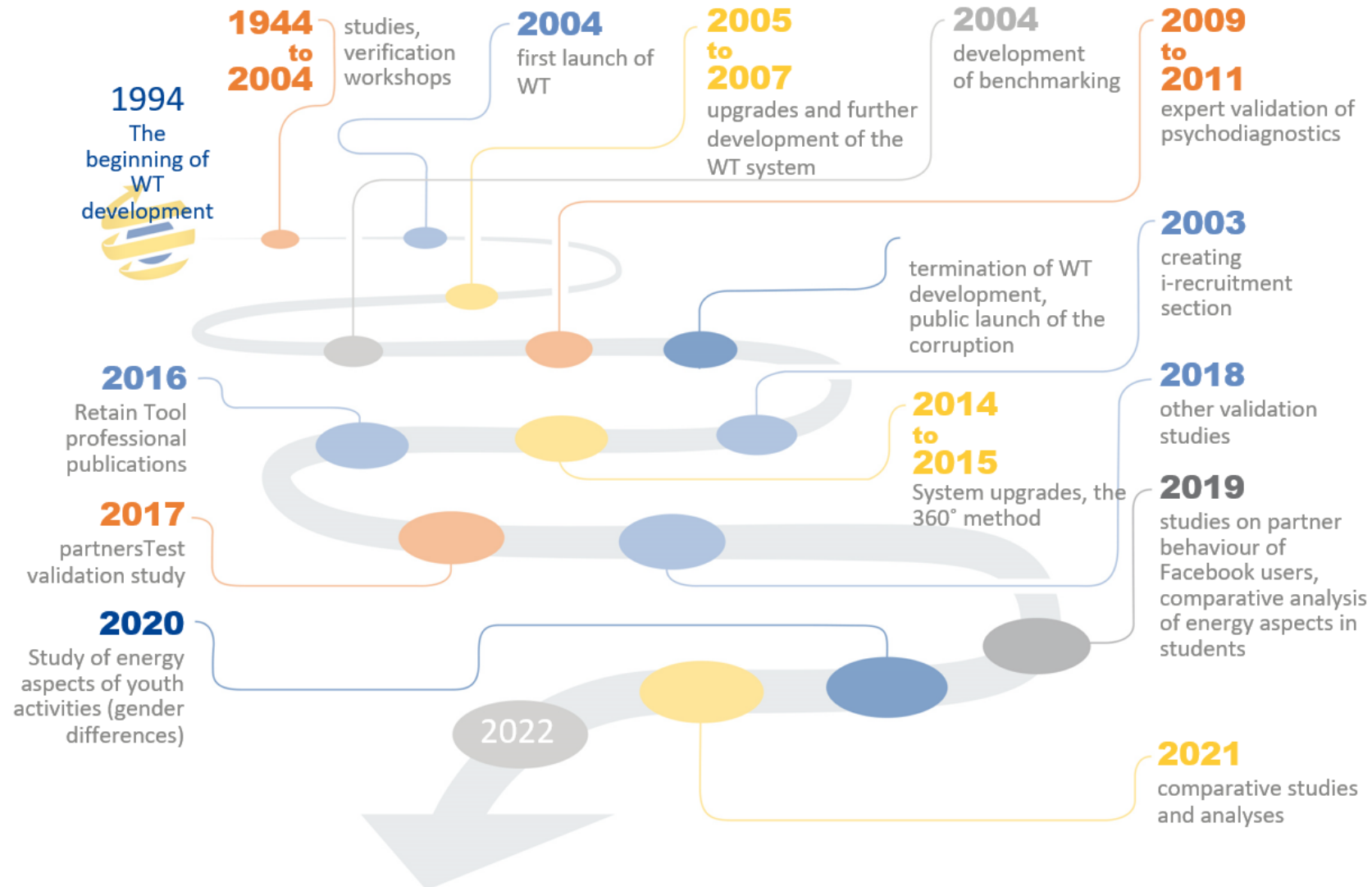




...one test only needed...

