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K TEST

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This report is personal. The data in the report can be shared within the scope of the relevant legislation and in any case with the approval of the person who took the test.

Considerations while evaluating the test

Every job, every position and task require different technical and behavioral competencies. However, the expected responsibilities and competencies for positions vary from company to company.

The level of competencies is also an important consideration. For example: being flexible may be advantageous for sales personnel, while it may be disadvantageous for purchasing personnel. Every competence should not be expected to be at the maximum level.

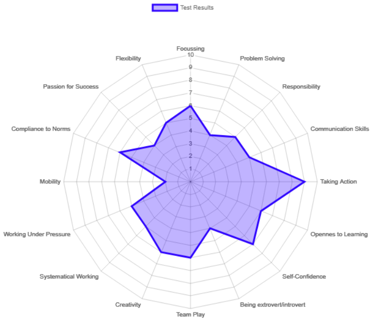
Rather than evaluating the candidate's or employee's competency levels only for the duties they are currently carrying out, it is more useful to analyze the person by considering the competencies required by the duties they may undertake in the future.

Instead of evaluating each of the competencies individually, you should look holistically and correctly evaluate the correlation between competencies.

Although there are cross-examinations within the test, there may be a possibility of manipulation. For such cases, a warning is made with the MP code on the first page. In this respect, evaluating the competencies separately and jointly will provide more ideas.

It should be emphasized how the competences that are not sufficient will be acquired (practices such as training, coaching etc..) and plans should be made on how to support the evaluated person. You can safely use the MOERS K-Test in recruitment, training needs analysis, potential analysis of performance appraisal application, career planning and polyvalence studies.

Personal test score



Compentencies

Focussing

He/she may concentrate from time to time and in some cases, it can be difficult.

Problem solving

They can sometimes have difficulty to properly defining and analyzing the problem.

Responsibility

In some cases, he/she may not want to take responsibility.

Communication skills

May prefer open or implicit communication.

Taking action

He/she has a results-oriented personality and wants to take action immediately.

Opennes to learning

Poor in self-awareness and openness to learning

Self-confidence

Very self-confident, has no trust issues.

Being extrovert/introvert

He/she may prefer to stay away rather than participate.

Team play

If he/she is motivated and committed, he/she can contribute to teamwork.

Creativity

Imagination at the medium level. He/she is able to develop creative solutions from time to time.

Systematical working

You can't tell if they are messy or tidy.

Working under pressure

Poor in the management of the pressure and uncertainties.

Mobility

Static rather than active.

Compliance to norms

He/she can respect the rules from time to time.

Passion for success

Modest in his/her expectations.

Flexibility

They may be flexible in some situations, while they may not be flexible in other situations.

Descriptions of competencies

Focussing

6

He/she has an average value in concentration. Although he/she can concentrate occasionally, he/she will have difficulty concentrating in some cases. External factors such as noise negatively affect their focus. His/her focus on the subjects they like and are interested in can be longer. This can be difficult in jobs and projects that require intense focus.

Problem solving

4

We can predict that there will be from time to time difficulties in the definition and proper analysis of problems. This may lead them to focus on the wrong priorities. If he/she can not tolerate the situation with their other skills, it can be difficult to solve problems. The problem-solving skills should be improved and supported.

Responsibility

5

Although it is expected that he/she will fulfill his/her responsibilities at an average level, he/she may not feel the sense of responsibility intensely. He/she is not expected to act with the same precision all the time. May be willing to prioritize at times. In some cases, he/she may not want to take responsibility.

Communication skills

5

Communication skills were determined to be at a medium level. From time to time, he/she may have difficulty communicating with different types of people and may have difficulty expressing his/her feelings and thoughts. While he/she may understand the messages correctly and reflect them back to the other person, this may not be valid in all circumstances. Sometimes he/she may prefer open communication and sometimes an implicit approach. He/she may not always care about the feelings of the people around him/her. He/she may sometimes not be patient to listen. He/she needs to improve his/her communication for jobs that require intense relationship and negotiation.

