



[Knowledgebase](#) > [Reports](#) > [Reports for ADEPT-15](#)

Reports for ADEPT-15

Sarah Kippernes - 2025-02-25 - [Reports](#)

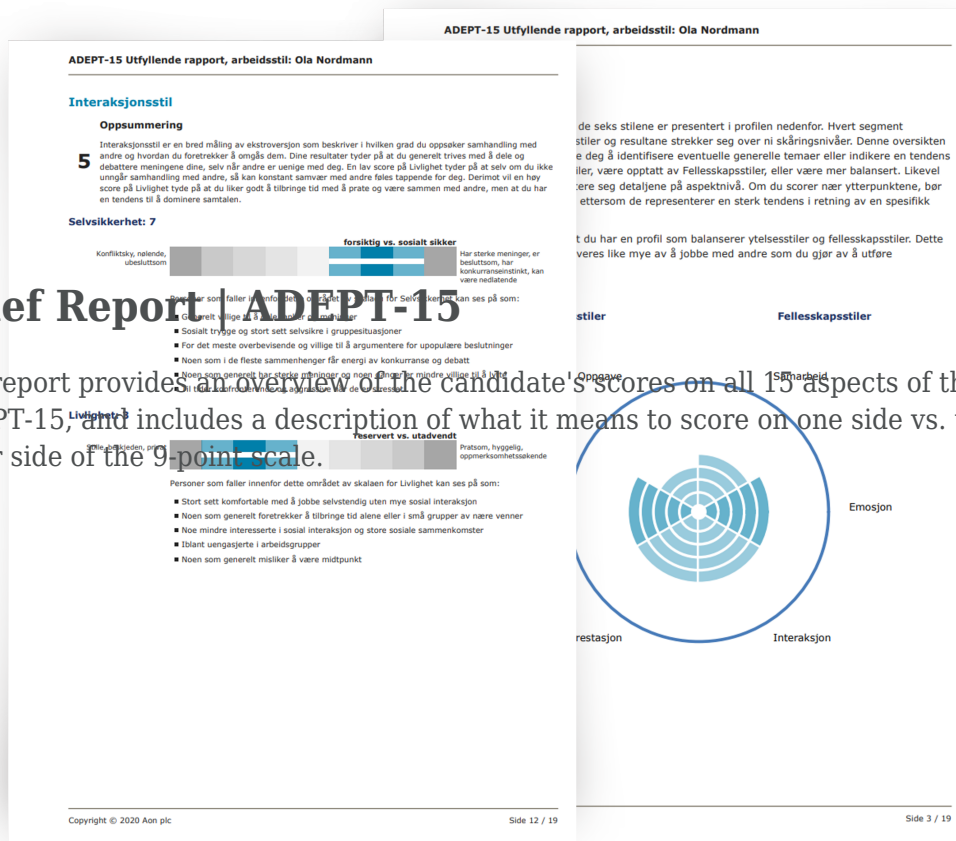
Note: this page is under construction and so all screenshots are in Norwegian. Please be patient while we translate content for you ☐

Work Styles Report | ADEPT-15

The report shows results for all 15 aspects, as well as scores for each of the 6 working styles, on a 9-point scale. The report includes a description of how the scores can be interpreted, as well as proposals for development tasks for each aspect.

Brief Report | ADEPT-15

The report provides an overview of the candidate's scores on all 15 aspects of the ADEPT-15, and includes a description of what it means to score on one side vs. the other side of the 9-point scale.



