

# Career Inventory

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## From competence to recruitment

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**Test report / Personal report**



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## Competencies of the candidate/employee

<p><b>Focusing</b></p> <p>Intensely experiences the focusing problem. He/she can focus occasionally for short durations.</p>	<p><b>Team Player</b></p> <p>Finds it hard to get used to teamplay. The tendency to act independently is overwhelming for this person.</p>
<p><b>Problem solving</b></p> <p>Has trouble from time to time in correctly defining and analysing of the problem.</p>	<p><b>Creativity</b></p> <p>Has average level imagination. Can sometimes achieve developing creative solutions.</p>
<p><b>Taking responsibility</b></p> <p>Takes average responsibility; however, does not feel this emotion intensely.</p>	<p><b>Systematical working</b></p> <p>It is not really possible to describe as messy or neat.</p>
<p><b>Communication skills</b></p> <p>He/She can communicate his/her thoughts and feelings clearly. Prefers open communication.</p>	<p><b>Working under pressure</b></p> <p>He/She has difficulty in removing the pressure. Psychologically, he/she is not resistant enough.</p>
<p><b>Taking action</b></p> <p>It cannot be said that he/she is process and method oriented. Is result oriented.</p>	<p><b>Mobility</b></p> <p>Has a very mobile structure. He/She is usually impatient.</p>
<p><b>Openness to learning</b></p> <p>He/She open to learning and change; is sensitive, with high levels of interest, and is self-aware.</p>	<p><b>Compliance to norms</b></p> <p>She/He wants to act in his/her own rules instead of following established rules.</p>
<p><b>Self-confidence</b></p> <p>He/She doesn't really have a confidence problem. Not reluctant to take risks.</p>	<p><b>Passion for Success</b></p> <p>He/She always wants to win. If necessary, He/She can try every way to reach the goal.</p>
<p><b>Being extrovert/introvert</b></p> <p>Is an extrovert. He/She can be successful in jobs that require relations.</p>	<p><b>Flexibility</b></p> <p>May be flexible in some cases and not flexible in others.</p>

**\*\* This is the Career Inventory prepared for the example person**

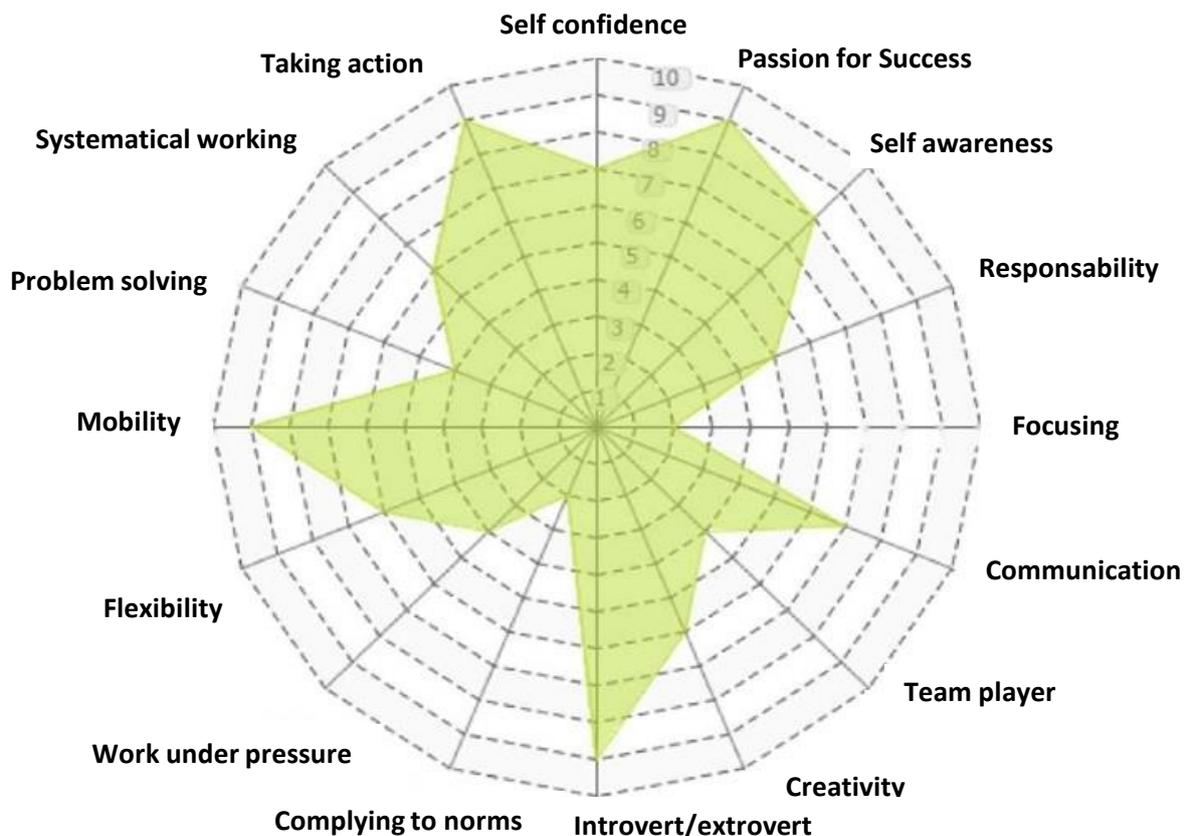
## Things to remember when evaluating the test

Tasks, responsibilities and expected competencies appointed to the positions vary from company to company. Every job, every position requires different competencies. Competence needed for each position may differ at different levels (sometimes low, sometimes high).

