



Job Fit Report

Nina Royals

Position: Agent: Mega

Completed: February 10, 2022

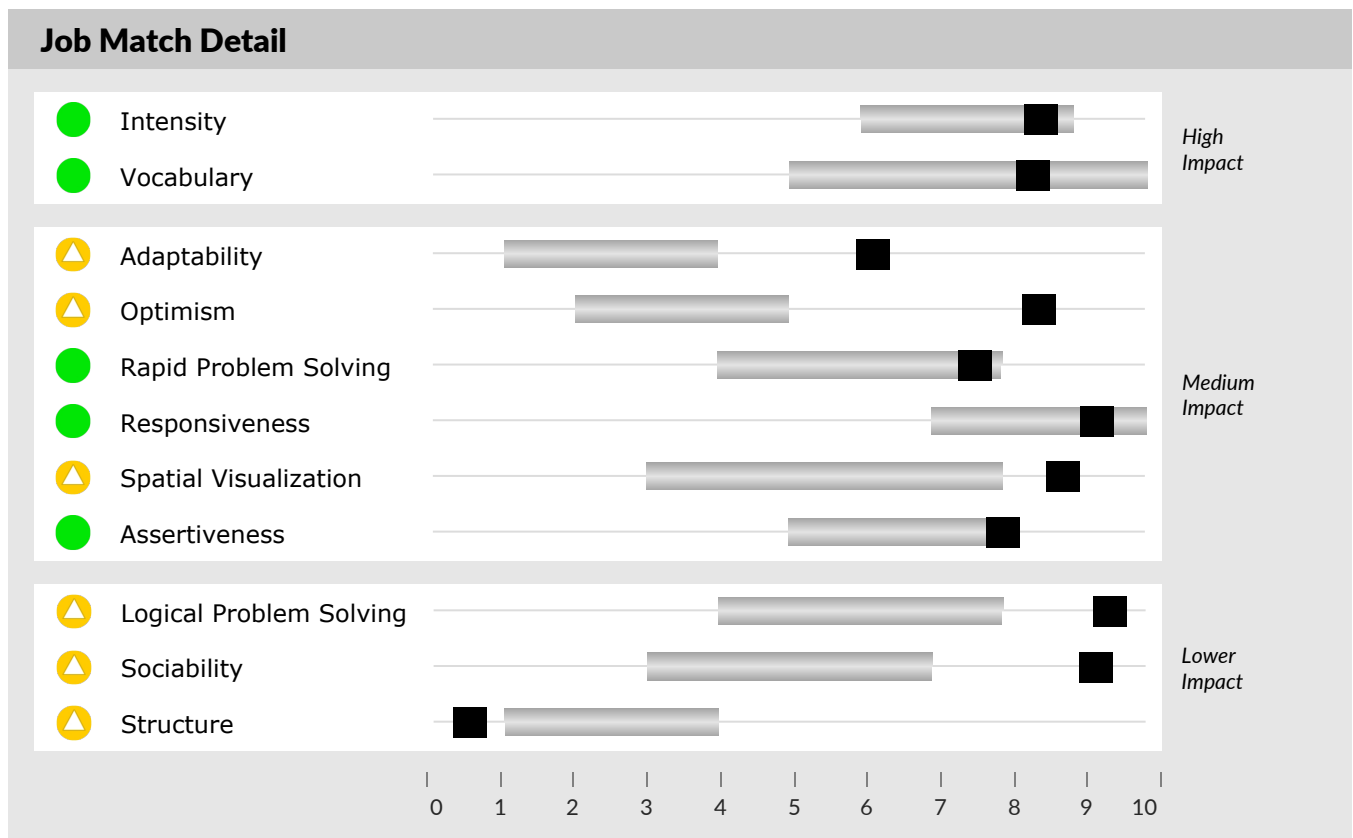
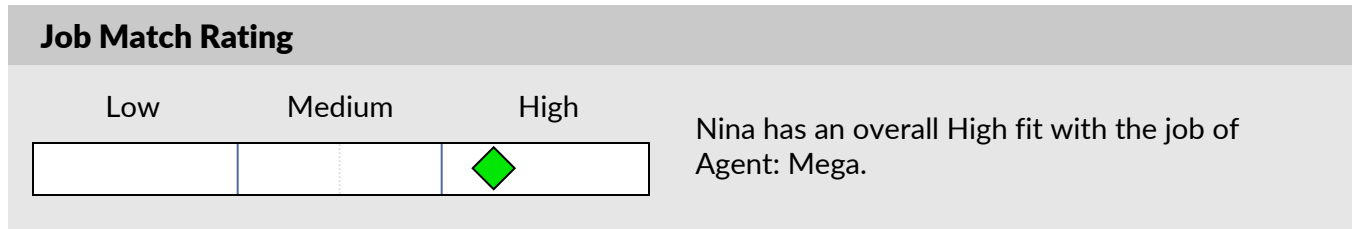


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Summary

The graphs below show how well Nina matches with the behavior and thinking traits required in the job of Agent: Mega.



