



talent assessment

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Cornée de Ruyter

Personal report

Program: Programma voor Software engineer
Administration: 24 April 2018



Introduction









Dear Cornée,

In front of you is the report with the results of your assessment. Please take the time to read it and think over what these results mean for you. For questions you can always contact the organization that invited you for this assessment.



Who am I?

The results are based on the questionnaire about work-related behavior and give you insight into your personality characteristics. In the table below you will find your most typical traits.

Most distinctive characteristics			
Characteristic	Less	More	What does this mean for you?
directing			You leave it to others to take charge and you are reluctant to lead a group of people
assertive			You have a diplomatic style and often adapt your own opinion; you are rather lenient and compliant
persuasive			You provide others with the facts and figures, and then lets them decide for themselves
conscientious			You see jobs through to the end and are quality oriented; you follow rules and regulations
analytical			You grasp complex issues quickly, you evaluate facts and figures precisely and decide rationally
imaginative			You develop many original ideas and innovative solutions; you like to be creative
achieving			You are ambitious and actively look for new challenges; you want to get ahead and succeed
optimistic			You are positive and optimistic; you look for chances instead of risks and you believe things will succeed



What do I want?

The results are based on the questionnaire about work-related interests and motives and give you insight into the aspects of the working environment that are important to you. In the table below you will find your most important interests and motives.

Most distinctive interests and motives			
Aspect	Less	More	What does this mean for you?
professional challenge		●	You like difficult tasks that require constant learning and need you to be able to use own expertise
recognition of performance	●		You build on own standards and do not feel the need for appreciation or praise
financial reward	●		You prefer a non-performance-oriented incentive system and you are not really motivated by money
security		●	You want a work environment that provides security and confidence for the future
harmony		●	You appreciate harmony and a feeling of unity in a team; you prefer to avoid conflicts
integrity		●	You consider moral principles as important and you want to be able to work with a clear conscience
hierarchy	●		You prefer plain hierarchical structures; you consider authorities as less important
absence of stress		●	You consider overload and tension as counter-productive; you need a good work-life balance



What am I capable of?

Level indicator

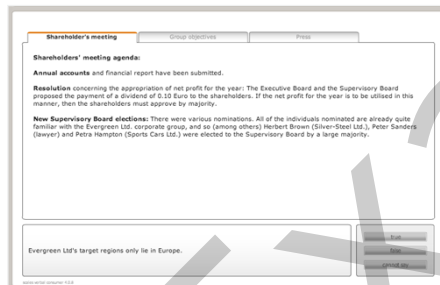
You have done a number of ability tests. Your results give insight into your intellectual level and learning ability. In the top bar you see your level compared to the complete working population. In the bar underneath you can see your result compared to the level at which you have been tested: high complexity (expert work including managing on all levels)

The general intellectual level and learning ability is determined by: Verbal Reasoning (t1), Numerical Reasoning (t2) and Inductive-logical Thinking (t3).

complete working population



high complexity



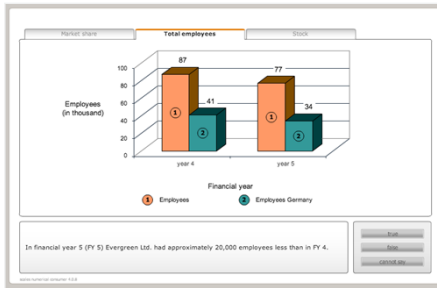
Verbal reasoning (t1)

In this test the task is to draw logical conclusions from complex verbal information. In addition, this test measures the ability to retrieve relevant information to answer various different questions. A high score indicates the ability to interpret complex information and separate main from side issues quickly and when under pressure.



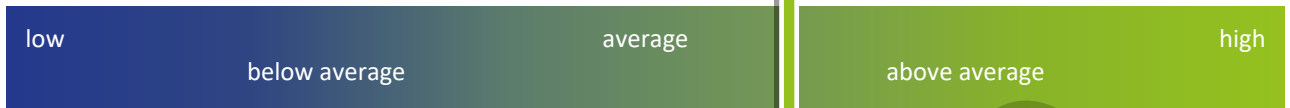
You have done this test at an average speed and accuracy.



