



Bridge Report Joop Voorbeeld Work Behaviour



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Introduction



The information in this report is confidential. So keep this report in a safe place!

This report is based on the assessment with the Bridge Personality. In this assessment, candidates are asked 240 questions, in which they assess themselves in a work situation. Why was this formulation chosen? Because years of research have shown that the self-image is a good guideline for future employment behaviour. Besides information about employment behaviour, the Bridge Personality provides insight into the personality. It also makes clear in which environment candidates function well, or not so well.

The final results contain both normative and ipsative scores. Normative means that a candidate scores on a scale of 1to 9 (1=very strong disagreement, 9=very strong agreement). Ipsative stands for 'forced choice' and means that candidates have to put questions in order (1=least applicable to me, 6=most applicable to me).

Why this combination of scores? Because research within the test research has shown that combining these scores gives the best result in indicating personality and preferences for behaviour. The combined score, or sten score, goes from 1 to 10. If the normative score deviates by more than 3 stens from the ipsative score, we indicate this by this

The results are compared to those of a norm group of 500 people who filled in this instrument earlier. A score from 1 to 10 is given for each dimension. The Bridge Personality is particularly suited to candidates within a working environment. As working environments are dynamic, we recommend using the instrument again after a period of two years.

This report has been electronically compiled and produced by the software system of TestGroup Consulting. It provides information about the person who has filled in the test. TestGroup Consulting accepts no responsibility for problems that may arise from using this report. The Bridge Personality and all the other tests of TestGroup Consulting, as well as the reports, may only be used by employees of TestGroup Consulting, representatives or resellers of TestGroup Consulting, or clients of TestGroup Consulting who are authorised and trained to do so.





Bridge Theory	
	This report provides insight into the personality and behaviour of Joop Voorbeeld within a working environment. The answers are based on the self-image of the candidate.
Bridge Answer Behaviour	This section gives information about the candidate's behaviour in filling in the test. How socially desirable were the candidate's answers? How consistent were they? And to what extent do the normative and ipsative scores correspond? In this way, you can judge whether the candidate filled in the test honestly, seriously and consistently.
Bridge Overview	The Bridge overview provides information about four clusters of the Bridge Personality: Directing, Output, Attitude and Inspiration. The four clusters are split up into 12 groups (including Contact, Energy and Opinion). The 12 groups are then sub-divided in 34 dimensions (including Networking, Enterprising and Practical).
Dimension Overview	The Bridge Personality consists of 34 dimensions. These dimensions are given for each group. You will find a short explanation of each dimension and a score next to each dimension.





Bridge Answer Behaviour

1 2 3 4 5 6 7 8 9 10

Social desirability

A high score on social desirability indicates that someone is inclined to agree strongly with propositions for which it is socially desirable to agree strongly. An example of such a proposition is: 'I know almost nobody who is as reliable and hard-working as I am'. A high score on such a question is socially desirable, but is maybe not the truth.



Correspondence Normative-I psative

If the normative and ipsative scores are very far apart, there may be various reasons for this. If the ipsative score is much higher than the normative score, the person concerned is probably self-critical to a more than average degree. If a candidate scores higher on a normative score than an ipsative score, then he or she may be self-critical to a less than average degree. It is also possible that the person concerned has overestimated himself/herself in the normative section.



Acquiescence

Acquiescence indicates the degree in which a respondent answers questions with 'yes' A high score on agreement answers indicates a high score on all the normative questions (1= very strong disagreement, 9= very strong agreement). A high score here, therefore, shows that someone agrees strongly with almost every proposition and thus with each underlying dimension. This means they are actually in agreement with everything.







Bridge Overview

DIRECTING	1	2	3	4	5	6	7	8	9	10
Contact (Networking,Sociable)							7			
Management (Decisive,Guiding,Coaching)							7			
Influence (Convincing,Critical,Socially bold)							7			

OUTPUT	1 2 3 4 5 6 7 8 9 10
Disposition (Methodical,Integrity,Action focused)	
Drive (Initiative, Career focused, Enterprising)	• • • • • • • • •
Implementation (Detail focused,Results focused,Aware of rules)	

INSPIRATION	1	2	3	4	5	6	7	8	9	10
Perception (Creative, Abstract, Strategic)							7			
Opinion (Insight,Practical,Inquiring)								8		
Evaluation (Analytical,Rational)						6				

ATTITUDE	1	2	3	4	5	6	7	8	9	10
Social contact (Cooperative, Helpful, Considerate)								8		
Resiliance (Avoiding conflict, Self-confident, Stress resistant)							7			
Flexibility (Openness to feedback,Positive attitude,Change oriented)							7			





Bridge Dimension Overview - Directing

CONTACT	1	2	3	4	5	6	7	8	9	10
Networking (Section 2) is focused on making new contacts now and again; finds networking important to a reasonable extent; has average networking skills	•					6				•
Sociable can talk well; finds contact very easy; always likes to be surrounded by people	•		•	•	•	•	•		9	•