Green Dot - Strong match between the person and the job.
 Yellow Triangle - Some mismatch that may or may not be significant.
 Red Dash - Significant mismatch is a source of concern.

Black Box - The person's score for each trait.
 Grey Bar - The target range for the job.
 Scales without gray bars are considered not predictive for the job.

Job Match Review

This section describes the key behavior and thinking traits in order of their importance to the job. Consider how each trait might impact Nina in the job of Agent: Mega.

Higher Impact

Intensity



Nina has a very high level of emotional intensity at work which can spur Nina to take action. When frustrated or committed to a cause or direction, Nina responds with a great deal of energy.

Vocabulary



Nina is an avid learner who picks up new concepts easily and quickly. Nina is interested in a wide variety of topics and Nina constantly seeks out new ideas and concepts. In new environments Nina can readily pick up information, social rules, priorities and culture. Nina is able to grasp subtlety and nuance in communication, which can positively impact the precision with which Nina interacts with others.

Medium Impact

Adaptability



Nina is a sincere person who is genuinely interested in making people feel comfortable. Nina will normally adjust to the needs of others and will refrain from actions that may cause unpleasantness. Nina is assertive, but Nina will achieve Nina's goals through diplomatic persistence and by seeking cooperation from others.

Optimism



Nina will be seen as positive and likeable as Nina conveys an attitude of optimism in most situations and with most people. Nina's positive outlook and upbeat attitude may cause Nina to lack objectivity at times, as Nina almost always see things working out as anticipated.

Responsiveness



Nina exhibits a very responsive and fast-paced personality style. Nina is often seen as energetic because of Nina's tendency to be constantly on the go while remaining eager to take on new commitments. Nina tends to be somewhat restless, and Nina may need to guard against scattering Nina's resources and becoming disorganized.

Spatial Visualization



Nina can think deeply about and visualize complex systems. Nina can mentally manipulate multiple variables in complex models to understand what will happen when something changes. This talent aids Nina in any task that involves engineering, technical, mechanical, or structural problems.

Assertiveness



Nina is quick to take charge of situations, and Nina seeks to play a leading role in influencing people. Nina is decisive and firm in Nina's reactions, and Nina can be self-assured in Nina's behavior.

Lower Impact

Logical Problem Solving



Nina works very well with complex problems and strategic issues. Nina can explain Nina's solutions logically and can communicate them in such a way as to gain buy-in from others.

Sociability



Nina is a socially outgoing, upbeat, and expressive person who seeks a high degree of social interaction. Nina enjoys communicating and promoting Nina's ideas. Nina is often well received because of Nina's enthusiasm, energy, and capacity to connect with others.

Structure



Nina is not a naturally structured individual, and Nina seeks the opportunity to create Nina's own schedule and work methods. Nina becomes restless and discontent in jobs that do not provide Nina with flexibility and the freedom to be self-managed.

Operating Style

A person's behavior and thinking traits combine together in unique ways to impact the way Nina or she works with and communicates with others.

Communication

Nina recognizes the benefits of friendly, straightforward communications. Nina is naturally expressive and articulate and has good persuasive aptitude. Nina is usually eager to share and promote Nina's ideas, and Nina tends to be undeterred by opposing viewpoints. Nina likes to get to the heart of issues quickly and decisively without being sidetracked by details or distractions.

Decision Making

Nina most often relies on the strength of Nina's own convictions, insights, and personal authority to justify Nina's actions. Nina should, however, be willing to investigate, examine the facts, and assess issues pragmatically. Because Nina is firm in Nina's views and conclusions, Nina will push to implement Nina's decisions in a positive and resolute fashion. Nina is assertive and results-oriented, and Nina has confidence in Nina's ability to make decisions independently.

Ideal Environment

Nina is easily bored with routines, the status quo, and slow-moving processes. Nina welcomes responsibility for tackling new projects and for actively directing a variety of tasks. Because Nina is naturally quick-paced and motivated to expedite processes, Nina has good aptitude for managing deadlines. Nina prefers open ended settings to highly structured ones, but Nina can adjust to essential guidelines as necessary to facilitate efficient results. Nina enjoys interacting with people and getting things accomplished. Nina is at Nina's best in a socially active and change-oriented environment.

