

3E-p (Personality Test)

These results assess personality traits typically required by companies and indicate respondents' career values.

Reason for test	Internal Test	Number		Name	Sample	Result	Gender	Age	25 (DoB : 10/11/1991)
Highest education	University	Graduated	yes	Humanities or Sciences	Humanities course	School name	Hoa Sen university		

1. Personality traits

Assesses personality traits/character forming the basis for corporate/organizational activity.

Item	Deviation value	Definition	Level				
			2%	14%	68%	14%	2%
Proactive	49	Works proactively and responsibly					
Change-oriented	60	Likes change, not satisfied with current situation					
Extroverted	37	Actively associates with others					
Perseverant	56	Continues tasks persistently					
Cooperative	52	Likes to maintain harmony with others					

: Area of concern (Lowest 16% of respondents)

2. Creative thinking

Assesses tendency to think up new creative ideas. Ability to think broadly and synthesize information are both important in creating new products and services.

Item	Deviation value	Definition	Level				
			2%	14%	68%	14%	2%
Creative thinking (broad-based)	52	Thinks up new ideas and considers broad options					
Logical thinking (synthesis)	59	Thinks logically and methodically and synthesizes information					

: Area of concern (Lowest 16% of respondents)

3. Communication skill

Assesses basic ability to foster smooth interpersonal relations within a company/organization.

Item	Deviation value	Definition	Level				
			2%	14%	68%	14%	2%
Ability to communicate ideas	48	Can clearly communicate own thoughts					
Logical expression	74	Capable of methodical explanation and documentation					
Making a good impression	65	Can intentionally express congeniality					
Ability to harmonize with others	45	Can understand and consider others' intentions and emotions					

: Area of concern (Lowest 16% of respondents)

4. Energy

Assesses basic level of energy for a variety of activities. Tends to decline as society prospers.

Item	Deviation value	Definition	Level				
			2%	14%	68%	14%	2%
Action-oriented	41	Takes action rather than pondering					
Competitive	55	Needs to beat others					
Ambitious	46	Strong desire for promotion					
Decisive	44	Fast decision-maker					

: Area of concern (Lowest 16% of respondents)

5. Stress tolerance

Assesses level of tolerance for various types of stress.

Type	Score	←Low tolerance 20 40 60 80 High tolerance→	Assessment
Interpersonal aspects	45		No issues
Workload	56		Slight concern
Gap between ideals and reality	49		Slight concern
Evaluation by others	40		Slight concern

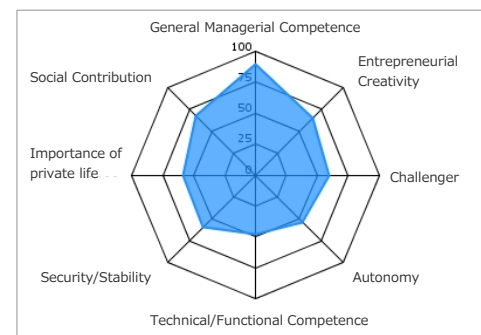
: Area of concern

[No issues] ...Acceptable levels
[Slight concern] ...Concern over some types of stress
[Serious concern] ...Care required

6. Career Orientation

Assesses work values. Shaped by experience for regular employees, and indicates hopes and wishes for students and mature graduates.

Type	Score	Feature
General Managerial Competence	89	Focuses the skills of various people to generate results and meets organizational expectations
Entrepreneurial Creativity	65	Overcomes obstacles on own initiative and creates something new
Challenger	60	Strives to resolve difficult issues and to beat tough competitors
Autonomy	54	Works in own style, not bound by organizational rules
Technical/Functional Competence	48	Polishes skills and technical capabilities in specialist field to create own style
Security/Stability	60	Seeks stable career and conditions within the organization
Importance of private life	59	Seeks fulfillment from private life rather than work
Social Contribution	68	Seeks to be useful to others and achieve a social vision



7. Suitability for Duties

Since the nature of occupational duties is diversifying, we look at suitability for duties rather than conventional occupational suitability.

Type of work	Low	Suitability level	High
Serving and dealing with many people			
Cooperating and collaborating with others			
Learning and applying specialized skills/knowledge			
Working steadily and accurately			
Generating new ideas			

8. General characteristics

Summary of characteristics identified in terms of personality traits, creative thinking, communication skills, energy, stress tolerance, and career orientation.

You show a strong tendency to take change and transition positively and are always dissatisfied with present state. Furthermore, you show a tendency to see a task through to the end without giving up and make a steady effort to move forward. However, you lack drive to actively engage with people and information, and show a strong tendency to prefer being alone and not getting involved with others. When thinking creatively, you consider all aspects of an issue objectively based on facts, and tend to put ideas in order and proceed correctly. You show a strong tendency to communicate your own thoughts and proposals logically. You can explain methodically and express ideas in writing clearly. On the other hand, you are weak at correctly reading others' emotions and feelings to respect their views or being receptive to their desires and hopes. In terms of energy, you dislike losing, want to stand out from the crowd, and have a tendency to engage competitively. On the other hand, you often lack dynamism and tend not to act instinctively. You have a moderate tolerance for work volume stress, can accept responsibility, and work at your own pace without being stressed by excessive volumes of work. However, you have a low tolerance for stress arising from evaluation by others and are prone to feel stress due to worries about others' assessment. In career terms, you are oriented towards taking the lead in focusing the skills of various people to generate growth, taking responsibility for results, and meeting organizational expectations. However, you are not particularly oriented towards developing your own skills and capabilities in a specific field and contributing to the organization by applying these in your work.

9. Important notes

Reliability of answers is assessed from the perspectives of consistency and truthfulness.

Consistency			Lie scale		
No issues	Somewhat lacking	Lacking	No issues	Quite high	High
★			★		

In terms of consistency, we check for contradictions in the responses given. If consistency is lacking there is a high possibility that answers are not truthful, and caution is required.

In terms of truthfulness, we check for trends indicating untruthful answers. A lack of truthfulness indicates that the respondent is too intent on showing himself or herself in a good light, and caution is required.

3E-i (Intelligence Test)

Rather than relying on university reputation or entrance examination rankings, these results assess basic intellectual abilities required by companies.

● Overall rating

7

0	1	2	3	4	5	6	7	8	9	10	Overall rating
3.6%	4.5%	7.8%	11.6%	14.6%	15.8%	14.6%	11.6%	7.8%	4.5%	3.6%	7
100%	96.4%	91.9%	84.1%	72.5%	57.9%	42.1%	27.5%	15.9%	8.1%	3.6%	Incidence Cumulative Incidence

5 is the average standard value for overall ratings in the above table. The greater the deviation from this standard, the lower the incidence at each assessment stage. (Average for new graduates is 6)

● Total by category

Basic	7	Ability to perform standard work
Memory	9	Memory, transcription, and all basic skills for knowledge work
Literacy	6	Ability to distinguish words and use rich vocabulary
Numeracy	4	Ability to perform basic calculations quickly and accurately
Advanced	6	Ability to perform nonstandard work
Applied numeracy	5	Ability to formulate hypotheses from numerical data
Intuition	5	Ability to grasp matters spatially
Applied literacy	6	Richness of vocabulary and ability to switch between concurrent ideas
Deduction	5	Ability to conceive numerical concepts and process information appropriately

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