It would be appropriate to evaluate the competence levels of the candidate/employee according to the needs of the current or future position. To give an example; Being flexible can create disadvantages for the buyer while creating an advantageous situation for the seller. This should be taken into consideration when dealing with competence levels in this respect.

It is suggested to first make a holistic view instead of considering individual competencies first, then you should look at the big picture, the must competences being in the first place based on competencies. It should be emphasized how the competencies that are not enough will be provided (Training etc.).

You can use MOERS Career Inventory safely in career planning and polyvalence studies in the context of recruitment, training needs analysis, the potential analysis of performance appraisal application. Please contact us if you have any hesitation. We are always ready to support you.



## Self-Confidence

>> 7



He/She is very confident and does not have confidence issues in general, he/she feels self-sufficient and valuable. It can be said that he/she is in peace with himself/herself and his/her past. He/She does not lose courage in different situations. He/She will not blame anyone else if he/she cannot do something. This does not lead to loss of courage. Internal evaluation is generally positive, and the attitude towards oneself is often realistic. This keeps the feeling of supervising your own life alive. He/She doesn't have difficulty in competitive structures. He/She doesn't need much approval from others while deciding. He/She take their decisions according to their own evaluations. The belief that he/she will succeed is above average. He/She is not reluctant to take risks. He/She wants to protect his/her rights.

## Passion for Success

>> 9



He/She is a go-getter and ambitious. He/she will not give up easily. He/She feels intensely about success. He/She always wants to win. He/She does not like to lose. If necessary, He/She can try everything to reach the goal. He/She will not be satisfied with what he/she has achieved. He/She has a structure that can motivate itself. Status and image are very important. He/She can undress his feelings if necessary to be successful. He/She has a compelling structure. He/She wants to show himself/herself in an extremely competitive environment. Work commitment; is a necessity of success and asks everyone to perceive it. He/She does not hesitate to wield power for it. When he/she isn't appreciated, or the expectation of status is not met, his/her yield drops. The team climate can get hurt when his/her ambition cannot be controlled.

## Mobility

>> 9



He/She has a very mobile structure. He/She gets bored with routine work. He/She is energetic, moves fast and mostly impatient. Usually they don't procrastinate. He/She lives life in accelerated film mode. Working is the most important function of his/her life. He/She prefers to delay fun and holidays as they are secondary. He/she prefers to emphasize, to underline some issues in his/her speech. He/She may try to do more than one job at the same time. Mostly they prefer to do their work instead of giving it to someone else. He/She will not be willing to share authority.

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## Responsibility

>> 5



He/She takes average responsibility, but he/she does not sense this feeling intensely. He/She does not always act with the same sensitivity. He/She is willing to give prioritization. In some cases, he/she may not want to take responsibility for his/her decisions. He/She shows a situational attitude.

## Systematic working

>> 6



He/She gives average value to systematical working. Unlikely to be scattered or regularly described.

## Communication

>> 7



His/Her communication skills are above average. He/She can improve these skills even further. He/She can be considered partly for jobs that require intense negotiation and persuasion. They have the ability to express themselves and their feelings. The listening ability is above average. Most of the time he/she also allows the opponent to talk. Generally, speaks intelligibly. He/She can communicate with people who have different positions and cultures. He/She can understand messages correctly and convey these messages correctly. He/She shows the sensitivity of people to understand their feelings.

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## Team Player

>> 4



He/She finds it hard to adapt to team play. The tendency to act independently overweighs. If he/she is motivated and embraces, he can contribute rarely. However, He/She is not expected to be always compatible. In negative situations the tendency to act on his/her own may become dominant. He/She is not often open to collaboration and interaction. In works where synchronization is important, can cause disruptions time to time. The climate of the team is the decisive factor for cooperation and actions together.

## Creativity

>> 6



Imagination is at average level. From time to time, he/she can find creative solutions. He/She likes to observe. It can be said that he/she is partially practical. Can understand what is going on around but cannot always balance them. He/She is not really tied to the past, and sometimes can connect things in the past with current situations. It can be said that he/she is realistic. While common norms and assumptions are important, it is not hard for him/her to try different ways from time to time. Acts according to the current situation.

