**TEST NO. 1**

**MENTORING ASSESMENT BASED ON TRAINEES’ PERSONALITY**

**Please read the following statements and mark your opinion with an "X" as how much you agree or disagree with them using the following scoring system:**

**1 = never 5 = often/ frequently**

**2 = rarely 6 = very often**

**3 = sometimes 7 = always**

**4 = neutral**

**1.** **The success of my work is largely due to my own effort.**

**1 ……. 2 ……. 3 …… 4 ……. 5 ……… 6 ………. 7**

**2. I consider myself as a human being at least with the same value as others.**

**1 ……. 2 ……. 3 ……… 4 ……. 5 …… 6 ………. 7**

**3.** **I am proud of my achievements.**

**1 ……. 2 ……. 3 …… 4 ……. 5 ……… 6 ………. 7**

**4.** **I want my merits to worth and to be recognized.**

**1 ……. 2 ……. 3 ……… 4 ……. 5 …… 6 ………. 7**

**5. I feel disappointed if others don't appreciate what I am doing for them.**

**1 ……. 2 ……. 3 …… 4 ……. 5 ……… 6 ………. 7**

**6. I am happy when I can do something for those around me.**

**1 ……. 2 ……. 3 ……… 4 ……. 5 …… 6 ………. 7**

**7. I believe that each problem has a solution.**

**1 ……. 2 ……. 3 …… 4 ……. 5 ……… 6 ………. 7**

**8. I am quite tolerant when others are wrong towards me.**

**1 ……. 2 ……. 3 ……… 4 ……. 5 …… 6 ………. 7**

**9. I consider it normal to do my job well, even if others don't.**

**1 ……. 2 ……. 3 …… 4 ……. 5 ……… 6 ………. 7**

**10. I respect those around me.**

**1 ……. 2 ……. 3 ……… 4 ……. 5 …… 6 ………. 7**

**11.** **I think it's important to always ask for what you deserve.**

**1 ……. 2 ……. 3 …… 4 ……. 5 ……… 6 ………. 7**

**12. I easily detect irregularities in the system.**

**1 ……. 2 ……. 3 ……… 4 ……. 5 …… 6 ………. 7**

**13. I want others to fulfil their responsibilities to me fairly.**

**1 ……. 2 ……. 3 …… 4 ……. 5 ……… 6 ………. 7**

**14. Those who have this responsibility must change the things that are not going well.**

**1 ……. 2 ……. 3 ……… 4 ……. 5 …… 6 ………. 7**

**15. I have the courage to speak about the problems of the group I belong to, even if there is no one to do it.**

**1 ……. 2 ……. 3 …… 4 ……. 5 ……… 6 ………. 7**

**16. I am an unlucky person.**

**1 ……. 2 ……. 3 ……… 4 ……. 5 …… 6 ………. 7**

**17. I think that others do not trust my qualities and my competence.**

**1 ……. 2 ……. 3 …… 4 ……. 5 ……… 6 ………. 7**

**18. I often feel overwhelmed by the situation.**

**1 ……. 2 ……. 3 ……… 4 ……. 5 …… 6 ………. 7**

**19. I am not really satisfied with the results of my work.**

**1 ……. 2 ……. 3 …… 4 ……. 5 ……… 6 ………. 7**

**20. Even if I wanted to change, I wouldn't be able to.**

**1 ……. 2 ……. 3 ……… 4 ……. 5 …… 6 ………. 7**

**21. I want to have the situation under control.**

**1 ……. 2 ……. 3 …… 4 ……. 5 ……… 6 ………. 7**

**22. I appreciate the people around me and I expect them to do the same.**

**1 ……. 2 ……. 3 ……… 4 ……. 5 …… 6 ………. 7**

 **23. I feel the need for my work to be evaluated and to get feedback.**

**1 ……. 2 ……. 3 …… 4 ……. 5 ……… 6 ………. 7**

**24. In any activity, I like to highlight my qualities.**

**1 ……. 2 ……. 3 ……… 4 ……. 5 …… 6 ………. 7**

 **25. I feel betrayed when my work is not recognized.**

**1 ……. 2 ……. 3 …… 4 ……. 5 ……… 6 ………. 7**

**26. I like to please others to make them feel good.**

**1 ……. 2 ……. 3 ……… 4 ……. 5 …… 6 ………. 7**

**27. I am a person who is always doing something, an active person.**

**1 ……. 2 ……. 3 ……… 4 ……. 5 …… 6 ………. 7**

**28. The need to do better and more defines me.**

**1 ……. 2 ……. 3 …… 4 ……. 5 ……… 6 ………. 7**

**29. I find solutions to many of the problems I face.**

**1 ……. 2 ……. 3 ……… 4 ……. 5 …… 6 ………. 7**

**30. I can say that I succeed in what I have set out to do.**

**1 ……. 2 ……. 3 …… 4 ……. 5 ……… 6 ………. 7**

**31. I am the type of person who wants his rights to be respected.**

**1 ……. 2 ……. 3 ……… 4 ……. 5 …… 6 ………. 7**

**32. I am right when I report an irregularity or when I am demanding that my rights to be respected.**

**1 ……. 2 ……. 3 …… 4 ……. 5 ……… 6 ………. 7**

**33. I am an analytical person who notices problems quickly.