



# **HUCAMA**

# **Candidate Report**



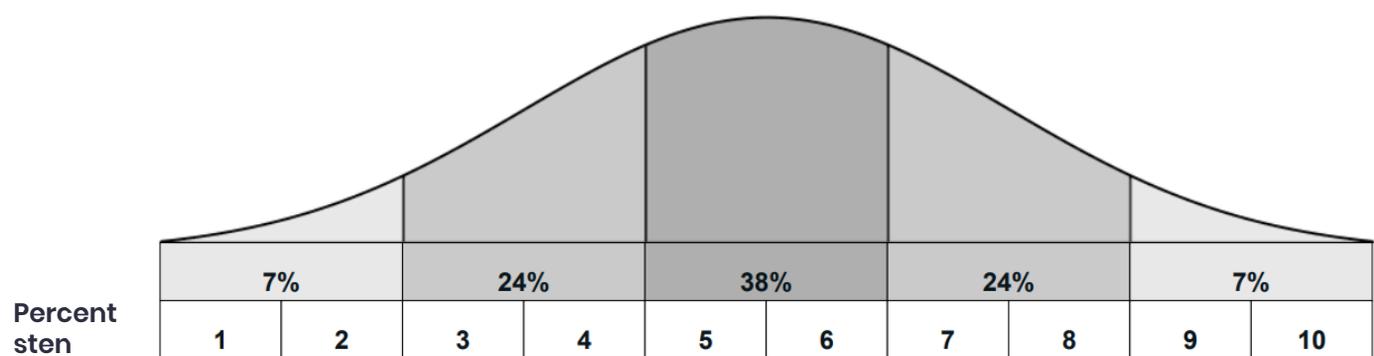
**Alex Master**

# Candidate Report

The purpose of this report is to provide you with feedback on your responses to the HUCAMA Personality Factors questionnaire, which identifies your preferences and inclinations in a work context. The questionnaire covers the Big 5 Model of personality combined with the wider Great 8 Model (Kurz & Bartram, 2002) developed for the world work. HUCAMA Personality Factors consists of 8 overarching factors with 48 underlying facets.

## Personality Assessment

Your responses have been compared to those of a norm group, a group of 466 Managers and Professionals who have answered the same questions. The comparison group creates the basis for a normal distribution curve. Sten scores ranging from 1 to 10 are used to display results for personality characteristics. Sten 5 and 6 are typical scores obtained by about 40% of the comparison group whereas Sten 1 and 10 are extreme scores obtained by about 2% of the comparison group. How we behave is driven by the situation and our personality characteristics, which are shaped by our experiences. The more extreme a score is, the more impact this characteristic is likely to have on how we behave in a specific situation and in general.



The questions do not have right or wrong answers. The placement of the marker shows your preference in comparison to other people. If the situation demands it, you will most likely be able to act in a different way than your score suggests, but it will probably require more energy as it does not match your personal preference.

## Personality Factors

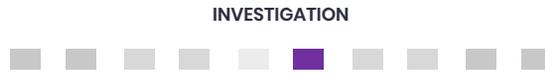
The HUCAMA Personality Factors model consists of 8 different factors. These factors are:

- INVESTIGATION** This factor measures the extent to which individuals are critical and evaluative.
- STRUCTURE** This factor measures the extent to which individuals are methodical and dependable.
- SUPPORT** This factor measures the extent to which individuals are sympathetic and considerate.
- CONFIDENCE** This factor measures the extent to which individuals are self-confident and resilient.
- DRIVE** This factor measures the extent to which individuals are purposeful and achievement striving.
- CREATIVITY** This factor measures the extent to which individuals are imaginative and conceptual.
- INTERACTION** This factor measures the extent to which individuals establish and develop contact with others.
- INFLUENCE** This factor measures the extent to which individuals are inclined to lead and challenge others.

# Factor Profile

## INVESTIGATION – The extent to which individuals are critical and evaluative

People who are less investigative dislike having to learn and may rely on well-established approaches. They tend to accept information and facts at face value. They may be somewhat rigid and lack interest in data.