MANAGEMENT	1	2	3	4	5	6	7	8	9	10
Decisive makes decisions more quickly than most people; finds it easier to make a decision than most people; finds it easier to make a decision in uncertain situations than most people				•	•		7		•	•
Guiding usually adopts a leading role; very inclined to have things under control; likes being responsible for others more than most people		•		•	•		7		•	•
Coaching is focused on motivating others; is focused on coaching others; can inspire others			•	•	•	•		8		•

INFLUENCE	1	2	3	4	5	6	7	8	9	10
Convincing finds it easier to convince others of his or her opinion than most people; likes negotiating more than most people; justifies himself/herself more often than most people			•		•		7		•	•
Critical is focused on finding weak points in proposals or plans now and again; does not always accept things from others without evaluation; has an average critical outlook					5		•	•	•	•
Socially bold secure in contact with strangers and large groups; finds it easy to talk in front of large groups; talks often in meetings and discussions							7		•	•





Bridge Dimension Overview - Output

DISPOSITION	1 2 3 4 5 6 7 8 9 10
Methodical reasonably organised; has an average liking for planning; can set priorities as well as most people	
Integrity very focused on meeting commitments; attaches great value to honesty and reliability; very focused on dealing confidentially with information	00000000
Action focused works at a fairly fast pace; likes pressure now and again; is fairly good at doing several things at once	

DRIVE	1	2	3	4	5	6	7	8	9	10
Initiative more proactive than most people; likes starting something new; starts something before being asked	•				•		7			•
Career focused is ambitious; is career-minded; is more competitive than most people	•	•	•		•		7		•	
Enterprising						6				

IMPLEMENTATION	1 2 3 4 5 6 7 8 9 10
Detail focused works fairly carefully; pays attention to details in information now and again; can work in an environment where details are important	
Results focused perseveres in difficult situations now and again; fairly goal-oriented; sometimes finds it difficult to achieve results and sometimes easy	
Aware of rules has an average preference for working in an organisation with a lot of bureaucracy and rules; keeps to rules and regulations now and again; is considered fairly rule-conscious	





Bridge Dimension Overview - Attitude

SOCIAL CONTACT	1	2	3	4	5	6	7	8	9	10
Cooperative finds working in a team very important; does not like working alone; always involves colleagues with his or her work					•	•	•		9	
Helpful spends more time helping people with problems than most people; has an above average focus on helping colleagues when necessary; is considered helpful by others		•			•		7		•	•
Considerate has average concern for other people; does not mind listening to others; is slightly interested in other people's motives						6		•	•	•

RESILIANCE	1	2	3	4	5	6	7	8	9	10
Avoiding conflict adapts his or her views to a situation or person now and again; is sometimes considered compliant; adapts his/her behaviour now and again			•	•		6		•	•	
Self-confident has more self-confidence than most people; has more control over his or her own future than most people; more satisfied with himself or herself than most people and does not want to change any personal traits	•	•		•	•		7		•	•
Stress resistant copes with stress well; stays calm under high pressure of work; hardly ever worries about things at work			•	•	•	•		8		•

FLEXIBILITY	1	2	3	4	5	6	7	8	9	10
Openness to feedback is open to feedback from others; asks the advice of others; uses feedback to improve performance					•	•		8		
Positive attitude has a more positive view of things than most people; a cheerful person; finds it less difficult to deal with setbacks than most people		•			•		7		•	
Change oriented takes on a new challenge now and again; accepts changes in life to a reasonable extent; can deal fairly well with unsettled times						6		•	•	





Bridge Dimension Overview - Inspiration

PERCEPTION	1	2	3	4	5	6	7	8	9	10
Creative comes up with new ideas to a reasonable extent; has original ideas now and again; looks for a radical solution to a problem to an average extent			•			6		•	•	•
Abstract Has average skills in developing concepts; Applies theories to an average extent; Is fairly interested in studying underlying principles					5		•	•	•	
Strategic develops a vision for the future; focused on the long term					•			8		

OPINION	1	2	3	4	5	6	7	8	9	10
Insight gets to the heart of a problem fairly quickly; identifies ways of improving something now and again; uses intuition to make a judgement fairly often						6		•	•	•
Practical more focused on practical work than most people; finds it fairly easy to learn by doing; usually regarded by others as a practical type			•	•	•	•		8		
Inquiring is interested in learning new things; has a preference for learning through reading; learns quickly								8		•

EVALUATION	1	2	3	4	5	6	7	8	9	10
Analytical is fairly enthusiastic about looking for solutions to problems; is slightly interested in analysing information; occasionally searches for information actively				•		6		•	•	
Rational does not mind working with figures; sometimes bases a decision on a detailed technical analysis; focused on working with objective facts now and again						6				