Ideal Supervisor

Nina expects to be accountable for specific outcomes, but Nina seeks the freedom to initiate and implement projects on Nina's own. Because Nina becomes bored and restless by an absence of progress and too much predictability, Nina benefits from new assignments, new challenges, and timely opportunities for upward mobility. Nina's ideal supervisor is comfortable delegating and providing Nina with considerable freedom and latitude to organize and prioritize Nina's work independently. Nina responds well to leadership roles, and Nina likes to organize work groups and make decisions.

Team Dynamics

Nina likes to identify with a capable team, and Nina can often inspire others with Nina's energy, optimism, and direct approach to solving problems. Nina works to be a key contributor and an assertive influence. Nina is drawn to socially challenging and dynamic environments where Nina can take the lead in directing others and deciding how things should be done. Nina is sociable and persuasive, and Nina will take initiative to sell Nina's ideas and decisions.

Descriptive Review

Nina's traits do not exist in isolation of each other. Each trait impacts the others. Below is an integrated view of Nina. As you read this section, consider how Nina might perform as a Agent: Mega.


Nina has very assertive and independent behavior which is often found in entrepreneurs. Nina has the ability to work with people in a fast-moving environment. Nina prefers to establish Nina's own methodology and will not want to work under tight restrictions. Nina is an aggressive person who has a natural tendency to take charge and to control Nina's environment. Nina is self-reliant, direct, and can be socially assertive. Nina is very alert and responsive and tends to be expressive. Nina will be recognized for Nina's quick reactions and Nina's ability to handle a variety of activities with ease.

Nina tends to be accommodating and adaptable in Nina's relationships with people. Nina is generally not one to openly impose Nina's ideas or expectations on others and will usually conform to group consensus. However, Nina is quite assertive, while also diplomatic, in pushing Nina's objectives. Nina is not dependent on formal structures. Nina enjoys freedom in a job as well as the opportunity to develop Nina's own methods. Nina has natural aptitudes that help in leadership and persuasion. Nina is socially assertive and will tend to lead others in a diplomatic manner.

Nina has a natural tendency to gain satisfaction by associating with other people. Nina tends to initiate contacts, enjoys variety in Nina's interpersonal relationships, and will seek recognition. Nina is most frequently optimistic and cheerful. Nina has a very high level of emotional intensity when dealing with difficulty or problems. When frustrated, Nina responds with a great deal of energy.

Nina is a natural problem solver and likes a steady flow of new problems at work. Nina can quickly identify solutions to daily problems as well as work methodically through larger, more complex issues. Nina can provide logical and linear explanations that greatly aid in Nina's communication and persuasion. Nina likes a steady flow of new problems at work. Nina will spend a lot of energy getting others to accept Nina's solutions.

Logical Problem Solving

Lower  Higher

Job Fit Description

The Logical Problem Solving job target is Medium. People with medium Logical Problem Solving are usually able to deal with complex problems by breaking them apart into smaller components and solving the individual issues one by one.

Nina scored above the Logical Problem Solving target.

Considerations

- Nina may at times want to deal with a small problem in the same way as a bigger one.
- Nina may try to solve problems in a logical way when a quick intuitive answer might be more appropriate.

Sociability

Task Oriented  People Oriented

Job Fit Description

The Sociability job target is Medium. People with medium Sociability are able to meet and connect with people as well as work on their own.

Nina scored somewhat above the Sociability target.

Considerations

- Nina may seek more contact with co-workers than they prefer.
- Nina may find it stressful if Nina has to work on projects by Nina for extended periods of time.

Structure

Flexible —  — Likes Rules

Job Fit Description

The Structure job target is Low. People with low Structure prefer concentrating on the big picture rather than adhering to rules or following procedures.

Nina scored somewhat below the Structure target.

Considerations

- Nina may find too many processes limiting and unnecessary.
- Nina may feel confined and restricted if Nina is expected to do the same thing every day or follow rules which Nina questions.

Trait Definitions: Behavior

Behavioral traits describe how a person acts. Individuals who score at the highest and lowest points have more pronounced characteristics.



