Hire the right people

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RESULT REPORT

Culture fit

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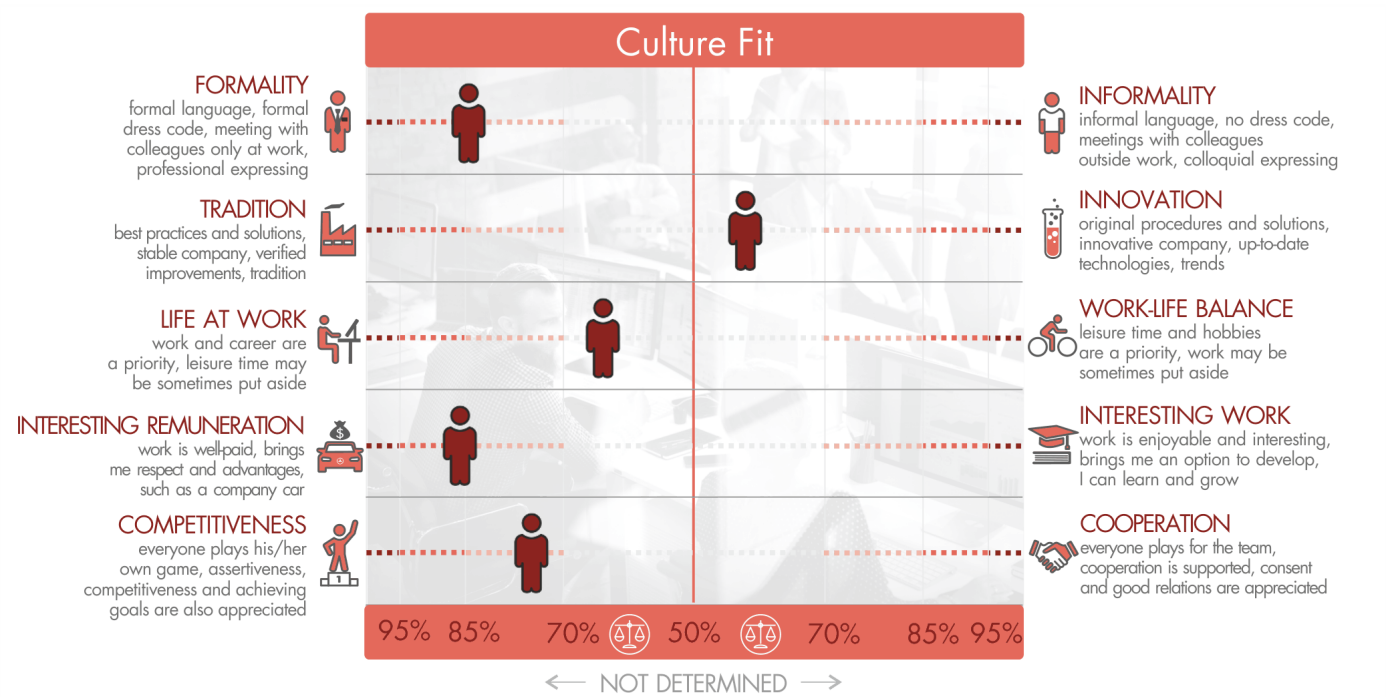john.doe@example.com
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You now hold in your hands a report from Culture Fit questionnaire. It concerns a questionnaire providing an overview of the individual motivation and internal values of a man.

The questionnaire does not have any optimal result. Thus, no result is positive or negative, better or worse. The result reflects the individual motivation and values, emphasises their main specifics and positives and points out the possible difficulties and risks together with recommendations for development. Each profile is legitimate and functional in a certain environment, team, context or function, etc. Therefore it is suitable to interpret the results with regard to the individual situation, profession, role and sense, and no to see them as dogmatic but as a valuable base for decision-making or deepening the self-view and self-awareness and as a supportive development tool.

OVERALL PROFILE

The following chart shows information concerning the individual motivation and values. It shows what a person likes and dislikes at work and it also informs you about the person's main virtues.

It is natural that most of the population tends to have average results in the individual scales; strong profiling is rather rare – the percentage indicated on axis "x" of the chart and the colour intensity of the individual scales provides more information regarding the profiling rate (the darker colour, the more stronger profiling). It is also true that results profiled or ranging around average are not better or worse. Results ranging around the population average are often connected with universality and the ability to party draw inspiration from both ends of the scale. Stronger profiling can bring about some risks related with one-sidedness; on the other hand, they show strong qualification in one direction in comparison to the results ranging around the average. Thus the key point is to compare the resulting profile with the position, claims and requirements of the work.

