

# COMPASS TEST



## WORK APPROACH AND BEHAVIOUR TEST (WABT 04)

### INDIVIDUAL REPORT

- Candidate: Candidate X
- Evaluation date: January 200X

ÉVALUATION PERSONNEL  
SÉLECTION INTERNATIONALE INC.

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### INTRODUCTION

The Work Approach and Behaviour Test (WABT) is a personality inventory that was designed, validated and standardized using a group of employees in private, public and parapublic sector organizations. Each evaluation scale was designed to evaluate critical approaches and behaviours found in daily work situations. The WABT provides a fair estimate of certain characteristics when selecting or evaluating a person's potential.

The WABT measures 25 personality traits at work that can be combined using The Big Five Model or the Five-Factor Model. For each of the personality traits, you will find a brief description that characterizes someone who would have obtained a high or a low score on a specific trait. Consequently, the higher or the lower your result, more the description and adjectives used to describe the person having completed the test will or will not apply to him.

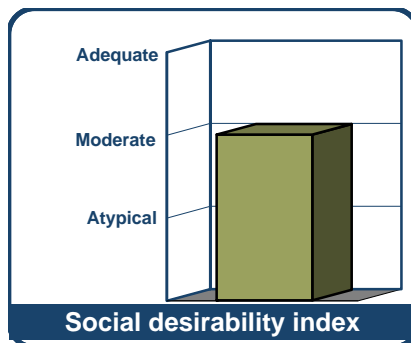
Each report must be interpreted according to the position for which the test was taken. The same personality profile may be optimal for one occupation, but less suitable to another type of occupation. Therefore, the WABT traits as well as the position requirements must be matched to correctly interpret the results obtained. Please note that a person does not necessarily have to possess all expected personality traits to perform his duties adequately in an organization. However, more the personality profile matches the desired characteristics, the higher the probability that the person will perform quality work that meets the employer's expectations. This link between personality traits and work performance is based on numerous scientific studies showing the importance of this factor on employment.

This report is confidential. All measures must therefore be taken to protect the data. Only authorized people should have access to the report's content.



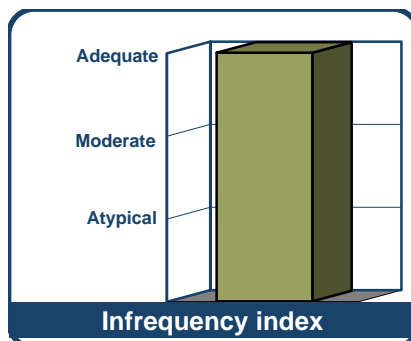
## VALIDITY INDEX

The validity index is used to compare how a person answered the questions on the test with the answers usually given by the normative group. An index is considered adequate when the type of answers given matches the answers usually selected by people who take the test. An index is considered moderate when the type of answer is not as common, but not unlikely. An index is considered atypical when the person provides an answer that is very different from what is usually observed.



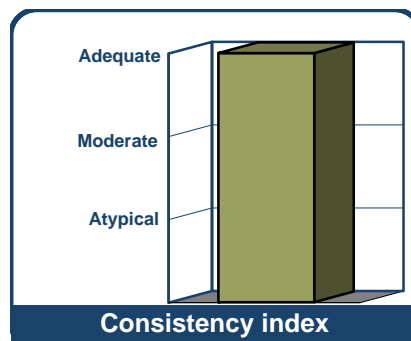
### SOCIAL DESIRABILITY INDEX

Social desirability is a tendency to provide answers that are deemed as being more acceptable by a large segment of society. When the desirability index is atypical, it indicates that most test statements that have an element of social desirability were chosen by the respondent.



### INFREQUENCY INDEX

The infrequency index indicates to what extent the respondent provides answers that are usually not selected by people. If this index is atypical, it could mean that the respondent did not answer the test seriously or that an error occurred at the time the answer was given (e.g. the answers were displaced).