Investigative people are studious and harness technology. They probe information and rely on facts. They tend to reframe issues flexibly and like to quantify things.

## STRUCTURE – The extent to which individuals are methodical and disciplined

People who are less structured can cope with disorder and care little about details. They prefer to work in a spontaneous style and easily switch their attention between different tasks. They may harbour self-doubts and may bend the rules.



Structured people are orderly and attend to details. They plan work with foresight and are self-disciplined. They tend to have strong self-belief and adhere to rules.

## SUPPORT – The extent to which individuals are sympathetic and considerate

People who are less supportive safeguard their own interests and help out when it suits them. They are less attuned to the emotions involved in problems and society matters. They may struggle to express their feelings and to motivate others.



Supportive people understand others and like to be helpful. They are attuned to the emotions involved in problems as well as social responsibilities. They tend to express their feelings and like to motivate others.

## CONFIDENCE – The extent to which individuals are self-confident and resilient

People who are less confident tend to have a pessimistic outlook and may express frustrations. They are tense and take a long time to recover after a setback. They may get emotional and follow their impulses.



Confident people have an optimistic outlook and are even-tempered. They are calm and recover quickly after a setback. They focus objectively on solutions and control their impulses.

## DRIVE – The extent to which individuals are purposeful and achievement striving

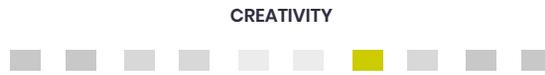
People who are less driven change plans if things do not work out and let goals emerge fluidly. They are less interested in pursuing challenges and career advancement than others. They tend to be modest and value cooperation over competition.



Driven people are determined and strive to achieve goals. They like a challenge and have ambitious career aspirations. They tend to have high self-regard and enjoy competitive environments.

## CREATIVITY – The extent to which individuals are imaginative and conceptual

People who are less creative generally prefer the status quo to innovation, and simplicity to complexity. They seek routine and tend to go along with the majority views. They are not much interested in arts and may overlook performance issues.



Creative people come up with ideas and concepts. They embrace change and form independent views. They appreciate arts and have a sharp eye for performance improvement.

## INTERACTION – The extent to which individuals establish and develop contact with others

Less interactive people are reserved with strangers and slow to make personal contact. They like to work on their own and are serious. They are wary of others and seek quiet.



Interactive people tend to be friendly and sociable. They like to work in groups and express enthusiasm. They trust others and seek action, excitement and adventure.

## INFLUENCE – The extent to which individuals are inclined to lead and challenge others

Less influential people let others take control and express their views diplomatically. They dislike pushing their views onto others and dislike difficult conversations. They tend to be slow to grasp opportunities and like to take their time over decisions.