WORKtest
key to performance

WORKtest | development and its milestones



Presentation | Worktest



Projective psychometrics - works on a subconscious level
based on the German (shape) psychology GESTALT

ALL RESULTS FROM ONE COMPREHENSIVE TEST

- ✓ up to 300 outcome criteria
- ✓ Ø test speed 20 minutes
- ✓ already over 40.000 respondents
- ✓ outputs are instantaneous
- ✓ 92% reliability
- ✓ impossibility of stylization
- ✓ supported by validation studies and standards
- ✓ benchmarking across all outputs

WORKtest | How the brain works

Advantages compared to questionnaires and tests

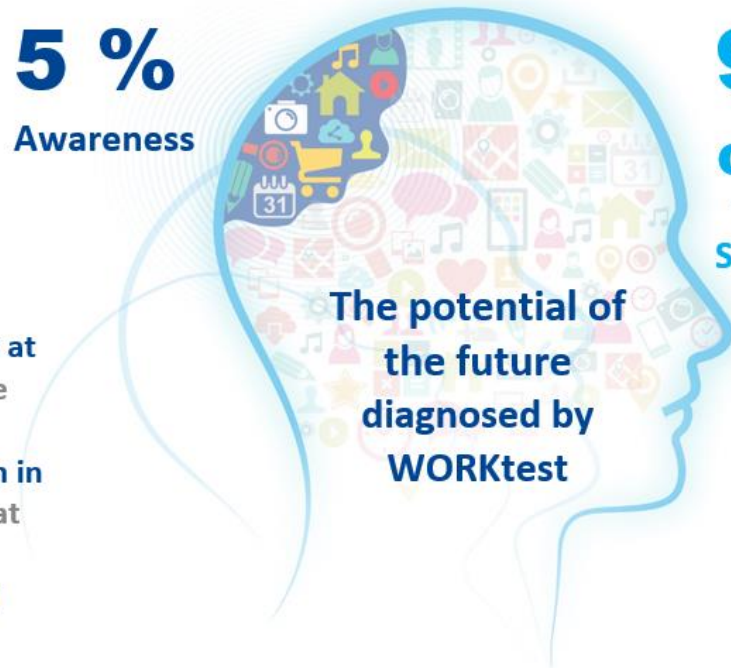
AWARENESS - what one thinks 5% > CHAOS < 95%

5% consciousness controls our life

- ANALYTICS • LOGIC
- CREATIVITY • WILL
- BELIEF • MANIPULATION
- CONFLICTS)

1. Questionnaires and tests work at a **conscious level** and therefore allow for stylization.
2. Questionnaires **reveal a person in part**, on the **surface**, and only at the conscious level
3. Questionnaires **see you as you want to be seen**.

5 %
Awareness



The potential of the future diagnosed by WORKtest

95 %
Subscio

95% of our lives are influenced by the subconscious mind

- SOUNDS • ASSOCIATIONS
- BEHAVIORAL PATTERNS
- POSITIVE AND NEGATIVE BEHAVIOUR
- AWARENESS

1. WORKtest **works on a subconscious level** and therefore does not admit or allow stylization.
2. WORKtest **reveals a person to the maximum** extent and depth.
3. WT **sees you as you really are**

← Is 5% or 95% knowledge enough to make an informed decision? →

WORKtest | holistic shape psychology



- The brain works like a computer, it stores images
- Thinking affects a person's wellbeing
- The choice of shapes is related to our psyche
- Preference for shapes is not related to consciousness
- The method works on a subconscious level (95%)
- It works with the structure and dynamics of the personality

THEREFORE WORKtest IS

- Simple, it does not allow stylization
- It reveals an individual's uniqueness and talent
- Results are accurate and consistent over time
- It is valid, reliable and objective

WORKtest | comprehensive view in 25 minutes | 300 criteria available | 2000 job positions

