



Matching Report

02.07.2021

of John Doe
for **Company XYZ**
CEO

Highest Matches



Activity & Initiative



Social Skills



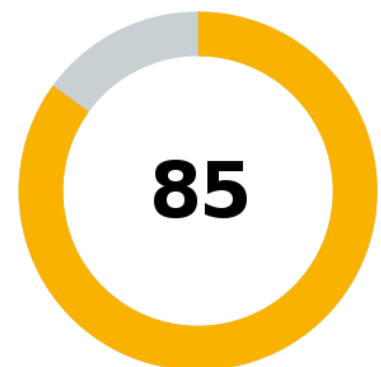
Resilience

Areas for Improvement



Structuredness

Over All

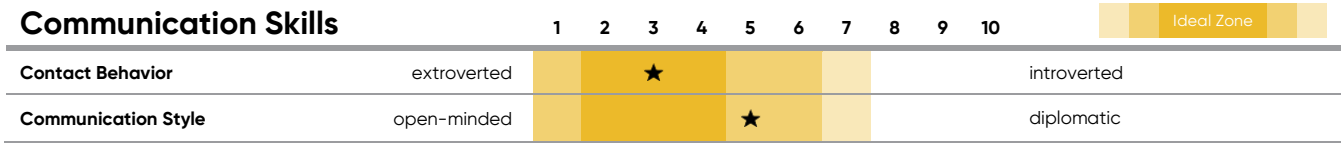


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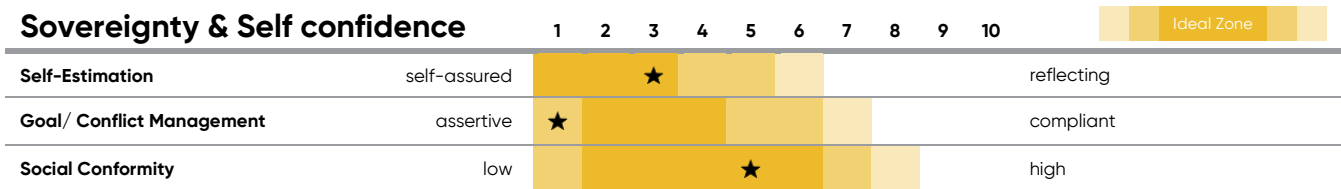
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Communication Skills



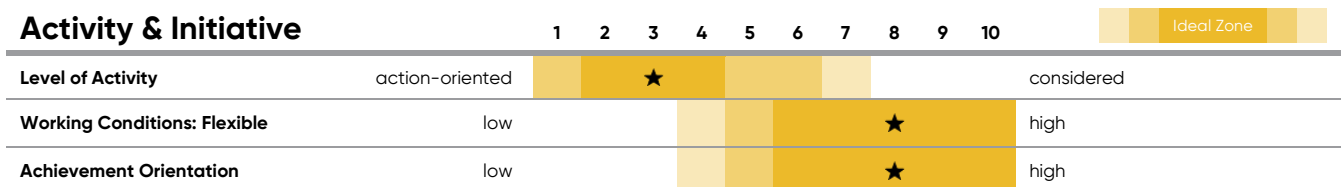
The candidate is characterized by very good communication skills. He shows himself to be a very outgoing and sociable as well as extraverted person, who approaches other people and his dialogue partners directly. In his way of expressing himself, he is usually uncomplicated, straightforward and honest. But he also knows how to act with a good mixture of openness and diplomacy.

Sovereignty & Self confidence



The candidate is to a high degree confident and convincing in his appearance. He has great self-confidence and is convinced of his own efficiency and effectiveness. He orients himself to the standards he has personally set and consequently approaches others with a high degree of confidence. Moreover, he is seldom discouraged by failures or setbacks, as he does not lose his basic confidence in his own abilities even in these situations. In terms of his goal and conflict management, he is particularly persuasive and assertive. He knows how to represent his concerns to the outside world in a strong-willed, consistent and determined manner and to convince others of his points of view. His social adaptability score is in the medium range at a very healthy level.

Activity & Initiative



The candidate is convincing with very high initiative and activity. He is highly decisive and action-oriented. He has a high level of initiative and takes on new tasks and challenges without hesitation and with great dynamism. Especially important for him are flexible working conditions in which variety and variability are possible. The candidate is characterized by an extremely strongly developed and above-average personal achievement orientation.

