



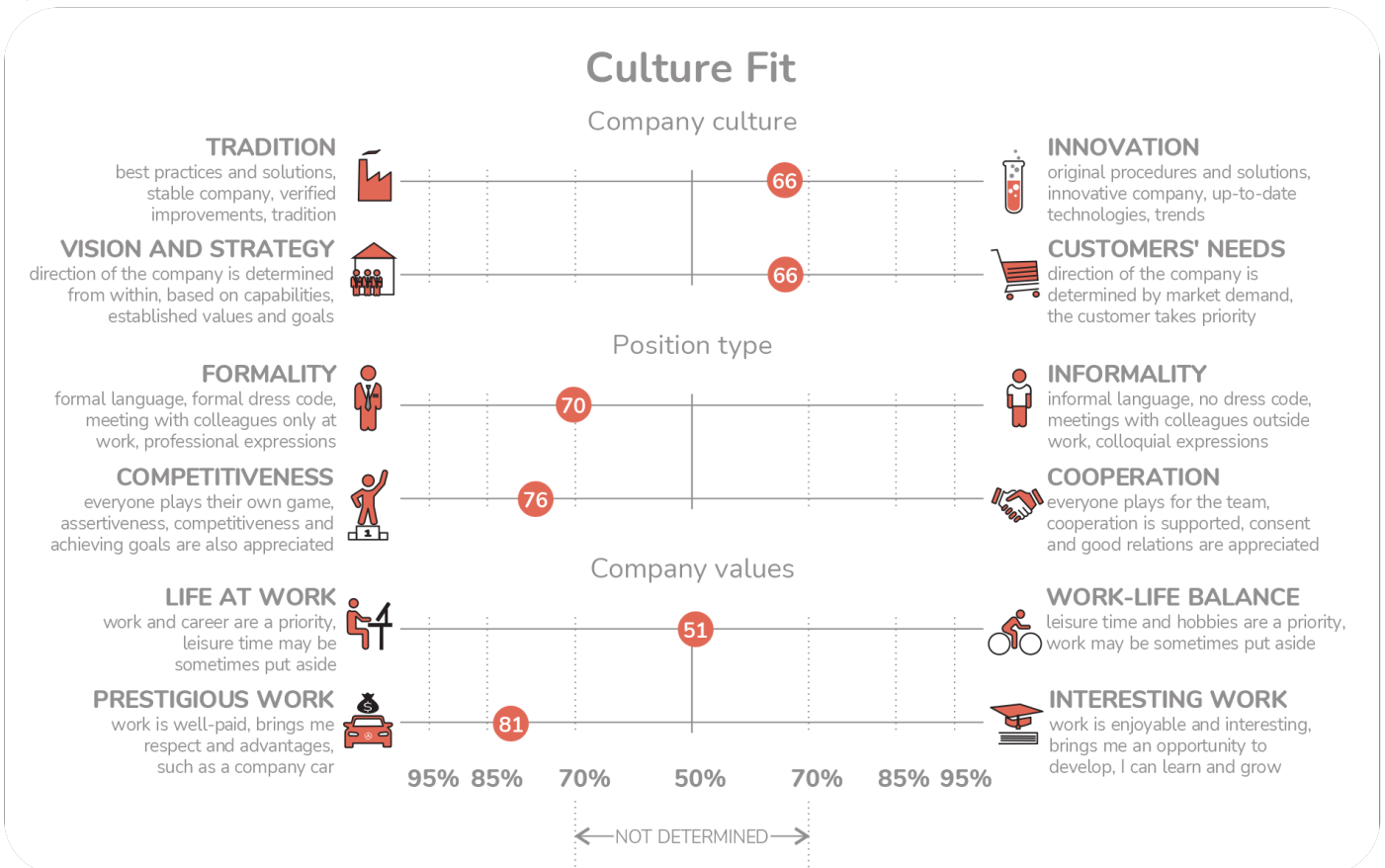
You now hold in your hands a report from the Culture Fit questionnaire. It provides an overview of the motivation and values of an individual.

The questionnaire does not have any optimal result. Thus, no result is positive or negative, better or worse. The result reflects the individual's motivation and values, emphasizes their main characteristics and strengths, and points out the possible difficulties and risks together with recommendations for development. Each profile is legitimate and applicable to a certain environment, team, context or function. Therefore it is appropriate to interpret the results with regard to the individual situation, profession, and role, and no to see them as set in stone, but as a valuable basis for decision-making, deepening self-perception and self-awareness, and as a supportive development tool.

## OVERALL PROFILE

The following chart shows information concerning the individual's motivation and values. It shows what a person likes and dislikes at work and it also informs you about the person's main virtues.

