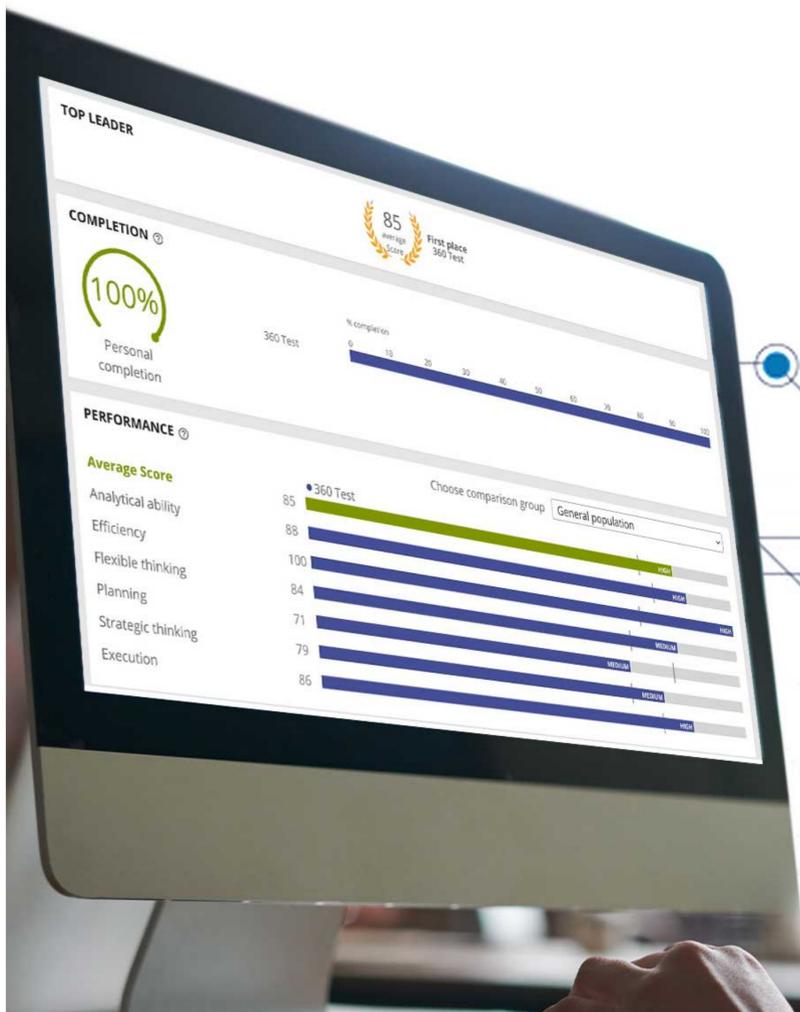
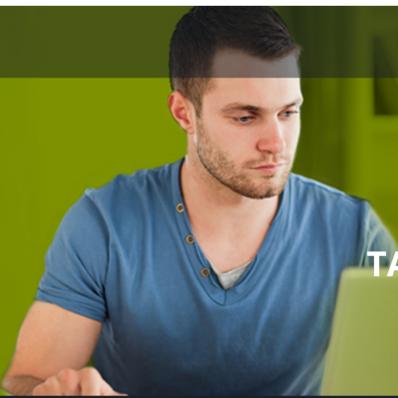