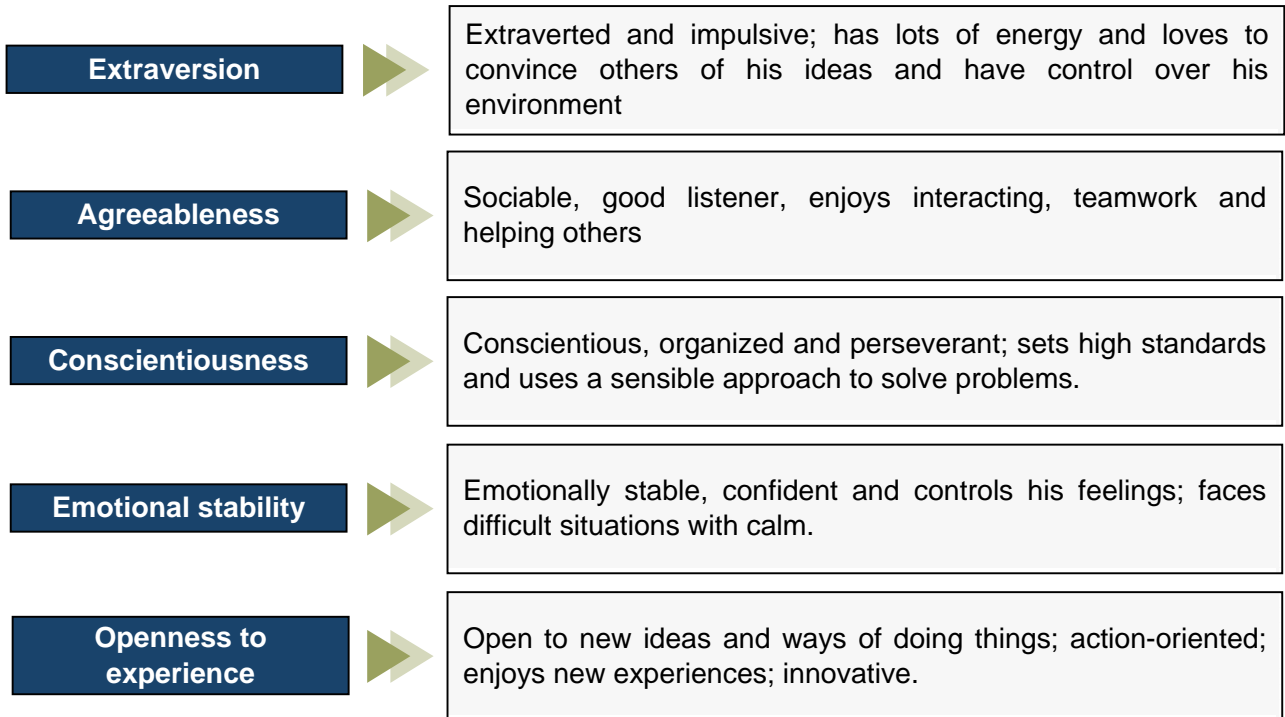
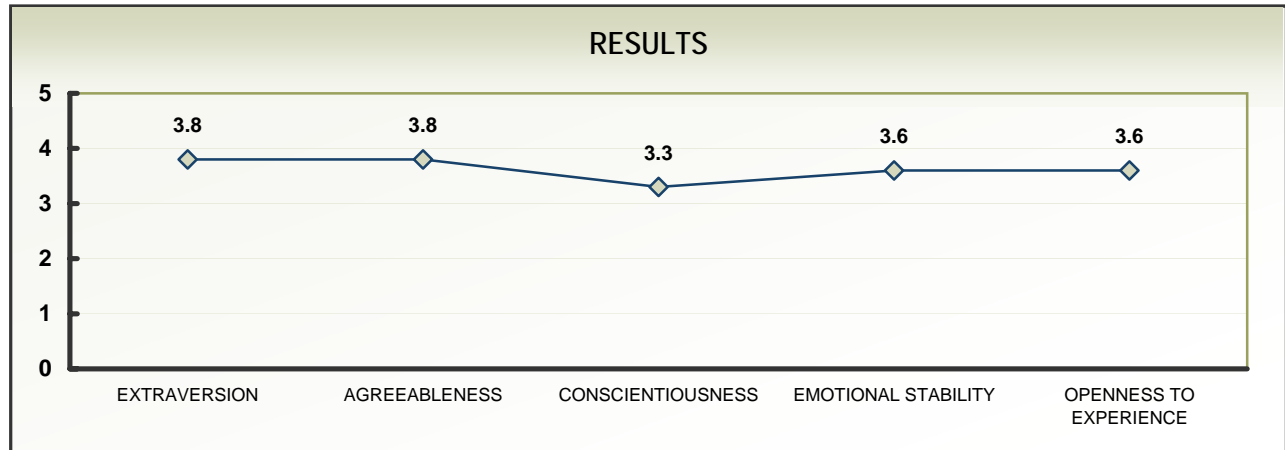
### CONSISTENCY INDEX

The consistency index indicates to what extent the respondent provided coherent answers to questions pertaining to the same traits. If this index is atypical, it could mean that the respondent did not answer the test seriously, that an error occurred at the time the answer was given or that his behavioural signs are very unstable.



## THE BIG FIVE MODEL

The latest research has found that individual personality differences can be summarized by a model including five big factors (The Big Five), i.e. (a) emotional stability; (b) openness to experience; (c) agreeableness; (d) extraversion and (e) conscientiousness.



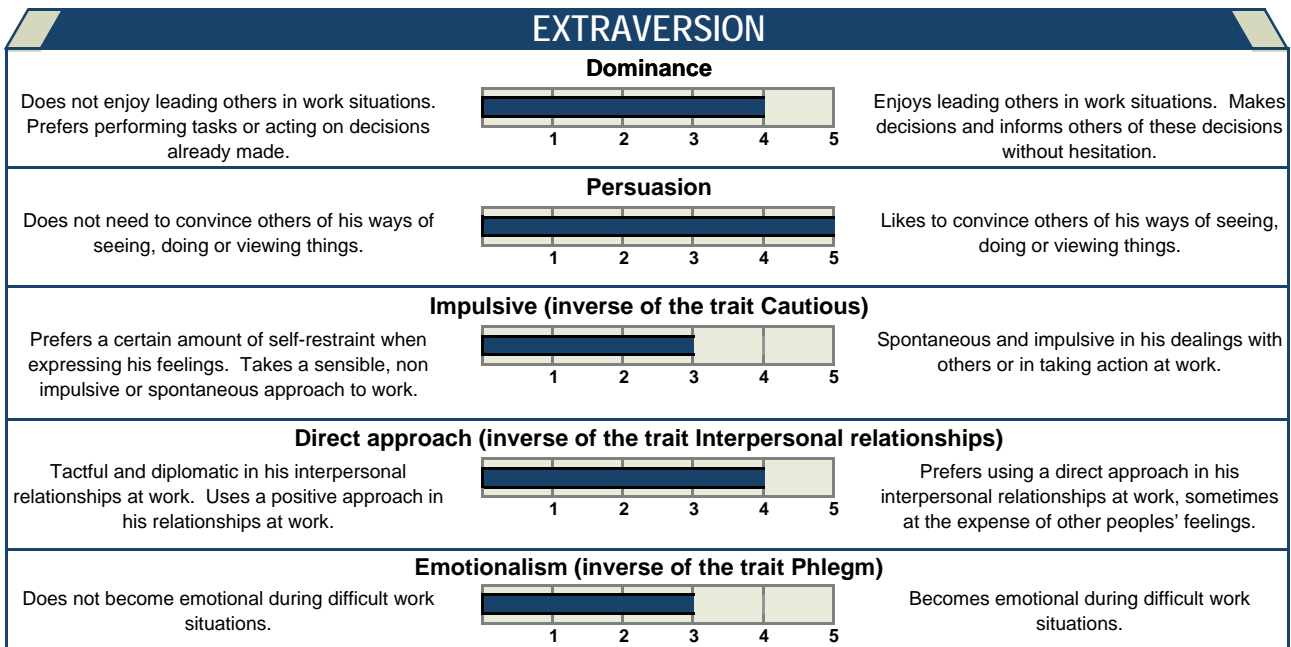


## RESULTS BY TRAIT

The following sections present the results of a respondent using the five main personality factors. The results were all calculated using a scale of 1 to 5.