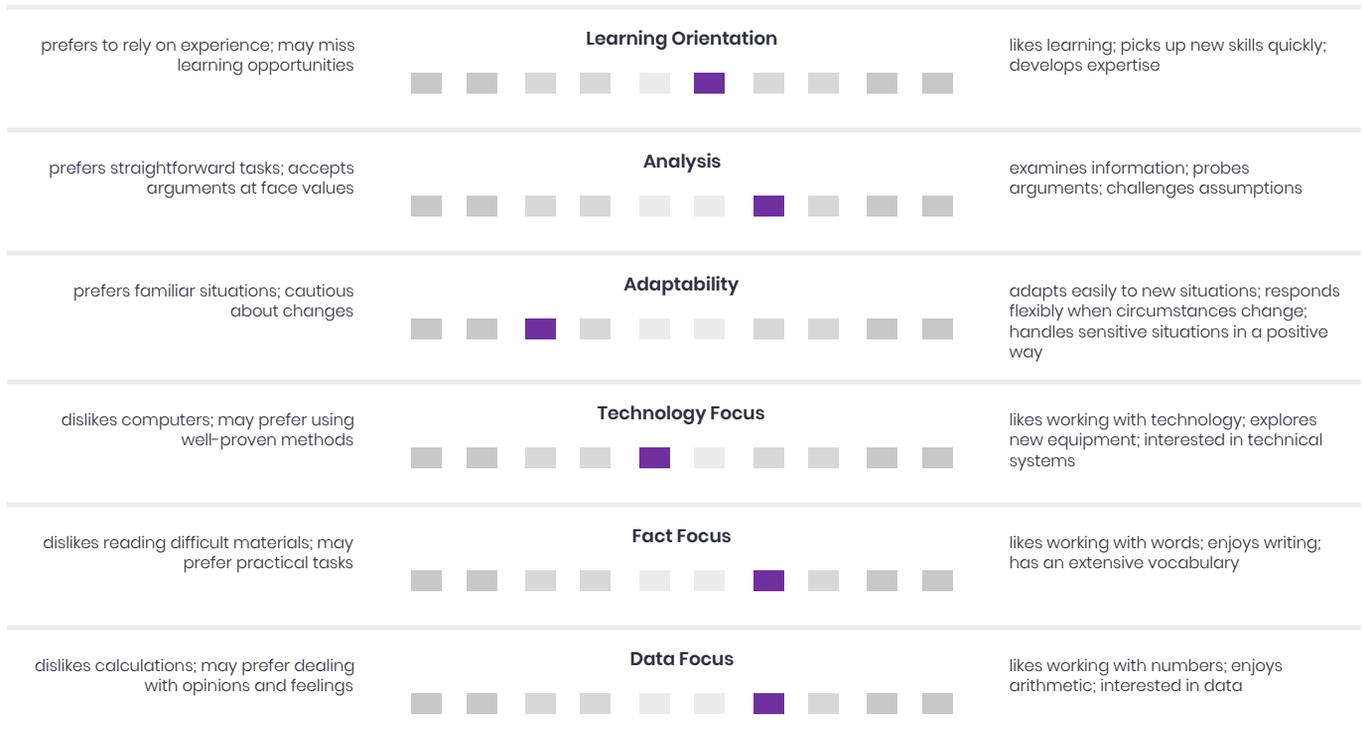


Influential people take control and express views directly. They are persuasive and at times confrontational. They tend to seize opportunities and take decisive action.

In the following, you will be able to read a description of your work behavior within the eight factors based on your responses to the questionnaire.

## INVESTIGATION

This factor measures the extent to which individuals are critical and evaluative.



Based on your answers you are most likely a person who:

- *Is moderately interested in studying and self-improvement*
- *Is inclined to critically evaluate arguments*
- *Is cautious about accepting changes*
- *Is moderately interested in technology and new equipment*
- *Is interested in reading and writing*
- *Is interested in arithmetic and statistics*

## ■ STRUCTURE

This factor measures the extent to which individuals are methodical and dependable.



Based on your answers you are most likely a person who:

- Likes order and regularity
- Tends to plan and think ahead
- Is moderately inclined to belief in own capabilities
- Usually strives for perfect results
- Gets to work quickly
- Tends to follow the rules

## SUPPORT

This factor measures the extent to which individuals are sympathetic and considerate.