**

**1 ……. 2 ……. 3 ……… 4 ……. 5 …… 6 ………. 7**

**34. The idea of ​​injustice bothers me, especially when I know I'm right.**

**1 ……. 2 ……. 3 ……… 4 ……. 5 …… 6 ………. 7**

 **35. I like to be fair to those around me.**

**1 ……. 2 ……. 3 …… 4 ……. 5 ……… 6 ………. 7**

**36. I blame myself for not having enough courage to face those who wrong against me.**

**1 ……. 2 ……. 3 ……… 4 ……. 5 …… 6 ………. 7**

**37. I don't think my life can radically change for the better.**

**1 ……. 2 ……. 3 …… 4 ……. 5 ……… 6 ………. 7**

**38. I consume myself for any problem that comes up, even I know I can't solve.**

**1 ……. 2 ……. 3 ……… 4 ……. 5 …… 6 ………. 7**

**39. The others have a lot of impudence and try to solve collective problems even when it is not necessary.**

**1 ……. 2 ……. 3 …… 4 ……. 5 ……… 6 ………. 7**

**40. I know how many problems could be solved, but I don't have the power to convince or mobilize others.**

**1 ……. 2 ……. 3 ……… 4 ……. 5 …… 6 ………. 7**

**SCORING:**

|  |  |
| --- | --- |
| **SCALE** | **ITEMS (the values ​​of each item are added and divided by 10)** |
| **GENEROUS** | **1, 2, 3, 4, 5, 21, 22, 23, 24, 25** |
| **INVOLVED** | **6, 7, 8, 9, 10, 26, 27, 28, 29, 30** |
| **CLAIMANT** | **11, 12, 13, 14, 15, 31, 32, 33, 34, 35** |
| **HELPLESS** | **16, 17, 18, 19, 20, 36, 37, 38, 39, 40** |
| **SELFISHNESS** | **1, 3, 4, 7, 9, 14, 21, 23, 27, 29** |
| **LOCUS INTERNAL CONTROL** | **5, 11, 12, 13, 25, 28, 31, 32, 33, 34** |

**The dimension that obtained the highest score characterizes the dominant personality type of the investigated subject and will be recorded in the Psychological Evaluation Report.**

**INTERPRETATION OF RESULTS**

**SURVEY FACTORS:**

**The questionnaire highlights four typological dimensions and two latent secondary factors.**

**The typological dimensions evaluated by this tool are:**

**I. „GENEROUS” TYPE:**

**- willing to get involved, act on behalf of others and solve common problems, as long as his effort and sacrifice are recognized and rewarded.**

**- good ability to influence others, social skills, adaptability by moderately tolerating the changes that occur.**

**-** **he can recognize when he has made a mistake by analysing the actual consequences.**

**- has a strong internal "locus of control": attributes the causality of the unfolding of events and activities mainly to personal resources, ignoring external factors.** **He is aware that due to his effort, he and the other colleagues are enjoying too. He is more demanding of himself than of others, often dissatisfied with his own achievements, having high, unrealistic standards which can lead to underestimation of his self-image and feelings of discomfort: guilt, anxiety, frustration, stress.** **He feels responsible, believes he can anticipate and control what is happening around him, which can create difficulties in managing the risks and uncertainties generated by spontaneous events.**

**-** **it is placed towards the ALTRUIST pole, centered on others (to give/offer): disposition to offer, help, intervene in order to solve common problems. He can manage good interpersonal relationships, he needs group valorisation by asserting himself in front of others. Good team spirit, builds friendship relations, communication skills.**

**- he is self-motivated and focused on achieving the goals he has set for himself, he has a good potential as a leader focused more on solving work tasks than on human issues.**

**RECOMMENDED JOBS**

Maritime Officer, Naval and Port Engineer, Military leader, Top manager, Political leader, Project manager, Expert, Engineer, Team leader

**II. „COMMITTED” TYPE:**

**-he acts, gets involved in causes that are not his own, negotiates, solves common problems of the group he belongs to and helps others without expecting anything in return, without having the feeling of a special effort or sacrifice.**

