

Recruitment test of: **DESSANGE Rogrigues**

COMPANY FR

- Job Title: **Senior manager**
- Service: **Service du personnel, RH**
- Job status: **Senior manager**
- Ref. of this test: QTR52
- Date of test: 2020-07-19
- Contact: **Mr. DUPONT**
- Function: DRH
- E-mail address: fr@quantest.eu

Generalities of the candidate

id	Tested data	Mentions obtained
1	✔ Declared identity	It's in order
2	❓ Declared civil status	Not quite but acceptable
3	❓ Declared studies	Not quite but acceptable
4	❓ Declared professional experience	Not quite but acceptable

Social intolerance

id	Tested criteria	Mentions obtained
5	❓ Intolerance to freedom of religion	Cognitive position statement
6	❓ Intolerance towards Western culture	Cognitive position statement

Personal sphere: **13 points / 20 ie 65%**

id	Tested criteria	Points /5	Mentions obtained
7	✔ Physical condition	4	Good physical condition
8	✔ Psychological condition	3	Current and moderately good psychological state
9	❓ Addictions and / or disorders	3	Enjoy without depending on it
10	❓ Integrity	3	Can grant himself little liberties

Professional sphere: **55 points / 90 ie 61%**

id	Tested criteria	Points /10	Mentions obtained
11	✘ Useful experience in the function	3	Limited experience
12	✔ Sensitivity towards normatives (security, quality ...)	8	Good sensitivity to regulations (safety, quality, ...)
13	❓ Commitment and professional	5	Satisfactory professional availability

	availability		
14	✓ Resistance to stress	7	Good stress resistance
15	? Organizational capacity	5	Satisfactory organizational capacity
16	✓ Creativity	7	Good professional creativity
17	? Motivation and interest for this function	6	Good motivation to invest in this function
18	✓ Medium-term satisfaction (1 year)	7	Good motivation
19	✓ Long-term satisfaction (5 years)	7	Good motivation

Management: 62 points / 100 ie 62%

id	Tested criteria	Points /10	Mentions obtained
20	✓ Loyalty to the company	7	Good Corporate Loyalty
21	✗ Focus on objectives	2	Insufficient focus on company objectives
22	✓ Perseverance (objectives, ...)	10	Very good perseverance on the objectives to be achieved
23	? Realism	5	Satisfactory realism
24	? Discernment	5	Satisfactory discernment
25	✓ Ability to negotiate / communicate	7	Good negotiation and communication skills
26	✗ Balance authority-diplomacy	3	Limited balance between authority and diplomacy
27	✓ Coaching ability (train managers)	7	Good coaching ability
28	✓ Leadership / Command	8	Good leadership ability
29	✓ Evolution potential	8	Good potential to evolve

Legend of pictograms

- ✓ The presence of the criterion is significantly confirmed.
- ? A criterion marked by the mention "satisfaction" is an indicator of potential insufficiency for the position.
- ✗ This criterion cannot be confirmed.