Jobs - we measure suitability for the job

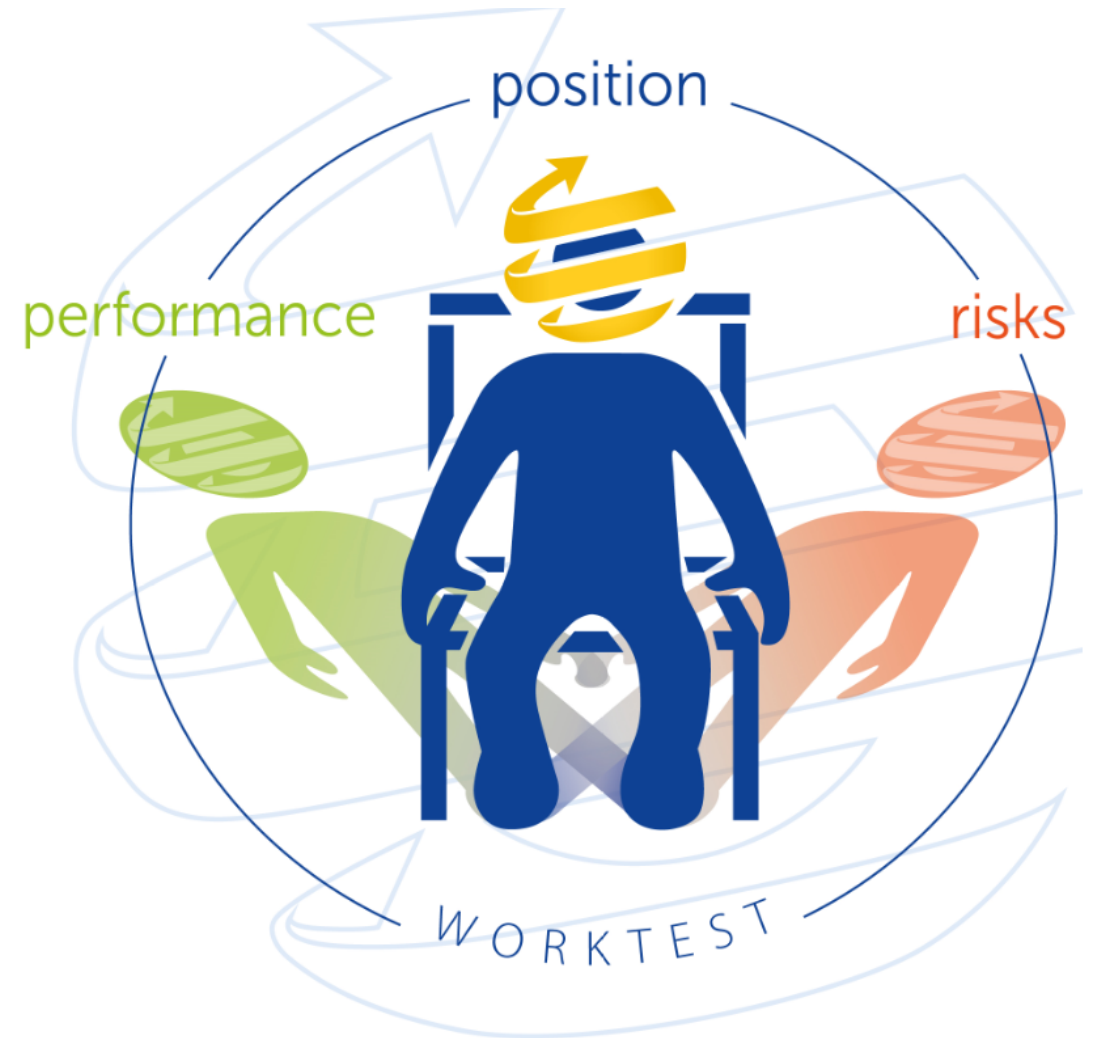
The test measures an individual's level of alignment with the job, integrity and company values.

Performance - we measure skills and competencies

The test identifies competencies for performance, commitment, skills and aptitude.

Risk - we measure behavioural limits

The test reveals risk factors and performance inhibitors, focusing on loyalty, reliability and perspective in the company.