DEFINITION	LOW	HIGH
1) ASSERTIVENESS <i>taking initiative</i>	RESERVED <ul style="list-style-type: none"> Achieve goals through cooperation and good planning Conservative in action Move slowly to action Faced with obstacles, tends to stop and reassess before moving forward again Typically receptive to the actions of others 	ASSERTIVE <ul style="list-style-type: none"> Determined, persistent, and direct Willing to move forward, take actions, and solve problems May be confrontational and stubborn
2) SOCIABILITY <i>the desire to work with others</i>	TASK ORIENTED <ul style="list-style-type: none"> Introspective and enjoy working with things and ideas Must work at interacting with others, and may find long periods of social interaction stressful Low sociability usually does not indicate unfriendliness, but a preference for fewer social contacts and less tendency to actively seek new relationships 	PEOPLE ORIENTED <ul style="list-style-type: none"> Driven to interact with others Prefers not to work alone for extended periods of time and actively seeks new relationships Tends to have a wide circle of contacts and acquaintances
3) RESPONSIVENESS <i>how a person reacts and responds</i>	CALM <ul style="list-style-type: none"> Steady, calm, and patient Works at a slower, composed pace to accommodate their reaction time Tends to internalize their feelings and opinions 	IMPATIENT <ul style="list-style-type: none"> Fast-paced, excitable and impatient Prefers an exciting, hectic, fast-paced work environment and likes a lot of things happening at once Expresses themselves outwardly, rather than holding in their feelings when responding to external events
4) STRUCTURE <i>the need to seek order and certainty</i>	FLEXIBLE <ul style="list-style-type: none"> Greater tolerance for ambiguity More concerned with outcomes than following rules and established procedures 	LIKES ORDER <ul style="list-style-type: none"> Prefers order and certainty Follows the rules and established procedures Uncomfortable with uncertainty and ambiguity Accurate and thorough
5) ADAPTABILITY <i>the desire to accommodate others</i>	INDEPENDENT <ul style="list-style-type: none"> Independent minded and less concerned about the impact of their behavior on others. Does not readily take other people's thoughts and feelings when making a decision. 	ACCOMMODATING <ul style="list-style-type: none"> Very concerned about other people's thoughts and feelings when deciding what to do or say Diplomatic and tactful Wants to be on positive terms with most people
6) INTENSITY <i>the degree of reaction</i>	COOL <ul style="list-style-type: none"> Reacts less strongly when frustrated Seeks a more reasoned or logical approach to resolution 	HOT <ul style="list-style-type: none"> When frustrated, responds with a high level of emotional vigor. Whether or not this frustration or vigor is displayed outwardly depends on a person's level of responsiveness
7) OPTIMISM <i>the degree of positive thinking</i>	SKEPTICAL <ul style="list-style-type: none"> Actively looks for potential problems and worry about what could go wrong 	OPTIMISTIC <ul style="list-style-type: none"> Feels cheerful and upbeat most of the time and may ignore negative information.

Trait Definitions: Thinking

Thinking traits describe how a person processes ideas and problems.



DEFINITION	NOT PREFERRED	PREFERRED
1) LOGICAL PROBLEM SOLVING <i>the preference to think through large, complicated problems in a linear, step-by-step way</i>	<ul style="list-style-type: none"> • May prefer rapid-fire approach • Will use tried and tested approaches when applicable 	<ul style="list-style-type: none"> • Utilizes a methodical, process-oriented approach to solving problems. • Strategic thinkers, able to organize their ideas • Easily communicates solutions to others.
2) RAPID FIRE PROBLEM SOLVING <i>the preference to deal quickly with many problems, one after the other</i>	<ul style="list-style-type: none"> • May prefer logical approach • Will apply models and systems 	<ul style="list-style-type: none"> • Tends to "just know" the answers, but not necessarily how to explain them to others • Good with quick, seat-of-the-pants problem-solving situations
3) SPATIAL VISUALIZATION <i>a natural ability to hold, manipulate, and think about three dimensions in one's mind.</i>	<ul style="list-style-type: none"> • Rather than picturing three dimensions in their mind, will utilize more labor-intensive strategies when working on spatial problems 	<ul style="list-style-type: none"> • Can easily picture three dimensional objects and space in their minds • Tries out spatial solutions to problems mentally, without having to go through the intense labor of actually constructing something • Enjoys working with things and they like the product of their labor to be something that someone could actually touch or see
4) VOCABULARY <i>a measure of the number and precision of the concepts a person uses in understanding and learning from experience.</i>	<ul style="list-style-type: none"> • More deliberate in understanding and processing new ideas and may leverage more visual or kinesthetic modes of thought when dealing with their experiences. 	<ul style="list-style-type: none"> • Quick to pick up and understand new ideas and concepts and able to quickly leverage them in dealing with new experiences.