

Evaluation Report

Interest in Management Test

Candidate: Participant, Jean

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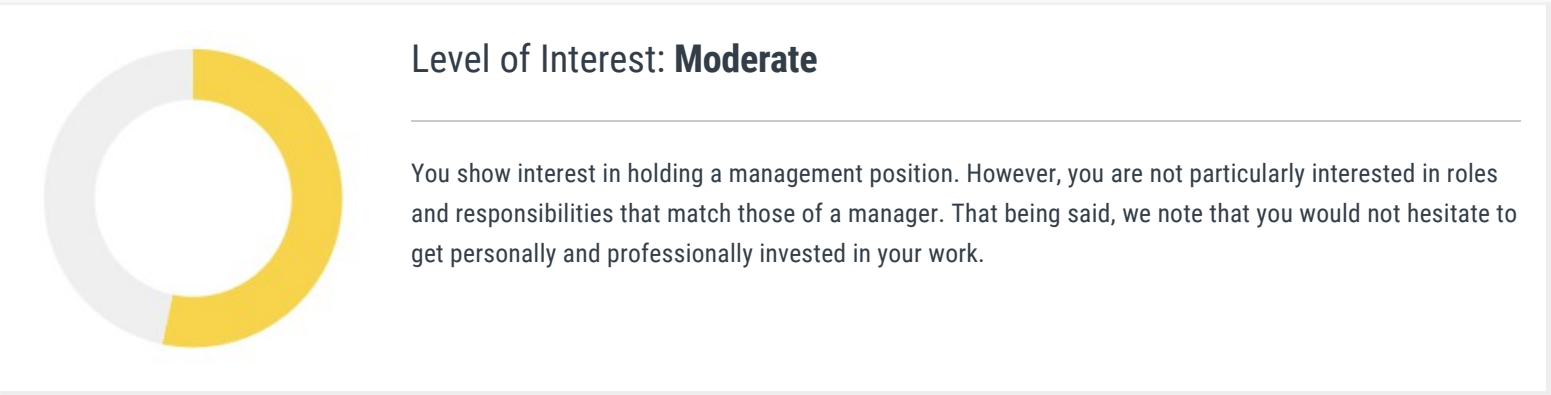
Norm: General

Introduction

Areas of interest play an important role in people's satisfaction and productivity. The interest in management is of a special nature given the requirements for this type of position. This report examines your interest in this area and compares it to people who hold managerial positions. More specifically, the report looks at your level of interest to take control of your work environment, to innovate, and to get others around you involved. It also looks at your willingness to reach your professional goals and to hold a management position. Finally, it assesses your degree of motivation to get personally involved and to work hard toward your continued professional development.

Summary of results

Interest in Management



Dimension of your interest in management



Leadership

High interest

Making decisions

Low interest

Enjoying to lead

Adaptability

Moderate interest

Addressing risks and change

Low interest

Being where the action is

Openness

Moderate interest

Openness

Work orientation

Moderate interest

Personal involvement

High interest

Career advancement

Detailed results

1

Leadership

Making decisions



You show great interest in making management decisions. We can observe that you do not hesitate to delegate certain tasks to others. Also, you do not hesitate to make difficult decisions even if you do not always have the support of others.

Enjoying to lead



You have little interest in positions where you have to lead others. Your results indicate that you feel energized when you can influence or persuade the people around you. However, you consider that your strength is to execute action plans and not to develop them.

2

Adaptability

Addressing risks and change



You have shown some interest in taking risks and managing a changing environment. Overall, we note that you consider that it is sometimes necessary to adapt one's behaviour and to deviate from the rules set out by the organization. Likewise, you believe you get good results when working with people with different backgrounds. However, you hesitate to take on challenges that might reveal some of your weaknesses.

Being where the action is



You do not systematically seek to be at the heart of the action within your organization. Your results indicate that you are ready to invest your personal time to participate in work-related development activities. However, you want to get recognition for the projects that have been entrusted to you, even though they do not significantly contribute to the development of your organization. We also note that you are naturally comfortable playing a less prominent role.

3

Openness

Openness



Generally speaking, you have shown some openness towards the external environment. Overall, we note that you like to have the opportunity to get information on topics that go beyond current operations. However, we note that, you prefer to dedicate your energy to your closest collaborators rather than to develop a wide network of contacts.

4

Work orientation

Personal involvement



Overall, you are ready to get personally invested in reaching your career goals. We can see that you are ready, when necessary, to make sacrifices in your personal life to get more involved at work. Nevertheless, you would only agree to sacrifice your personal life from time to time to get involved at work.

Career advancement



Career advancement that would lead you to hold a senior management position is a major objective that you have set for yourself. More specifically, we can see that you value first and foremost a maximum level of productivity and cost effectiveness. Furthermore, in your work, you take actions that will create advancement opportunities.