Taking action

9

He/she wants to achieve the result directly without spending too much time planning. He/she is not expected to care much about methods and processes. He/she doesn't have much difficulty in formulating the steps on the way to success. The desire to resolve immediately prevails. He/she wants to take action without feeling the fear of failure. He/she feels the pleasure he/she will have when he/she waits for the result. He/she can envision a future image of an accomplished situation. This vision of the future also gives him/her the motivation he/she needs.

Opennes to learning

6

His/her self-awareness is at an average level. A similar point can be said for openness to learning. Although he/she is ready to change from time to time, he/she does not want to be the trigger or the pioneer of change. He/she may want to learn from time to time, but he does not feel this feeling intensely. In the event of external factors and low motivation, he/she may become indifferent to his/her environment, his/her work and what is happening around him/her.

Self-confidence

7

We can think that he/she is quite sure of him/herself and that he/she does not have many trust problems. He/she usually feels competent and useful. It can be said that he/she is at peace with him/herself and his/her past. He/she can often maintain his/her courage in different situations and in cases where he/she can't, it can be predicted that he/she won't blame anyone else. This will not directly make him/her lose his motivation. His/her self-assessment is generally positive and his/her attitude towards him/herself is often realistic. This maintains his/her sense of control over his/her own life. It can be said that he/she will not have problems in competitive structures. He/she may be willing to take risks. He/she wants to claim his/her rights.

Being extrovert/introvert

4

He/she is partially introverted. He/she may prefer to stay away rather than participate. We can predict that he/she will not be bored with digital, mechanical and routine subjects. He/she may prefer to interact deeply with a small number of people. He/she is expected to want to live and solve problems on his/her own rather than as part of a team. Unfamiliar surroundings where he/she does not feel safe may cause him to behave timidly.

Team play

6

Although he/she tends to act alone at times, he/she can join in team play if he/she can feel safe and express him/herself. He/she can also contribute to the team if he/she is motivated and adopted. However, he/she should not always be expected to fully adapt to the team under all circumstances. In the face of negativity, the tendency to act alone can become dominant. In some cases, he/she may refuse to interact. This can be the cause of occasional disturbances in work where synchronization is important.

Creativity

6

His/her creativity is at the average level. He/she is able to develop creative solutions from time to time. He/she likes to observe. He/she can oscillate between realism and imagination. Although common standards and acceptances are important, it is not difficult for him/her to try different paths from time to time.

Systematical working

5

He/she is average when it comes to working in an organized and regular manner. It can be misleading to describe them as messy or orderly. They are passive in terms of organization and order. He/she must be supported in the creation of an organization that suits them.

Working under pressure

5

He/she has an average value for working under pressure and dealing with uncertainty. They should not be considered for a very stressful job and one should be careful. Uncertainty can be frightening for him/her. They can be weak against intense pressure. In such cases, there is panic. It is difficult to say that he/she is strong enough psychologically. The stress coefficient is not high enough.

Mobility

2

He/she doesn't like to move. He/she does not like activities in which he/she will feel pressured. It is not suitable for work that requires intensive work. He/she prefers to stay away from competition. He/she does not get bored with routine work. He/she tries to stay away from active environments.

Compliance to norms

6

Although he/she can follow the rules, he/she may also prefer his/her own rules in some cases. He/she may to bend the rules from time to time. In some cases, he/she may prefer shortcuts. In compliance with the rules, his/her attitude may differ depending on the situation.

Passion for success

4

It is difficult to say that they have an ambitious nature. It can be necessary to fix to him/her clear objectives and to motivate him/her so that they feel the intense desire to fulfill. It is advantageous to encourage their motivation from time to time. They can think that it they do not have constraining and pressing personality. To motivate them, it can be necessary to give him/her a feeling of security and to reinforce the feeling of membership so that he/she can combine with job, firm and team. In some cases, it may tend to adjourn. When obstacles arise, the tendency to give up can prevail.

Flexibility

5

He/she divided between flexibility and rigidity. They may be flexible in some situations, while they may not be flexible in other situations. Sometimes he/she can make repetitive decisions based on previous experiences and facts by implementing value judgments. He/she may not always keep the options open. He/she can sometimes respond positively to new experiences. He/she can show empathy if they wish. Although he/she enjoys exploring and discovering different paths in the decision-making process, familiar paths may seem safer. He/she must be supervised and encouraged to meet deadlines. He/she may not be able to keep his/her position stable in the face of a more dominant point of view.

