



Bridge Report
Work Behaviour

Marie ESTP personality
type

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Introduction

! The information in this report is confidential. So keep this report in a safe place!

This report is based on the assessment with the Bridge Personality. In this assessment, candidates are asked 240 questions, in which they assess themselves in a work situation. Why was this formulation chosen? Because years of research have shown that the self-image is a good guideline for future employment behaviour. Besides information about employment behaviour, the Bridge Personality provides insight into the personality. It also makes clear in which environment candidates function well, or not so well.

The final results contain both normative and ipsative scores. Normative means that a candidate scores on a scale of 1 to 9 (1=very strong disagreement, 9=very strong agreement). Ipsative stands for 'forced choice' and means that candidates have to put questions in order (1=least applicable to me, 6=most applicable to me).

Why this combination of scores? Because research within the test research has shown that combining these scores gives the best result in indicating personality and preferences for behaviour. The combined score, or sten score, goes from 1 to 10. If the normative score deviates by more than 3 stens from the ipsative score, we indicate this by this symbol: **N⇌I**

The results are compared to those of a norm group of 500 people who filled in this instrument earlier. A score from 1 to 10 is given for each dimension. The Bridge Personality is particularly suited to candidates within a working environment. As working environments are dynamic, we recommend using the instrument again after a period of two years.

This report has been electronically compiled and produced by the software system of TestGroup. It provides information about the person who has filled in the test. TestGroup accepts no responsibility for problems that may arise from using this report. The Bridge Personality and all the other tests of TestGroup, as well as the reports, may only be used by employees of TestGroup, representatives, or resellers of TestGroup, or clients of TestGroup who are authorised and/or trained to do so.

Bridge Theory

This report provides insight into the personality and behaviour of Marie ESTP personality type within a working environment. The answers are based on the self-image of the candidate.

Bridge Answer Behaviour

This section gives information about the candidate's behaviour in filling in the test. How socially desirable were the candidate's answers? How consistent were they? And to what extent do the normative and ipsative scores correspond? In this way, you can judge whether the candidate filled in the test honestly, seriously and consistently.

Bridge Overview

The Bridge overview provides information about four clusters of the Bridge Personality: Directing, Output, Attitude and Inspiration. The four clusters are split up into 12 groups (including Contact, Energy and Opinion). The 12 groups are then sub-divided in 34 dimensions (including Networking, Enterprising and Practical).

Dimension Overview

The Bridge Personality consists of 34 dimensions. These dimensions are given for each group. You will find a short explanation of each dimension and a score next to each dimension.

The 16 Jung Types

The 16 Jung Types are based on Carl Gustav Jung's Type Theory. It provides insight into the preferred behaviour of the candidate. What type of behaviour does the candidate feel comfortable with? And what type of behaviour costs least energy? There are 16 different Jung Types. This report provides insight into the candidate's Jung Type.

Bridge Competency Profile

Which competencies does the candidate possess? And which are missing? The Competency Profile provides answers to these questions. TestGroup has done detailed research into how Bridge Personality corresponds to the 8 most common competencies from the business community and the government.

Bridge Answer Behaviour

1 2 3 4 5 6 7 8 9 10

Social desirability

A high score on social desirability indicates that someone is inclined to agree strongly with propositions for which it is socially desirable to agree strongly. An example of such a proposition is: 'I know almost nobody who is as reliable and hard-working as I am'. A high score on such a question is socially desirable, but is maybe not the truth.



Correspondence Normative-Ipsative

If the normative and ipsative scores are very far apart, there may be various reasons for this. If the ipsative score is much higher than the normative score, the person concerned is probably self-critical to a more than average degree. If a candidate scores higher on a normative score than an ipsative score, then he or she may be self-critical to a less than average degree. It is also possible that the person concerned has overestimated himself/herself in the normative section.



Acquiescence

Acquiescence indicates the degree in which a respondent answers questions with 'yes'. A high score on agreement answers indicates a high score on all the normative questions (1= very strong disagreement, 9= very strong agreement). A high score here, therefore, shows that someone agrees strongly with almost every proposition and thus with each underlying dimension. This means they are actually in agreement with everything.



