



HILL Competence Analysis

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Evaluation

ID: 8020



PERSONALITY

Contact Behavior

The candidate is sociable, but quiet and reticent in contact. As he forms relationships on a rather formal level and reveals little private information, he sometimes seems reserved in social situations.

Social attention and personal exchange are important for him, without him wanting to put himself in the limelight.

For his close environment, he is sometimes difficult to access, as he only reveals emotions to people he knows well.

In general, he can deal self-assuredly with strangers. He treats them sociably and can participate actively in groups.

Goal/ Conflict Management

The candidate pursues his goals and ideas decisively and persistently. Faced with obstacles, he remains tenacious, standing up for his interests with resolution. He champions his position long-term, but can withdraw it somewhat, if required.

Competition-oriented, but not interested in power as such, he has the desire to influence others and claim his rights. But he does not have to assert himself at any price and is willing to accommodate others.

Among his friends and in his working environment, he advocates his views, not avoiding confrontations.

Both in new and public situations as well as in groups and negotiations, he visibly advocates his interests. He would like to participate in public life, but without exposing himself too much.

Level of Activity

The candidate tackles assignments with deliberation and prudence. Before he makes a decision, he takes his time and obtains information. He does not press for activity, and if he has doubts, he will need support.

He is glad when he does not always have to shoulder the entire responsibility, so he prefers leaving many decisions to others. He does not like too much pressure and hecticness. He prefers proceeding calmly.

In discussions and activities in his close environment, he takes the initiative when it is necessary. Otherwise, he agrees with the decisions of others.

Participating actively and with commitment in public and community life is not very important for him and usually not worth the effort.

Risk Orientation

The candidate endeavours to avoid situations with uncertain outcomes, but accepts manageable risks. He usually accepts changes, but tends to treat them passively. He does not always actively take the opportunities he is offered.

His need for new stimuli is stronger than his need for continuity. If the changes are not too risky, he will be in a position to tolerate uncertainty. He appreciates new opportunities, but needs a certain degree of predictability.

In his immediate environment, he is open to changes and new methods, but takes his bearings from stable relationships, resorting to proven strategies.

He is willing to step into unfamiliar territory, to challenge the status quo under predictable conditions and to stand up for his convictions in public.

Social Orientation

The candidate pursues his own interests, without gravely neglecting the concerns of others. He respects their interests and endeavours to take them sufficiently into account, but will not allow himself to be co-opted.

He places the focus of his attention on his own needs, even though he may show understanding for the problems of other people. But it is not important for him to meet their expectations.

In close social contacts, he may sometimes seem like a hard lone wolf, as he often places his own goals above those of his environment and does not like being considerate of others.

He displays social responsibility, but also takes his own interests into account.

Object/Subject Focus

The candidate's actions and decisions are based on rational considerations and less on emotions. His judgements take their bearings from results and he shows little understanding for mistakes.

He sets great store by objectivity, preferring a purely objective perspective. He shows little sensitivity to feelings and he finds emotions unpleasant.

In direct co-operation, he acts pragmatically. He is not very sensitive to the moods of his environment and he only rarely takes the individual needs of others into account.

He views the concerns and needs of strangers soberly, dealing with them correspondingly. He sometimes finds it difficult to adapt to sensitive people and situations.



Communication Style

The candidate tends to communicate openly and in an uncomplicated way, but adapts well to the given situation. He is sincere, but not in all circumstances, and is capable of separating between professional and private matters.

It bothers him to reveal private matters, if it does not seem appropriate. He does not feel obliged to be honest and is intent on preserving his privacy to a certain extent.

In the presence of familiar persons, he communicates directly, but tactfully. A respectful exchange is important to him.

In conversation with strangers, his statements remain authentic, but also in keeping with the situation.

Expectation Attitude

The candidate responds to his environment benevolently, but also demonstrates a certain degree of caution. Even though he assumes good intentions on the part of others, he questions their motivation, before relying on them.

His sometimes sceptical attitude towards people and expected events makes him attentive to dishonest motives and potential risk factors.

He trusts his close environment. As he does not doubt the statements and motives of persons he knows, he finds it easy to rely on them even in difficult situations and to build up appreciative relationships.

He treats offers by strangers with certain reservations. He needs time to convince himself of the sincerity of others and to accept help.

Tendency of Mood

The candidate is sensitive to emotional moods, but manages to control his sensitivities well in everyday life with an externally calm demeanour. Under stress, he sometimes allows himself to be impaired by his emotions.

His emotional state tends to be balanced, although he does not always manage to free himself from all negative moods. He does not feel lastingly burdened by external events.

He copes very constructively with frustrations in his familiar environment and endeavours to avoid inadequate emotional responses. Criticism by important people can sometimes hurt him.

His mental state is more easily affected by others or social trends. He allows himself to be carried away emotionally and sometimes reacts sensitively. He seeks to make a good impression on strangers.

Self-Estimation

The candidate assesses his own abilities as basically positive, but deals critically with his efficiency. He faces new challenges, even though he has certain misgivings. His self-confidence is developed, yet not so consolidated in many areas that he is independent of the judgements of others.

Since he is not always sure about himself and his potential, he feels irritated by rejection and inhibited in his potential development. Sometimes, he worries about what impression he leaves on others.

It is not indifferent to him what his close professional and private environment thinks about him and how he fares in comparison with others. When he has the feeling of being rejected, that does not impair him lastingly.