A score of 1/5 indicates that this characteristic does not really apply to the respondent. The brief description, located on the left-hand side of the chart, provides an overview of this person with regard to this trait. Conversely, a score of 5/5 indicates that this trait is directly linked to this respondent's personality at work. Therefore, the description on the right-hand side of the chart best describes this person. An average result for a trait (3/5) means that there is a balance between the two poles. This result indicates that the respondent is actually in the average range of the normative group for this trait.

Each of the descriptions and qualifiers presented are representative of a "pure type". These descriptions are generalizations and none of them perfectly match a person's personality. However, they can be used to provide a general description of the person's personality.





# WORK APPROACH AND BEHAVIOUR TEST

CANDIDATE: Candidate X

DATE: January 200X

## AGREEABLENESS

<p>Is not very sensitive to problems encountered and needs expressed by others.</p>	<p><b>Empathy</b></p>	<p>Is sensitive to problems encountered and needs expressed by others.</p>
<p>Does not really help others at work. Values the accomplishment of his own work and is not really concerned with problems experienced by others.</p>	<p><b>Altruism</b></p>	<p>Enjoys helping others at work. Can put his own work aside to help a colleague in need.</p>
<p>Does not enjoy socialising with his work colleagues. Contacts them when needed, but does not seek their company.</p>	<p><b>Sociability</b></p>	<p>Enjoys socialising with his peers at work. Seeks the company of others.</p>
<p>Values individual work over teamwork. Works more efficiently when performing tasks alone.</p>	<p><b>Team-oriented</b></p>	<p>Values teamwork over individual work. Works more efficiently when other people are involved.</p>

## CONSCIENTIOUSNESS

<p>Does not put much emphasis on results to be achieved. Does not consider results as an end in themselves. Places more importance on peoples' well-being.</p>	<p><b>Results-oriented</b></p>	<p>Puts emphasis on achieving results at work. Considers results as an end in themselves.</p>
<p>Does not place a lot of importance on work and does not constantly try to outdo himself. Is not stimulated by competition at work.</p>	<p><b>Work-oriented</b></p>	<p>Places a lot of importance on work and constantly tries to outdo himself. Is stimulated by competition at work.</p>
<p>Does not take a conscientious and responsible approach to work. Makes compromises or bends the rules as far as his principles and promises are concerned to reach his objectives.</p>	<p><b>Responsibility</b></p>	<p>Is responsible and conscientious towards the work he undertakes. Does not compromise or bend the rules as far as his principles and promises are concerned.</p>
<p>Does not plan his work a lot. Works without structure or method.</p>	<p><b>Organization</b></p>	<p>Is methodical and likes things to be planned, structured and organized at work.</p>
<p>Analyses problems in a general manner, not thoroughly. Makes a decision with summary information only. Can deal with ambiguity at work.</p>	<p><b>Cognitive approach</b></p>	<p>Thoroughly analyses problems. Enjoys getting the maximum amount of information before taking an action or making a decision. Does not like living in ambiguity or in uncertainty.</p>
<p>Values an intuitive approach to resolve problems or to make decisions. Suggests simple strategies to solve problems that are sometimes complex.</p>	<p><b>Complexity</b></p>	<p>Values a logical and rational approach as well as the use of complex strategies.</p>

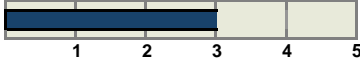
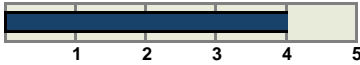
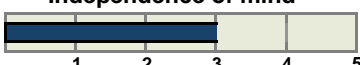
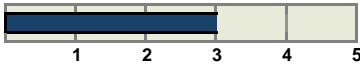



# WORK APPROACH AND BEHAVIOUR TEST


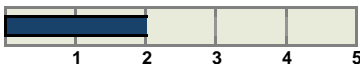

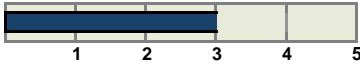
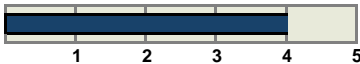
CANDIDATE: Candidate X

DATE: January 200X

## EMOTIONAL STABILITY

Worries about his tasks, performance or problems encountered at work. Worries about past events at work.		Does not worry too much or become overly anxious about past or future events.
Is uncertain when making decisions at work. Questions his abilities. Has difficulty asserting himself at work.		Has self-confidence and assurance. Expresses and defends his ideas with conviction; is confident enough to face difficulties and relies on his talents and opinions.
Seeks out other peoples' opinions before making a decision. Feels better once he gets others peoples' approval.		Acts independently, using his own judgement, and is not easily influenced by the opinions or expectations of others.
Does not work very well in a stressful environment. Has a tendency to lose his cool when subjected to highly stressful situations.		Works well in long and stressful situations. Remains calm and objective in difficult situations.
Does not really react to constraints in his environment. Does not become very energetic when faced with tasks to accomplish and challenges to overcome. Has difficulty multi-		Reacts quickly to constraints in his environment. Becomes energetic when faced with tasks to accomplish and challenges to overcome.