**- has an increased socio-relational potential, is funny and sociable, friendly, adapts by easily tolerating changes.**

**- has a moderate external "locus of control": attributes the causality of events and activities mainly to external, random factors: chance, luck, chance, authority, fate...** **It tends to think that everything that happens to a person, the problems or opportunities that arise, depend more on chance, the actions of others in a social position of strength and prestige, or on other external forces. He tends to blame others, not to take responsibility, being more tolerant of himself and demanding of others. Applying different evaluation standards for others and for oneself can lead to overestimation of self-image and feelings of psychological discomfort: frustration, anxiety, stress.** **Sometimes he tends to give up when things don't go the way he wants because he has the belief that he doesn't have the power to change anything.**

**- it is placed towards the ALTRUIST pole, centered on others (to give/offer): disposition to offer, help, intervene in order to solve common problems. Can build good interpersonal relationships, based on collaboration, helping others and pro-social behaviours, needs group valorization. Good team spirit and social skills useful in conflict management, communication skills.**

**- good leadership potential, often charismatic, focused more on human issues than on solving work tasks.**

**RECOMMENDED JOBS:**

Maritime Officer, Naval and Port Engineer, Teacher, Planning officer, Psychologist/Sociologist, Events manager, Social/Charity manager, Entrepreneur

**III. „CLAIMANT” TYPE:**

**- good observer, analytical spirit, notices immediately any dysfunction of the social system of which he is a part (family, group, organization) or any violation of his rights, reacting immediately and having the courage to express his position in front of colleagues, teachers, bosses.**

**- has a strong external "locus of control": attributes the causality of the unfolding of events and activities mainly to external, random factors: chance, luck, chance, authority, fate. Tends to think that everything that happens to a person, the problems or opportunities that they appear, depending rather on chance, the actions of others in positions of statutory power and prestige, or on other external forces. He tends to blame others, not to take responsibility, being more tolerant of himself and demanding of others. Applying different evaluation standards for others and for oneself can lead to overestimation of self-image and feelings of psychological discomfort: frustration, anxiety, stress.**

**- time management skills respecting to deadlines.**

**-** **less conformist, has good communication skills although he shows frankness in telling the truth, often disturbing or hurting those around him.**

**- feels that others or the system are responsible for the malfunction and must do something to remedy the situation by displaying a competitive and redeeming spirit. Sometimes he tends to give up when things don't go the way he wants because he has the belief that he doesn't have the power to change anything.**

**- is placed towards the SELFISH pole, self-centered (to ask/request): disposition to be sensitive to situations that suppose the infringement of personal rights and advantages and to ask, to request the remedy of such situations for personal advantage.**

**- leader potential oriented both on the accomplishment of work tasks and on human issues.**

**RECOMMENDED JOBS:**

Maritime officer, Naval and Port Engineer, Teacher, History/Biology/Chemistry Expert, Teacher/Researcher, IT/data manager/programmer, Technical Expert, Administrator/Logistician, Artist.

**IV. „HELPLESS” TYPE:**

**- sensitive to the problems of others and of the system, easily perceives what the problems are and what should be done but, although aware that he is part of the problem, lacks the courage to campaign to remedy the situation, nor the energy, confidence and determination to act.**

**- engages in activities that help to increase performance: understanding and assimilation of new, useful knowledge and information, developing skills and competencies necessary to achieve positive results.**

**-** **persistent and patient, does not like surprises, motivated by a clearly defined goal.**

**- has a moderate internal "locus of control": attributes the causality of the unfolding of events and activities mainly to personal resources, ignoring external factors. He is aware that the success enjoyed by other colleagues depends on him and his effort, but he has the feeling that he is not able to do it.** **He is more demanding of himself than of others, often dissatisfied with his own achievements, having unrealistic standards which can lead to underestimation of his self-image and feelings of psychological discomfort: guilt, anxiety, frustration, stress...**

**He feels responsible, believes he can anticipate and control what is happening around him. He easily accepts spontaneous situations that he cannot control and manage effectively.**

**- has good social and communication skills, easily integrates into a group where he feels secure, supported, valued, developing strong feelings of belonging to the norms, beliefs and values ​​of the work team.**

**-is placed towards the SELFISH pole, self-centered (demanding): disposition to be sensitive to dysfunctional situations, waiting fearfully, tensely and guiltily for someone to act to join the collective effort, showing team spirit and tendency to conform.**

**- delegative leader potential, oscillating in making decisions and taking initiative, encouraging positive, harmonious interpersonal relationships in the work group.**

**RECOMMENDED JOBS:**

Economist/Statistician, Project team member, Maintenance Operations Expert, Industrial Designer, IT/data manager/programmer, Technical Expert, Administrator/Logistician.