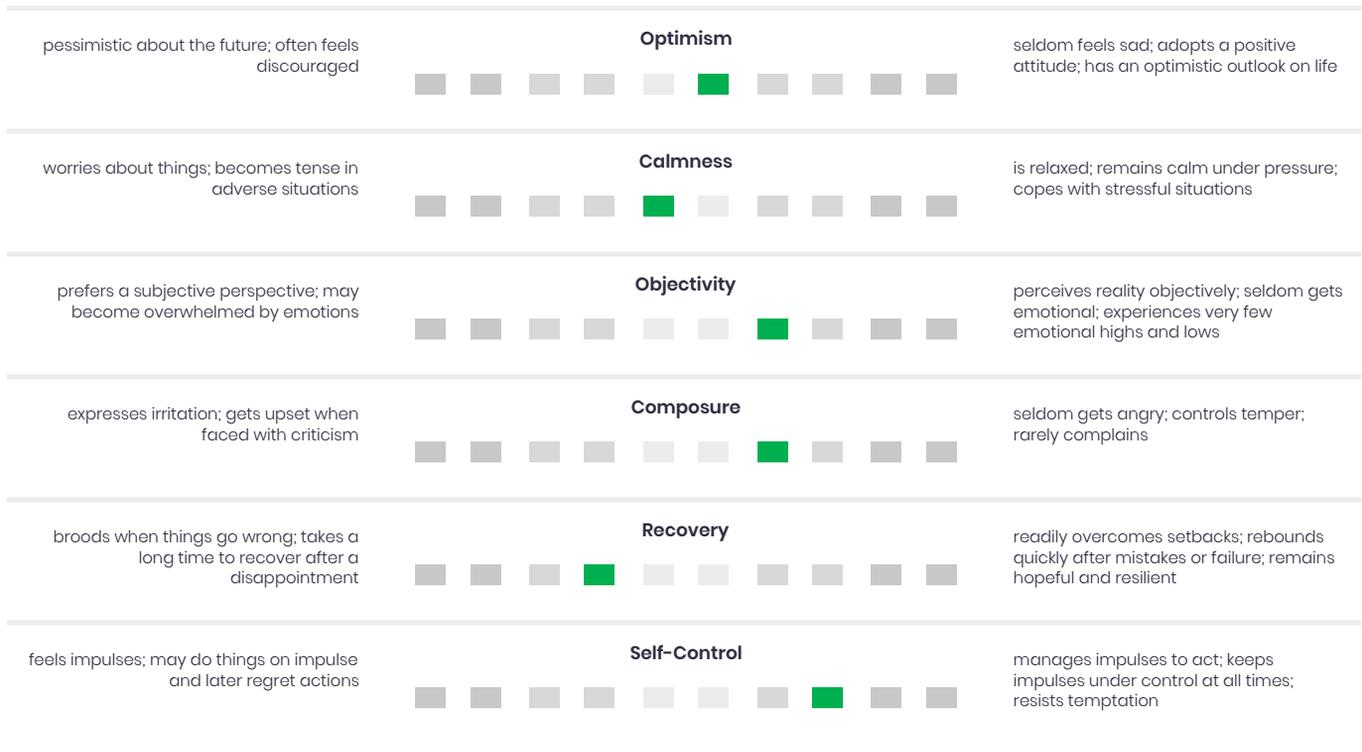


Based on your answers you are most likely a person who:

- *Sometimes listens sympathetically*
- *Expresses feelings at times*
- *Reads emotional situations astutely*
- *Likes to help others from time to time*
- *Is moderately interested in societal and welfare issues*
- *At times inspires and motivates people*

## ■ CONFIDENCE

This factor measures the extent to which individuals are self-confident and resilient.

