

# Reveal a candidate's work behaviour and motivations



**Professional Profile 2** is our latest personality assessment, designed and validated with the most recent method in psychometrics, the 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.



Graduates, intermediate-level professionals, and middle management



English, French, German, Arabic, Spanish, Portuguese, Dutch, Italian, Russian, Turkish, Hindi, and Chinese



112 questions



12-15 minutes

## 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 recognised, 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

## 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 138 professions
- Profile matching with positions within the organisation
- A comparison with 22 work competencies