Personlighet Oversikt

Normgruppe: Generell norm

Måltrettethet	avslappet vs. fokusert								
Avslappet, lett å distrahere, ubekymret			4						Hardtarbeidende, pålitelig, overdrevent oppgavefokusert
Struktur	helhetsorientert vs. detaljfokusert								
Komfortabel med tvetydighet, spontan, ustrukturert	2								Struktureret, nøye, detaljfokusert, perfektjonistisk
Konseptuell	praktisk vs. abstrakt								
Pragmatisk, konkret, kortsiktig								9	Nysgjerrig, fantasifull, i overkant teoretisk
Fleksibilitet	konsistent vs. fleksibel								
Forutsigbar, konsistent, lite tilpasningsdyktig		3							Åpen for nye ideer og erfaringer, inkonsistent
Mestring	utføre vs. forbedre								
Opptatt av å utføre, mindre opptatt av læring og utvikling			4						Oppsøker utfordringer, opptatt av læring og utvikling
Ambisjon	tilfreds vs. ambisiøs								
Balanserer jobb og privatliv godt, mindre opptatt av karriereutvikling				5					Karrierefokusert, målorientert, i overkant opptatt av egen framgang
Styrende	bidragsyter vs. styrende								
Interessert i å bidra, åpen for å la andre ta kontroll			4						Interessert i å lede, påvirke, behov for å kontrollere
Selvskikkerhet	forsiktig vs. sosialt sikker								
Konfliktsky, nølende, ubeslutsom							7		Har sterke meninger, er beslutsom, har konkurranseinstinkt, kan være nedlatende
Livlighet	reservert vs. utadvendt								
Stille, beskjeden, privat		3							Pratsom, hyggelig, oppmerksomhetssøkende
Stabilitet	lidenskapelig vs. rolig								
Lidenskapelig, intens, lett for å reagere, humørsyk				5					Stabil, fattet, kan oppleves som følelsesløs
Optimisme	bekymret vs. optimistisk								
Realistisk, nervøs, selvkritisk				5					Robust, munter, overoptimistisk
Selvrefleksjon	uberørt vs. selvbevisst								
Bryr seg ikke om kritikk, vil ikke ha tilbakemeldinger				5					Reflektert, åpen for tilbakemeldinger, i for stor grad berørt av kritikk
Samarbeidsvilje	selvstendig vs. team-orientert								
Selvstendig, uavhengig, skeptisk			4						Team-orientert, imøtekomende, i overkant tillitsfull
Hensynsfullhet	usentimental vs. medfølende								
Uberørt, direkte, usentimental		3							Varmhjertet, empatisk, uvillig til å være hard
Ydmykhet	stolt vs. ydmyk								
Skrytende, klettkig, opptatt av status				5					Beskjeden, genuin, for tilbakeholden

Candidate Report | ADEPT-15

The candidate report for ADEPT-15 describes the candidate's behavioral profile for all 15 aspects in the form of text, and contains a brief description of how the candidate should interpret and use their results.

Livlighet

Personer som har besvart påstander knyttet til Livlighet på samme måte som deg kan ses på som:

- Stort sett komfortable med å jobbe selvstendig uten mye sosial interaksjon
- Noen som generelt foretrekker å tilbringe tid alene eller i små grupper med nære venner
- Noe mindre interesserte i store sosiale sammenkomster

Stabilitet

Personer som har besvart påstander knyttet til Stabilitet på samme måte som deg kan ses på som:

- Noen som er i kontakt med sine følelser og emosjoner, men for det meste kan styre dem
- Noen som kan håndtere hverdagsproblemer
- Vanligvis rolige i diskusjoner

Optimisme

Personer som har svart på påstander knyttet til Optimisme på samme måte som deg kan beskrives som:

- En som er klar over både positive og negative aspekter ved mennesker og situasjoner
- Generelt optimistiske og forhåpningsfulle med tanke på fremtiden, men også realistisk
- Stort sett realistiske og presise når de lover noe

Selvrefleksjon

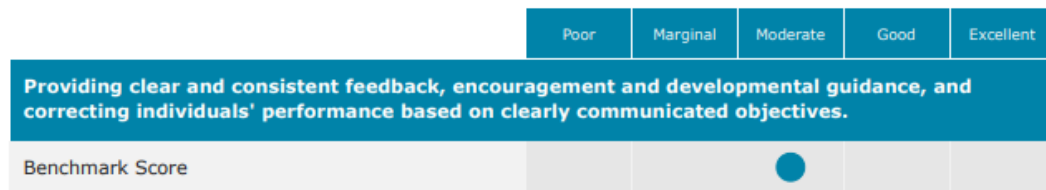
Personer som har svart på påstander knyttet til selvrefleksjon på samme måte som deg kan beskrives som:

- En som er opptatt av hva andre synes, men bare til et visst punkt
- Stort sett ganske motstandsdyktige i møte med urettferdig eller upresis kritikk
- Generelt klar over hvordan deres oppførsel påvirker andre
- Noen ganger interessert i tilbakemeldinger
- Vanligvis oppmerksom på sine styrker og svakheter

Recruitment Report | ADEPT-15

The recruitment report is linked to a job description (snap-it) and only shows the candidate's results for competencies that are considered essential for the job role. The report contains a match score, competency and ability scores with interpretations of these, as well as a competency-based interview guide.