When he has to act in front of groups or in public, he can cope with it with self-assurance, but he does not seek such situations. He deals with criticism or mistakes, as he would like to go down well.

Tension Level

The candidate finds it rather difficult to remain composed and problems disconcert him. He sometimes lets himself be carried away by stress and under severe stress he hardly manages to relax.

He feels moderate inner pressure to push things. When he has to face high demands over a lengthy period, he feels tense and occasionally harried.

Although in his close social circle he does not always manage to leave anxieties or everyday work behind him, his restlessness hardly has any impact on his environment.

In the public space, he is sometimes irritated by others or external events, particularly when he feels observed.

Self Regularization

The candidate tackles his assignments with concentration, endeavours to keep appointments and promises, but sometimes allows himself to be distracted from his intentions. In dealings with others, he maintains the form, but does not take it very seriously.

Even though his understanding of rules requires scope, he finds it important to take his bearings from deadlines and duties as well as a meticulous work style. He appreciates a certain spontaneity and a relaxed attitude towards traditional norms.

In co-operation, he desires an attentive and cultivated climate. However, he does not necessarily presuppose this and can tolerate deviations in terms of punctuality and accuracy.

He only feels to an extent tied to the social customs of public and social life. His appearance tends to be sloppy and nonchalant.



SKILLS AND CONCENTRATION

Logical thinking (Matrices)

In the practical task on logical analytical thinking skills the candidate achieves a good result in the average range. His analytical thinking and abstracting ability is thus in the good range.

Performance and Concentration

When working on simple routine tasks under time pressure, the candidate works with average performance quality (measured on the basis of the relation of working speed and accuracy). He thus has a good level of attention and concentration.

The candidate sets his answers on average evenly with regard to his reaction time.



OCCUPATIONAL INTEREST PROFILE

Position

The candidate assumes executing responsibility for his own field of work and is willing to be instructed and guided by a manager. He furthermore has an interest in assuming managerial and organisational tasks in smaller units.

Working Conditions

Diversity in the field of work and in the professional sphere are preferred. A certain, moderate degree of organisation and structure is important, however.

Activity

The engagement with issues occurs on both the intellectual/theoretical and the practical/application-oriented level. Theoretical know-how is preferably brought to bear on manual challenges and in working with diverse materials and machines.

Work Style

Creative and innovative work motivates this candidate. The candidate feels very much at home with activities demanding new (creative) accomplishments. He is also, however, determined to drive these ideas to their concrete practical implementation.

Information Processing

The person prefers to focus on the essential and the core of things. He pays attention to correlations and is oriented towards overviews but can also handle detail and subtleties.

Value Orientation

The candidate highly appreciates appealing, meaningful work, also self-determination and diversity. Values such as security/stability and achieving social status are also desirable.



SALES STYLE

Preferred Sales Strategy Total

The candidate uses different strategic approaches in sales and thus acts with a situation-adapted sales strategy. In doing so, he focuses on both the customer and the product. Equipped with the necessary detailed knowledge he responds extensively to the customer's concerns. Nevertheless, he does not lose sight of the sales closing and pursues this with the necessary persistence, if necessary.

Sales Know-How Total

The candidate scores with excellent strategic sales know-how. However, he can still improve somewhat in the finer points.

Preparation

In the preparation phase, the candidate can obtain results with commitment and very good preparation. He prepares specifically for appointments and customers, gathers sufficient information and endeavors to thoroughly consider the customer's requirements. Also he analysis whom to specifically contact.

Preliminary Arguments

During the first direct contact with the customer, the candidate shows empathy and a good feeling for the client. He finds a balance between leading the conversation and giving the customer room to maneuver. He also understands how to elicit the customer's needs with active questions and how to create a positive atmosphere in the discussion.

Product Presentation

In the product presentation phase, the candidate is almost on the ideal line. He not only knows how to convince with professional and competent advice, but also how to use his personality profitably. In case of ambiguities, questions are asked, advantages are presented in a targeted manner and solution proposals are introduced.

Contract Conclusion

The candidate can still improve in the closing of sales. In this area, he has corresponding development potential.



MANAGEMENT ANALYSIS

Career Strategy

As far as his own career planning is concerned, slight indications of a current orientation phase can be seen from the results of the management analysis. He may not be completely clear about his medium- to long-term career strategy.

Handling

Although he is able to maintain a very good work-life balance in dealing with himself, it is also evident in his self-management that he sometimes omits to question his own performance limits and personal requirements.

Know-How

When it comes to leading a team, he acts with strategies adapted to the situation. He attaches importance to further development and continuity, but also wants to solve situations and problems quickly with short-term actions and without jeopardizing long-term stability.

Leadership Style

His leadership style is characterized by a mixture of supportive and somewhat distant behavior. He motivates his team and tries to support them, but also gives them a lot of freedom and space respectively retreats to a neutral position and then expects the team to act independently.

Methods

When it comes to managing a company, he focuses on both the restructuring and consolidation aspects. On the one hand, he wants to maintain proven structures and create continuity, but on the other hand he also knows how to act with optimizing restructuring measures and, in critical situations, with savings. Depending on the context and situation, however, his strategic repertoire also includes accents for the long-term and expansive further development of the company.

Approach

In his appearance at the corporate level, he knows how to proceed partly integratively and network-promoting, and partly autonomously and directive. On the one hand, he coordinates his actions with his environment, but on the other hand, he also knows how to make important decisions on his own.

