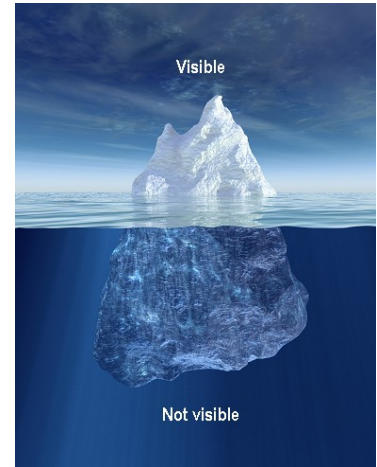


	Group analysis report
	Group name: Culture (Desired)
	Total number of candidates: 156
	Date: 29-07-2011

# Introduction

## The Iceberg Model

The iceberg model is a good way of illustrating the difference between the visible and hidden portions of your personality. The small portion 'above the waterline' is made up of behaviors and characteristics that others can see. Most of your personality is 'below the waterline' and not easily visible to others. This hidden area includes your deep motivations, intrinsic values, and your basic personality, things that influence your behavior and have a big impact on your job performance and satisfaction.



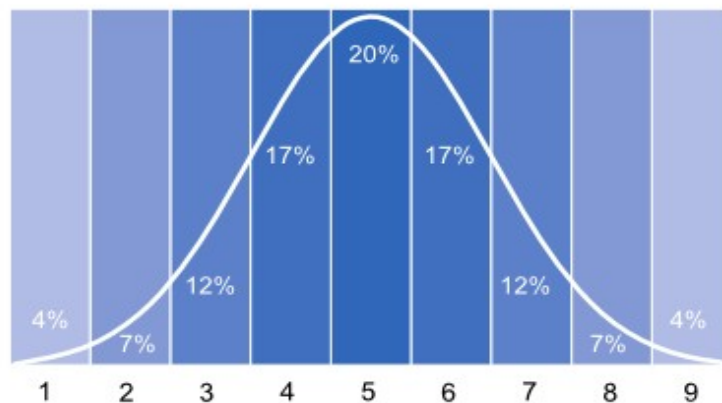
## Norm Group

There is no universal, absolute scale of personality. We calculate your results by referencing a 'norm group'. Your personality test results are expressed on a numerical scale that shows how your scores compare to the scores of other respondents to the same test.

## Stanine score

The numerical score given for each trait is a representation of how your results compare to those of a norm group. Your score may vary depending on the norm group used to generate this report. Scores range from '1' (very low) to '9' (very high) with '5' representing the average score of the group. The graphic below displays the shape of a normal distribution. This graphic shows the percentages of respondents who fall into each rank. As you can see, the '1' and '9' scores are quite extreme, with each of them only occurring 4% of the time and that fully 20% of all respondents will have a '5' score.

score 1	Low
score 2	
score 3	Below average
score 4	
score 5	Average
score 6	
score 7	Above average
score 8	
score 9	High



# Document structure

## Description and traits

Information about each test, what it measures, is given for each section. The individual traits are also defined for ease of use.

## Score table

By each test, you will find a table of scores. This table contains the stanine score for each trait. The scores have several colors to indicate how high or low each score is (red for 'low' and green for 'high').



Score kleuren

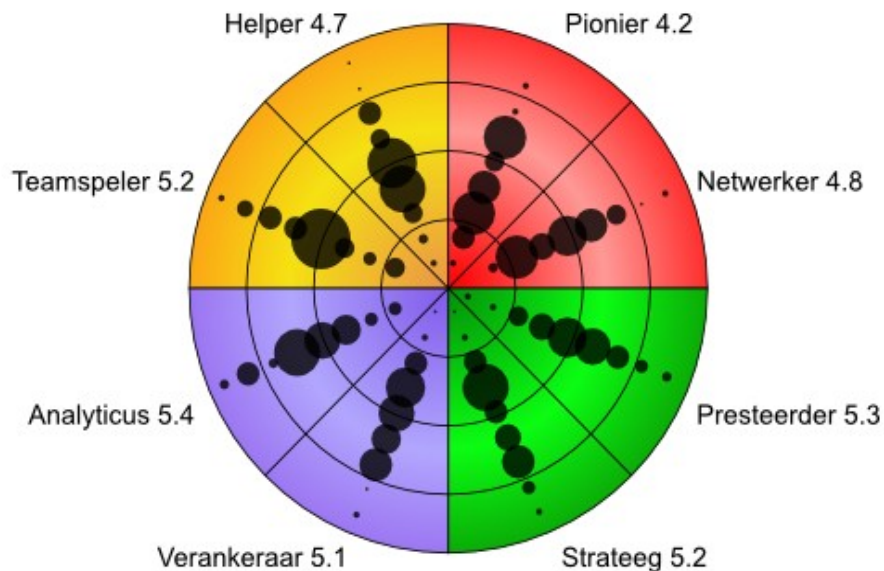
The average score is the sum of all scores that were scored for a trait divided by the number of the candidates within a group.

The standard deviation indicates how big the difference is between the scores of the different candidates. The higher the standard deviation the bigger the difference between the scores.

## Octogram representation

This optional section is displayed for tests in line with the Octogram Model. The chart graphically reflects the results shown in the table. For each score (1 through 9) the size of the circle represents the number of candidates. Larger circles represent a concentration of candidates with the same score.

Scores close to the center of the circle diagram represent low scores. Scores close the other outer edge of the circle diagram represent high scores.



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Voorbeeld van de Octogram weergave

# Organisational Culture (Desired)

## Score table

### Norm

Used norm group(s) : S.S.234 General norm 66% male. Median age of 36.

Naam	Adhocracy	Market-oriented	Hierarchical	Family
	5	7	3	4
	4	8	1	6
	4	5	2	8
	4	7	4	4
	8	5	4	3
	5	3	5	6
	4	4	4	8
	5	5	6	4
	4	2	6	7
	6	1	5	6
	8	4	4	4
	3	5	6	5
	6	5	5	4
	9	5	1	4
	6	6	4	3
	7	6	1	5
	7	4	5	4
	6	6	4	4
	6	6	4	3
	3	5	4	7
	7	4	2	6
	6	5	3	6
	6	7	4	3
	5	2	4	8
	6	4	4	5
	9	6	2	3
	8	5	3	4
	6	4	4	6
	6	4	3	7

Naam	Adhocracy	Market-oriented	Hierarchical	Family
	7	3	4	6
	3	3	6	7
	8	5	5	1
	9	4	4	3
	6	2	6	6
	5	3	4	7
	6	5	2	6
	8	5	4	3
	7	6	1	4
	4	7	4	5
	6	6	2	5
	5	5	4	5
	6	7	4	3
	3	5	6	5
	8	3	5	4
	5	6	1	6
	3	9	6	3
	3	6	6	4
	6	8	1	4
	3	7	4	6
	3	7	6	3
	5	7	5	2
	9	5	4	3
	4	4	5	6
	5	6	5	3
	8	5	2	5
	6	5	4	5
	5	5	5	4
	6	5	1	6
	6	5	5	3
	7	7	3	3
	6	7	1	4
	7	5	3	5
	6	5	4	3
	4	7	4	4

Naam	Adhocracy	Market-oriented	Hierarchical	Family
	9	3	4	4
	7	6	3	3
	7	7	2	3
<b>Gemiddelde score</b>	5.8	5.2	3.8	4.6
<b>Standaarddeviatie / spreiding</b>	1.71	1.59	1.51	1.56

## Octogram representation

