

# ASSESSFIRST

David BERNARD Vs. In-house Sales Representative

20/12/2014





## **WHAT YOU WILL FIND IN THIS REPORT**

This report is based on the responses that David BERNARD gave in the AssessFirst personality questionnaire on Dec 20, 2014 at 2:40:39 PM (Europe/Paris).

This allows you to understand the working style of David BERNARD and confirm the compatibility of his/her behavior in relation to the expectations of the position "In-house Sales Representative".

When reading this report, bear in mind that other factors should be taken into account to confirm the likelihood of David BERNARD successfully filling the position in question: intellectual aptitude, technical skills, motivation, experience etc.

As this report is based on the perception that David BERNARD has of himself, some of its conclusions may be limited or even invalid. This is why we recommend that you conduct a follow-up interview with David BERNARD. This interview will enable you to gather all the information you need to understand what his behaviour means in practical terms and to put certain conclusions into perspective if need be.

# JOB PROFILE

## **DESIRED BEHAVIOR**

- Be approachable. Be able to approach people easily and create an atmosphere conducive to interaction.
- Be able to make quick decisions without necessarily having any external opinions. Have the ability to make unpopular decisions and accept the consequences.
- Influence and easily get his/her points of view across. Convince by trying to focus on both form and content when communicating.
- Be capable of focusing his/her attention for a long period of time and be able to cope with repetitive tasks. Accept routine.
- Listen to his/her own intuition and feelings. Demonstrate flexibility in the management of his/her tasks. Easily handle unexpected events.
- Think through situations in a straightforward manner. Take into account operational constraints. Be pragmatic.
- Readily reveal his/her emotions. Have a rousing effect on the group. Form emotional bonds easily with people.

## **UNDESIRABLE BEHAVIOR**

- Stand back and wait for others to approach him/her. Worry about coming into contact with people.
- Become bogged down with consultations when a decision must be made. Rely too much on others. Let others decide for him/her.
- Express him/herself harshly and tactlessly. Communicate his/her points of view without paying attention to the feelings of those he/she is speaking to.
- Easily bored. Tend to become distracted and not see what has been undertaken through to the end.
- Display rigidity. Lack flexibility. Be inflexible when applying rules and procedures.

