

Competency description of **Sample Candidate**

Interpretation of the Report

This report offers insights into Sample Candidate's behavior, based on responses to the self-descriptive questionnaire. As with all self-report methods, it reflects how Sample Candidate views herself, which may differ from how others would describe her.

The report is intended for use in organizational contexts such as HR, talent management, development, and selection. It is not designed or validated for clinical use. Its value lies in supporting dialogue, reflection, and informed decision-making, rather than offering a final or absolute evaluation of Sample Candidate. The accuracy of the description depends on Sample Candidate's level of self-awareness and the sincerity of her responses. The findings are valid for approximately 12 months. The profile should always be treated as confidential and handled in line with applicable data protection regulations.

The Underlying Questionnaire

The questionnaire presents short, self-descriptive statements in groups of four. From each set, the candidate chooses the one that best describes her, which is then removed. Through repeated choices a stable ranking emerges: some statements rise through selection, while others fall by being left behind.

Adaptive Selection

Each new set of statements is chosen based on previous answers, always aiming to provide the most informative comparison. This makes every questionnaire unique, yet still fully comparable. The process is efficient, avoiding wasted items and producing a richer, more precise profile than traditional scale-based methods.

A useful analogy is to think of a skilled interviewer. A good interviewer adjusts each follow-up to make the conversation clearer. Each new question is chosen because it helps refine what was already said. In the same way, the questionnaire adapts: every choice shapes the next comparison, so it quickly shows which descriptions fit best and which fit less, without wasting time on less useful questions.

Forced Choice and Fairness

Because candidates must always pick one statement, they cannot simply endorse everything. This limits image-management and keeps them actively engaged. Unlike standard ipsative formats, results remain comparable across people while still capturing honesty and nuance.

Ensuring Reliability

The underlying mathematical method reviews all comparisons and estimates the most likely ranking. In effect, it acts like a fair referee, giving weight to consistent choices and discounting occasional mismatches. The outcome is a stable, reliable picture of the person, even with some inconsistent answers.

Why This Matters

The questionnaire is faster than traditional tests, straightforward to complete, and more engaging. It reduces the effect of impression-management, ensures reliable results, and can be extended to new contexts while staying comparable. In short, it is faster, clearer, more reliable, and adaptable — giving participants and readers confidence in the results.

Interpretation guide

Reflective Insights Report

Summary

This guide explains how to read the reflective report. It clarifies why it is called reflective, how it was generated, how to interpret underlines and footnotes, and how the content should be used.

Why Reflective, and Who Is It For?

The report is reflective because it includes the test taker's own ratings and comments. Agreement or disagreement is shown by underlining styles, while personal remarks appear as footnotes. The text still speaks in the second person ("You") to preserve the original voice. The compiled report is intended for third-party readers such as coaches, psychologists, or HR professionals.

How was the Description Created

The questionnaire the candidate took results in a list of self-descriptive statements. From this list, the artificial intelligence selected the most significant ones, grouping them, looking for patterns, and placing them into context. It considered how certain statements strengthen or weaken each other, and how they combine into a fuller picture. The result is a narrative written in the second person ("You..."), highlighting recognizable tendencies, contradictions, and consequences in a way that feels both careful and expert. The purpose was not to flatter, criticize, or judge, but to reflect the person's way of relating, thinking, and acting. Each sentence is meant to be concrete enough that the person can respond to it — agreeing, disagreeing, or refining it with comments. What you are reading is therefore a reflective draft: a mirror built from the person's own self-descriptions, sharpened into words so that both they and others can see more clearly how they operate.

The test taker then could rate and comment on each statement. What you read is the combined version: the system-generated description, plus the test taker's own reflections.

How to Read

Underlining shows ratings:

- **bold green** = totally agree
- green = agree
- red = disagree
- **bold red** = totally disagree.

Footnotes show the test taker's comments.

Limitations and Use

The report reflects self-description at one point in time. It is not a fixed judgment; disagreements are part of the self-portrait. Ideally, results should be discussed directly with the test taker. However, since the test taker could already express their views in ratings and comments, the report partly stands in for such a dialogue. It also fulfills a GDPR role by giving the candidate access to their results. For this reason, while in-person discussion is recommended, the report can be used on its own if necessary.

Reflective Insights Report

YOUR WAY OF RELATING

Deep Respect and Supportive Connection

You speak to people with an innate respect that often sets the tone for your interactions, fostering an atmosphere of mutual regard. This respectful approach is coupled with a strong desire to share your knowledge, actively helping others grow and thrive. While you strive for honest and supportive relationships, your preference for listening over speaking sometimes keeps your own feelings and thoughts guarded, making your emotional landscape a private affair.

Subtle Sensitivity to Surroundings

Your keen ability to sense your audience's mood suggests a deep-seated awareness of social dynamics. This allows you to navigate interactions with a deftness that others find reassuring, though it can also mean you hold back your own expressions to maintain harmony. Yet, despite this sensitivity, your friendships might sometimes feel like they lack a certain depth, as you prefer to maintain a certain distance, keeping emotional vulnerabilities at bay.