Method Officer

Competencies that are strong according to the position

Opportunities

Training needs according to the position

Competencies that needs to be developed

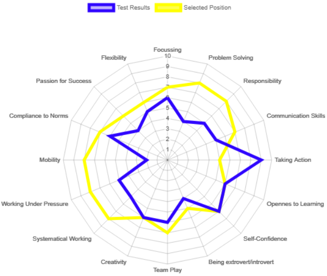
It is considered that he/she should be more ambitious for the selected position. There is incompatibility between the level of mobility required by the position and the situation of the person. He/she should be supported positionally in terms of taking responsibility. There is insufficiency in his/her working systematically related to the position. The selected position requires improvement of the person's communication competence. There is incompatibility between the potential of the person to play team games and the necessity of the position to play team games. There is a gap between the position and the potential of the person who is being evaluated in regard of extravertedness/introvertedness. It is seen that his/her capacity to obey the rules / take priority does not exactly meet the position requirements. It can be said that he/she is not at the expected level for this position in terms of working under pressure and tolerance to stress.

- Setting goals and Managing with goals
- Working Passionate, Prioritization
- Values and Principles Training, Empathic Approach
- 5S, ABC Analysis
- Effective Listening, Improving Communication and Presentation Skills
- Journey from I to We, Being a Team, Team Management
- Change Management, Relationship Management, Overcoming Psychological Barriers Program
- Setting up Rules and Limitations, Time Management
- Dealing with Difficult Persons, Conflict Management, Coping with Stress
- Empathy Development, Relationship Management
- Problem Solving Techniques (If deemed necessary according to the title and education level of the candidate / employee, trainings such as 8D, A3, FMEA can also be foreseen.)
- Focus Training, Play Therapy for Adults
- Self-Control

There is incompatibility regarding the requirements of this position in terms of his/her flexibility and rigid point of view. His/her problem-solving capability should be improved. The person should be supported and improved in focusing. It is observed that he/she is above the position in terms of the level of taking action.

Threats

- When matched with the selected position, the level of ambition's being lower than expected can be considered as an obstacle for the candidate/employee to focus on success and achieve desired results.
- The fact that the level of responsibility is less than it is required to be, can create problems in terms of standing behind his/her decisions.
- Expecting more communication competence for the position in question may lead to insufficiency for him/her in internal and external customer relations and open communication within the team.
- When the selected position is considered, he/she should be cautious in situations where it is necessary to handle the pressure, not to disperse against it, not to lose ground and to be able to pull it off.
- The fact that his/her focusing capacity does not meet the position may create problems in specific tasks as it would bring along with the possible risks of not being able to focus at a certain point.
- Ignoring details, skipping planning and focusing directly on the solution for positions that require caution may bring him/her errors and risks along.



Competencies that are strong according to the position

His/her level of creativity is above the position requirements.

Opportunities

- If it is a position that requires creativity, his/her imagination will be one of the most important factors in achieving success.

Training needs according to the position

- Internal Motivation Management, Self-Confidence Building
- Setting goals and Managing with goals
- Working Passionate, Prioritization
- Values and Principles Training, Empathic Approach
- 5S, ABC Analysis
- Effective Listening, Improving Communication and Presentation Skills
- Journey from I to We, Being a Team, Team Management
- Change Management, Relationship Management, Overcoming Psychological Barriers Program
- Setting up Rules and Limitations, Time Management
- Dealing with Difficult Persons, Conflict Management, Coping with Stress
- Empathy Development, Relationship Management
- Knowing Yourself, Creating Awareness
- Problem Solving Techniques (If deemed necessary according to the title and education level of the candidate / employee, trainings such as 8D, A3, FMEA can also be foreseen.)
- Focus Training, Play Therapy for Adults
- Self-Control