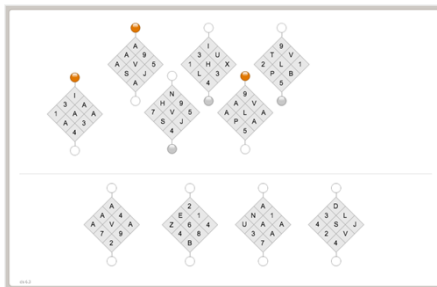


Numerical reasoning (t2)

In this test the task is to draw logical conclusions from complex numerical information. In addition, this test measures the ability to retrieve relevant information when confronted with different types of questions. A high score indicates the ability to interpret complex information and separate main from side issues quickly and when under pressure.

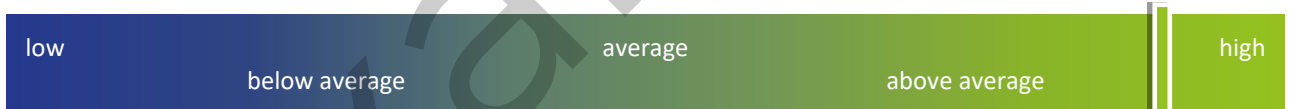


You have done this test accurately at an average speed.



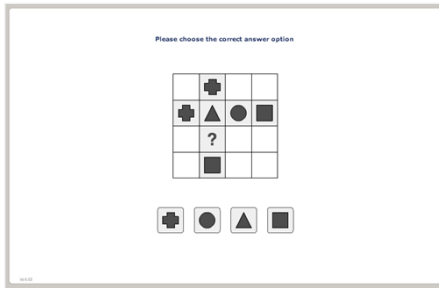
Discover rules and interrelations (t3)

In this test the task is to find out rules and interrelations, which assign tables to two different categories. Therefore, the test measures the ability to draw inductive logical conclusions (inductive logical reasoning). A high score indicates you are good at analysing information and discovering the 'rules' behind it.



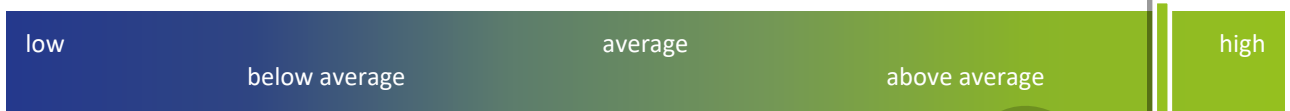
You have done this test fast and accurately.



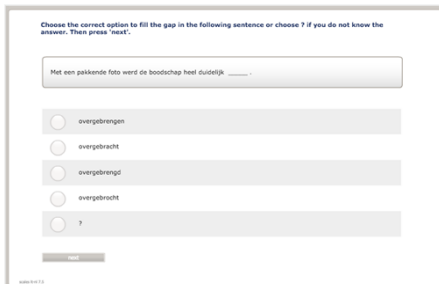


Logical (cause-effect) reasoning (t4)

The goal of the test is to find the object that fits into the square marked with the question mark. The test thus measures your ability to detect causal relations. A high score indicates you are good at gaining insight into complex processes and systems.

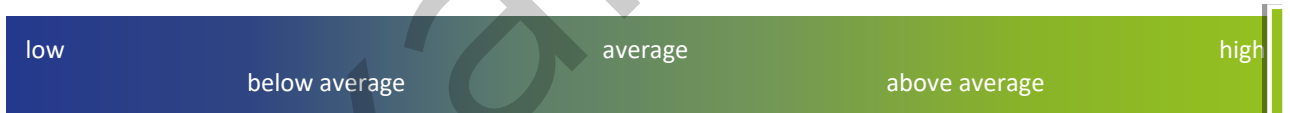


You have done this test accurately at an average speed.



Understand Dutch (t5)

In this test the tasks are to complete sentences in correct Dutch, to indicate the meaning of words and to choose the right spelling. This test thus measures whether someone masters the Dutch language. A high score indicates that someone can understand Dutch.



You have done this test fast and accurately.