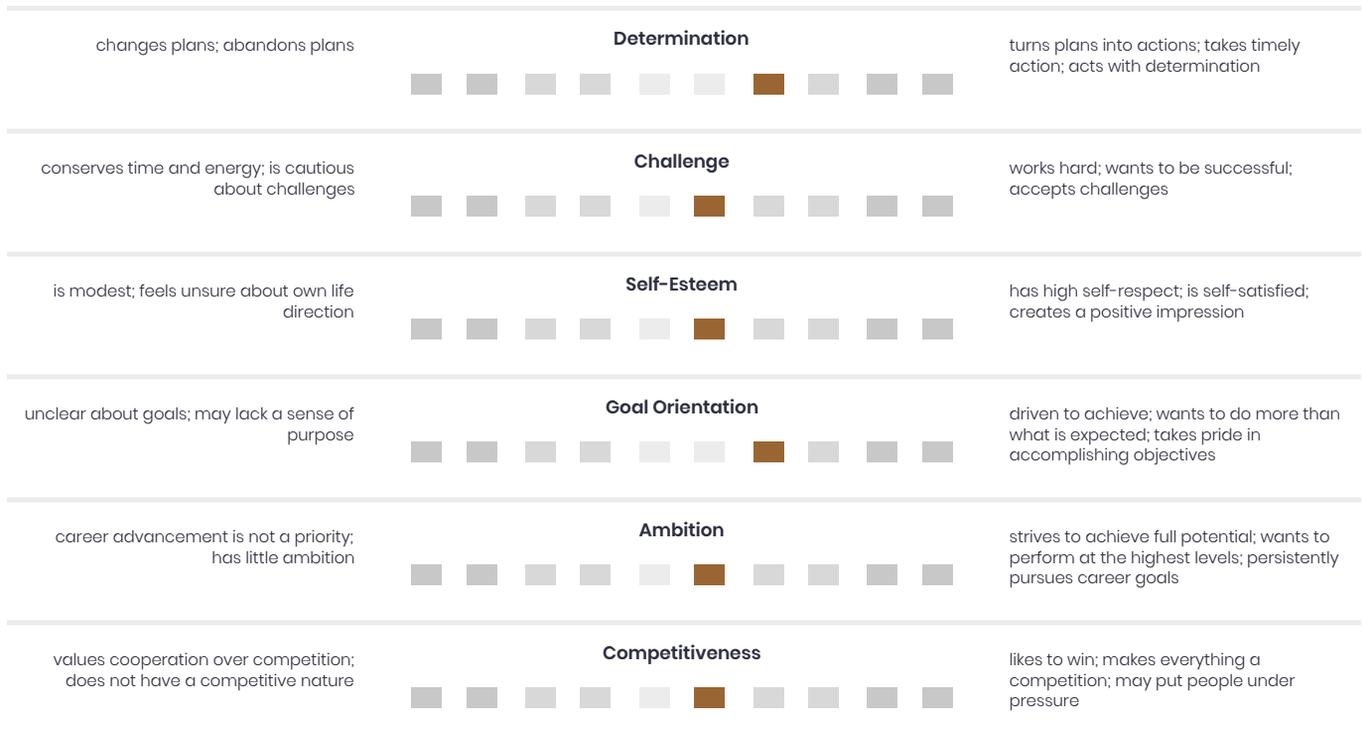


**Based on your answers you are most likely a person who:**

- *Maintains a balance between optimism and pessimism*
- *Is moderately relaxed but worries from time to time*
- *Addresses and overcomes problems*
- *Rarely gets irritated*
- *May take some time to recover from setbacks*
- *Keeps impulses under control*

## DRIVE

This factor measures the extent to which individuals are purposeful and achievement striving.

