




Confidential

Name:	Robin Hood
Test date :	3/8/2021
Position:	General
Probability to Leave	51 %

Reason for rejection : To High Big Boss



ExecutiveMR -
Testi Assessment Report

ROBIN HOOD

Personal and Confidential

Test Completion Date
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MOTIVATION BUTTONS TEST

The Motivation Buttons inventory you fill out aims to determine why you are motivated. We are all motivated for different reasons such as success and appreciation. This test looks at 18 different sources of motivation and deduces the relative importance you attach to these sources of motivation from your answers to 37 questions. These groups are, for example, people who have been successful in senior management or in the field of sales or human resources.

By comparing this comparison group and you, we share with you in which areas you are highly motivated and in which areas. This comparison is used to identify your potential strengths and areas of improvement. This report makes no indirect implications. For example, when you enter a community, we are not trying to determine your personality by asking you whether you will get the first word. We ask you to put in order the options that come to you 36 times. This report reflects the total of 36 rankings you made. Even if you think that the order you have made in some questions does not reflect you, you have to repeat the same mistake 3-4 times in order for this to affect your report in a certain way. Of course, there is no such thing that no inventory determines the picture of your real personality 100% correctly.

Your personality also undergoes changes over time. For example, you are probably not you 5 years ago, the purpose of this report is to invite you to reflect on the rankings you made in the inventory. If you think that an inference made in the report does not reflect you at all, you can ask yourself why you chose this in the questions.

In any case, we hope you benefit from the inventory.

WHAT MOTIVATES US?



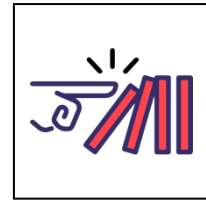
Work

- Doing a Perfect Work
- Achieve The Goal
- Knowledge
- Be Responsible



People

- Make People Happy
- Team Spirit
- Social Contact
- Affecting Emotions



Impact

- Persuading Others
- Respect
- Showing Courage
- Resilience

EXECUTIVE SUMMARY

ROBIN HOOD ; goal-oriented, a person who is success oriented, Advertent to people

What motivates you?

- Reaching Your Goals
- Being Better Than Everyone
- Making People Happy

Your Blind Spots

- Those Who Over-Defend Their Teams
- Those who act cold and keep distance

Your Development Areas

- Giving Importance to Factors Other Than Achieving the Goal
- Being More of a Team Players
- Create a more executive presence



Work



%78



People



%59



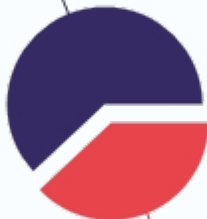
Impact



%78

Inner/Outer Motivation

İç Motivasyon: %62



Dış Motivasyon: %38

Awareness Level

%100



YOUR MOTIVATION BUTTONS



ALWAYS ON TARGET

You are motivated by achieving the goals given to you and systematically following your work. Completing a task on the to-do list makes you very happy. Therefore, you do your best to reach your goals. You follow your work very systematically. If you asked someone to do something, you will follow it. Your supervisor should give you clear, measurable goals that don't change all the time.