WORKtest | List of 300 measured criteria [here](#)

Moral stability - trustworthiness, ethics, loyalty, corporate values, commitment

Interpersonal, managerial competencies and skills, communication, time management

Motivation, incentives and inducements

Performance, agility, activity, productivity

Mental stability, stress, resilience, flexibility

Thinking, creativity, concentration, teachability

Business and sales skills and abilities

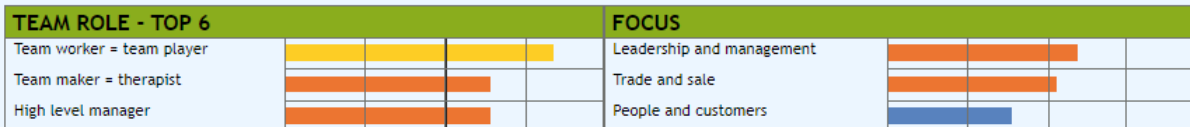
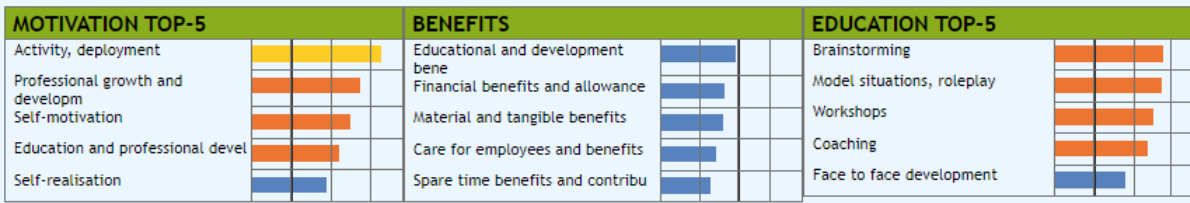
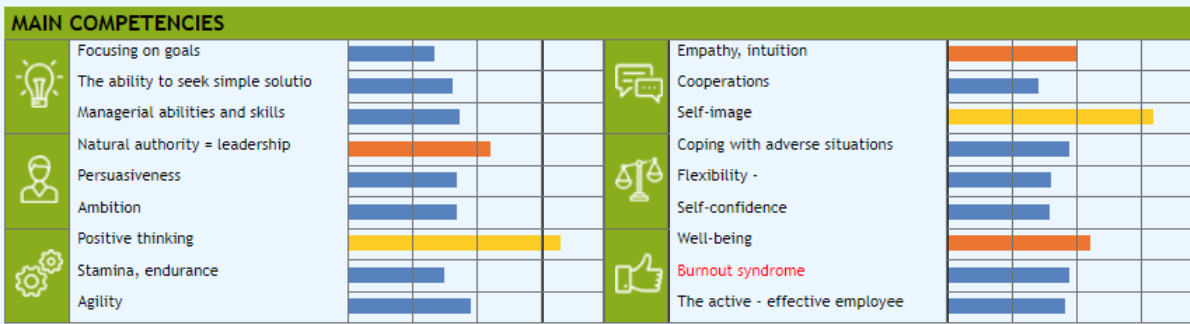
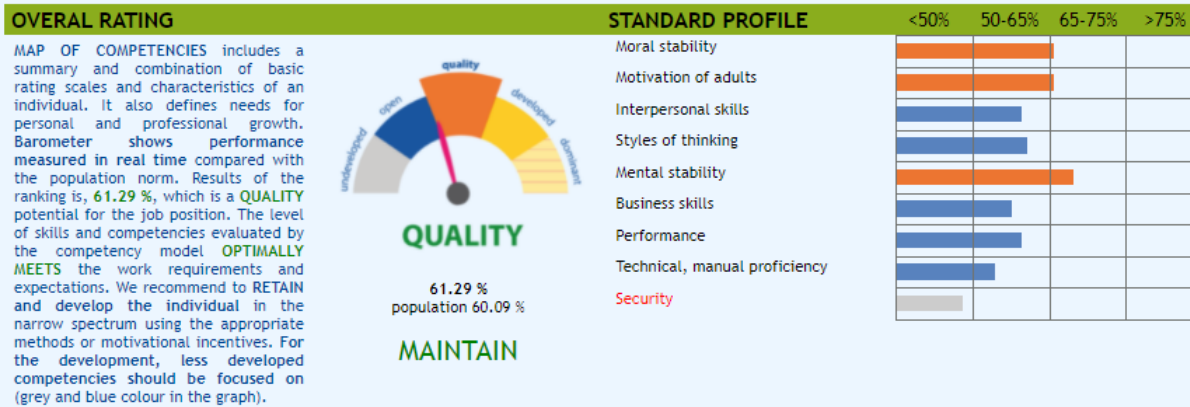
Risk audit - counterproductive behaviour