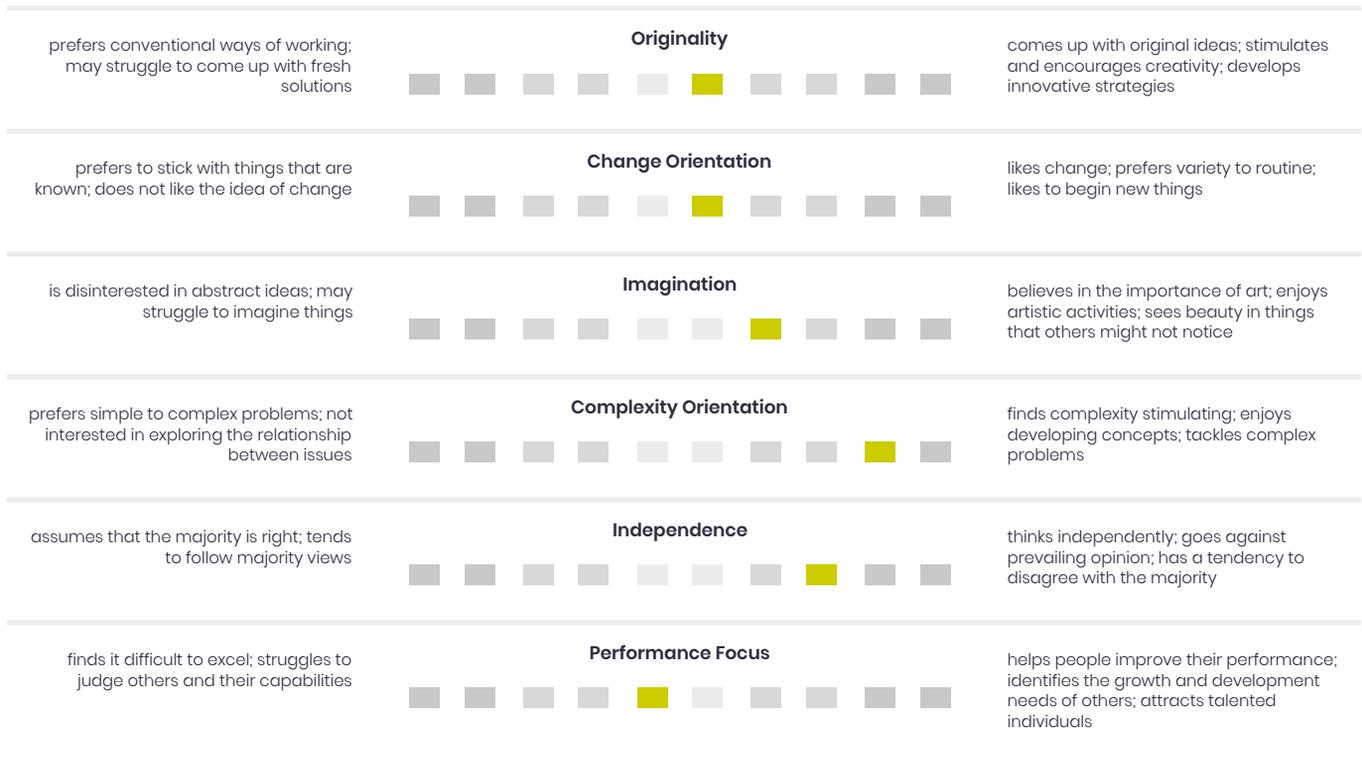


Based on your answers you are most likely a person who:

- *Is likely to carry out plans*
- *Occasionally accepts challenges*
- *Balances modesty and self-regard*
- *Goes for the goal*
- *Works steadily to advance career*
- *Values cooperation and competition equally*

## ■ CREATIVITY

This factor measures the extent to which individuals are imaginative and conceptual.