It is natural that most of the population tends to have average results in the individual scales; strong profiling is rather rare – the percentage indicated on axis "x" of the chart and the color intensity of the individual scales provides more information regarding the profiling rate (the darker the color, the stronger the profiling). It is also true that results profiled or ranging around average are not better or worse. Results ranging around the population average are often connected with universality and the ability to partly draw inspiration from both ends of the scale. Stronger profiling can bring about some risks related with one-sidedness; on the other hand, they show strong qualification in one direction in comparison to the results ranging around the average. Thus the key point is to compare the resulting profile with the position, claims and requirements of the work.



Note: The values in the chart are shown as percentiles. The percentage rates displayed in the lower part of the chart show the percentage scores in the individual columns and thus indicate the significance of determination.

## DETERMINED SCALES



*In the other parts of the report you will find verbal interpretations of the profile, summary of the main advantages and potential risks and recommendations concerning possible future development.*

## PERSONAL INTERPRETATION

Balanced representation on the scales of "tradition-innovation" and "vision and strategy – customers' needs" reflects the person's ability to adapt to various environments. People with this profile can be distinguished by the fact that while respecting the procedures, tradition and vision of a company, they can, if necessary, find new paths, invent new solutions and respond promptly to the needs of their customers and the market. As a result, they are able to familiarize themselves with both dynamic and stable environments alike.

People with a preference for competitiveness but who are balanced on the "formality-informality" scale are characterized by a focus on results and reaching personal goals. They prefer a work environment where decisions are made on the basis of arguments and results. They like independent work; they can be autonomous and decisive, and they accept responsibility. The formality or informality of relationships is not very important for them; they can adapt to either a highly professional or a relaxed company culture. People with this focus can sometimes be very competitive, ambitious and pursue their interests at the expense of others. In addition, they may in general act as individuals rather than as team players.

For people who appreciate prestigious work and at the same time are neutral in terms of their preference for either their professional life or work-life balance, the material and intangible benefits of the position are important. Positions that offer them not only a high salary, but also a sense of appreciation and respect from colleagues and superiors would be motivational for them. People with this profile usually place significance on status symbols such as a prestigious working environment or company car. They are usually able to adapt well to possible changes in the work demanded of them; they are willing to work overtime if required, but free time and their personal life are also important to them. For such individuals, motivation from the outside is important. They usually do not feel a strong connection to the company or a passion for the meaning of their job or the work itself. Therefore, there is a risk of them leaving for better conditions. Additionally, their performance may fluctuate.

### ADVANTAGES

- Ability to adapt to different types of environments
- Balanced abilities to use proven solutions and to look for new ones
- Focus on results
- Independence, ability to make autonomous decisions
- Responsibility, purposefulness
- Willingness to deliver a high level of performance for clearly defined remuneration
- Professional conduct
- Teachability and efficiency in chosen processes

### POSSIBLE RISKS

- Stubbornness and self-promotion at the expense of others
- Risk of leaving for better conditions

## DEVELOPMENT RECOMMENDATIONS

- Reflect on what kind of company culture feels genuine and comfortable to me and why.
- Try to listen more carefully to others and give them space to demonstrate their skills. Engage others in joint decision-making and activities. Consider the impact of your decisions on interpersonal relations.
- Be careful not to end up in an unfulfilling and meaningless job just because you want to earn good money.

## PREFERRED TYPE OF COMPANY

*The description below shows the type of company which would best fit the overall profile. The greater the match between personal preferences and company type, the more likely they would adapt easily. A strong match is also an important prerequisite for long-term satisfaction in the company and alignment of values and attitudes.*

## PROFILE CHARACTERISTICS CORRESPONDING TO COMPANY CULTURE

- High degree of flexibility and speed in processes
- Customer satisfaction and listening to their feedback
- Plenty of space for developing and applying one's own ideas
- Sense of security due to clearly defined rules and goals
- Possibility of employees more easily developing loyalty to the company
- Emphasis on individual growth and personal responsibility of employees
- Good mental health of employees
- Easy to settle into and develop loyalty for the company
- Direct motivation is mainly remuneration

Companies with corresponding values are characterised by their creativity and passion for the development of new products or services. Development is focused on the needs of the customer and market demand; a customer's order or the results of market research initiates the development of an idea or the start of production.

Firms with a compatible corporate culture are characterized by a solid hierarchy and boundaries between managers and subordinates. These companies are focused on rules, adherence to processes, and a clearly defined organizational structure. In order to work in such an organization, an individual must demonstrate their experience, formal education, seniority, and performance. In companies with this focus, there are usually strong personalities who have a great influence on the operation of the organization.

The corresponding positions are usually sought by people who see work mainly as a way of making a living. They come to work in order to meet the financial needs of their personal life in which they feel fulfilled. Employees are also able to carry out work that they do not enjoy or find fulfilling if they receive the expected remuneration for it. This could also be casual work, the purpose of which is to earn money in return for something else.