Job position | suitability for the job

| SUITABILITY | REQUIREMENTS | JOB POSITION: BUSINESS START-UP MANAGER |
|--|---------------------------------------|--|
| <p>excellent 85%</p> <p><input checked="" type="checkbox"/> save to selection</p> | <p>COMPETENCIES, RESPONSIBILITIES</p> | <p>Brief characteristics of the position, authorities, jurisdiction, responsibilities (management, plans, coordination, organisation, responsible to):</p> <p>The business start-up manager provides, and is responsible for, complex business acquisitions and the successful operation of new companies in external markets. Duties include searching for potential clients, addressing them, presenting them with suitable offers, arranging face-to-face meetings, and specifying the conditions of company to client care. Emphasis is placed on commercial and interpersonal skills, manners and presentation over the phone, and upkeep and appearance when meeting with clients in person. The position requires an extensive knowledge of business acquisitions and managerial skills. The position may be associated with the function of a proxy or an agent.</p> <p>Main responsibilities for and accountability to:</p> <ul style="list-style-type: none"> • preparation for entry to the business market, selection of suitable sites for expansion • management of the branch • development of a complete acquisition of business • implementation and management turnover • creating and building a new team • creation strategy in the country • delegating tasks to subordinates toward • personal jurisdiction in the country or region. <p>Further responsibilities:</p> <ul style="list-style-type: none"> • utilises entrusted labour resources for work performed in accordance with generally binding legal internal regulations • carries out activities as required and in accordance with generally binding legal and internal regulations • maintains standards of corporate communication and dress • management company documentation according to company standards or ISO, for further specific responsibilities and powers within the individual sub-processes • contributes to building relationships in the team, providing feedback to other team members, working to address challenges • readily accepts change working practices and methods to quickly learn new things • active approach to maintaining and enhancing professional knowledge and skills of various forms of learning • demonstrates the use of acquired knowledge and skills in their work • perform other tasks assigned by supervisor. |

85 % suitability for a job position is evaluated as **RELIABLE**. The profile of the individual has a comprehensive framework of adaptability, skills and competency. The degree of professional quality of individuals is a guarantee that they will remain on the working position and their integration into the company's environment. This evaluation expects, depending on experience, that **the individuals will remain 2-3 years** or more on the working position, if the expectations of both parties are met. We recommend paying attention to personal development in crucial areas, such as professional growth, motivation, effective leadership and management.

WORKtest | comprehensive view | one-page complexity



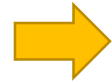
- The **Barometer** is based on the latest insights, trends and needs of HR managers and business owners
- The **Barometer** measures 54 key criteria of managerial competencies
- The **Barometer** focuses on complexity, providing a wide range of information
- The **Barometer** will show whether to develop, retain, promote an individual in the company.