## Being extrovert/introvert

>> 9



He/She is an extrovert. He/She enjoys being in social environments. He/She is talkative, he/she cannot refrain from participating in chats. He/She may experience difficulties in working in front of the machine and on routine tasks. There are a lot of people around himself/herself. However, his/her relationships do not have depth. He/She can succeed in jobs that require relations. Though he/she is a social person, he/she is reluctant to bear responsibility. He/She is attending. He/She emits energy to the environment. He/She is outgoing and does not demonstrate shyness. Sometimes, adventure pursuit is overwhelming. Taking risks does not scare him/her. He/She can see events and people superficially. When his/her socialization needs are not met, he/she can feel performance decrease and job dissatisfaction.

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## Compliance with norms

>> 2



Wants to act in his/her own rules instead of following established rules. He/She likes to use initiative. He/She usually stretches the rules. He/She often uses shortcuts.

## Tolerating pressure

>> 4



He/She has difficulty in removing pressure. He/She is not resistant enough psychologically. The uncertainties frighten him/her. He/She falls apart when faced with intense pressure. He/She lives panic in such situations. His/Her stress threshold is below average. In a stressful environment, the person can isolate himself or herself from work, and the focus on work decreases. He/She may start to look at events and facts with anxiety. He/She should not be considered for jobs that require working under pressure.

## Flexibility

>> 6



He/She is average in terms of flexibility-rigidity. He/She shows contingency about reconciliation. When a decision is required may sometimes look for alternatives and make decisions within these options or sometimes he/she can make recurring decisions based on absolute values. He/She may not keep options open all the time. He/She is open to new experiments from time to time. He/She can empathize. Even though they like looking for and discovering new ways, familiar paths may be safer. He/She must be inspected and motivated to comply with the terms. A more dominant view is that the person may not always hold their position in the face of the situation. Sometimes it can be troublesome for jobs that has to force the other side to accept.

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## Self-consciousness

>> 8



He/She is open to learning and changing. He/She is sensitive, with high level of attention and self-consciousness. Often, He/She does not act with prejudice. He/She can detect the boundaries of himself/herself and often can face himself/herself. Often, he/she can keep interest in himself/herself, in surroundings, in work. He/She is curious and willing to learn. It is important for him/her to get feedback on performance.

## Problem solving

>> 4



His/Her problem solving, and analysis skills are limited. Has trouble from time to time in correct definition and analysis of the problem. This can lead to focusing on the wrong priorities. Due to the limited ability of reasoning, he/she may not be suitable for positions that require decision-making (if they cannot compete with other competencies). His/Her problem-solving skills should be enhanced and supported.

## Focusing

>> 2



He/She has intense focusing problems. If he/she can be focused, this can be short-term and only partial. He/She may face hardships in numerical problems and works that need intense care. Due to this situation can he/she make mistakes and it focus on wrong priorities. He/She is heavily influenced by distracting elements. When multiple variables are concerned, his/her focus falls to the lowest level.

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## Taking action

>> 9

He/She is more focused on the result than the process. It cannot be said that he/she is method and process oriented. He/She does not find it hard to formulize the steps to the destination. The desire to solve immediately is overwhelming. He/she motivates himself/herself for this. He/She does not feel the fear of failure strongly. When he/she finally reaches the result, he/she senses pleasure. Can visualize the future vision of a successful situation. This vision also provides the motivation that is needed.

## Evaluator suggestions for the employee/candidate

- He/She doesn't have trouble in competitive structures. He/She does not need the approval of anyone else while making the decision. He/She defends his/her right.
- Status and image are very important for him/her. If the ambition cannot be controlled in an extremely competitive environment, it may harm the team climate.
- He/She lives life in accelerated film mode. Working is the most important function of his/her life. He/She does not like to delegate.
- He/She does not always act with the same sensitivity. In some cases, he/she may not want to take responsibility for his/her decisions.
- He/She has an average value in terms of systematic work. He/She may show contingency in different situations.
- He/She can be considered partially for jobs that require intensive negotiation and persuasion. He/She prefers to speak with a clear and understandable language.
- In works where synchronization is important, can cause disruptions from time to time. The climate of the team plays a decisive role.
- While common norms and assumptions are important, does not find it hard to try different things from time to time. Acts according to the current one.
- He/She can look to events and people superficially. When his/her socialization needs are not met, he/she can feel performance decrease and job dissatisfaction.
- He/She likes to use initiative. He/She usually stretches the rules. He/She often uses shortcuts.
- He/She falls apart when faced with intense pressure. In a stressful environment, the person can isolate himself or herself from work, and the focus on work decreases.
- When a decision is required may sometimes look for alternatives and make decisions within these options or sometimes he/she can make recurring decisions based on absolute values.
- He/She is curious and willing to learn. It is important for him/her to get feedback on performance.
- Has trouble from time to time in correct definition and analysis of the problem. This can lead to focusing on the wrong priorities. His/Her problem-solving skills should be enhanced and supported.
- He/She may face hardships in numerical problems and works that need intense care. He/She is heavily influenced by distracting elements.
- Can visualize the future vision of a successful situation. This vision also provides the motivation that is needed.

**Thank you for choosing us.**