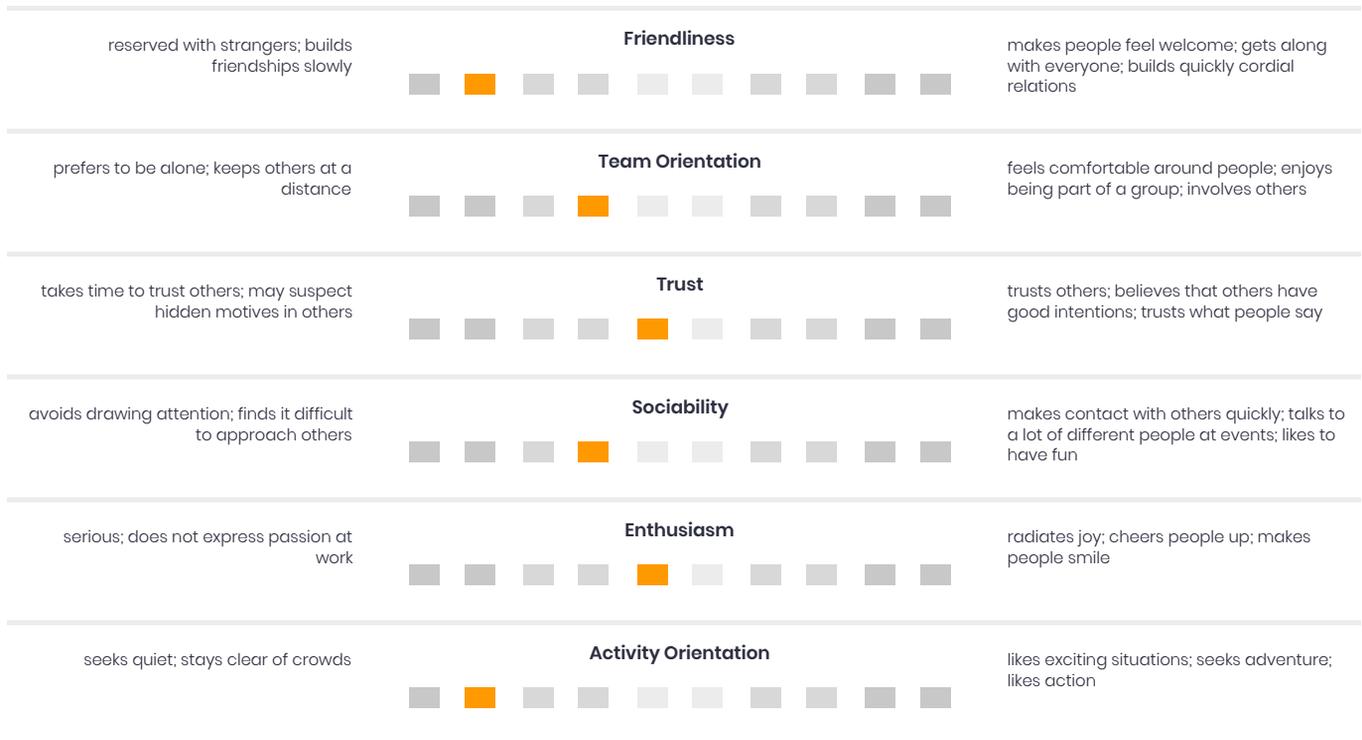


Based on your answers you are most likely a person who:

- *Balances tradition and innovation*
- *Is equally at ease with routine and change*
- *Believes in the importance of art and design*
- *Very much likes to develop concepts and think through ideas*
- *Tends to come up with own opinions, arguments and approaches*
- *Addresses performance issues at times*

## INTERACTION

This factor measures the extent to which individuals establish and develop contact with others.

