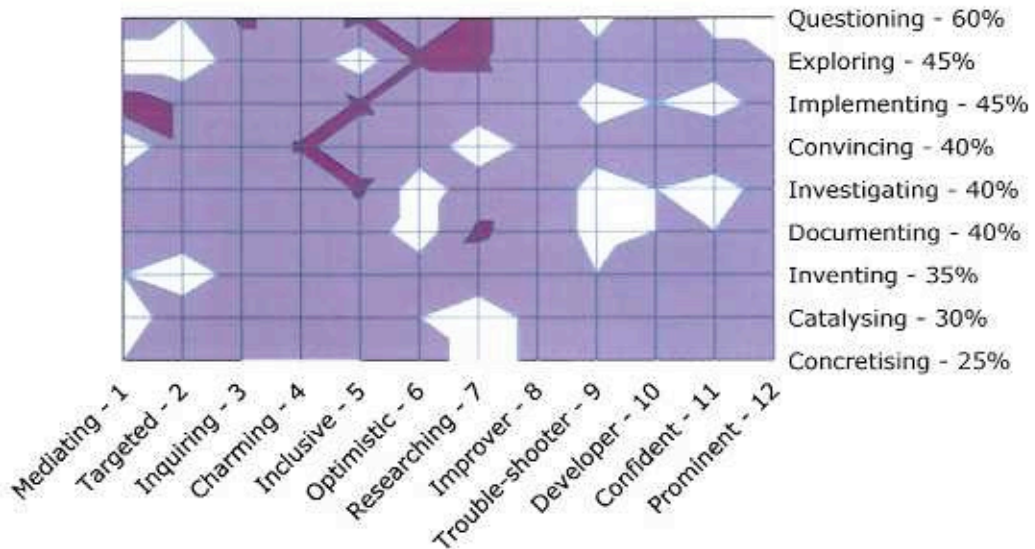
INNOVATION PROCESS INPUT (INNOVATION STRATEGY / PROJECTS / TEAM / MANAGEMENT)

Innovation process input indicates where the individual has most impact in relation to innovation processes. The first three are the creative stage. The middle three are the organisational involvement stage. The final three are the implementation stage. Innovation can succeed when all stages are covered.



TALENT CONTRIBUTIONS TO INNOVATION PROCESS INPUT

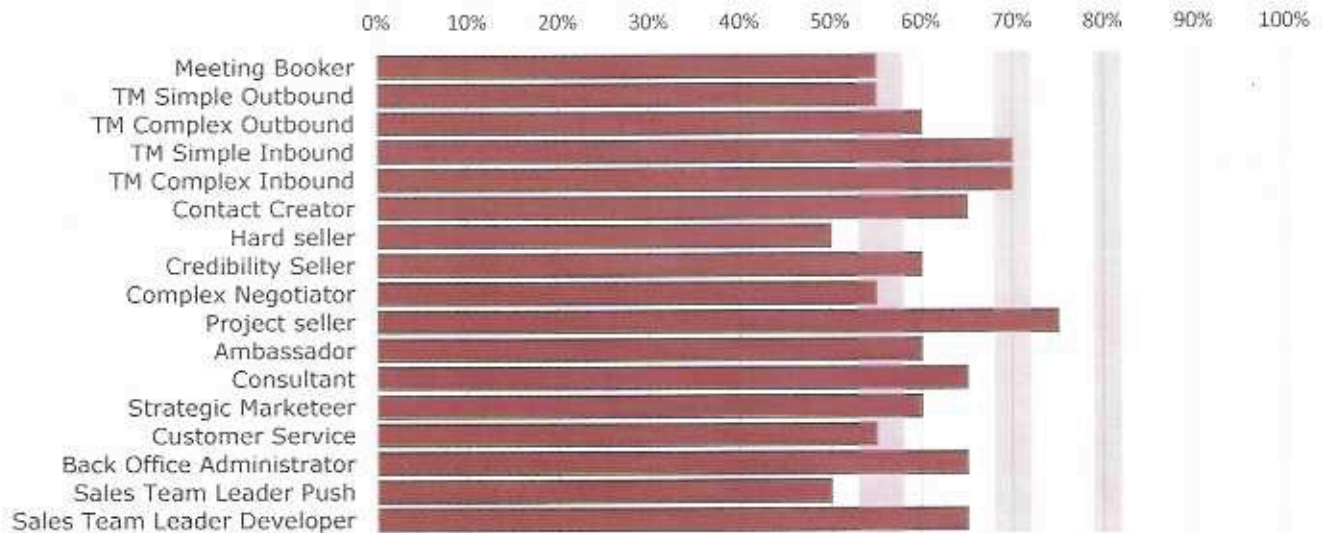
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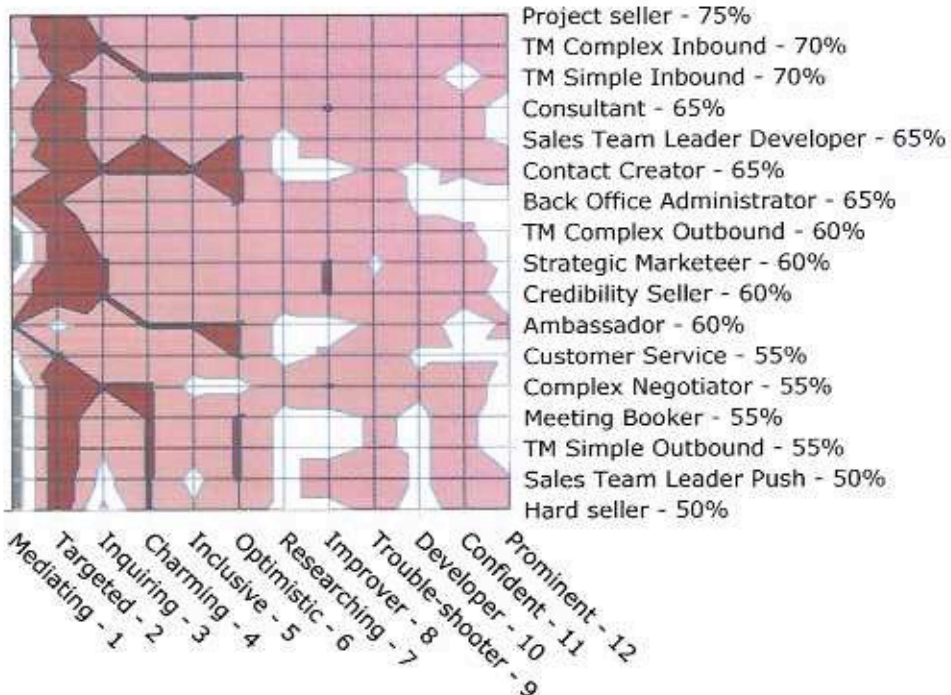
SALES ROLES (RECRUITMENT / SALES DEVELOPMENT & MANAGEMENT / SALES STRATEGY)

