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Assessment taken: 21. März 2025

The 20-second-read

A strong, execution-oriented profile with high Problem Solving (83), especially Verbal (100), Figural (100), and Numerical (94), combined with high Conscientiousness (87) and low Emotionality (9). This suggests someone who may perform best in demanding, structured roles that require fast comprehension, disciplined follow-through, and calm decision-making under pressure. Their interest profile shows a strong Conventional–Enterprising–Investigative pattern (C 50, E 25, I 31), with strong intrinsic fit to the role (RIASEC fit: 72).

What the candidate is built for

The profile is consistent with someone who may thrive in roles that combine structure, accuracy, and ownership with some commercial or operational drive. High Conscientiousness (87) suggests a reliable, disciplined work style, while Extraversion (65) and Agreeableness (70) may support effective coordination without needing to be highly dominant. The cognitive pattern suggests very fast uptake of verbal, abstract, visual, and numerical material, which may be especially useful in complex environments that still require precision and consistency. Lower Openness (29) suggests they may be less naturally drawn to highly experimental, ambiguous, or unconventional work contexts.

Greatest Risk

The main risk is likely not capability but motivational emphasis. This profile may be somewhat less naturally drawn to highly influence-heavy, constantly outward-facing work if the role is dominated by persuasion, networking, or aggressive commercial drive. In addition, very low Emotionality (9) can be an asset under pressure, but in some contexts may come across as emotionally detached or less likely to visibly signal concern or need for support.

Recommendation

Yes—with the available data, I would lean toward recommending this candidate for the role. The strongest reasons are the high cognitive horsepower, dependable execution style, and strong intrinsic fit (72), with the main watchout being whether the role's Enterprising demands are more relationship-persuasion heavy than structured, results-focused, and operational.

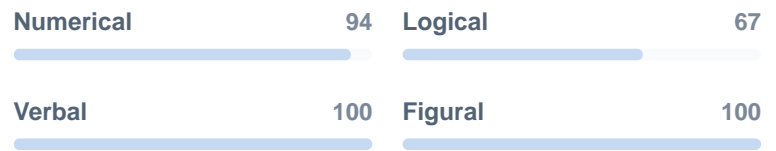
Cognitive profile

How quickly can this person solve unfamiliar problems?

OVERALL SCORE

83 / 100

Complex problem solver



Sub-scores are indicative only. The overall score is the primary cognitive signal.

Intrinsic driver fit

How naturally energizing is this role for the candidate?

OVERALL SCORE

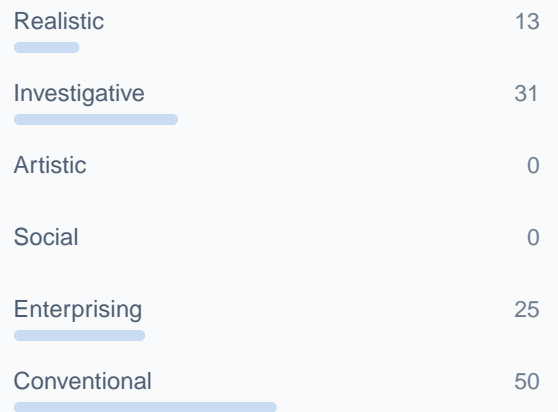
53 / 100

Good driver fit

Meaningful motivational alignment.