FAST AND BEST

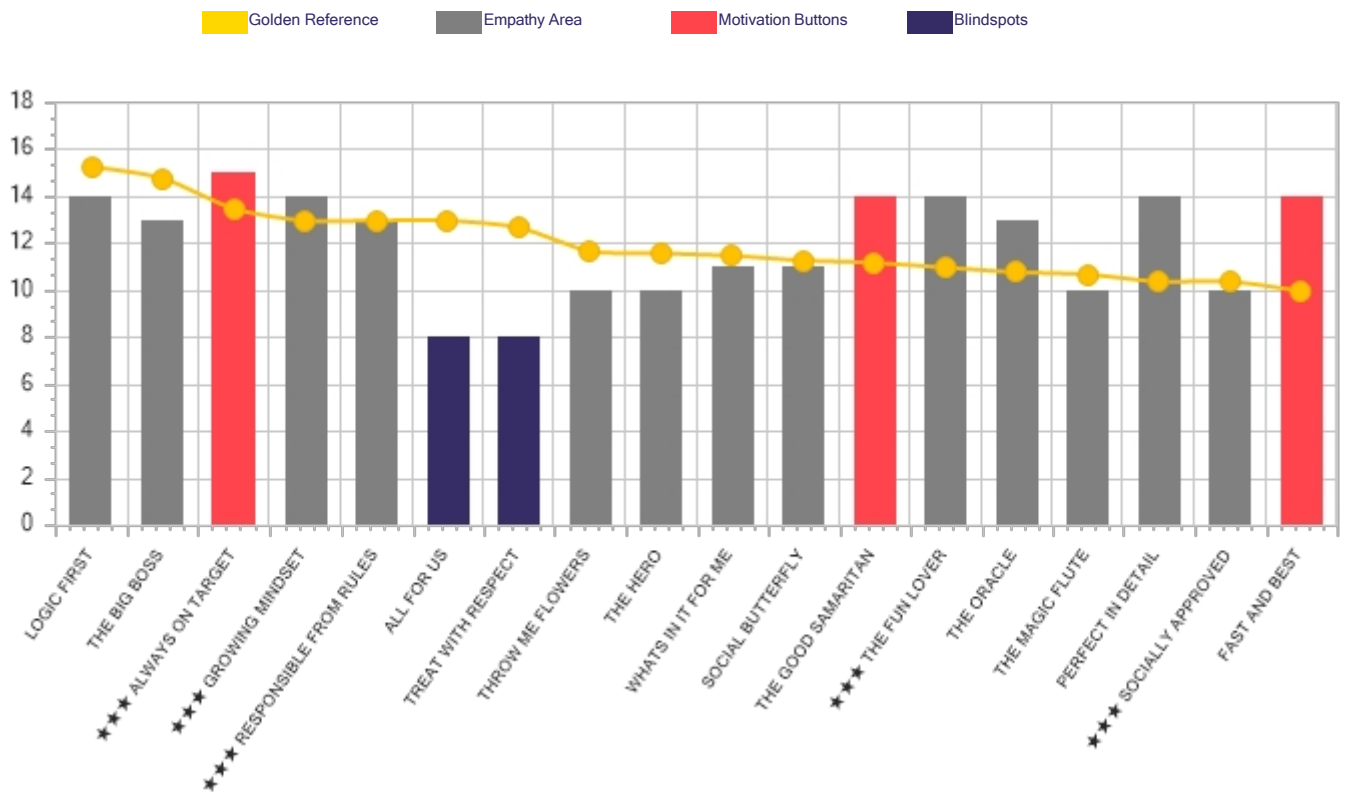
You want to have the best performance in your team. You don't see failure as an option and you are ready to put a great effort into being perceived as the best. The competitive environment motivates you. If anyone claims to be better than you, this will immediately put you in the competitive mode. The slightest possibility of failure creates serious anxiety for you. Your supervisor should remind you how your performance can lead to success.



THE GOOD SAMARITAN

You are motivated from making others happy. On the other hand, you make sure that business decisions or conflicts do not upset others. You help people without expecting anything in return. You would prefer to remain silent just because someone will be unhappy and avoid direct confrontation. Even if you are too busy or have your own problems, you spend time with people who ask for your help. Since people know this feature of you, they often expect you to say words that will make them happy. Before saying something or doing something you take into account whether this will make others unhappy. Your supervisor should let you know how your work will make him/her happy.

YOUR COMPARATIVE REPORT



Golden Reference, it is the average of the test results of people who are successful in your profession. It is possible to find clues about your personal development by comparing your test results with this golden reference. It may be beneficial for you to think about your Motivation Buttons, which are especially far away from the Golden Reference.

Empathy Area, these areas are not your main motivation buttons. Yet you can empathize with the people who have these motivation buttons.

Blind Spots, you will have a hard time communicating with people who have these motivation buttons.

YOUR STRENGTHS

1

ALWAYS ON TARGET

You do your best to achieve the goals given to you. You find creative solutions to overcome the obstacles you face leading to your goals. You are the person to be chosen for achieving a difficult objective.

You do your best to be successful. Your bar for success is high. You spend maximum effort to reach the highest performance. You are the person to be chosen when it is necessary to get the best result in a competitive environment.

2

FAST AND BEST

3

THE GOOD SAMARITAN

People like you. There are many people who feel emotionally indebted to you due to your niceness. Many help you reach your goals. You are the person to be chosen for uniting the team with a sense of comradery.

YOUR BLINDSPOTS

1

ALL FOR US

You do not like people who always act with the team without striving for individual success in order not to conflict with the team.

2

TREAT WITH RESPECT

You don't like communicating with those who are not sincere and those who expect excessive respect.

