



# John Example

Dilemmas

**Client**  
ixly ontwikkel/test

**Consultant**  
Helen Barthel

**Date completed**



# Introduction

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This automated report shows how you deal with various dilemmas.

The results have been divided into 4 scales:

- Balancing interests
- Decision-making
- Application of rules
- Taking responsibility

Together, these demonstrate what is important to you when dealing with dilemmas.

## Disclaimer and copyright

In accordance with NIP guidelines, this report is valid for a maximum of two years as people may change over a period of time.

This automatically generated report describes an individual's personality traits as derived from the answers to the questionnaires. The answers are compared to those given by a large group of other people. The subjective nature of assessments based on questionnaires should be taken into account when interpreting the results. The test supplier can therefore not accept responsibility for the accuracy of the results and descriptions.

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# Your results

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## Balancing interests



The Balancing interests scale shows what is your determining factor when dealing with a dilemma: public interest or self-interest. If your score here is low, you act mainly out of self-interest. You choose the safe option, meaning it is generally important that you do not lose out in a situation. If your score is high, you act mainly out of public interest, even if this is at personal risk to yourself.

## Decision-making



This scale demonstrates whether you are someone who makes decisions easily. If your score here is low, it means that you avoid making decisions or choices. You often choose the safe middle ground. If you have a high score on this scale, you are decisive and not afraid to make choices. In a questionnaire such as this one, you often go for the more extreme options.

## Application of rules



This scale indicates how much importance you attach to rules. If your score here is low, it indicates that you are quite flexible. In your opinion, the end justifies the means. If your score is high, you are more rigid. Above all else, you wish to stick to the rules.

## Taking responsibility



This scale indicates the level of responsibility you take. If your score is low on this scale, you generally rely on rules. You prefer to let others take responsibility and to avoid making an effort. If your score is high on this scale, you are confident about making decisions and taking responsibility for them.

# Interpretation of the scores

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In this report we have used a couple of numbers we would like to clarify. The graphical representation of the personality characteristics is rendered in sten scores.

Sten scores have the following meaning:

<b>Sten score</b>	<b>Meaning</b>
1	Far below average
2	Well below average
3	Below average
4	Just below average
5	Average
6	Average
7	Just above average
8	Above average
9	Well above average
10	Far above average