

Chance 3000

Stärken erkennen

Interpretation-Guide

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**Your companion
for a successful consulting
and guidance!**

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Introduction

Dear Trainer!

Dear Tutor!

Dear Consulter!

Following there is a description of the different dimensions of Chance 3000 testing.

You can use this guide after you have signed the agreement about professionalism and you took part in a training offered by the partner from your country. They will explain you then the exact details for the evaluation and possible usage in your daily work life in order to make this easier for you and to support your clients professionally.

You will work with very sensitive data, therefore we ask for utmost professionalism in the application. Based on expectation of quality we ask you also to give this document to no other colleague. If someone is interested, please give this person the contact information of the partner of the project from your country. Thank you for your support and encouragement of the quality of the product!!!

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With cooperative regards

Your Chance 3000 Team

Description of the Dimensions

For the test interpretation is to be noted that the values at the moment of execution do not necessarily correspond to the status at a later date. This applies especially for personality and interest.

Abilities

Explanations of the different areas of abilities:

The interpretation of these underlying subtests are presented in more detail below.

“Verbal comprehension” measures mainly the active vocabulary. A word with a similar meaning to the offered item should be found.

“Analogies” deal with relationships between two words. Reasoning in verbal context is operated.

“Word Problems” (written math problem) are calculation tasks which require problem-solving of everyday operation. A numerical basic understanding is determined, additionally a certain verbal competence play an important role.

The subtest "Series of Numbers" verify the ability to continue consecutive numbers by mathematical-logical point of view. Reasoning in context with numerical material is identified.

The subtest “Memory” measures the individual capture of contents and their later reproduction. It consists of a phase of recording and one of repetition, it is revised how much material can be kept.

The subtest “Spatial Ability” refers to the examination of the spatial sense, which measures the ability to determine perceived images in their spatial organization and make mentally changes to them or their form of presentation.

The subtest “Technical tasks” review technical comprehension. People with high shape can quickly gather technical relationships.

The subtests "Verbal Comprehension" and "Analogies" examines verbal abilities which additionally depend on cultural background and on former learn experiences.

The subtests "Analogies" and "Series of Numbers" detect both formally logical reasoning.

The subtests "Series of Numbers" and "Word Problems" verify both numerical thinking.

Personality

Explanations of the individual dimensions of personality:

As already mentioned, personality traits are not stable over time segments, these characteristics are flexible and may change within time.

The interpretation of these underlying dimensions are presented as follow:

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"Customer Orientation" is the alignment of a person to the wishes of potential and actual customers and the satisfaction of their needs. People with high results are very customer focused, they give the concerns of other high priority.

The dimension "Communication" deals with the inner willingness to interact with others, thereby to understand the information and interpret it correctly and respond understood, constructively, effectively and consciously. Persons with high scores can well express thoughts and feelings in words and can handle good orally and in writing form with language.

The dimension "Patience" defines the ability to maintain or repeat acts over longer periods and meet emerging internal or external resistors and setbacks until setting the desired result. People with high scores do not give up so rapidly, can wait, can accept something and hold on to their aims.

The dimension "Observation" is dealing with the identification of impressions, their organization and classification as well as their assignment of a meaning. People with high values can see correlations, have good ability for details, can appraise situations or circumstances as well as can preserve the overview and are prudent.

The dimension "Objectivity" measures the neutral point of view. Persons with high scores can independently make their own assessment of an item or of the subject.

"Flexibility" is the ability to adapt quickly to changing requirements and conditions of a situation. People with high results are open-minded towards changes, are applicable to changing circumstances, adaptable, willing to change and have basically positive attitude towards changes.

The dimension "Social Competence" deals with interpersonal behavior. Persons with high values report more sympathy, trust and understanding to other people, and are very helpful. They cooperate more and mix well with others. Persons with low values act more competitive, prefer to work alone and try more to prevail. They fight more for their own interests.

"Reliability" is the characteristic to fulfill the activities or manifestations on the scheduled date and to the expected quality property. Persons with a high scores are very organized, disciplined, careful and tidy, while people with low scores are rather superficial, show no meticulous operation and strive for goals with less ambition.