Sales roles indicate the go-to-market strengths of the individual, and thereby which roles they are best suited to in relation to the sales strategy of the company. The three vertical reference points indicate the population average (57%), top 20-25% (70%) and the top 10-15% (81%). The graph also indicates how well the individual is suited to back-office, sales management and marketing roles.



TALENT CONTRIBUTION TO SALES ROLES

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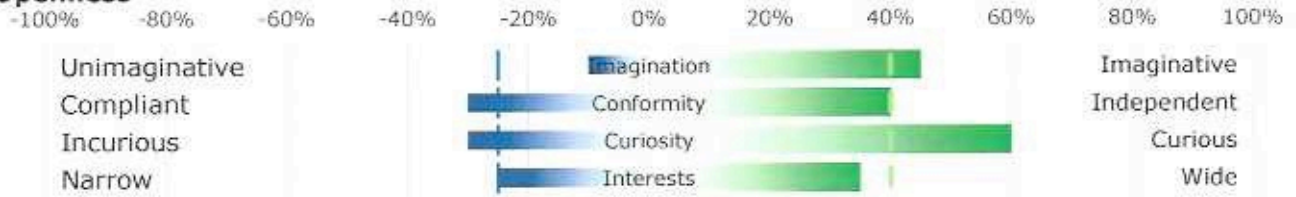
BIG 5 / NEO-PIR / OCEAN SPAN / PERSONALITY SPAN

This graph indicates the personality traits of the individual and the direction in which these can be developed. The graph should primarily be used as a conversational and developmental tool rather than as a diagnostic instrument.

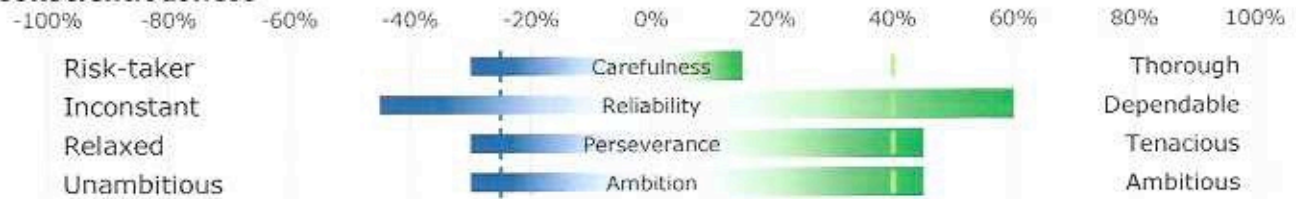
Big 5 / NEO-PIR / OCEAN Span / Personality span



Openness



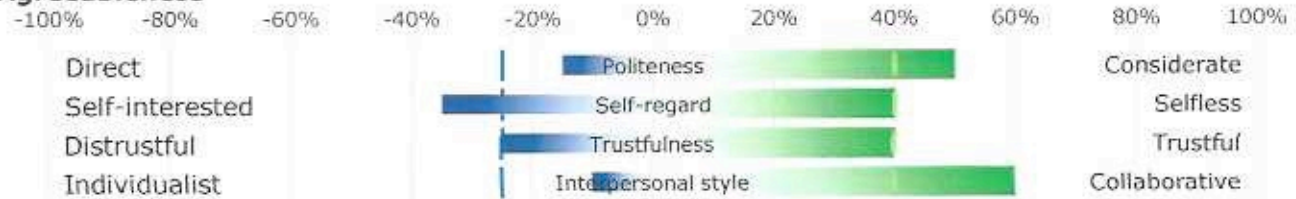
Conscientiousness



Extroversion



Agreeableness



Neuroticism