YOUR DEVELOPMENT AREAS

1

ALWAYS ON TARGET

You are very goal oriented. You may sometimes be putting too much pressure on others to reach your goals. You may give the impression that you care only about your goals and nothing else. You should be less goal oriented and focus more on other factors such as relationships.

2

ALL FOR US

Your desire to belong to a team and to demonstrate team spirit is lower than many people. As a result you work better alone than in a team. You may be noticing the shortcomings in your team a little too much or you may sometimes be acting independently. This may only be a problem in jobs where team work is important.

3

TREAT WITH RESPECT

You should pay more attention to the respect people have for you. You have to act in a way that creates this respect. You should build relationships with people in a way that highlights professionalism.

THINGS YOU SHOULD BE CAREFUL ABOUT



ALWAYS ON TARGET

- You can compromise on quality to achieve your goals on time.
 - You can neglect human relations when you are locked in your goals. You may insist on achieving an unnecessary goal because you mistakenly promised it.
 - You can spoil your relationships with your excessive follow-up attitude.
 - You can react negatively, openly or secretly, to those who are not goal oriented.
-



FAST AND BEST

- You can tire yourself with your overly competitive style.
 - You can neglect the team just because I will be better than anyone else.
 - You may overreact when you are not the best.
 - You can neglect people and the benefit of the business while proving yourself to others.
 - You may react openly or secretly to those you do not find good at competition.
-



THE GOOD SAMARITAN

- In order not to upset your colleagues, you can hide your criticism and not give your opinion.
 - You can try to make people happy instead of saying the right thing for the job.
 - You may become demoralized in the face of people who are not happy despite your efforts.
 - It may upset you that despite your efforts to make others happy, not trying to make you happy.
 - You can focus on making others happy and neglect yourself.
 - You can react negatively, openly or secretly, to those who don't care about people's happiness.
-

EXPERT REPORT



ALWAYS ON TARGET

- You can compromise on quality to achieve your goals on time.
- You can neglect human relations when you are locked in your goals. You may insist on achieving an unnecessary goal because you mistakenly promised it.
- You can spoil your relationships with your excessive follow-up attitude.
- You can react negatively, openly or secretly, to those who are not goal oriented.



FAST AND BEST

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- You can focus on making others happy and neglect yourself.
- You can react negatively, openly or secretly, to those who don't care about people's happiness.



PERFECT IN DETAIL

- You can prolong the given task just to make it flawless.
- You can keep the bar very high for your colleagues in terms of expectations.
- You may have difficulties on decision making while searching for the flawless decision.
- You can give an explicit or implicit negative reaction to the owners of low quality jobs.



THE FUN LOVER

- You may overestimate the needs of your private life and neglect the job.
- You can only concentrate on what you enjoy.
- You can only concentrate on what you enjoy.
- You can react negatively, either explicitly or secretly to those who do not care about your enjoyment.



THE ORACLE

- You can rely too much on your intuition and convince yourself of inaccurate decisions.
- You can be perceived as too intuitive and give a sense of insecurity.
- You may find it difficult to explain the rationale behind the decisions you make.
- Your mood can be overwhelmed by your intuition.
- You may react negatively to overly rational or people-oriented people, either openly or secretly.



GROWING MINDSET

- You can get caught up in learning or analyzing new information and do the job in a very long time.
- You can focus on learning and understanding and neglect human relationships.
- You can ask too many questions and tire people.
- You may react openly or secretly to those who do not care about learning and understanding.



RESPONSIBLE FROM RULES

You can overemphasize responsibility and push your own limits too much. You can neglect human relations by hiding behind the armor of responsibility and professionalism. You can do useless work by hiding behind the armor of responsibility and professionalism. You can react negatively, either explicitly or secretly to those you do not find responsible enough.



WHATS IN IT FOR ME

- You may be too oriented towards benefit and perceived as selfish by others.
- You can be very benefit oriented and neglect the human factor.
- You can look disinterested on matters not bringing a benefit to you but important to them.
- You can neglect tasks that are not obviously useful that need to be done anyway.
- You can react negatively, either explicitly or secretly to those who propose things that are not bringing obvious benefit.



SOCIAL BUTTERFLY

- You can spend too much time on relationship management and disrupt your work.
- You can avoid conflicts a lot, so as not to spoil relationships.
- You can spend too much time on relationships and keep others busy. You can react negatively, openly or secretly, to those who do not care about relationships.