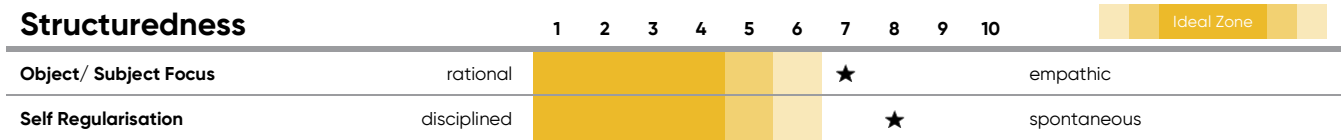


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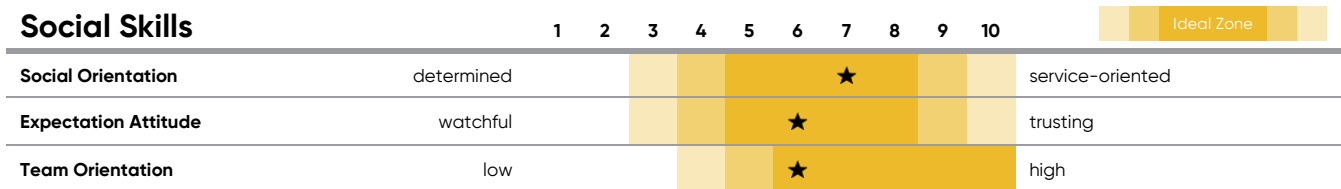
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Structuredness



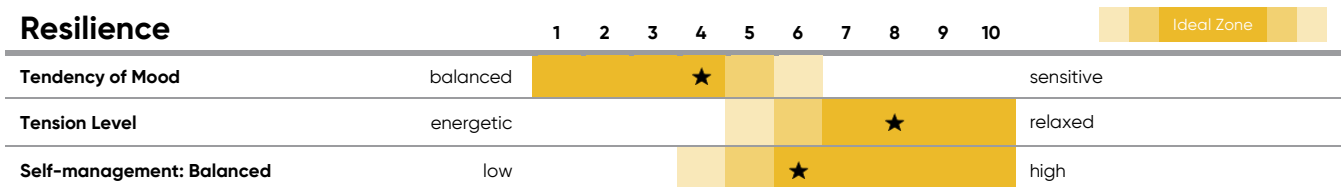
The candidate's approach appears somewhat less structured overall. In his thoughts and actions, he is guided by both factual and emotional aspects. Depending on the situation, he can therefore make decisions soberly, rationally or according to his gut feeling. As a rule, he approaches others in a person-oriented and empathetic manner. He is very flexible and spontaneous and places greater value on reacting quickly to new requirements and ideas than on rigid order and systematics.

Social Skills



The candidate has exceptionally good social skills. He is helpful as well as accommodating, likes to be there for others and usually has an open ear for them. By paying attention to a healthy balance of give and take, he does not lose sight of his own interests. With regard to his expectations, he meets the environment with a fundamentally optimistic, tolerant and trusting attitude, although he is careful not to be deceived. His value for teamwork and cooperation lies in the positive upper middle range.

Resilience



The parameters for resilience indicate that the candidate has a very resilient and stable personality structure. In terms of his mood, he is largely balanced and emotionally stable. He usually has his feelings well under control, although in more stressful situations he can show them somewhat. Thanks to his relaxed and easy-going attitude, the candidate always remains calm. At the same time he does not allow himself to become flustered even in stressful situations. In between, he is also always able to "switch off" and let go, thus recharging his batteries for tasks. In regard to his self-management, he shows that he has a basically good work-life balance. Occasionally, however, he may not reflect enough on his personal needs and performance limits.