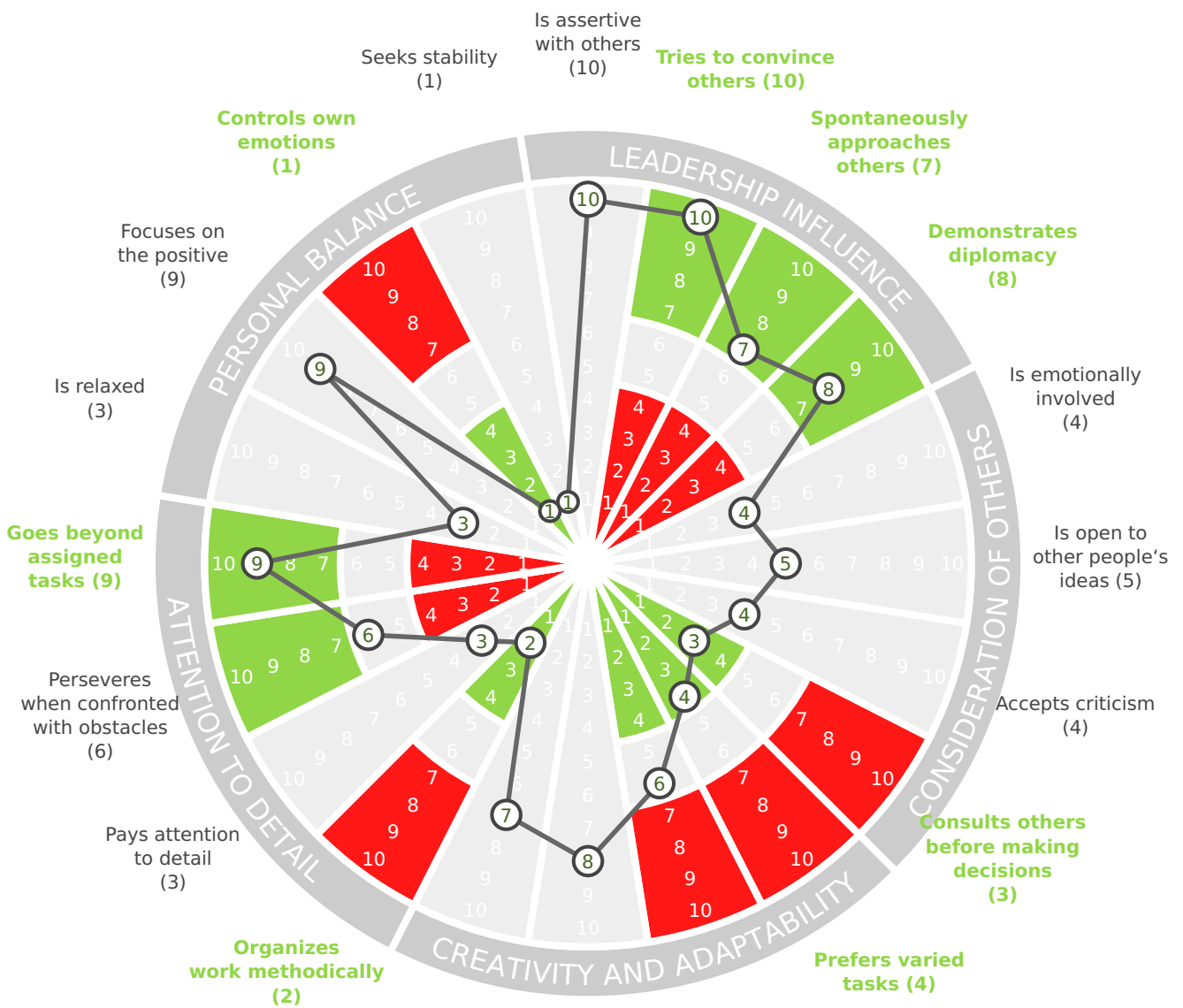
- Become bogged down in complex arguments. Lack pragmatism. Not take proper account of the "field" constraints.
- Keep his/her feelings and emotions to him/herself. Stick to cold and distant contact with those around him/her.

**SECTION #2**

# COMPATIBILITY ANALYSIS

# 2

# 90%



- Expected behavior
- Neutral behavior
- Infrequent Behavior

# IN-DEPTH APPLICATION ANALYSIS



## HIS RELATIONSHIPS WITH OTHERS

### SOCIAL APPROACH



David BERNARD finds it easy to make the first move when meeting people. Consequently, he should have no particular problem with making new contacts and establishing new relationships.

### COLLABORATION STYLE



Whether making decisions for himself or for the group, David BERNARD seems to have the wherewithal to take a standpoint without automatically needing to consult people. He is self-confident and will be able to form his views and make quick decisions when the situation calls for it.

### COMMUNICATION STYLE



David BERNARD seems to have a natural talent for getting his ideas across, conveying his vision and inspiring the allegiance of those around him. It is, therefore, highly likely that he has no specific difficulty in communicating with people around him or encouraging them to follow him.

### CAPACITY TO LISTEN

David BERNARD tends to sit on the sidelines when he meets new people. He may find it difficult to make the first move to reach out to others and to genuinely invest in the relationships that connect him to other people.



# HIS WORKING STYLE

## WORK FOCUS



Committed to his work and keen to deliver maximum performance, David BERNARD will be able to set his own ambitious targets and do his utmost to achieve them. Furthermore, the perseverance he demonstrates will not allow him to become discouraged when faced with obstacles he might meet along his way.

## TASK MANAGEMENT



David BERNARD is used to dealing with his work tasks one after the other instead of at the same time and does not seem particularly attached to a fast pace and unexpected events to feel fully committed. He should, therefore, be able to focus on the tasks he is assigned over a long period.

## WORK STYLE



Flexible and with the ability to improvise, David BERNARD successfully deals with unexpected events that may occur in the context of his work. He should have no difficulty whatsoever in improvising or adapting his work methods should the situation call for it.

