Starcheck

PSYCHOLOGY. DATA. GROWTH.

Cornée de Ruyter
Personal report

Program: Programma voor Software engineer
Administration: 03 August 2021

Introduction

Dear Cornée,

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

Who am I?

The results are based on the questionnaire about work-related behaviour and give you insight into the characteristics of your personality. 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 prefer to give others the opportunity to take the lead
socially confident	●		You feel more at ease in a familiar environment, and you are careful in unexpected situations
sociable	●		You prefer to be independent and keep your distance; you take time to make new professional contacts
decisive		●	You are often a quick decision-maker; you would rather take a risk than miss an opportunity
analytical		●	You can understand complex issues effortlessly; you compare facts and figures to make a rational decision
conceptual		●	You often see the connection between different ideas; you like to work with abstract concepts; you enjoy intellectual challenges
prudent		●	You prefer to take a broad perspective; you realise the possible consequences of specific actions
optimistic		●	You are mostly positive and optimistic; you prefer to focus on opportunities instead of risks

> **Choose a job you love and you'll never have to work a day in your life.**
> *Confucius*

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.
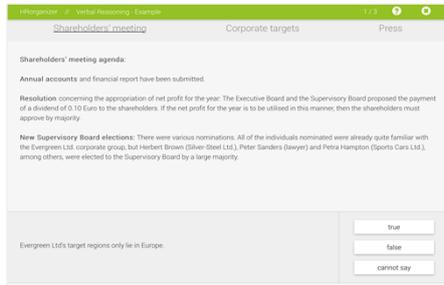
Most distinctive interests and motives			
Aspect	**Less**	**More**	**What does this mean for you?**
recognition of performance		●	You are primarily motivated by recognition and appreciation; you want your achievements to be recognised
financial reward		●	You prefer the financial reward you receive reflects upon your commitment and expertise
security	●		You generally do not need job security to function properly
identification	●		You usually consider work as a means to an end; you pay less attention to the purpose of your job
cooperativeness	●		You prefer a work environment where everyone can function independently
integrity		●	You prefer work that you ethically agree with; you value relationships that are based on trust
hierarchy		●	You appreciate a clear division of tasks; you prefer it when an authoritative figure determines the strategy to be followed
working environment		●	You value an attractive and functional office and workplace

> **It is not in the stars to hold our destiny but in ourselves.**
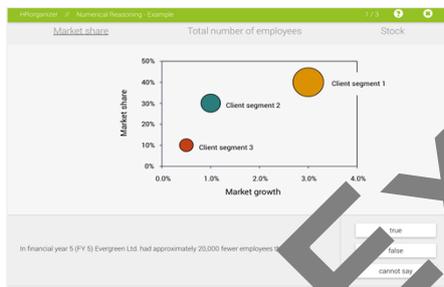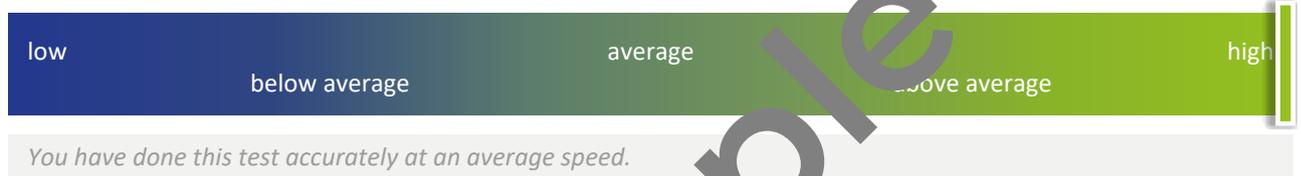> *Shakespeare*

What am I capable of?

You have done several ability tests. Below you will find your results for each test to give you insight into your specific abilities.
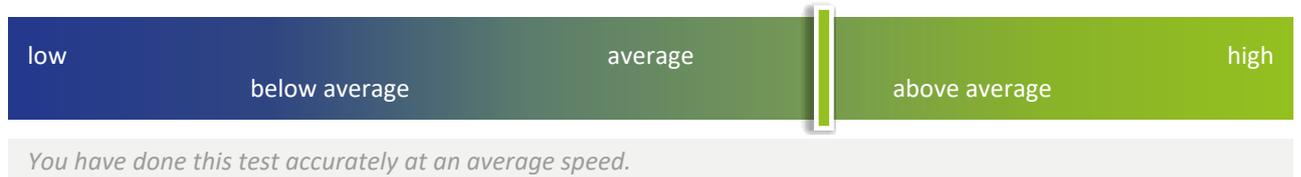
Verbal reasoning (t1)

In this test, you get information in the form of a text. This test measures your ability to draw logical conclusions from this kind of complex information. Also, this test measures your ability to retrieve relevant information to answer different types of questions. If you have a high score, you can quickly, and under pressure, interpret complex information and separate main issues from side issues.
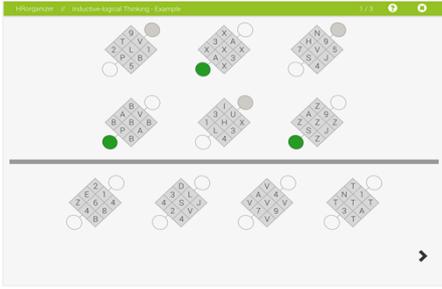
low	average	high
below average		above average

You have done this test accurately at an average speed.

Numerical reasoning (t2)

In this test you get information in the form of tables and graphs. This test measures your ability to draw logical conclusions from this kind of complex information. Also, the test measures your ability to retrieve relevant information for answering different types of questions. If you have a high score, you can quickly, and under pressure, interpret complex numerical information and separate main issues from side issues.
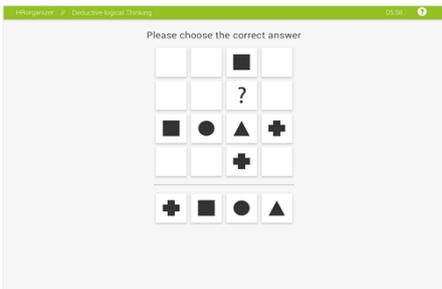
low	average	high
below average		above average

You have done this test accurately at an average speed.

> **A goal is a dream with a deadline.**
> *Napoleon Hill*

Discover rules and interrelations (t3)

This test shows you figures that are divided into two different categories based on rules. You discover these rules and apply them to the new figures to classify these into the right category. This test measures your ability to draw logical conclusions to find a general rule. If you have a high score, you can analyse information and discover the 'rules' behind it.

low		average	high
	below average		above average

You have done this test fast with average accuracy.

Logical (cause-effect) reasoning (t4)

In this test, you choose the correct symbol that fits into the box with the question mark. This test measures your ability to detect the correlation between cause and effect. If you have a high score, you can understand complex processes and systems.

low		average	high
	below average		above average

You have done this test fast, but carelessly.

Understand Dutch (t5)

In this test, you complete sentences in correct Dutch, you define the words, and you choose the right spelling. This test measures whether you can master the Dutch language. If you have a high score, you understand the language well.

low	average	high
below average		above average

You have done this test fast with average accuracy.