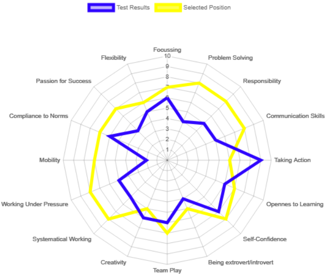
Competencies that needs to be developed

In terms of self-confidence, he/she should improve him/herself for the selected position. It is considered that he/she should be more ambitious for the selected position. There is incompatibility between the level of mobility required by the position and the situation of the person. He/she should be supported positionally in terms of taking responsibility. There is insufficiency in his/her working systematically related to the position. The selected position requires improvement of the person's communication competence. There is incompatibility between the potential of the person to play team games and the necessity of the position to play team games. There is a gap between the position and the potential of the person who is being evaluated in regard of extravertedness/introvertedness. It is seen that his/her capacity to obey the rules / take priority does not exactly meet the position requirements. It can be said that he/she is not at the expected level for this position in terms of working under pressure and tolerance to stress. There is incompatibility regarding the requirements of this position in terms of his/her flexibility and rigid point of view. It should be considered that he/she is not sufficient for the selected position in terms of individual awareness. His/her problem-solving capability should be improved. The person should be supported and improved in focusing. It is observed that he/she is above the position in terms of the level of taking action.

Threats

- When matched with the selected position, the level of ambition's being lower than expected can be considered as an obstacle for the candidate/employee to focus on success and achieve desired results.
- The fact that the level of responsibility is less than it is required to be, can create problems in terms of standing behind his/her decisions.
- Expecting more communication competence for the position in question may lead to insufficiency for him/her in internal and external customer relations and open communication within the team.
- When the selected position is considered, he/she should be cautious in situations where it is necessary to handle the pressure, not to disperse against it, not to lose ground and to be able to pull it off.
- According to the position in question, the level of individual awareness below expected may lead to unwillingness in terms of the insufficiency of interest in work, environment and him/herself.

- The fact that his/her focusing capacity does not meet the position may create problems in specific tasks as it would bring along with the possible risks of not being able to focus at a certain point.
- Ignoring details, skipping planning and focusing directly on the solution for positions that require caution may bring him/her errors and risks along.



Production Officer

S Competencies that are strong according to the position

O Opportunities

T Training needs according to the position

- Internal Motivation Management, Self-Confidence Building
- Setting goals and Managing with goals
- Working Passionate, Prioritization

W Competencies that needs to be developed

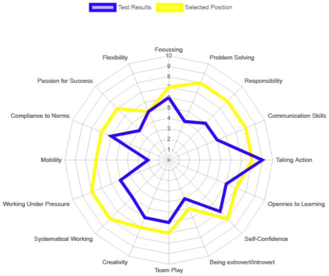
In terms of self-confidence, he/she should improve him/herself for the selected position. It is considered that he/she should be more ambitious for the selected position. There is incompatibility between the level of mobility required by the position and the situation of the person. He/she should be supported positionally in terms of taking responsibility. There is insufficiency in his/her working systematically related to the position. The selected position requires improvement of the person's communication competence. There is incompatibility between the potential of the person to play team games and the necessity of the position to play team games. It is beneficial to improve his/her level of creativity by accepting that it is not sufficient for this position. There is a gap between the position and the potential of the person who is being evaluated in regard of extravertedness/introvertedness. It is seen that his/her capacity to obey the rules / take priority does not exactly meet the position requirements. It can be said that he/she is not at the expected level for this position in terms of working under pressure and tolerance to stress. It should be considered that he/she is not sufficient for the selected

- Values and Principles Training, Empathic Approach
- 5S, ABC Analysis
- Effective Listening, Improving Communication and Presentation Skills
- Journey from I to We, Being a Team, Team Management
- Creativity Development Program, Creativity Workshop
- Change Management, Relationship Management, Overcoming Psychological Barriers Program
- Setting up Rules and Limitations, Time Management
- Dealing with Difficult Persons, Conflict Management, Coping with Stress
- Knowing Yourself, Creating Awareness
- Problem Solving Techniques (If deemed necessary according to the title and education level of the candidate / employee, trainings such as 8D, A3, FMEA can also be foreseen.)
- Focus Training, Play Therapy for Adults
- Self-Control

position in terms of individual awareness. His/her problem-solving capability should be improved. The person should be supported and improved in focusing. It is observed that he/she is above the position in terms of the level of taking action.

