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Introduction



The psychometric assessments you have recently completed play a crucial role in creating an objective, robust, and fair recruitment process. The methods used have been scientifically proven to predict in-role performance across key performance indicators. The specific suite of assessments were chosen as they focus on key criteria that are critical for success at Pandora.

This report provides you with feedback from the assessments to help you learn more about yourself. Be aware that this report does not tell you your result in the selection process and the information in this report cannot be used as a guide for whether you will continue in the recruitment process or not.

The feedback covers only themes from your assessments and this report is solely an offer that you can choose to use in your vocational career. At Pandora we value giving feedback to each other and this report is fully in line with our beliefs that, when possible, we should provide feedback. The completion of well-proven assessments that you just went through, is a great starting point for providing a feedback that is useful in one's own vocational career.

The feedback covers all the assessments that you completed, and you can therefore learn more about yourself and how others might see you. In addition, you can gain some insights into how you approach new situations and handle information by examining the feedback from the ability assessments.

How to Interpret Your Results



You completed a personality questionnaire and a number of ability assessments.

Personality questionnaire:

The personality questionnaire focused on your work-related preferences and aims to give insight into your natural approach to six different aspects of work. For each of the six areas, called styles, you can learn more on what your results suggest that you tend to do, what you like to do, how others might see you and finally what you can be aware of. When interpreting results from a personality questionnaire it is important to state that there are no good or bad results – each individual is different and will therefore have different strengths and behaviour that can be leverage in a job role.

Ability assessments:

Ability assessments can help you understand how you approach new situations and what's your ability to handle and analyse data. Ability assessments are an excellent tool in a recruitment process as they uncover hidden potential and forms a key part of making the recruitment process more objective and fair for all candidates.

Behavioral Work Styles

Thank you for completing the behavioural assessment. This is your behavioural profile outlined against 6 workstyles describing your preferences, attitudes and approaches to work, ideas and interacting with others.

This snapshot of your styles may help you understand which jobs or positions best fit your interests, tendencies and motivations.



Your Task Style

- The Task Style is a broad measure of conscientiousness capturing one's approach to duties, responsibilities, and getting things done.

- As someone who tends to be very focused on the details, others may see you as a perfectionist.
- Others tend to rely on you and know that you will accomplish your tasks, meet deadlines, and follow through on promises.
- You often shine when encountering difficult tasks that require great resolve and persistence.
- You likely have a superior ability in keeping organized and focusing on the details, and these abilities serve you well in situations that require proper planning.

Your Adaptation Style

- Adaptation Style relates to a person's openness to experience and approach to learning and adapting to situations.



- You are likely intellectually interested and creative within your areas of expertise.
- While at times you may view the world as straightforward, you can also appreciate others' nuanced perspectives.
- When it comes to controversial issues, you tend to keep an open-mind while maintaining your stance or opinions.
- You are also likely to develop novel solutions to common or familiar problems and are often willing to change and adapt if there is a compelling reason to do so.
- While you may prefer leveraging your existing strengths, you are fully capable of developing new skills if needed.

Behavioral Work Styles

Your Achievement Style

- Need for achievement, including focus on career goals and influence over others is captured by Achievement Style.
- Others may describe you as having high career aspirations and someone who is determined to be the best.
- Because of your strong desire to succeed, you often expect accountability and high standards of yourself and others.
- You may often be focused on the pursuit of difficult and challenging objectives and are motivated to take the lead in these pursuits.
- You are likely confident in your ability to make tough decisions and may be comfortable being directive towards others.



Your Interaction Style

- Interaction Style is a broad measure of extraversion that describes how much you seek out interaction with others and how you prefer to engage with them.
- You tend to maintain a healthy balance of independent work and social interaction with others.
- You are typically outgoing in social situations, and occasionally enjoy being the center of attention.
- You are often confident in your opinions when it is something you are passionate about and may enjoy the notion of competition and debate if it does not get too confrontational.



Behavioral Work Styles

Your Emotions Style



- Emotions Style describes how you experience and react to feelings and your degree of self-awareness.
- You tend to be a very calm, level-headed, and positive person, even during stressful situations.
- You are likely a rational individual and may possess a strong tendency to understand how your behavior may impact others.
- As a natural optimist, you typically see the bright side in situations and often believe that most setbacks and obstacles can be overcome.
- You tend to be aware of your strengths and weaknesses and consistently seek feedback from others.

Your Teamwork Style



- Teamwork Style is a broad assessment of agreeableness that describes how you approach relationships and how focused you are on the needs of others.
- Others may see you as someone who can balance independent work as well as collaboration.
- When encountering issues, you may be equally effective at solving them on your own or reaching out to a broader group for resolution.
- Because you are generally trusting and aware of others' emotions, you often demonstrate kindness and forgiveness to those around you, and can use these skills to provide difficult feedback when needed.
- Others may consider you easy-going and generally accepting of individuals with different backgrounds.

Ability Assessment

Below you can find the results on the ability assessments that you completed.

When interpreting results on ability assessments, there is a few things that you should be aware of:

- Your results are compared to other people who has completed the assessment and your performance is therefore a comparison to how well other people have performed.
- This is only a snapshot of your performance, and the result can be influenced by various factors
- The feedback below is not an indication of whether you will continue in the recruitment process or not but solely an offer for you to learn more about yourself.

Working Memory Assessment - gridChallenge

What is gridChallenge?



gridChallenge is an assessment of Executive Attention. Executive attention is a cognitive ability which supports skills critical in the modern workplace including multitasking, learning, problem solving, and complex decision making. The fundamental nature of these skills makes executive attention an important predictor of employee success across jobs and industries.

What does this test measure?



In this test the task was to remember the position of 3 to 5 dots on a grid while being distracted with various other tasks in between. Therefore, the test measures the ability to make exact observations and the capacity of the adaptive memory. To possess a concentrated power of observation and a good adaptive memory is vitally important in certain occupational areas.

How to interpret your result



Your performance score has been calculated based on correct and incorrect answers. Please consider that this is only a snapshot of your performance which can be influenced by various factors. Your performance on the test can be described as follows:

Compared to other participants, it is **much easier** for you to handle the tasks in this test successfully.

Numerical assessment



What does this test measure?

In this test, the task is to draw logical conclusions from complex numerical information. In addition, this test measures the ability to retrieve relevant information when confronted with different types of questions. The skill of analyzing complex information under time pressure, distinguishing relevant and irrelevant information is vitally important in a range of jobs.



How to interpret your result

Your performance score has been calculated based on correct and incorrect answers. Please consider that this is only a snapshot of your performance which can be influenced by various factors. Your performance on the test can be described as follows:

Compared to other participants, it is **much easier** for you to handle the tasks in this test successfully.

What is your processing style?

In addition to the performance score, your processing style was measured. It indicates how many questions you completed in the default time (speed) and how many of those questions you answered correctly (accuracy). These two scores are compared with the scores of other participants. The optimal processing style is to complete as many questions as possible, as accurately as possible.



tasks in the test: 37
completed tasks by you (speed): 37
thereof correctly solved tasks (accuracy): 33

Your processing style can be characterized as follows:

Your completion of the test was **extremely fast**, this means that you completed more tasks in the default time than most other participants. At the same time you were **extremely accurate** which means that compared to other participants, you answered more items correctly.