Bridge Overview



Bridge Dimension Overview - Directing

CONTACT

1 2 3 4 5 6 7 8 9 10

Networking

focused on making new contacts; finds networking important; is better at networking than most people

Sociable

finds it less difficult to talk than most people; finds contact easier than most people; often likes being surrounded by people



I _____ N

MANAGEMENT

1 2 3 4 5 6 7 8 9 10

Decisive

sometimes makes decisions quickly and sometimes less quickly; finds it fairly easy to make a decision; finds it fairly easy to make a decision in uncertain situations



Guiding

is nearly always the leader of a group; inclined always to be in control; really likes being responsible for others



Coaching

- sometimes focuses on motivating others; is
- sometimes focused on coaching others; can
- sometimes inspire others



INFLUENCE

1 2 3 4 5 6 7 8 9 10

Convincing

finds it easier to convince others of his or her opinion than most people; likes negotiating more than most people; justifies himself/herself more often than most people



Critical

is very focused on finding weak points in proposals or plans; never accepts things from others without evaluation; has a very a critical outlook



Socially bold

fairly secure in contact with strangers and large groups; finds it fairly easy to talk in front of large groups; talks now and again in meetings and discussions



I _____ N

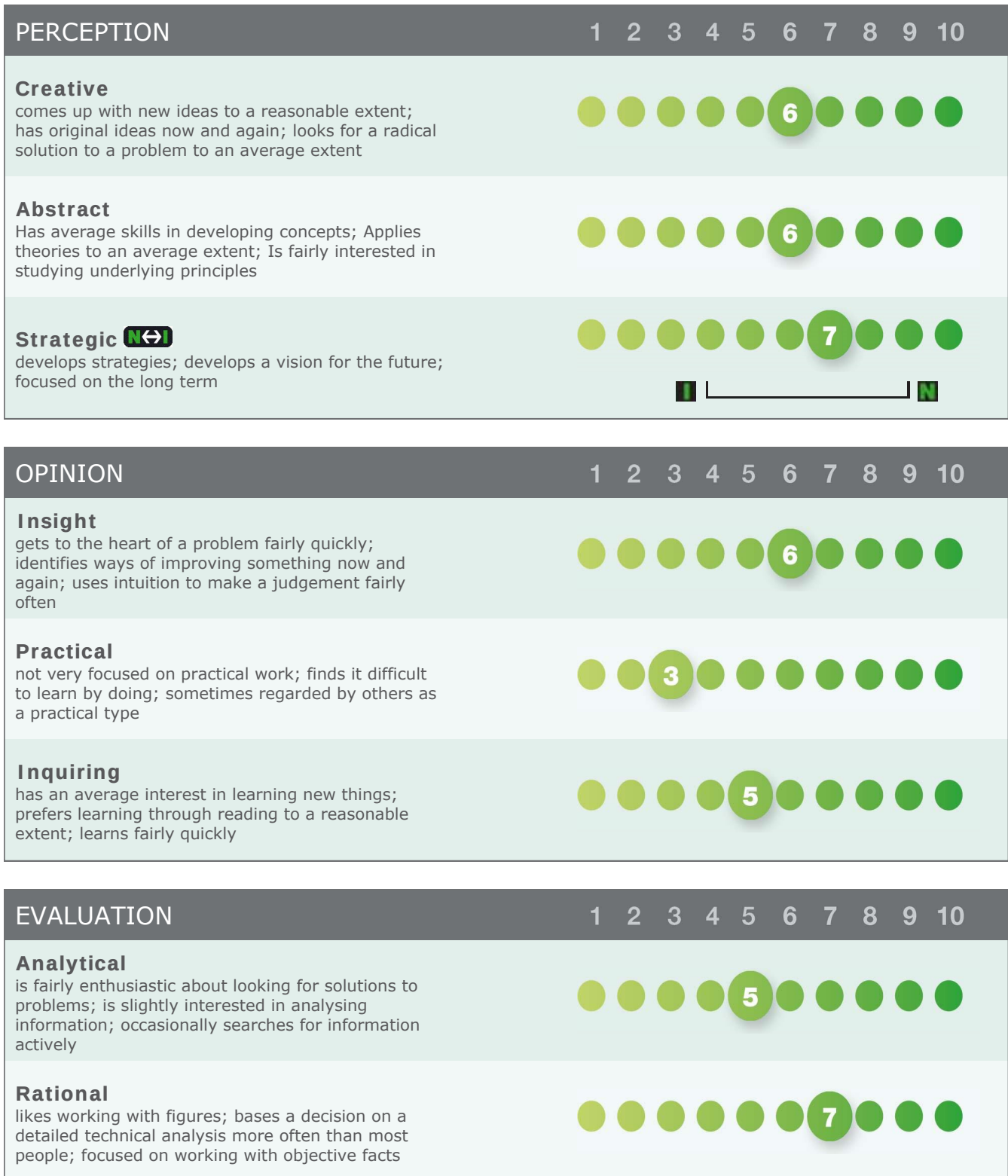
Bridge Dimension Overview - Output



Bridge Dimension Overview - Attitude

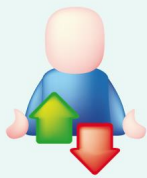