Threats

- When matched with the selected position, the level of ambition's being lower than expected can be considered as an obstacle for the candidate/employee to focus on success and achieve desired results.
- The fact that the level of responsibility is less than it is required to be, can create problems in terms of standing behind his/her decisions.
- Expecting more communication competence for the position in question may lead to insufficiency for him/her in internal and external customer relations and open communication within the team.
- Needing more as a requirement of the position in terms of imagination may result in his/her inability to develop creative solutions in achieving the task.
- When the selected position is considered, he/she should be cautious in situations where it is necessary to handle the pressure, not to disperse against it, not to lose ground and to be able to pull it off.
- According to the position in question, the level of individual awareness below expected may lead to unwillingness in terms of the insufficiency of interest in work, environment and him/herself.
- The fact that his/her focusing capacity does not meet the position may create problems in specific tasks as it would bring along with the possible risks of not being able to focus at a certain point.
- Ignoring details, skipping planning and focusing directly on the solution for positions that require caution may bring him/her errors and risks along.



Summary for the evaluator

- It can be predicted that he/she will not blame anyone else in cases where he/she fails. This situation will not directly lead to a loss of motivation.
- To motivate themself, they must ensure that they feel safe and there is a need to strengthen the sense of belonging so that it can adopt the profession, the company and the team.
- He/she does not want to be under pressure when it is a question of finishing a difficult job. He/she can have problems in jobs where the deadline is very important.
- They are not expected to act with the same precision all the time. In this regard, they exhibit an attitude according to the changing conditions.
- It acts according to the situation at the level of system and order. Training support can be provided to work systematically.
- He/she may not always care about the feelings of the people around him/her. He/she may sometimes lack the patience to listen.
- Facing the negativity, the tendency to act alone can become predominant. In certain cases, he/she can refuse to interact.
- They will not have difficulty trying different ways from time to time. But it is expected that they will remain identical to themself.
- Unfamiliar environments where he /she does not feel safe can cause him/her to behave timidly.
- Occasionally he/she may need to expand or ignore the rules. They show a situational attitude in this regard.
- It is necessary to be very careful to offer very stressful missions. In these situations, he/she will be able to panic.
- Sometimes, taking into account his/her value judgments, he/she can make repetitive decisions based on previous decisions, experiences and facts.
- Although he/she desires change from time to time, he/she does not want to be the trigger or pioneer of change.
- Support should be provided to develop problem-solving skills.
- Work-inhibiting factors such as noise, disruptive visits, etc. negatively affect concentration. May experience difficulties in jobs and projects that require intense concentration.
- He/she can envision a future image of an accomplished situation. It also provides the motivation he/she needs.

Leadership profile

Weaknesses for the leadership :

- It can be predicted that he/she will have difficulties in the

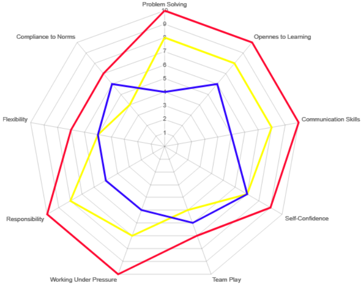
🟦 Candidate Score 🟨 Minimum 🟥 Maximum

correct definition and analysis of the problem from time to time. This can lead him/her to focus on the wrong priorities.

- Although he/she is eager to change from time to time, he/she does not want to be the trigger or pioneer of change.
- His/her average communication ability is not at a level that meets the level required by leadership. He/she may not always care about the feelings of the people in front of him/her.
- He/she has an average value in working under pressure and dealing with uncertainty.
- Although it is foreseen that he/she will take responsibility at an average level, he/she should not be expected to feel intense responsibility. He/she shows a situational attitude in this regard.

Strengths for the leadership :

- Although he/she is close to the required level in terms of leadership about self-confidence, it cannot be said that he/she fully meets this criterion.
- Although he/she tends to act alone from time to time, he/she can participate in team play if he/she can feel safe and express.
- He/she may obey the rules or prefer his/her own rules in some cases.



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