YOUR WAY OF THINKING

Practical and Long-Term Vision

You have a knack for quickly identifying what's important, a skill that enables you to find practical solutions efficiently. Your long-term thinking complements this ability, allowing you to focus on enduring results rather than immediate gains. This mindset reflects a thoughtful consideration of your values, ensuring that your work not only achieves its objectives but also aligns with your deeper principles.

Curiosity and Analytical Caution

Your enjoyment in playing with thoughts and ideas signals a curiosity that drives your learning and growth. However, this curiosity is tempered by a cautious approach to decision-making, where you compare options thoroughly, ensuring that your choices are well-informed. Even though you are open to new things, you prefer to back your decisions with concrete evidence, demonstrating a blend of openness and skepticism.

YOUR WAY OF ACTING

Driven Initiative and Endurance

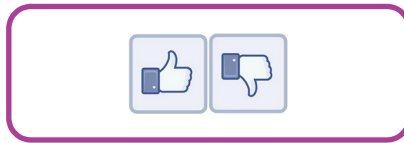
Your ability to take initiative without waiting to be told highlights a proactive approach to life. This self-starting attitude is supported by a resilience that keeps you going even when tasks become difficult. You are motivated throughout the day, which reflects not just a strong work ethic but a deep commitment to ensuring your efforts are recognized and valued.

Integrity and Unwavering Standards

You keep your promises, acting with integrity even when no one is watching, underscoring a commitment to personal ethics. Your work reflects high standards, as you take responsibility and ensure tasks are completed thoroughly and accurately. Despite this commitment, your drive for perfection sometimes leaves little room for the flexibility needed when unforeseen changes occur.

OVERAL RESPONSE TO THE DESCRIPTION

Agreement



Sample Candidate added the following comment:

It is a great tool

Interpretation guide

Person-Job Match Report

What this section shows

This section summarizes how the person's reported behaviors align with the role's competency requirements. Each row covers one competency:

- **Competency** – the skill or behavior the role needs.
- **Match** – the overall alignment rating.
- **Match description** – a brief rationale.

Match scale

- **Strong** – Clear, consistent alignment. Use as a reliable strength.
- **Good** – Solid alignment with minor caveats. Monitor when relevant.
- **Moderate** – Mixed picture. Manage with coaching or onboarding focus.
- **Weak** – Notable gaps. Plan development or adapt duties.
- **Critical** – Serious misfit. Address before placement.

Important note

The **match levels** are **not standardized metrics**. They are **informed, best-effort categories** to help organize evidence. There is **no overall evaluation**, by design, to prevent over-reliance. Do not use for automatic decision-making.

How ratings are formed

Ratings come from **person-job evidence** mapped to each competency. The description highlights key supporting and conflicting patterns.

MILITARY PILOT CADET

Competency	Match	Match description
Discipline & Rule Compliance	Critical	This individual often ignores instructions and tolerates clutter, indicating a disregard for order and proper task management. Despite this, they consistently meet deadlines and keep promises, showcasing reliability under structured procedures. However, their inclination to overcommit and a lack of adherence to company rules present ongoing challenges. Ultimately, this pattern represents a critical disciplinary shortfall.
Stress Tolerance & Composure	Critical	The individual is defensive to criticism and risks burnout by overextending, showing vulnerabilities under stress. However, they demonstrate strong persistence and actively step in during problems, indicating resilience in challenging situations. Nevertheless, issues with handling criticism and maintaining morale are evident. Overall, these challenges seriously undermine composure under stress.
Routine & Consistency	Critical	The individual tolerates clutter and tends to overcommit, which disrupts consistent performance. They meet deadlines and set high standards, but their discomfort with structured schedules indicates inconsistencies in routine management. Ultimately, these issues amount to a major deficiency in maintaining routine and consistency.
Cognitive & Analytical Ability	Critical	The individual struggles with recognizing data patterns and situational awareness. Yet, they exhibit strong skills in rapid prioritization and strategic thinking. Their dislike for data analysis and complex problems contrasts with their thorough decision-making. Overall, these conflicts amount to a critical deficiency in analytical strengths.
Learning & Adaptability	Good	The individual shows strong dedication to continuous learning and improvement, embracing new skills and changes. Their motivation for learning supports adaptability in dynamic environments. Overall, this is a solid strength in adaptability strengths.
Motivation & Initiative	Strong	The individual consistently demonstrates high initiative, taking proactive steps and seeking recognition for efforts. They prioritize career over personal relationships, reflecting strong motivational drive. Ultimately, this is a key strength in motivational drive.
Leadership & Command Potential	Critical	The individual struggles with building team spirit and delegation, affecting leadership dynamics. They exhibit respectful communication and pursue supportive relationships, but alignment and morale issues persist. Ultimately, these challenges amount to a major deficiency in leadership responsibilities.
Competitive Drive & Risk Orientation	Moderate	The individual shows a moderate pace, indicating a balanced approach to risk-taking. They are not highly competitive but willing to take risks, albeit sometimes missing safety risks. Overall, this remains an ongoing concern in risk orientation.