## CREATIVE POTENTIAL



David BERNARD has a marked interest in activities involving reflection and conceptualisation. He particularly likes taking on and dealing with complex problems. Consequently, he may not be very practical and sometimes remain too distant from the realities on the ground. Also, he might not take into account all the constraints, especially material ones, when he is thinking of developing solutions and new ways of working.



# HIS EMOTIONAL PROFILE

## STRESS MANAGEMENT

A sense of urgency has an energizing effect on David BERNARD. He is looking for stimulating situations which spur him into action. He thereby turns stress into a driving force, enabling him to be effective and so reach his objectives. He needs to feel under pressure in order to commit himself 100% to his assignments. He therefore operates "on adrenalin" and may tend to be very fidgety and even impulsive.

## EMOTIONAL MANAGEMENT



David BERNARD is direct and spontaneous, and readily communicates his emotions and feelings to people. For him, emotions are an integral part of his existence, so he does not specifically intend to hold them back. The way he operates, which is inclined towards expressing his feelings on a regular basis, seems highly appropriate for the position in question.



# SUMMARY



## STRENGTHS FOR THE POSITION

- Is approachable, is able to approach people easily and create an atmosphere conducive to interaction.
- Is able to make quick decisions without necessarily having any outside opinions. Seems to have the ability to take unpopular decisions and accept the consequences.
- Influences and easily gets across his/her points of view. Convinces by trying to focus on both form and content when communicating.
- Commits wholeheartedly to his/her work, takes initiatives and perseveres despite any difficulties encountered. Tries to deliver maximum performance each time.
- Is capable of focusing his/her attention for a long period of time and seems able to cope with repetitive tasks. Withstands "routine".
- Listens to his/her own intuition and feelings. Demonstrates flexibility in the management of his/her tasks. Easily handles unexpected events.
- Readily reveals his/her emotions, has a rousing effect on the group. Easily forms emotional bonds with people.



## WEAKNESSES FOR THE POSITION

- Risks becoming bogged down in complex arguments, may lack pragmatism. Does not always take proper account of the "field" constraints.

# QUESTIONS TO ASK DURING THE INTERVIEW



## CREATIVE POTENTIAL

David BERNARD favors reflection activities and tackles problems from a theoretical, conceptual and intellectual angle. Consequently, he may not be very realistic and remain too distant from the realities on the ground. He may be unaware of material constraints when he thinks of developing new ways of working.



## QUESTION(S) TO ASK

In terms of creativity, you appear to like thinking about complex problems and discovering new and original solutions. Can you give me an actual example of a situation where you demonstrated genuine operational creativity and where your ideas were able to be used taking into account ground constraints? What difficulties did you come up against? How did you handle the situation?



## EVALUATION GRID

### FAVORABLE POINTS

- Has a straightforward way of thinking about situations.
- Takes operational constraints into account.
- Finds it easy to focus on the essentials.
- Has a "ground" approach.
- Is pragmatic.
- Makes decisions based on "common sense".

### UNFAVORABLE POINTS

- Sometimes adopts simplistic arguments.
- Lacks insight.
- Finds it hard to let go of the operational aspect.
- Finds it harder to think strategically.
- Draws hasty conclusions at times.
- Does not always take the complexity of situations into consideration.



## **ABOUT**

This report has been generated by AssessFirst based on the answers that David BERNARD gave during the assessment PSV20. This questionnaire evaluates 20 personality traits in relation to individual and collective performance.

AssessFirst creates and commercializes HR assessment tools to help HR professionals and operational managers to better recruit (recruitment tests) and develop strengths of their co-workers (360° surveys).

More [www.assessfirst.com](http://www.assessfirst.com)

## **DISCLAIMER**

AssessFirst advises against making any personnel selection, management, or development decisions solely on the basis of these assessments, questionnaires, and/or surveys results.

AssessFirst is not responsible in any way for the direct and/or indirect consequences related to the use of the tools and assessments systems that it provides.

## **CONTACT**

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