INDIVIDUAL RIASEC SCORES



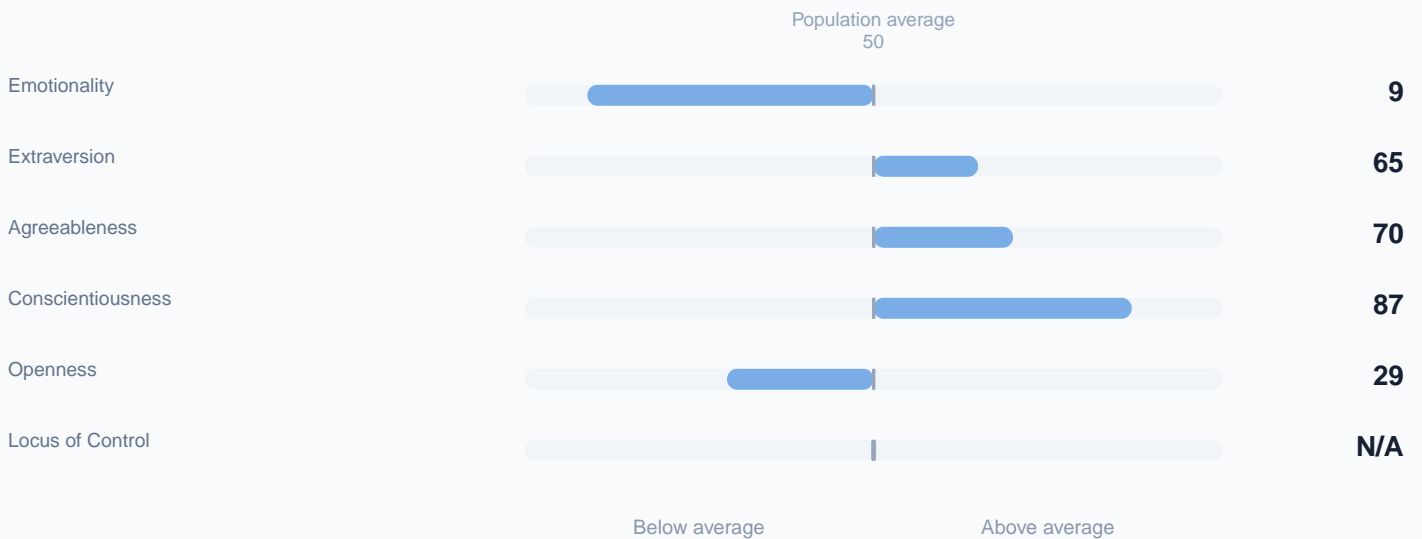
MOTIVATIONAL READ

Candidate x Role congruence

The candidate's Holland code is ICR, but the strongest visible motivational theme is Conventional (50), followed by Investigative (31) and Enterprising (25). This points to stronger natural engagement with structured, analytical, and process-oriented work, with some interest in ownership and driving outcomes. The role's profile is heavily Enterprising and Conventional (E 98, C 67), and the overall congruence is strong (72), which is a good person-environment fit signal. The main gap appears to be that the role emphasizes Enterprising activity more strongly than the candidate's profile does, while the candidate brings relatively more Investigative emphasis than the role is likely to offer. In practice, they may be energized by roles that pair commercial or coordination responsibility with structure, analysis, and clear operating systems rather than pure persuasion or high-social influence work.

Personality signature

Compared to a reference group of 40,000 people across the German population.



Trait scores are percentiles; for locus of control, the center line represents the external/internal cutoff.

Personality facets

Compared to a reference group of 40,000 people across the German population.



Facet scores are percentiles; the center line marks the population average.

Appendix

Reference scales and definitions used in this report.

APPENDIX

Intrinsic Drive: RIASEC dimensions

Short definitions of the six RIASEC interest dimensions used in the Intrinsic Drive section.

Realistic

Preference for practical, hands-on activities, e.g., involving tools/equipment or physical effort, with tangible results.

Drawn to concrete, practical tasks and environments – tools, materials, machines and physical setups. Likes seeing visible results and fixing or building things. Prefers clear tasks and direct feedback from reality over abstract models or long theoretical debates, often bringing a grounded “what actually works in practice?” perspective.

Artistic

Preference for creative, expressive work with high freedom in how problems are solved.

Enjoys shaping content, aesthetics, stories and experiences – visually, verbally, musically or otherwise. Similar to Investigative in liking problems with a very large solution space, but more focused on form, narrative, style and originality than on formal theory. Often questions rigid formats and looks for more intuitive, engaging or emotionally resonant ways to present ideas.

Enterprising

Preference for driving initiatives, influencing others and growing things commercially or strategically.

Enjoys taking the lead, setting direction and convincing others. Drawn to selling, negotiating, pitching and moving projects forward, especially when there is commercial or strategic impact. Likes responsibility for outcomes, targets and growth. Interpersonal style is more “mobilise and persuade” than “support and counsel”, which distinguishes this profile from Social.

Investigative

Preference for abstract thinking, analysis and understanding complex problems.

Enjoys working with ideas, theories, data and models. Likes problems with a large solution space where approaches are not fully prescribed. Often asks “why?” and “how does this system really work?” and tends to search for mechanisms, structures and causal explanations. Typically the person who digs into evidence, tests assumptions and refines conceptual frameworks.

Social

Preference for working with people through helping, teaching, counseling and supporting.

People-oriented in a service and development sense: listens, explains, guides and mediates. Enjoys understanding others’ needs and helping them grow, cope or coordinate. Similar to Enterprising in the interpersonal focus, but driven more by support and development than by commercial growth or influence for its own sake. Often picks up interpersonal tensions early and invests in maintaining healthy, functioning relationships.

Conventional

Preference for structured, execution-oriented work with clear procedures and attention to detail.

Execution dimension: enjoys organising information, following and improving processes and ensuring that tasks are completed reliably. Comfortable with routine work, documentation and operational details, and often conscientious in applying rules and standards. Compared with Investigative and Artistic “large solution space” problems, Conventional work typically has fewer valid execution paths – and this person is good at choosing one and applying it consistently.

APPENDIX

Behavioural Style: Domain Scales

Emotionality

People who score very high on Emotionality tend to (a) fear physical danger, (b) feel anxious under life stress, (c) seek emotional support from others, and (d) experience empathy and sentimental attachment to other people.

People who score very low on this scale are typically not discouraged by the possibility of physical harm, worry little even in stressful situations, feel little need to share concerns or seek reassurance, and tend to be more emotionally detached from others.

Agreeableness (versus Anger)

People who score very high on Agreeableness tend to forgive perceived wrongs, judge others' faults more leniently, prefer compromise and cooperation, and can regulate their temper with relative ease.

People who score very low on this scale are more likely to hold grudges, be critical of others' shortcomings, defend their own position stubbornly, and feel anger quickly in response to mistreatment.