LOGIC FIRST

You can neglect intuition and reasoning as you try too much to base your decisions on concrete data. You may take long time to decide due to over analyzing. You can offend people by asking too much questions. You can react negatively, either explicitly or secretly to those who cannot offer you the data you need.



THE MAGIC FLUTE

- You may be accused of too much manipulation by your colleagues.
- You can read emotions and avoid conflicts.
- You can put too much weight on emotions.
- Others may think you are overly empathetic and prevent you from reaching important positions.
- You can react negatively, either explicitly or secretly to those who do not have high empathy.



SOCIALLY APPROVED

- You may compromise yourself because you care too much about the reactions of others.
- You may not be brave because you are worried about what others might think.
- Others may react to you for being too political.
- You can react negatively, either explicitly or secretly, to those who don't care about what others think.



THE BIG BOSS

- By imposing your own decisions on others, you can attract overt or hidden hostility.
- You may not pay attention to listening to other people's good ideas in order to do what you say.
- You can ignore the needs of others.
- You can react negatively, either explicitly or secretly to those you find weak in leadership.



THE HERO

- You may underestimate the risks and be delayed in taking their precautions.
- People who find that you are not caring about risks may think that you are not thinking about everything thoroughly.
- You can react negatively, openly or secretly, to those who are cautious of taking risks.



THROW ME FLOWERS

- You can tire your colleagues with anticipation of excessive appreciation.
- You can concentrate on work that will gain more appreciation than work that will bring benefits.
- You can blame those who criticize.
- You constructively for not seeing your efforts.
- You can react negatively, openly or secretly, to those who are not in the habit of discretion.



ALL FOR US

You can hide behind the team spirit and ignore your own individual performance. In order not to upset the team, you can neglect the job's needs. You can fall into us and them positions with other teams. You can react negatively, openly or secretly, to those who think differently from the team.



TREAT WITH RESPECT

You can focus on your reputation and overlook the needs of the business. You can focus on dignity and be aloof in human relationships. You can overreact when you think you haven't been respected. You can react negatively, openly or secretly, to those who are not as scrupulous about respect as you are

DICTIONARY OF TERMINOLOGY



ALWAYS ON TARGET

You are motivated by achieving the goals given to you and systematically following your work. Completing a task on the to-do list makes you very happy. Therefore, you do your best to reach your goals. You follow your work very systematically. If you asked someone to do something, you will follow it. Your supervisor should give you clear, measurable goals that don't change all the time.



FAST AND BEST

You want to have the best performance in your team. You don't see failure as an option and you are ready to put a great effort into being perceived as the best. The competitive environment motivates you. If anyone claims to be better than you, this will immediately put you in the competitive mode. The slightest possibility of failure creates serious anxiety for you. Your supervisor should remind you how your performance can lead to success.



THE GOOD SAMARITAN

You are motivated from making others happy. On the other hand, you make sure that business decisions or conflicts do not upset others. You help people without expecting anything in return. You would prefer to remain silent just because someone will be unhappy and avoid direct confrontation. Even if you are too busy or have your own problems, you spend time with people who ask for your help. Since people know this feature of you, they often expect you to say words that will make them happy. Before saying something or doing something you take into account whether this will make others unhappy. Your supervisor should let you know how your work will make him/her happy.



PERFECT IN DETAIL

You are motivated from producing high quality work. You work almost to the extreme to ensure the quality of your work is perfect. You take the feedback of others to improve the quality of your work. You want to anticipate all possible possibilities and take action for them. Your supervisor should provide you with an unhurried environment for you to do quality work.



THE FUN LOVER

It is very important for you to enjoy your work. It is almost impossible to get you to do a job that you do not enjoy. If you enjoy the work given to you, you can hold on to your work for hours and hours. If you do not enjoy it, you constantly postpone your tasks. If a position does not give you happiness, you will leave that job even if it conflicts with your interests. Your manager should make the work environment pleasant.



THE ORACLE

You are a person who cares about your intuition. When making a decision, you consult your intuition as much as the concrete data presented to you. You also develop an opinion about a person based on your instincts. You can easily make up your mind and your decisions are firm. Sometimes your colleagues don't understand why you made a decision, but they know that when you make a decision, your mind will not change. You focus on the big picture. Your supervisor should question how you are feeling and ask questions about what underlies that feeling.