## OPENNESS TO EXPERIENCE

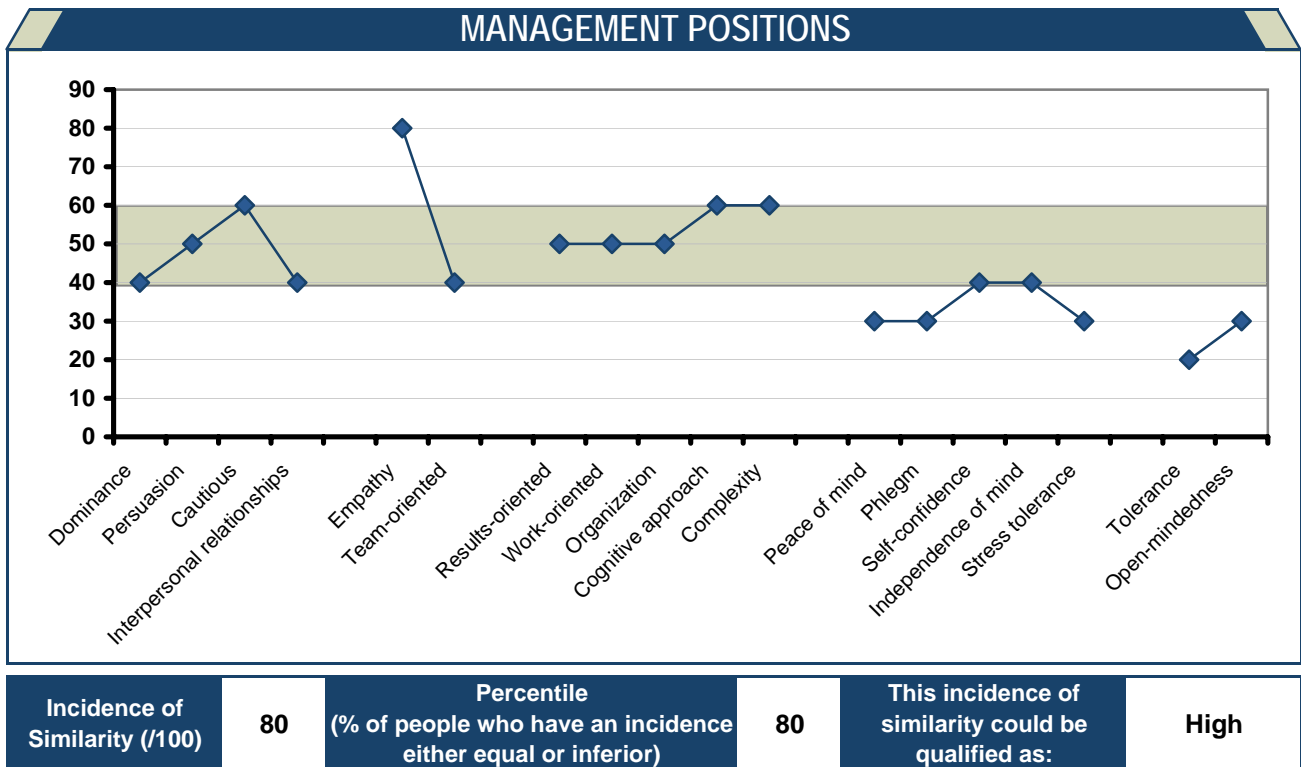
Does not initiate many actions or changes in the workplace. Does not enjoy being put in risky situations. Prefers sticking to things that are known and familiar than things that are new and changing.		Initiates actions or changes at work in order to improve the situation, even if he must take risks or if results are not guaranteed.
Is uncomfortable with people whose beliefs, ideas or approaches differ from his own. Does not take criticism well. Does not accept differences very well.		Shows tolerance for colleagues or people with opinions, approaches or ways of doing things that are different from his own. Takes criticism well.
Is not very creative at work. Prefers using proven methods. Values the mastery of acquired skills over the acquisition of new ways of doing things.		Is creative and imaginative. Enjoys inventing new ways of doing things at work.
Does not really value new approaches or new ways of approaching problems. Prefers using concrete methods. Has few interests in diverse subjects.		Values new approaches and new ways of dealing with problems. Promotes the exchange of ideas. Has various interests.
Has difficulty working consistently hard towards reaching goals. Does not always finish what he starts. Prefers working on short projects.		Works consistently to reach objectives. Persists, despite difficulties or lengthy tasks. Is tenacious and determined. Enjoys working on lengthy projects.



## INTERESTS AND CAREER PROFILE

Based on recent scientific studies, the results obtained through the WABT examination relate specific personality traits with workplace activities.

The proceeding section demonstrates the association between these traits and five (5) general workplace activities. For each of these traits, the expected results are situated on the center line (=50), within the shaded region. The dark boxes found below indicate the results of the candidate. The incidence of similarity, indicates the percentile associated (i.e. the percentage of candidates who have received an incidence of similarity either equal or inferior), to characteristics that indicate up to what capacity the results obtained by the candidate resemble those observed by people who occupy the functions associated to this domain of activity.