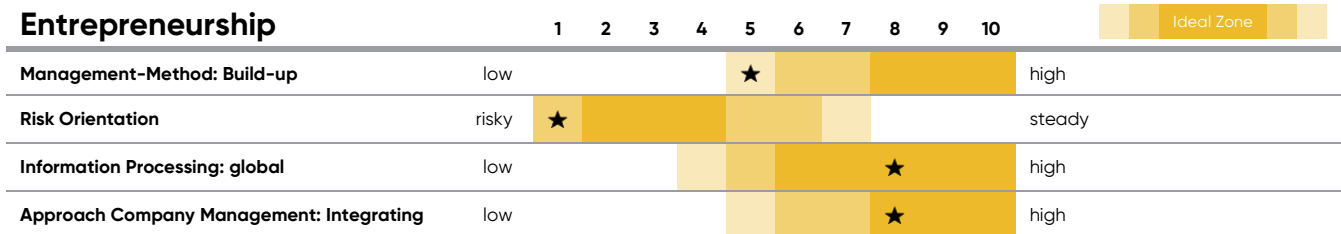


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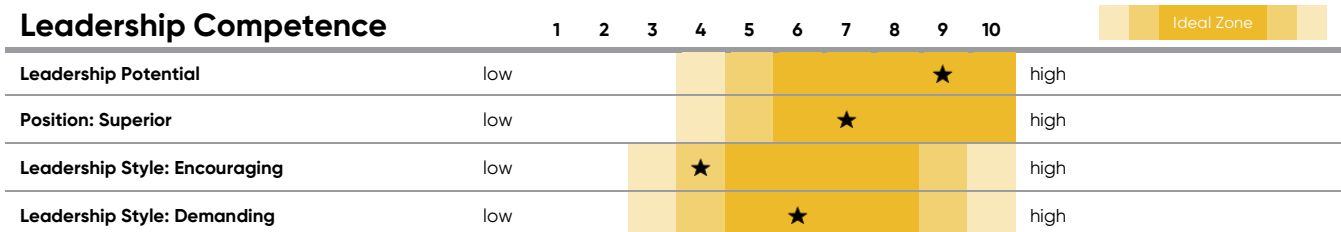
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Entrepreneurship



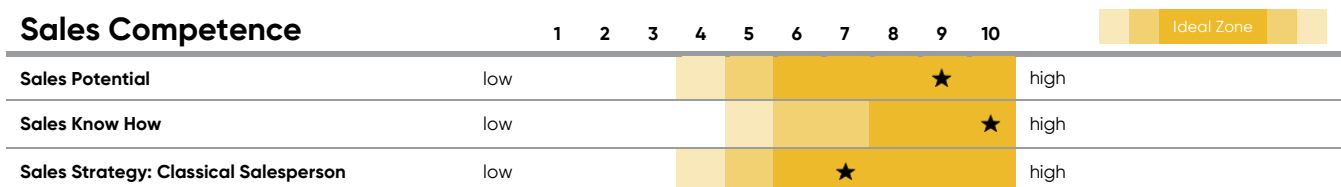
The candidate has a well-developed entrepreneurial thinking ability. Strategically, he operates as a manager with different measures depending on the situation. In accordance with the respective context, he is orientated in the direction of further development, restructuring and optimization, as well as system preservation. He has a very high entrepreneurial spirit, likes to try out new approaches or methods, and is always open to innovations or changes - insofar as he does not even initiate them himself. In doing so, he is also prepared to take one risk or another. As regards to his preferred information processing, he shows a markedly high interest in focusing on the overview and the essentials. He is excellent at making connections and grasping the essence of things. In his appearance at corporate level, he mainly takes an integrative and network-promoting approach by trying to involve others in decisions. In certain situations, however, he also gives his employees a great deal of freedom to carry out their activities or even makes decisions on his own.

Leadership Competence



The candidate has excellently developed leadership skills. His personal leadership potential is above average. The candidate has a high level of interest in an executive function with management and organizational tasks and the possibility of exerting influence. His concrete leadership style is a mixture of demanding and distanced behavior. He can give a lot of freedom, but then also insist that goals are achieved.

Sales Competence



The candidate can convince with exceptionally high sales competence. He is characterized by above-average personal sales potential or talent. The candidate has excellent strategic sales know-how. In terms of his sales strategy, the candidate is mainly a "Hardseller" who is particularly turnover-orientated. His focus is always on closing the deal and he always returns single-mindedly to his predefined strategy, even after distractions. Depending on the sales situation, however, he may also take a more technical, consultative or individual approach to the respective customer requirements.