The dimension "Social Desirability" measures the degree of adaptation of the answers to the expectations of the environment. High results indicate that the person is trying to present itself as it meets the social expectations and norms of the group from which the measurement is performed.

Interests

Explanations of the different areas of interest:

Also interests may change naturally in the course of life. Please have this in consideration while interpreting at a later point of time as the executing date of the test.

The test of interests is divided in two domains, location of work and on the other side areas of activities, which someone wants to execute.

The area "Health and Social Services" includes the topics "health" and "work with or on people", for example in the field of body and beauty care, health and medicine as well as in the travel, leisure and sports sector.

The "Economy and Tourism" area covers activities in the economic context of tourist enterprises.

The domain "Creativity" refers to different kinds of creative work, art and culture. It deals with a formative crafts (glass, porcelain, stone, clay, wood, metal), including the activities of painting, drawing and designing of artistic objects and the creative work with various materials as well as in the media, art and culture.

The area "Environment" contains the topics "plants", "animals", "outdoor work", in horticulture, agriculture and forestry sectors.

The "Chemistry" deals with the work in chemical laboratories and in the chemical production, in pest control, in the cleaning, in textile chemistry, recycling and waste processing.

The domain "Information and Communication Technology (ICT)" refers to the development, manufacture, installation, supervision, equipment, marketing, or sale of ICT systems.

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"Technology" includes technical professions in the construction industry or the works with stone and concrete, and the areas of mechanics, metalworking, electrical, woodworking, plumbing and air conditioning, textiles, leather and plastics.

The "Food" includes both, the production and processing of food as well as the work in the hospitality industry.

Sectoral Compilation

Based on various surveys and researches in the countries, the following combinations for the target sectors are significant:

Information- and Communication-Technology

Abilities

Word Problems
Series of Numbers
Technical Tasks
Spatial Ability

Personality

Flexibility
Objektivität
Observation

Interests

Information- and Communication Technology (ICT)
Depending on the branch, additional in combination with elements of:
the Economy as
the Technology

Health and Social Care

Abilities

Analogies

Personality

Social Competence

Patient

Communication

Interests

Health and Social Care

Tourism

Abilities

Word Comprehension and Analogies, if the job includes a linguistical orientation.

Series of Numbers and Word Problems, if the task is focussed on numbers or rather reasoning.

Personality

Customer Orientation

Communication

Observation

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Interests

Tourism and Economies

Depending on the branche, additional in combination with elements from:

Creativity,

Health and Social Care or

Food

Interpretation

Abilities

There are different subtests in the area of abilities. The result of every subtest is shown with a bar, which turns down to the right.

The more the bar is turned down to the right, the more the potential of the person is given in the specific area.

100 is the maximum per dimension.

This is not an IQ test, but relevant is, which skills of the potential of the individual person are strongly significant and whether they are consistent with the necessary abilities in the specific industry.

Personality

There are represented different personality characteristics, each dimension is bipolar.

The intensity of expression is enunciated by the length of a bar to the left or right. According to the dimension is the dimension on the left side stronger, on the right side weaker, that means e.g. if the bar deflects in the dimension extraversion to "+", the person is more extroverted, if the bar proposes rather to "-", the person is more introverted.

The more to the right respectively the more to the left, the higher is the expression of the attribute. If there are e.g. 3 arrows in the direction of "+", of the dimension "flexibility", the intensity of this personality trait while towards "flexible", but not as pronounced as when 7 arrows would be seen.

There is no right or wrong or good or bad, different dimensions are important or beneficial for different activities or areas. A characteristic can be extremely supportive in a field, in another it can be counterproductive. It is also important to convey this to the customer.

Interests

It makes the different characteristics of interest of the customer visible.

The maximum value of each range is 100. under 30 are below average, values over 70 are above average.

If several areas are above average, then the combination thereof is the optimum occupation field.

In general, all three areas are to refer to the recommendation, because a person can be in a field only satisfied if they match the interests and personality, and she/he can use her/his skills very well.

Thank you for your professional usage of a helpful tool!

Your Stärken erkennen – Chance 3000 Team

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