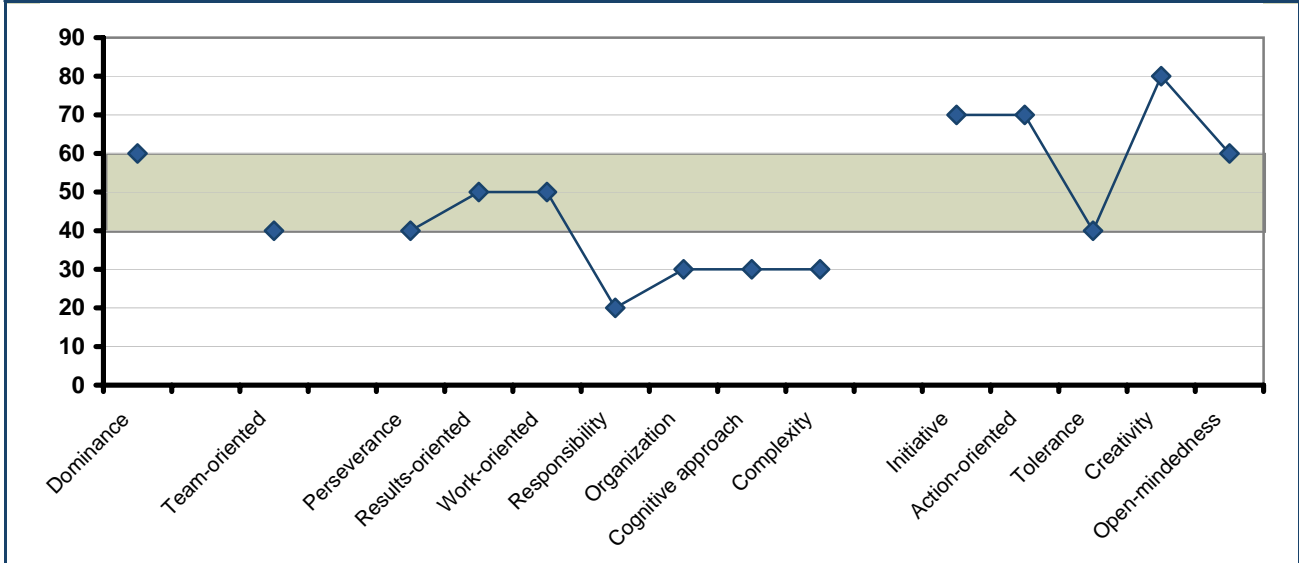


# WORK APPROACH AND BEHAVIOUR TEST

CANDIDATE: Candidate X

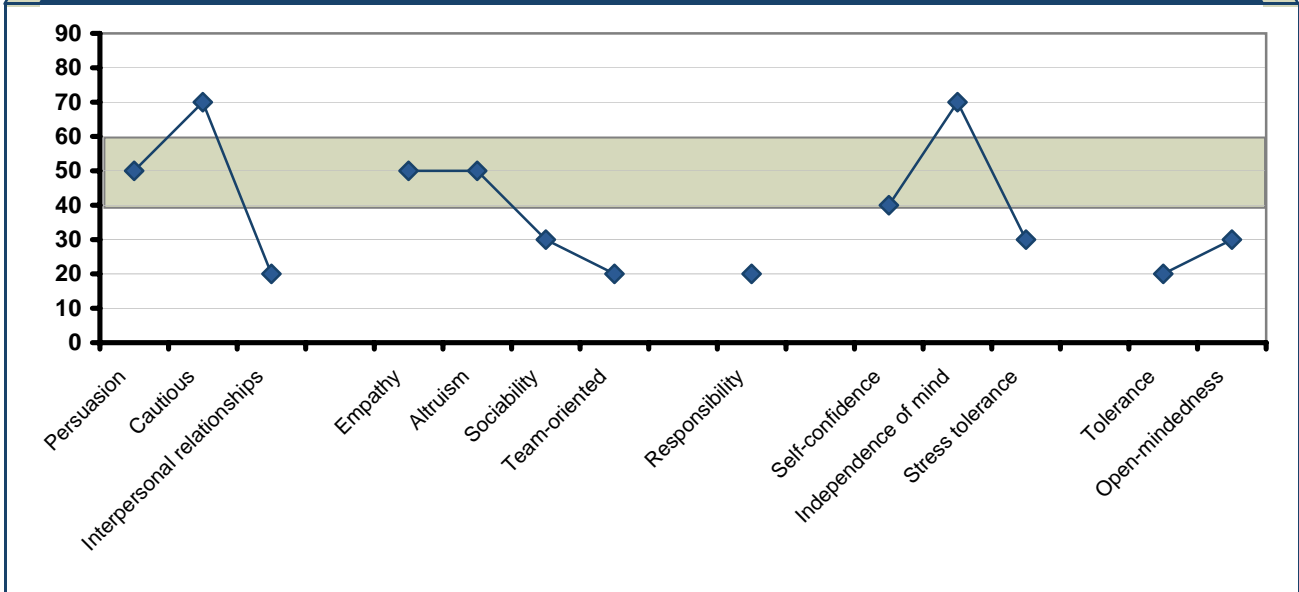
DATE: January 200X

## ADMINISTRATIVE RELATED POSITIONS



Incidence of Similarity (/100)	<b>53</b>	Percentile (% of people who have an incidence either equal or inferior)	<b>53</b>	This incidence of similarity could be qualified as:	<b>Moderate</b>
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## SOCIAL RELATED POSITIONS



Incidence of Similarity (/100)	<b>55</b>	Percentile (% of people who have an incidence either equality or inferior)	<b>58</b>	This incidence of similarity could be qualified as:	<b>Moderate</b>
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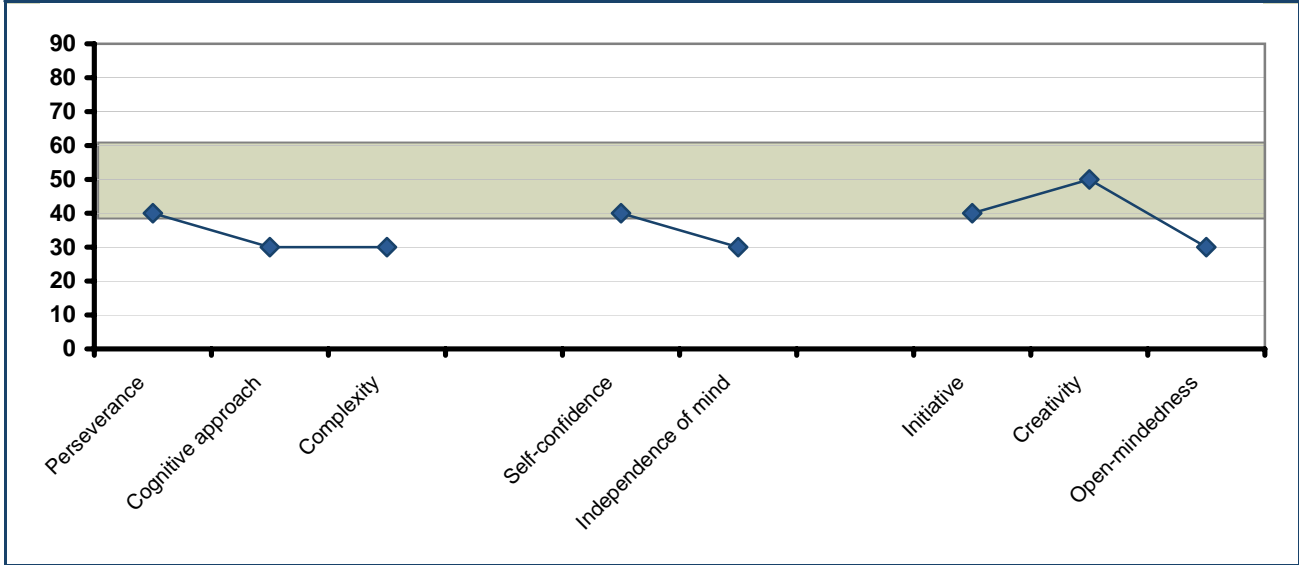