Culture Fit

FORMALITY	INFORMALITY
formal language, formal dress code, meeting with colleagues only at work, professional expressing	informal language, no dress code, meetings with colleagues outside work, colloquial expressing
TRADITION best practices and solutions, stable company, verified improvements, tradition	INNOVATION original procedures and solutions, innovative company, up-to-date technologies, trends
LIFE AT WORK work and career are a priority, leisure time may be sometimes put aside	WORK-LIFE BALANCE leisure time and hobbies are a priority, work may be sometimes put aside
INTERESTING REMUNERATION work is well-paid, brings me respect and advantages, such as a company car	INTERESTING WORK work is enjoyable and interesting, brings me an option to develop, I can learn and grow
COMPETITIVENESS everyone plays his/her own game, assertiveness, competitiveness and achieving goals are also appreciated	COOPERATION everyone plays for the team, cooperation is supported, consent and good relations are appreciated

95% 85%   70% ⚖ 50% ⚖ 70%   85% 95%

⟵ NOT DETERMINED ⟶

Note: The values in the chart are shown as percentiles. The percentage rates showed in the lower part of the chart show the percentage scores in the individual columns and thus indicate the significance of determination.

DETERMINED SCALES

INTERESTING REMUNERATION 85%

FORMALITY 84%

COMPETITIVENESS 75%

In the other parts of the report you will find verbal interpretations of the profile, summary of the main advantages and potential risks and recommendations concerning the possible future development.

INTERPRETATION

People who are more focussed on formality typically prefer a formal company culture. At work they expect seriousness, professionalism and formal language from the others. These people usually like formal environment with fixed dress code, talking strictly about work. They find discussing personal or leisure time matters as unsuitable. They expect strict borders between work and entertainment and they do not want to meet their colleagues out of work. They do not tolerate humour or vulgarity at the work site, usually prefer rather austere and professional environment and emphasise cleanliness. They are motivated with an opportunity to work in a professional and formal environment where they can closely concentrate on their work. Willingness to cooperate with their colleagues who have a different approach and their possible lower ability to operate in a less formal environment can limit them.

Balanced focus on tradition and innovation features a balanced ability to come up with new ideas and also to draw on their own experience. This profile is typically suitable both for more stable companies building on tradition and maintaining functional procedures and for flexible companies with changing environment where new solutions are welcome and procedures are easily adapted. They can be motivated by both an opportunity to learn about the newest technologies and come up with original ideas and also with the opportunity to build on tradition, learn about established optimal solutions and apply their experience or pass it to the others.

People with a sense of the work-life balance are usually able to be flexible according to the demands of their work and employer - they are willing to work overtime; however, free time and personal life are also important to them. They are able to make more effort at work provided that it is connected for example with a reward or an interesting position; however, the work itself is not the only purpose of their life. They are motivated with benefits in combination with entertainment rewards and benefits they can use at work.

While preferring interesting rewards, they typically focus on material benefits and social status connected with the given employment or position. People with this preference usually expect a high salary related to the given position, emphasise comfortable and presentable working environment and prefer material benefits (e.g. company car). It is important for them to enjoy the appreciation and gain the respect and esteem of their colleagues and superiors.

Concentration on competition is characterised by an emphasis on achievement of personal goals . Appreciation of personal success and results is expected. These people usually like a company culture where decisions are made on the basis of arguments and results. They are motivated by an opportunity to compare their skills with others and be proud of their own success. They prefer independent work where thy can reach individual results. They are motivated by fast career growth, fulfilment of personal ambitions and an opportunity to be perceived by others as and authority in their field of work. When making a decision they do not mind swimming against the tide, they are strong in their opinions and willing to pursue them. When solving problems they are firm and decisive but they can sometimes disregard the relations within the team. They can be limited with a lower ability to cooperate with their colleagues or superiors. They may also need greater freedom from the superior and they sometimes do not like when the management disturbs their way of working.

ADVANTAGES	POSSIBLE RISKS
■ Ability to act professionally, willingness to be focused exclusively on the work matters at work.	■ Possible requirements for formality at work and lower willingness to cooperation with colleagues with less formal setting.
■ Strong concentration on work remuneration and other benefits, willingness to do even less interesting or entertaining work.	■ Lower focus on meaningfulness and entertaining nature of work.
■ Willingness to compete with others, emphasis on achieving results, ability to argue with others and to pursue their requirements. Possible greater need for independence without supervision of the superior.	■ When pursuing their requirements ability to "steamroll" others, reduced sensitivity to relations within the company.

DEVELOPMENT RECOMMENDATIONS

■ To try to talk with the colleagues even about topics not related with work, attempt to build informal relationships at work.

■ To be careful not to end up in a non-fulfilling and meaningless employment just because one wants to earn good money.

■ To try to listen more carefully to others and to give them space to show their skills, engage others in joint decision-making and activities, to consider the impact of one's decisions on interpersonal relations.