Openness to Experience

People who score very high on Openness to Experience are often deeply absorbed by beauty in art and nature, show curiosity across many areas of knowledge, use imagination freely in everyday life, and are interested in unusual ideas or people.

People who score very low on this scale are typically unimpressed by most art, show little intellectual curiosity, avoid creative pursuits, and feel little attraction to ideas that might seem radical or unconventional.

Extraversion

People who score very high on Extraversion generally feel good about themselves, feel confident when leading or speaking to groups, enjoy social interaction and gatherings, and often experience positive emotions such as enthusiasm and energy.

People who score very low on this scale tend to view themselves as unpopular, feel uncomfortable when they are the focus of social attention, show little interest in social activities, and are usually less lively and optimistic than others.

Conscientiousness

People who score very high on Conscientiousness usually keep their time and surroundings organized, work in a disciplined way toward goals, aim for accuracy and perfection, and think carefully before deciding.

People who score very low on this scale are often unconcerned with order or schedules, tend to avoid difficult tasks or demanding goals, accept work that includes some mistakes, and make decisions impulsively or with little reflection.

APPENDIX

Behavioural Style: Facet-Level Scales

Emotionality

Fearfulness

The Fearfulness scale measures a tendency to experience fear. Low scorers feel little fear of injury and are relatively tough, brave, and less sensitive to physical pain, whereas high scorers are strongly inclined to avoid physical harm.

Anxiety

The Anxiety scale measures a tendency to worry across situations. Low scorers experience little stress when facing difficulties, whereas high scorers often become preoccupied even with relatively minor problems.

Dependence

The Dependence scale measures the degree to which a person needs emotional support from others. Low scorers feel self-assured and able to handle problems without help or advice, whereas high scorers prefer to share difficulties with people who can offer comfort and encouragement.

Sentimentality

The Sentimentality scale measures a tendency to form strong emotional bonds. Low scorers feel little emotion when saying good-bye or when responding to others' concerns, whereas high scorers experience strong attachment and show empathic sensitivity to other people's feelings.

Agreeableness Domain

Forgivingness

Forgivingness measures willingness to feel trust and liking toward people who may have caused harm. Low scorers tend to hold grudges after being offended, whereas high scorers are usually ready to trust again and restore friendly relations after being treated badly.

Gentleness

Gentleness measures a mild, lenient approach in dealing with others. Low scorers are more likely to be critical in their evaluations of people, whereas high scorers are reluctant to judge others harshly.

Flexibility

Flexibility measures willingness to compromise and cooperate. Low scorers are seen as stubborn and willing to argue, whereas high scorers tend to avoid conflict and accommodate others' suggestions, even when those suggestions are unreasonable.

Patience

Patience measures the tendency to stay calm rather than become angry. Low scorers lose their temper easily, whereas high scorers have a high threshold for feeling or expressing anger.

Extraversion Domain

Social Self-Esteem

Social Self-Esteem measures positive self-regard, especially in social settings. Low scorers often feel personally worthless and see themselves as unpopular, whereas high scorers are generally satisfied with themselves and view their qualities as likable.

Social Boldness

Social Boldness measures comfort and confidence across social situations. Low scorers feel shy or awkward in leadership roles or public speaking, whereas high scorers readily approach strangers and are willing to speak up in groups.

Sociability

Sociability measures enjoyment of conversation, social interaction, and parties. Low scorers usually prefer solitary activities and do not seek out conversation, whereas high scorers enjoy talking, visiting, and celebrating with others.

Liveliness

Liveliness measures typical enthusiasm and energy. Low scorers tend not to feel especially cheerful or dynamic, whereas high scorers usually experience optimism and high spirits.

Conscientiousness Domain

Organization

Organization measures a preference for order, especially in one's physical environment. Low scorers tend to be messy or haphazard, whereas high scorers keep things tidy and prefer a structured approach to tasks.

Diligence

Diligence measures a tendency to work hard. Low scorers show limited self-discipline and are not strongly driven to achieve, whereas high scorers have a strong work ethic and are willing to exert themselves.

Perfectionism

Perfectionism measures thoroughness and attention to detail. Low scorers tolerate some errors and often neglect details, whereas high scorers check carefully for mistakes and possible improvements.

Prudence

Prudence measures careful deliberation and impulse control. Low scorers act on impulse and often fail to consider consequences, whereas high scorers weigh options carefully and are typically cautious and self-controlled.

Openness to Experience Domain

Aesthetic Appreciation

Aesthetic Appreciation measures enjoyment of beauty in art and nature. Low scorers rarely become absorbed in artworks or natural wonders, whereas high scorers strongly appreciate diverse art forms and the beauty of nature.

Inquisitiveness

Inquisitiveness measures seeking information and experience related to the natural and human world. Low scorers show little curiosity about natural or social sciences, whereas high scorers read widely and are interested in travel.

Creativity

Creativity measures preference for innovation and experimentation. Low scorers have little inclination toward original thought, whereas high scorers actively seek novel solutions and express themselves artistically.

Unconventionality

Unconventionality measures openness to the unusual. Low scorers avoid eccentric or nonconforming people, whereas high scorers are receptive to ideas that may seem strange, radical, or unconventional.