# WORK APPROACH AND BEHAVIOUR TEST

CANDIDATE: Candidate X

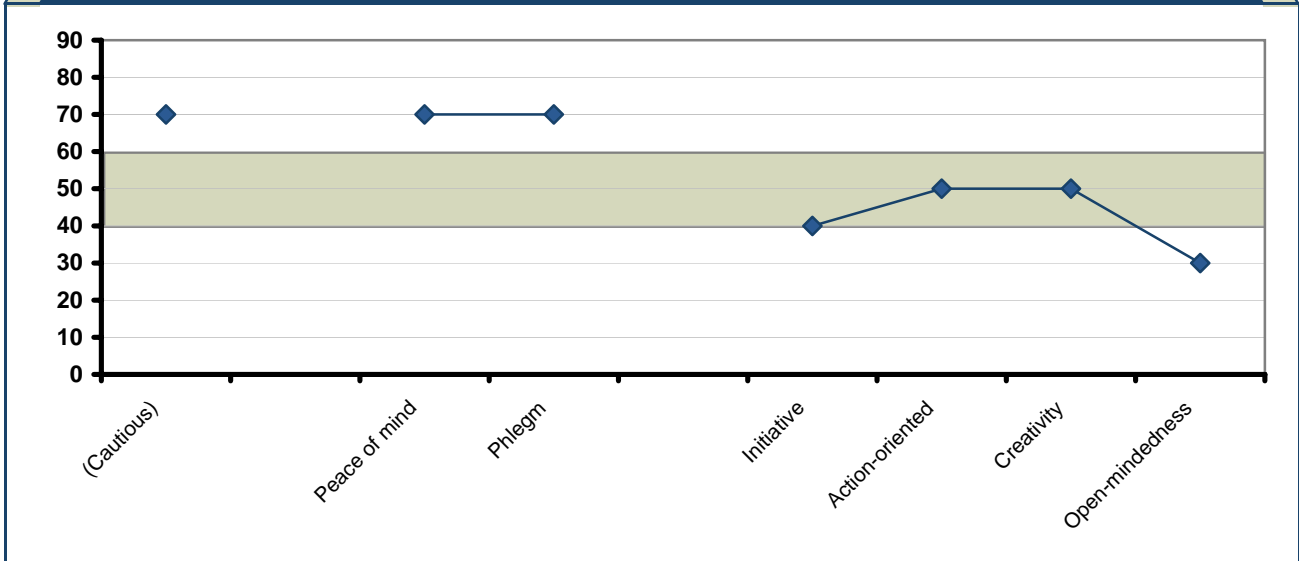
DATE: January 200X

## INTELLECTUAL RELATED POSITIONS



Incidence of Similarity (/100)	<b>75</b>	Percentile (% of people who have an incidence either equal or inferior)	<b>77</b>	This incidence of similarity could be qualified as:	<b>High</b>
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## POSITIONS RELATED TO THE ARTS OR CREATIVITY



Incidence of Similarity (/100)	<b>80</b>	Percentile (% of people who have an incidence either equal or inferior)	<b>80</b>	This incidence of similarity could be qualified as:	<b>High</b>
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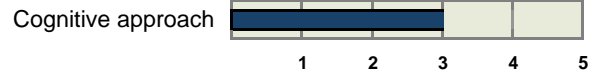


## RESULTS BASED ON THE EPSI COMPETENCY MODEL

### 2 ANALYTICAL ABILITIES Results: 3 / 5

**DEFINITION**

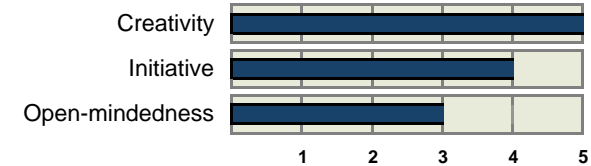
Identifies the basic elements of a situation or a problem, links these elements and identifies the structural principles required to gain a systematic outlook of the situation.

**PERSONALITY TRAITS**

### 4 CREATIVITY / INNOVATION Results: 4 / 5

**DEFINITION**

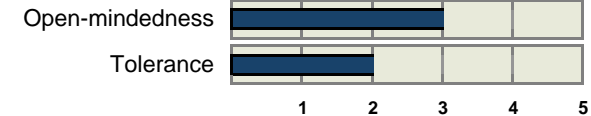
Proposes different and innovative ways of doing things or of solving recurrent problems.

**PERSONALITY TRAITS**

### 5 OPEN-MINDEDNESS Results: 2.5 / 5

**DEFINITION**

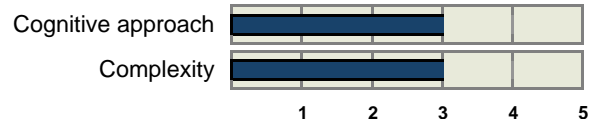
Has numerous interests and is open to new ideas and ways of doing things.

**PERSONALITY TRAITS**

### 6 PROBLEM-SOLVING Results: 3 / 5

**DEFINITION**

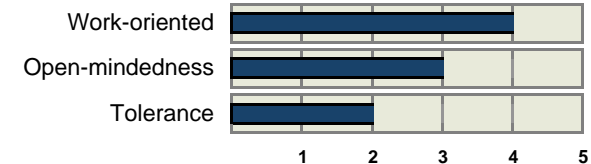
Identifies problems, possible solutions, as well as the best strategies to solve them.

**PERSONALITY TRAITS**

### 8 LEARNING-ORIENTED Results: 3 / 5

**DEFINITION**

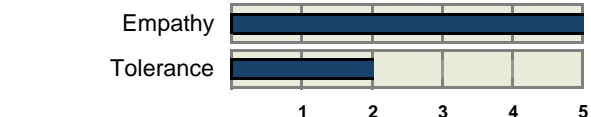
Aspires to learn and improve upon his abilities with an approach to continuous personal development.