Bridge Dimension Overview - Inspiration



The 16 Jung Types

The 16 Jung Types are based on the personality theory of the Swiss psychiatrist Carl Gustav Jung. His 'Type Theory' theory addresses normal differences between healthy people. Jung came to the conclusion that people have an innate preference to behave in a certain way. This theory is known as the 'Type Theory' and describes personality in 16 types. A Jung Type says something about the behavior that someone naturally shows and which takes and little energy. In practice, someone can also behave in a different way, but that behavior generally requires more effort. In this report you will find a brief description of the Jung Type of the candidate. For a more information about the 16 Jung Types please use: 'The Bridge Personality, the booklet for consult candidates'.



ISTJ
realist



ISFJ
carer



INFJ
advisor



INTJ
scholar



ISTP
solver



ISFP
peace maker



INFP
idealist



INTP
strategist



ESTP
doer



ESFP
performer



ENFP
inspirer



ENTP
innovator



ESTJ
decision-maker



ESFJ
service provider



ENFJ
coach



ENTJ
leader

The Jung Type of Marie ESTP personality type

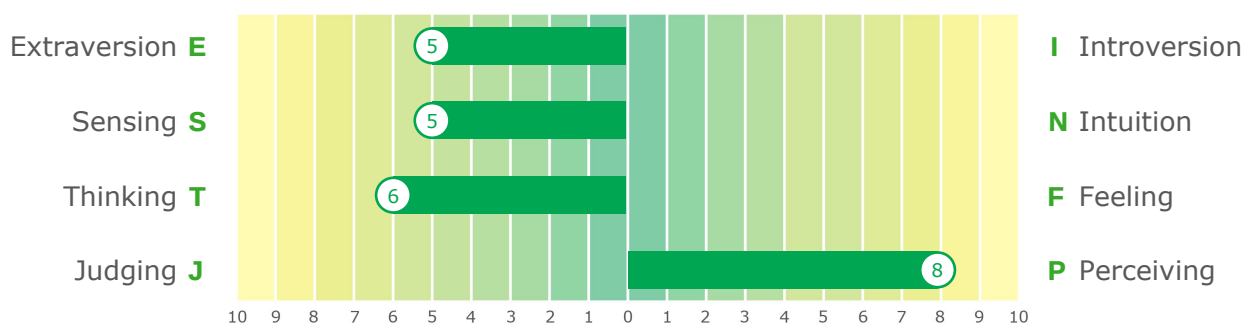
A Jung Type consists of four letters, these letters are determined on the basis of the provided answers in The Bridge Personality. Each letter represents an abbreviation of a preference on 4 dimensions. So there are 8 possible preferences. When the eight preferences are combined in every possible way, the 16 Jung types emerge. The Jung Type is shown below.