WORKtest | measures the progress of education over time

Development needs, methods, teachability, agility



Development of
the individual



Comparison of development progress



Evaluation



Recommendations



WORKtest | individual and team development

| WORKtest® 10_TOP_competenciesGroup of respondents: Active items | | | | | Number of people : 26 |
|--|----------------------|----------------------|---------------------|---------------------|-----------------------|
| Items | Undeveloped 0-50% | Sufficient 51-65% | Developed 65-75% | Dominant 75-100% | Result |
| Moral stability | | | | | |
| Involvement (compatibility, unity, integrity) | | | | | 68.08% |
| Mental stability, temperament | | | | | |
| Well-being (welfare) | | | | | 60.83% |
| Interpersonal skills | | | | | |
| Dynamism (charged, activity) | | | | | 63.23% |
| Thinking styles | | | | | |
| TAE - Thinking about effects, influence, result and performance (constructive) | | | | | 60.77% |
| Focusing attention (concentration) | | | | | 58.75% |
| Motivation of adults | | | | | |
| Motivation through seeing results (motivated by achieved goals) | | | | | 63.48% |
| Business skills | | | | | |
| Trading (knowing the customer, product range and competition) | | | | | 62.13% |
| Security | | | | | |
| Procrastination (Postponing tasks and duties) | | | | | 46.67% |
| Performance presumptions | | | | | |
| Forcefulness (action, flexibility, dynamics) | | | | | 63.85% |
| High working appointment | | | | | 62.67% |

WORKtest diagnoses development needs and thus optimises the cost of education.
Individual and team development needs

| WORKtest® Active items | | | |
|------------------------|----------------------|----------------------|---------------------|
| Items | Undeveloped 0-50% | Sufficient 51-65% | Developed 65-75% |
| 10_TOP_competencies | | | |

HVA

Show comparison

Strong and weak sides of the group as a whole

Listed individuals according to quality/risk

Compare groups as a whole

Comparison of the group as a whole with standards

Back

WORKtest | measures the progress of education over time – Benchmark

| METHODS of development 18+ | Žádoucí/Přijatelné hodnoty | | | | Result |
|---|----------------------------|----------------------|---------------------|------------------|--------|
| | Undeveloped 0-50% | Sufficient 51-65% | Developed 65-75% | Dominant >75% | |
| Conditions | | | | | |
| METHODS OF TRAINING AND DEVELOPMENT FOR THE WORKING POPULATION | | | | | 63% |
| BRAINSTORMING | | | | | 72.5% |
| COACHING | | | | | 68.5% |
| E AND DISTANCE LEARNING | | | | | 60.5% |
| FACE TO FACE DEVELOPMENT | | | | | 62% |
| MENTAL STIMULATION OF THE BRAIN | | | | | 76.5% |
| MODEL SITUATIONS, ROLEPLAY | | | | | 72% |
| NEURO - LINGUISTIC PROGRAMMING | | | | | 53% |
| OUTDOOR AND INDOOR ACTIVITIES | | | | | 54.5% |
| ROTATION AND ASSISTANCE | | | | | 56.5% |
| SIMULATION | | | | | 60% |
| SKILL OF ASSERTIVENESS | | | | | 60.5% |
| SKILLS DEVELOPMENT BY THE AGILITY | | | | | 55% |
| WORKSHOPS | | | | | 70% |
| PRESUMPTION FOR DEVELOPMENT | | | | | |
| 1. AGILITY | | | | | 63.5% |
| 2. EDUCATION | | | | | 63.5% |
| 3. EDUCATION AND DEVELOPMENT | | | | | 67% |
| 4. PROFESSIONAL GROWTH | | | | | 72.5% |

Population standard Development Coaching Strengths Methods of development 18+

| Thinking styles | | | | |
|--|--------------------------|--|--|---------|
| Flexible and productive thinking (searching for alternative solutions) | CEO CEO EVA (2015-06-15) | | | 61.5% |
| | CEO CEO EVA (2016-01-22) | | | 83.5% ✓ |
| Conceptual thinking (in relation to consequences) | CEO CEO EVA (2015-06-15) | | | 62.5% |
| | CEO CEO EVA (2016-01-22) | | | 73.5% ✓ |
| Quickly orientating in problems (Mental flexibility) | CEO CEO EVA (2015-06-15) | | | 59% |
| | CEO CEO EVA (2016-01-22) | | | 73% ✓ |
| Focusing attention (concentration) | CEO CEO EVA (2015-06-15) | | | 62.5% |
| | CEO CEO EVA (2016-01-22) | | | 62.5% ▶ |
| Creativity, originality, vision (resourcefulness) | CEO CEO EVA (2015-06-15) | | | 58% |
| | CEO CEO EVA (2016-01-22) | | | 61% ✓ |