**PERSONALITY TRAITS**

### 11 ABILITY TO LISTEN Results: 3.5 / 5

**DEFINITION**

Attentively listens to people to allow them to express themselves freely and confidently.

**PERSONALITY TRAITS**



# WORK APPROACH AND BEHAVIOUR TEST

CANDIDATE: Candidate X

DATE: January 200X

## 14 INTERPERSONAL COMMUNICATIONS

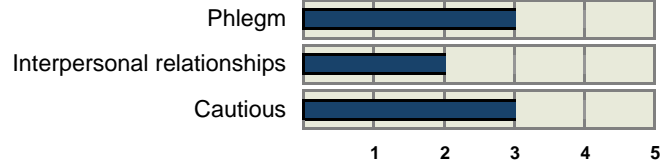
Results:

2.7 / 5

### DEFINITION

Shows consideration, understanding and respect for the people he deals with in his work environment.

### PERSONALITY TRAITS



## 15 SOCIABILITY

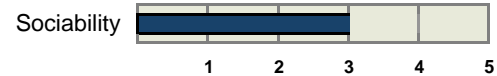
Results:

3 / 5

### DEFINITION

Adopts a cordial attitude and builds relationship that promote positive social relationships in his environment.

### PERSONALITY TRAITS



## 16 TAKES CARE OF OTHERS

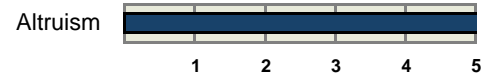
Results:

5 / 5

### DEFINITION

Helps people in need in his working environment.

### PERSONALITY TRAITS



## 17 EMPATHY

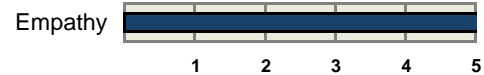
Results:

5 / 5

### DEFINITION

Is sensitive to problems encountered and needs expressed by others.

### PERSONALITY TRAITS



## 18 TOLERANCE

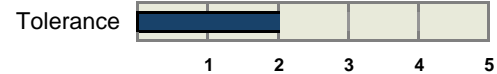
Results:

2 / 5

### DEFINITION

Respects and easily interacts with people with opinions, approaches and values that differ from his own.

### PERSONALITY TRAITS



## 19 ABILITY TO WORK IN A TEAM

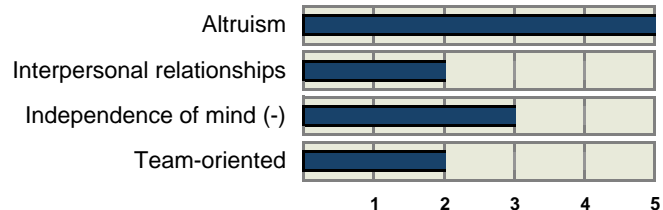
Results:

3 / 5

### DEFINITION

Works in a positive and harmonious fashion with team members to achieve common goals.

### PERSONALITY TRAITS





# WORK APPROACH AND BEHAVIOUR TEST

CANDIDATE: Candidate X

DATE: January 200X

## 22 ABILITY TO MOBILIZE

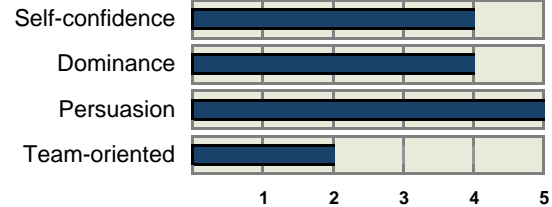
Results:

3.8 / 5

### DEFINITION

Motivates others to commit themselves by holding them responsible for their work and by giving meaning to their work.

### PERSONALITY TRAITS



## 23 PERSUASION

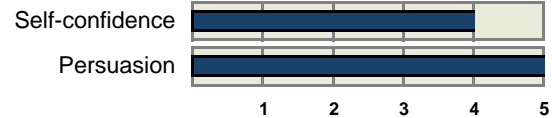
Results:

4.5 / 5

### DEFINITION

Ability to persuade others to accomplish something or to adopt a way of thinking or of doing things.

### PERSONALITY TRAITS



## 24 ABILITY TO COMMAND

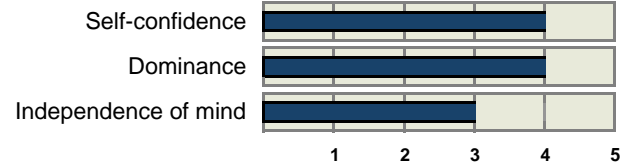
Results:

3.7 / 5

### DEFINITION

Knows how to take control of the situation by establishing objectives to be reached and by clearly indicating to those involved the actions that must be taken.

### PERSONALITY TRAITS



## 31 THOROUGHNESS

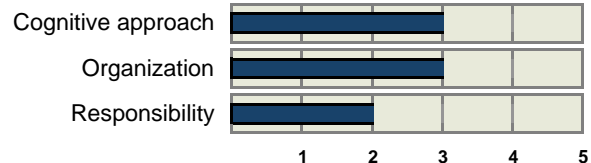
Results:

2.7 / 5

### DEFINITION

Conforms to prescribed work approaches and methods to guarantee a level of superior quality.

### PERSONALITY TRAITS



## 32 AUTONOMY

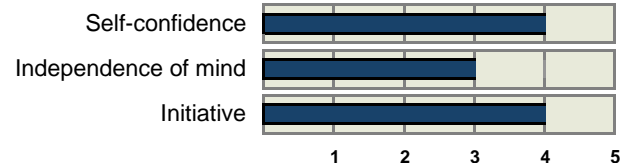
Results:

3.7 / 5

### DEFINITION

Can work alone, with minimum supervision, and appropriately use all the leeway provided to him.