Coaches for Performance



Interpretation: Candidate is **as likely as others** to engage in the following behaviours:

- Providing performance feedback and guidance to others
- Providing positive feedback and encouragement; balancing constructive and positive feedback
- Delivering feedback in a tactful and respectful manner
- Providing clear and accurate performance feedback
- Aligning feedback with team goals/objectives

Interview Questions and Probes

- Tell me about a time you provided feedback to an underperforming employee and the steps you took to help him or her meet your expectations.
 - How did you go about providing feedback?
 - What techniques did you use to motivate the employee?
 - If your employee responded negatively to the feedback, how did you handle this?
- Tell me about a time you helped an employee develop their skills by providing coaching, guidance, and/or feedback.
 - What did you do to help develop their skills?
 - How did the person respond to your feedback/coaching?
 - What was the result?
- Tell me about a time when a direct report repeatedly expressed interest in assuming higher-level job responsibilities, but needed to further develop in key areas.
 - How did you know the areas in which the individual needed improvement?
 - What was your approach to help them improve in these areas?
 - How successful was the outcome? How did you know?

Interview Report | ADEPT-15

The interview report is linked to a job description (snap-it) and shows the candidate's results for competencies that are considered essential for the job role. At the same time, this report contains which aspects are behind the competence scores. The report includes a description of the candidate's likely behavior on each of these aspects. In addition, the report contains detailed results from aptitude tests and the full personality profile.

Coaches for Performance

3

Providing clear and consistent feedback, encouragement and developmental guidance, and correcting individuals' performance based on clearly communicated objectives. From how you scored on the personality test, you are as likely as others to demonstrate this behavior.

People who scores like you are often: (scale 1-5)

+	Mastery	Are relatively confident in their ability to learn and develop over time. Will seek out challenging opportunities even when there is a risk of failure. Occasionally seek out tasks that require learning and development. Are interested in helping others learn and develop.	4
+	Power	Are good team players, and feel more comfortable as a team members than as a leaders. May hesitate to tell others what to do and to hold them accountable. Prefer to lead by example rather than by authority.	1
+	Sensitivity	Are generally sympathetic, supportive and interested in other people's problems but are somewhat hesitant to offer constructive criticism and make difficult decisions that affect others. Are generally interested in the thoughts and feelings of others, but not always able to maintain a healthy distance from the difficulties of others.	4

- Tell me about a time you provided feedback to an underperforming employee and the steps you took to help him or her meet your expectations.
 - How did you go about providing feedback?
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 - If your employee responded negatively to the feedback, how did you handle this?
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 - What did you do to help develop their skills?
 - How did the person respond to your feedback/coaching?
 - What was the result?

Notes



Negative	Positive
• Avoided providing performance feedback and guidance to others • Did not provide encouragement or positive feedback; feedback was unfairly critical • Delivered developmental feedback in an abrasive or insensitive style • Provided vague or conflicting feedback, such that the recipient would have difficulty taking action to improve performance • Feedback did not align with team goals/objectives	• Proactively provided performance feedback and guidance to others, when appropriate • Provided specific positive feedback and encouragement; balanced constructive and positive feedback • Considered the recipient's perspective when delivering feedback; delivered honest feedback with sensitivity and tact • Provided clear, specific, and accurate performance feedback • Feedback consistently aligned with and supported team goals/objectives

☐	☐	☐	☐	☐
1 - Poor	2 - Marginal	3 - Moderate	4 - Good	5 - Excellent

Related Content

- [Personality assessment with ADEPT-15](#)
- [Hent ut resultater](#)