| Performance presumptions | | | | |
|---|--------------------------|--|--|---------|
| The skill of delegating (delegating tasks and responsibilities) | CEO CEO EVA (2015-06-15) | | | 79% |
| | CEO CEO EVA (2016-01-22) | | | 79% ▶ |
| Forcefulness (action, flexibility, dynamics) | CEO CEO EVA (2015-06-15) | | | 71.5% |
| | CEO CEO EVA (2016-01-22) | | | 71.5% ▶ |
| Management skills (coordination and management competencies) | CEO CEO EVA (2015-06-15) | | | 59% |
| | CEO CEO EVA (2016-01-22) | | | 73% ✓ |
| The active - effective employee (i.e. The workhorse) | CEO CEO EVA (2015-06-15) | | | 60.5% |
| | CEO CEO EVA (2016-01-22) | | | 63.5% ✓ |
| High working appointment | CEO CEO EVA (2015-06-15) | | | 58.5% |
| | CEO CEO EVA (2016-01-22) | | | 58.5% ▶ |

The most significant shifts up

1. CEO CEO EVA - Flexible and productive thinking (searching for alternative solutions) (22%), The test was carried out on 22.01.2016.
2. CEO CEO EVA - Managerial abilities and skills (leadership) (22%), The test was carried out on 22.01.2016.
3. CEO CEO EVA - Quickly orientating in problems (Mental flexibility) (14%), The test was carried out on 22.01.2016.
4. CEO CEO EVA - Management skills (coordination and management competencies) (14%), The test was carried out on 22.01.2016.
5. CEO CEO EVA - Procrastination (Postponing tasks and duties) (13%), The test was carried out on 22.01.2016.
6. CEO CEO EVA - The ability to assert (focused behavior) (11%), The test was carried out on 22.01.2016.
7. CEO CEO EVA - Rational authority (11%), The test was carried out on 22.01.2016.
8. CEO CEO EVA - Business networking (building) (11%), The test was carried out on 22.01.2016.
9. CEO CEO EVA - The active - effective employee (i.e. The workhorse) (3%), The test was carried out on 22.01.2016.

WORKtest | Benchmarking for HR



BENCHMARKING (BenchmarkPersonalAudit)

comprehensive functionality for all outputs and collation of all data for detailed and global measurement and evaluation of individual performance and behaviour.

Recruitment

Selects, measures and benchmarks the suitability of candidates for positions and their interchangeability in existing positions.

Development

Evaluates the success and effectiveness of the educational process, scholarship and its progress over time

Cross

Measures and benchmarks the performance of individuals and teams, compares them to the population norm, focuses on risk audit

WORKTest | business model



SYSTEM RENTAL

- Lump sum payment for rent
- 1 person = multiple outputs = one price
- + bonus outputs
- Benchmarking included
- Full administration support
- Professional training in the system

PURCHASE OF CREDITS

- Volume discounts on credits
- 1 person = 1 report = 1 credit
- + bonus outputs
- Benchmarking for an additional fee
- Full administration support
- Professional training in the system

CONCLUSION



“Life is like a game of poker, if you can see the hands, you win.”

To know the performance, commitment, values, integrity or limits of the individual means to know more.

“To know more is to be ahead of the game and have an advantage.”

Is five percent or ninety-five percent enough for you to decide?

Then there's the WORKtest, the psychometrics of the 21st century.

Assessment Technology s.r.o.; Company Office: Štěrboholská 1434/102a - Building B, 102 00 Prague 10 www.assess.cz www.worktest.cz . All rights, in particular copyright and industrial property rights are the exclusive property of Assessment technology, s.r.o.

No part of the Work may be reproduced in any form (by print, photocopy, electronic or other methods) without the written permission of the Company.

Mgr. EVA URBANOVÁ ed@worktest.cz +420 777 022 543, author of psychodiagnostics and Managing Director