# JOSEF SHOLZ





PROJECT REPORT  
TALENT - PROFESSIONAL - DEMO

TALENT PROFESSIONAL ▾



**JOSEF SHOLZ**

User name:  
**jo@acc.com**

Last seen:  
**14/1/2020**

## TOP LEADER



**Second place**  
Talent Professional

## COMPLETION

% completion



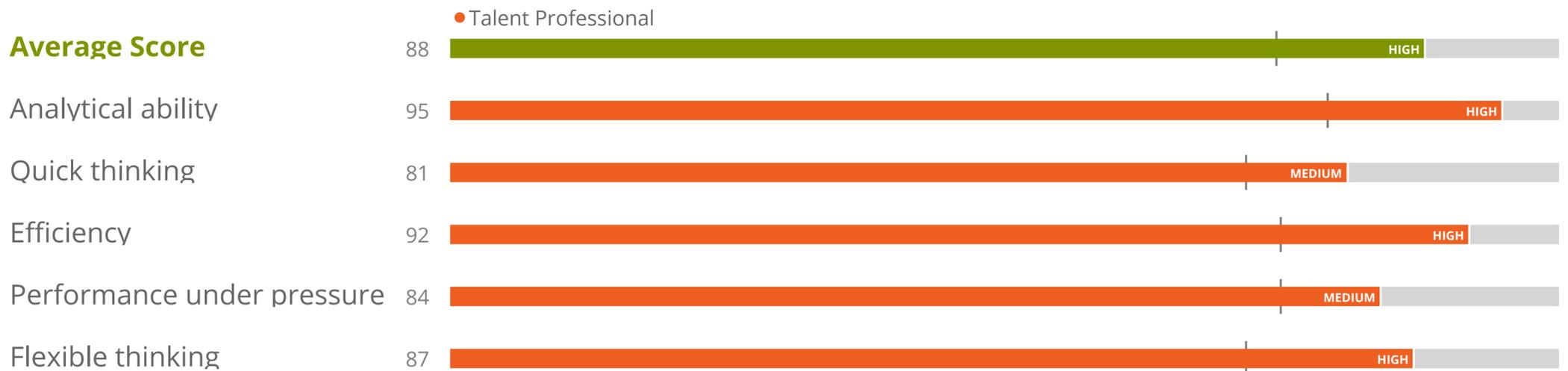
Personal  
completion



## PERFORMANCE

Choose comparison group

### Average Score



# USER INSIGHT

## General description

The examinee average score is very high (88) and their variance is low (Standard deviation is 5.1), which means they showed high performance in diverse skills evaluated in this test. They mainly demonstrated high capabilities in: Analytical Ability

## Analytical Ability

Analytical ability allows us to examine several possible courses of action, to assess their outcomes, and to help us choose the best one. High level of analytical ability is demonstrated in the games by finding optimal solutions and avoiding unneeded moves. The examinee's Analytical ability score is high (95), which indicates they were very accurate while solving the game challenges throughout the test. They carefully analyzed each challenge, constructed a winning plan and successfully executed it. It seems like they are the ones to turn to with analytical problems or with tasks that require analyzing information and drawing conclusions. Whenever accuracy is critical, when there is a need to prepare a plan and to calculate the results and implications of each action – we expect them to work well and suggest best solutions.

This is the strongest skill of this examinee.

## Quick Thinking

Quick Thinking is the ability to think and react quickly and effectively. Participants' thinking speed is evaluated by the time it took them to solve each challenge. The examinee's Quick Thinking score is mediocre (81). Although they successfully solved their levels accurately, it took them relatively long time. It seems that this examinee tends to take their time before making a decision as they carefully weigh their moves. This indicates that they have level-headed, rational, and thorough thinking. However, it's important to make sure that in time-sensitive situations they're also able to act quickly and make fast decisions when needed. In addition, this may impair their ability to provide quick solutions when needed, give an urgent response to a hurried problem, perform well under time pressure and more. Thinking speed can be improved by training and by adopting some control procedures: setting them frequent deadlines, asking them for progress reports more often and revisiting their prioritizing.

This is the lowest skill score of this examinee, so we recommend you to focus their work here.

## Efficiency

Efficiency is the ability to do things well, successfully, and without waste (of time or other resources). Participants' efficiency is evaluated by their ability to solve as many levels as possible, as accurate and as fast as possible. The more levels they successfully solve or win, the higher score they get. The examinee's efficiency score is high (92), which indicates they work efficiently. Apparently, they hardly skip or give up any task, they usually meet their goals, and do it as fast and as efficient as they can. In some situations in life, working efficiently is more important than getting the most accurate result: For example, when your time is very limited, or when other resources are limited; When different needs are conflicting each other and you need to find the optimum solutions for all needs; when you have more than one task to

complete in parallel, and more. The examinee showed they know to work efficiently and to complete enough tasks in a given time, even if not in the most accurate way. Therefore, we feel they can well deal with situations like these, in which efficiency is critical.

## **Performance Under Pressure**

High performance under pressure is the ability to maintain a high level of performance with high-quality results even under time pressure. The examinee showed only mediocre performances under pressure (their score is 84): when their time was very limited and they were required to solve as many levels as they can, their performances were only mediocre. It seems like too much time pressure is not a positive environment for this examinee, but on the other hand, it's not that time pressure paralyzes them. They may prefer to work at their own pace, and to try to neutralize the pressure when possible, but when there is unavoidable pressure, they will handle it, even if not in the optimal way. Performance under pressure can be improved by practicing task management and prioritization. In addition, we recommend you to discuss with the examinee the effect time pressure has on them, and together map out possible ways to offset these effects.

## **Flexible Thinking**

The ability to maintain consistent performance and adapt to changes such as unpredicted surprises or unforeseeable changes in the field relies on our flexible thinking. The examinee showed high performance of flexible thinking (their score is 87). They reacted well to changes in the games, they analyzed it correctly, and knew how to adjust their game playing accordingly. This indicates a high level of flexibility and adaptability. This would allow the examinee to deal with unexpected changes in their routine, meet new demands and successfully accomplish surprising tasks. When this examinee will face a new situation, a change or a surprise, we expect them to be able to continue at the same level of speed and efficiency as before, to find a detour or make an appropriate change in their plan, as to respond to the new situation.

# COMMENTS

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