The 4 Jung dimensions: ESTP

Where do you get your energy from?	E	Extraversion Prefer to get their energy 'externally': from activities and (a lot of) interaction with people.	I	Introversion Prefer to get their energy from themselves, "internally": from thoughts, feelings, ideas and some time spent alone to recharge the
Which type of information do you prefer?	S	Sensing Like to focus on information they can actually perceive (details) and on practical applications.	N	Intuition Prefer to focus on patterns, connections and possible meanings.
How do you make a decision?	T	Thinking Prefer to base decisions on logic and objective analysis of cause and effect.	F	Feeling Naturally consider what is important to other people when making decisions.
How do you plan your life and work?	J	Judging Preference for living a planned and organized life	P	Perceiving Like a flexible, spontaneous approach and prefer to keep options open.

The clarity of your preference is shown below in sten scores ranging from 1 to 10. Sten scores are calculated by comparing your scores to a norm group of 500 people. Are you right in the middle? Then your preference is not clear.

Your preferences on the 4 Jung dimensions: ESTP



Preferences Extraversion: 5 Sensing: 5 Thinking: 6 Perceiving: 8

Keep in mind that your current work or private situation may influence the clarity of your preferences. So think carefully about whether the above Jung Type suits you well. You can use The Bridge Personality: The Candidate Booklet to learn more about Jung Types and find out which Jung Type is best for you.

The Jung Type of Marie ESTP personality type: Doer

Is friendly, can adapt easily and is focused on action. His or her goal is to get quick results. They want to remove obstacles through a pragmatic, no-nonsense approach. They often do not have the patience to listen to a long explanation. They have respect for, and are loyal to their equals, but have little respect for rules that get in the way of getting something done. They can get on well with people. They are result-oriented and action-focused.

Communication

Enthusiastic and non-judgemental about the suggestions of others. He or she can remember logical information and give a realistic picture of the situation. Can sometimes rely too much on improvisation and can sometimes say impulsive things without thinking of the consequences for others. Could improve their communication style by preparing well what they have to say and by judging beforehand what the consequences of their remarks might be.

Management Style

Will take the lead in an emergency, motivate the group and undertake action. He or she gathers facts and considers the alternatives. However, it is sometimes the case that they skip from one action to another, without really finishing what was started. Can sometimes appear careless and superficial. Could improve their management style by sticking to what has been started.

Conflict Management

They speak their mind and gather opinions, and are thus able to negotiate the right solution. They will compromise in order to keep the team going. Their attitude can be too result-oriented. Sometimes, they do not take enough account of the opinions of others. Could improve their style by realising that the solution that presents itself first is not always the best one.

Stress

Looks for an active role in managing times of stress. He or she is a model of someone who creates a balance between work and private life. They can sometimes be too relaxed or flexible, and sometimes take the path with least resistance. In periods of stress, they do not like people who act too much according to the rules and obligations. Could improve their stress management by keeping going when things become difficult or annoying.



Bridge Competency Profile

This is an overview of Marie ESTP personality type's potential on eight commonly used competencies in organizations, schools and universities to indicate potential and performance.

COMPETENCY	1	2	3	4	5	6	7	8	9	10	COMPETENCE
Relationship management (Networking, Sociable, Socially bold, Considerate)	●	●	●	●	●	●	●	8	●	●	Capable
Communication focused (Networking, Sociable, Openness to feedback, Convincing)	●	●	●	●	●	●	7	●	●	●	Above average
Achieving goals (Results focused, Career focused, Initiative)	●	●	●	●	●	●	7	●	●	●	Above average
Inspiring others (Convincing, Socially bold, Guiding)	●	●	●	●	●	●	7	●	●	●	Above average
Managing (Decisive, Guiding, Coaching, Socially bold)	●	●	●	●	●	6	●	●	●	●	Average
Support others (Cooperative, Helpful, Considerate, Coaching)	●	●	●	●	●	6	●	●	●	●	Average
Innovating (Creative, Change oriented, Initiative)	●	●	●	●	5	●	●	●	●	●	Below average
Adapting to change (Positive attitude, Change oriented, Openness to feedback)	●	●	●	4	●	●	●	●	●	●	Substantially below average