GROWING MINDSET

You enjoy learning new information, understanding how things work and improving yourself. You tend to solve the situations that come your way like a puzzle. You want to gather information while a topic is being told to you. You ask questions so that you have a complete picture in your mind. The more you learn, the stronger you feel. You are also competent in learning. You like analysing complex situations. Your manager should provide you with learning and development opportunities and assign you non-uniform assignments.



RESPONSIBLE FROM RULES

You are motivated from fulfilling your responsibilities and from following clear rules. You attach great importance to universally accepted concepts such as justice, professionalism, courtesy and duty. You do your best to fulfil your responsibilities and sometimes even take on the responsibilities of others. Your supervisor should clearly outline your responsibilities and rules.



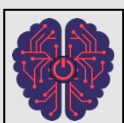
WHATS IN IT FOR ME

You are motivated from focusing your time, energy and attention on useful things. As you listen to people, you often ask yourself, "Is this useful for me?". If the answer is negative, you will divert your attention. You prioritize your work by considering its importance and benefit. Your supervisor need to be clear and consistent about what is important and prioritized.



SOCIAL BUTTERFLY

You are motivated from communication with others. For this purpose, you stay in contact with people. In your work environment, you take time to go beyond the work scope and genuinely enquire about people's state of mind. At work, you believe in the importance of information sharing and communication. When you connect with people, you question what people think and how they feel. You explain yourself rather in detail. You will be motivated in jobs with high human contact. Your supervisor should share a lot of information with you and be in touch with you on a regular basis.



LOGIC FIRST

You are motivated from using your logic. Therefore, you are constantly trying to search for the right reasoning based on concrete data and a clear logic. When someone presents information to you, you check the source and accuracy of that information by asking questions. It makes you very happy to make an emotion-free decision. Your supervisor should base his communication on logic and explain the reasoning behind tasks and assignments in an emotion-free way.



THE MAGIC FLUTE

You are motivated from empathizing with others. You can easily see what people are feeling from what they say and what they do. You know what you should say to others in order to touch their emotions. You can also control your own emotions. You decide what to say by observing what people feel. Your supervisor should make you feel aware of your ability to understand emotions.



SOCIALLY APPROVED

You are motivated from promoting a positive reputation among your colleagues. How you are perceived by others is important to you. You take care not to be despised by others. Therefore, you strive to learn how you are perceived by others and you try to align your decisions to your colleagues. You work actively to influence how others perceive you. You will be motivated as you are reminded of how your work is perceived by others. Your supervisor should share with you how your performance will affect your perception by others.



THE BIG BOSS

You are motivated from getting others to accept your opinion. You don't give up easily while defending an idea. You use various methods to persuade. You don't usually go after other people's opinion. You have a unique perspective on many issues. You express your opinion without hesitation. Others may also consult you to make their decisions because you don't hesitate to make decisions for them. Instead of staying silent when a topic is discussed, you share your opinion frankly. Your supervisor should ask your opinion frequently highlighting your contribution to the decisions made.



THE HERO

Your level of courage is higher than most people. You do not hesitate to take risks. You don't do much risk analysis when defending an idea or making a decision. When you consider possible actions that may go wrong, you say "if it goes wrong I will find a solution". You will cope better than most people in environments of uncertainty. You make decisions that may make people anxious. Your supervisor should focus on opportunities rather than risks.



THROW ME FLOWERS

When you make an effort or do a good job, you want people around you to notice it. It makes you happy to be appreciated. While doing a job, even imagining the appreciation that the outcome of the work will get by others makes you happy. When you are not appreciated or criticized, it can seriously demotivate you. You want to focus on the positive. You don't like people who focus primarily on what can be improved. The more you are recognized, the more motivated you work. Your supervisor should clearly and genuinely appreciate your efforts and achievements.



ALL FOR US

Your team is important to you. You strive for your team to win rather than individual success. If your team has made a decision that you do not agree with, you will comply with this decision. The team's expectations from you are important to you. You try to stay out of a decision or action that would be negative for your team. You make sacrifices for the community in which you feel a sense of belonging. Sometimes you strongly defend your team's interests. Your supervisor should often remind you that you are a team.



TREAT WITH RESPECT

It is very important for you to be respected. You behave in such a way that people around you treat you with respect. You may be perceived by others as proud or distant. You will never engage in a behavior that you think will degrade yourself. You can be hesitant about asking for your rights. Because of your sensitivity, your environment will treat you with respect. You cannot tolerate being treated disrespectfully. Your supervisor should Show his/her respect towards you.