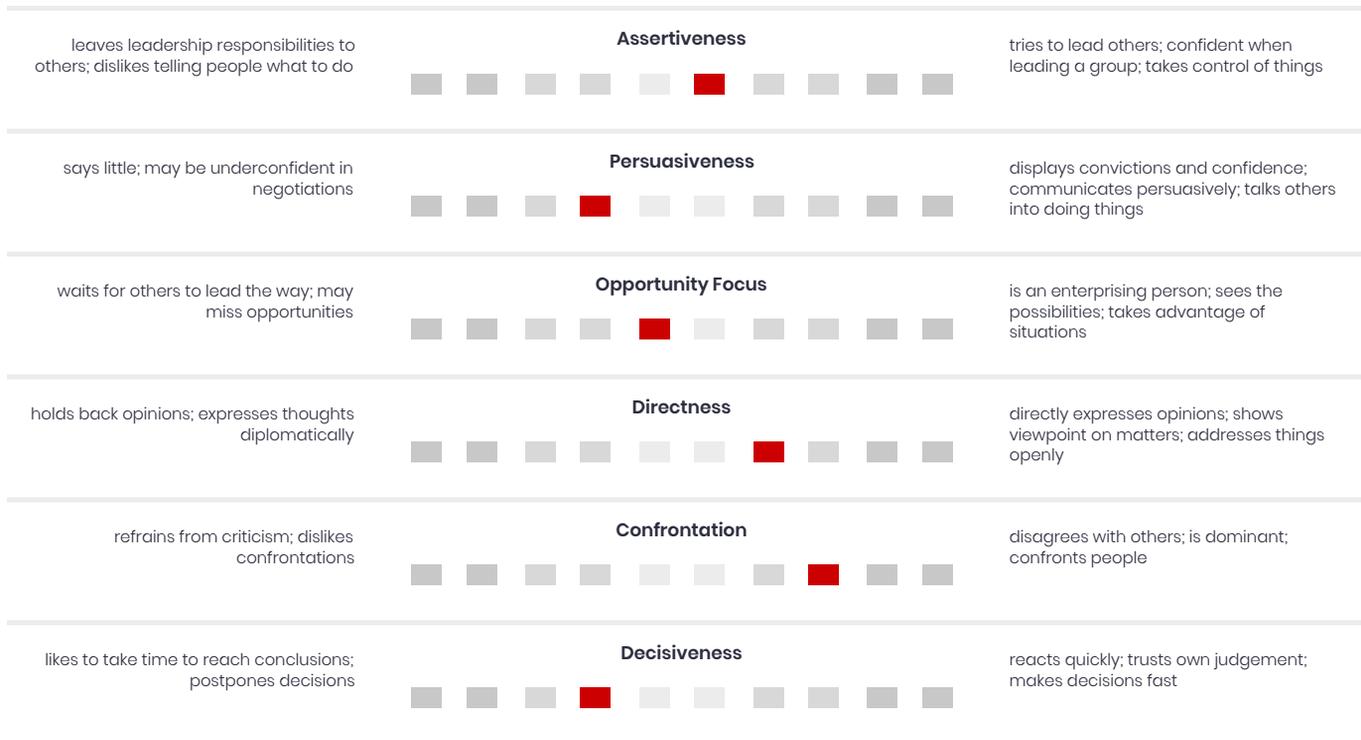


Based on your answers you are most likely a person who:

- *Reserved and uncomfortable around others*
- *Prefers working alone to group work*
- *Usually believes that others have good intentions*
- *Tends to avoid attention and approaching others*
- *Is moderately enthusiastic*
- *Enjoys contemplation and reflection*

## INFLUENCE

This factor measures the extent to which individuals are inclined to lead and challenge others.



Based on your answers you are most likely a person who:

- *Sometimes takes the lead*
- *Is less persuasive than others*
- *At times takes advantage of opportunities*
- *Mostly says what comes to mind*
- *Is inclined to confront people*
- *Takes time to make decisions*

# Implications

## Strong Characteristics

Most people are aware of their own strength and weaknesses to some degree and learned coping strategies to adjust how they behave in specific situations.

The stronger a characteristics is, the harder this can be. The following section of the report is based on your most extreme scores.

In the left-hand column below, you can see the name of each Facet as well as the associated Factor.

	<b>Key Strengths</b> It is always beneficial to reflect on how we behave and consider that all traits have potential upsides and downsides depending on the situation and how consciously we act. Below you will find statements describing key strength. Use of key strengths drives job satisfaction and job performance.	<b>Overuse Risks</b> Most people like to use their strengths. However, strengths can become liabilities when overused. Below you will find explorative statements. Reflect on situations where you may have overused your strengths and identify how you could mitigate such risks in the future.
<b>CREATIVITY:</b> <b>Complexity Orientation</b>	Is curious about deeper connections or higher meaning of things.	May lose interest if topics or tasks become too simple or banal.
<b>INTERACTION:</b> <b>Friendliness</b>	Has a clear focus on the task and the goal. Personal relationships are not a precondition for good cooperation.	May seem unapproachable and difficult to engage.
<b>INTERACTION:</b> <b>Activity Orientation</b>	Enjoys contemplation and reflection. Works well in quiet surroundings.	Finds it hard to work and function in noisy surroundings. May be perceived as overly self-sufficient.
<b>STRUCTURE:</b> <b>Rule Adherence</b>	Sticks to the rules. Follows procedures.	Could be seen as rigid and stern due to overemphasis on rules.
<b>CONFIDENCE:</b> <b>Self-Control</b>	Resists or delays impulses to act. Demonstrates self-control.	Could excessively delay the reaction to impulses and thus reduce the dynamics.
<b>CREATIVITY:</b> <b>Independence</b>	Can't be stopped by majority opinion. Is prepared to swim against the stream.	Attempts to hold on to ideas that have limited support from others could lead to disassociation. Views can lead to conflicts with representatives of the majority.
<b>INFLUENCE:</b> <b>Confrontation</b>	Confronts issues. Addresses conflicts.	May be too antagonistic in situations that require more subtle approaches.
<b>INVESTIGATION:</b> <b>Adaptability</b>	Pursues plan. Continues proven practices.	Could be seen as rigid. Could obstruct progress.
<b>INVESTIGATION:</b> <b>Analysis</b>	Gets to the core of a problem. Finds causes that others have missed.	Could go too deep. May upset others through probing questions.
<b>INVESTIGATION:</b> <b>Fact Focus</b>	Argues based on evidence. Collects information from a variety of sources.	Could be verbose. May prepare unwieldy documents.

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## TEST DATA

Type: **Candidate Report**  
Name: **Alex Master**  
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