### PERSONALITY TRAITS



## 33 NEED TO ACHIEVE

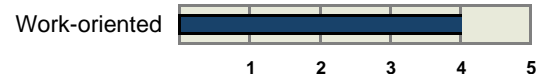
Results:

4 / 5

### DEFINITION

Aims for a high level of performance at work and puts lots of importance on professional success.

### PERSONALITY TRAITS





# WORK APPROACH AND BEHAVIOUR TEST

CANDIDATE: Candidate X

DATE: January 200X

## 34 SELF-CONFIDENT

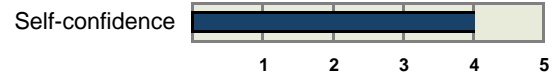
Results:

4 / 5

### DEFINITION

Has assurance and self-confidence and believes in his ability to take on responsibilities, to face difficulties, to meet challenges and to defend a position.

### PERSONALITY TRAITS



## 35 SELF-CONTROL

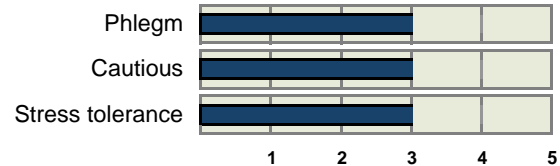
Results:

3 / 5

### DEFINITION

Can control his feelings and temper and act appropriately in daily, difficult or unusual situations.

### PERSONALITY TRAITS



## 36 ABILITY TO BALANCE WORK / PRIVATE LIFE

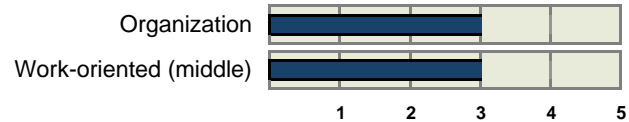
Results:

3 / 5

### DEFINITION

Can maintain a harmonious balance between the demands of his professional life and those of his personal life.

### PERSONALITY TRAITS



## 37 BEING ORGANIZED

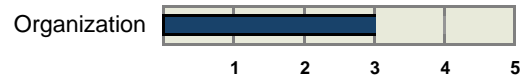
Results:

3 / 5

### DEFINITION

Is methodical and likes things to be planned, structured and organized.

### PERSONALITY TRAITS



## 38 ADAPTABILITY

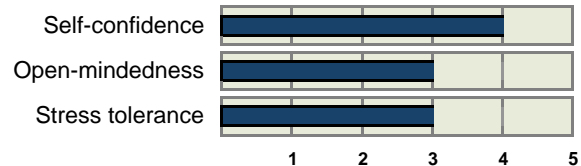
Results:

3.3 / 5

### DEFINITION

Welcomes change in a positive manner by changing his behaviour or ways of doing things accordingly.

### PERSONALITY TRAITS



## 39 INDEPENDENCE OF MIND

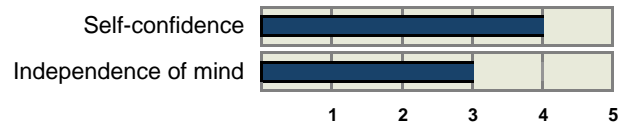
Results:

3.5 / 5

### DEFINITION

Works according to his own standards and is not easily influenced by the opinions of others or by outside pressures.

### PERSONALITY TRAITS





# WORK APPROACH AND BEHAVIOUR TEST

CANDIDATE: Candidate X

DATE: January 200X

## 40 INTEGRITY

Results:

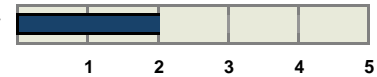
2 / 5

### DEFINITION

Is trustworthy, meets his commitments and acts according to pre-established values.

### PERSONALITY TRAITS

Responsibility



## 41 SELF-MOTIVATED

Results:

4.3 / 5

### DEFINITION

Shows a sustained desire to work and accomplish tasks that are assigned to him in a positive and dynamic manner.

### PERSONALITY TRAITS

Initiative



Work-oriented



Action-oriented



## 42 ACTION-ORIENTED

Results:

4.5 / 5

### DEFINITION

Can make decisions and act quickly despite constraints that he must face.

### PERSONALITY TRAITS

Initiative



Action-oriented



## 43 PERSEVERANCE

Results:

4 / 5

### DEFINITION

Works consistently, despite difficulties, obstacles or deadlines, in order to meet objectives.

### PERSONALITY TRAITS

Perseverance



## 44 STRESS RESISTANT

Results:

3 / 5

### DEFINITION

Remains calm and objective, and maintains a high level of performance despite difficult circumstances or intense and constant stressful situations.

### PERSONALITY TRAITS

Peace of mind



Stress tolerance



## 50 PLANNING SKILLS

Results:

3 / 5

### DEFINITION

Develops plans that take into account the time and resources available and that aim at reaching goals through mechanisms, activities or appropriate programs.

### PERSONALITY TRAITS

Complexity



Organization





# WORK APPROACH AND BEHAVIOUR TEST

CANDIDATE: Candidate X

DATE: January 200X

## 55 INITIATIVE / ENTREPRENEURSHIP

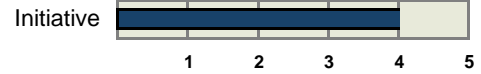
Results:

4 / 5

### DEFINITION

Initiates action and, if required, takes calculated risks to face a problem, improve a situation or seize an opportunity.

### PERSONALITY TRAITS



## 59 RESULTS-ORIENTED

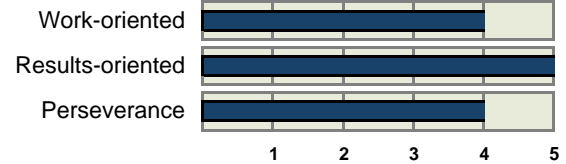
Results:

4.3 / 5

### DEFINITION

Puts in lots of efforts to reach set goals and considers the achievement of results as a main concern.

### PERSONALITY TRAITS



## 60 NEGOTIATION SKILLS

Results:

3.5 / 5

### DEFINITION

Excellent knowledge of negotiation approaches and techniques used to reach agreements that are beneficial to all parties involved.

### PERSONALITY TRAITS

