S. T. A. R. *M & S. T. A. R. *S PROFILERS

After a five years of development profilers, our company BROSS CO. d.o.o. successfully created, implemented and tested those two innovative tools for analyses of company employees and potential further employees and analyses of company "health". We are pleased to present those tools to you:

Managment Profile S.T.A.R. *M

Organization Profiler S.T.A.R. *S

BROSS Co. d.o.o.
Solution for your business
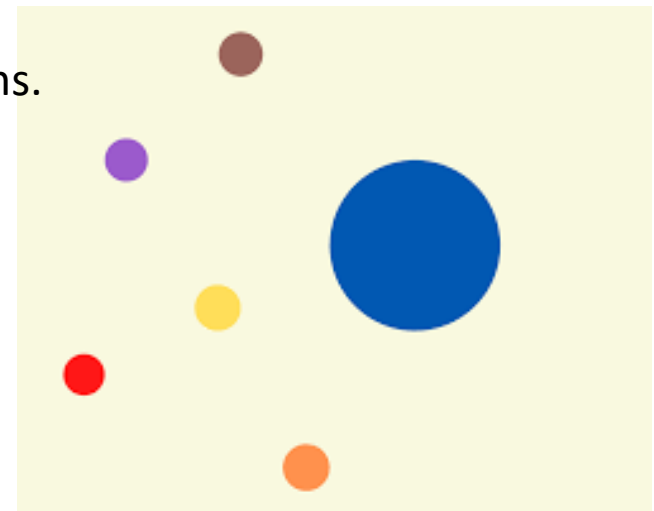
Managment Profile S.T.A.R. *M

Management Profiler is with unique name S.T.A.R. *M, is an innovative product for assessment and testing and detecting personality traits of every employee and potential further employee.

S.T.A.R. assessment consist of 153 questions that reveal expression of 12 personality traits, and of 10 questions that reveal trait "honesty during answering".

Examinees can answer questions with two options (Agree or Disagree) and there is no time limit for answers.
Average time for finishing the S.T.A.R. assessment is around 15 minutes.

After answering all the questions, examinee is getting expression of 12 personality traits, but also he/she is getting his/her dominant personality type.
Expressions of personality traits given in percentage, explained and presented by diagrams.

S. T. A. R. *M

Personality traits that are defined and reveled are combining and creating types of personality, that are well known inside of organizations.

There are 4 type of personality:

- **S**UPERIOR

- **T**RANSFORMER

- **A**DMINISTRATOR

- **R**EFORMER

S. T. A. R. *M

- SUPERIOR:

- ✓ responsible behavior
- ✓ results-oriented
- ✓ effective execution of tasks
- ✓ high reliability in operation
- ✓ focus on the result
- ✓ initiators and business owner.

- ADMINISTRATOR:

- ✓ creative
- ✓ process oriented
- ✓ enthusiastic
- ✓ independent in work
- ✓ sense of humor
- ✓ efficient in work

- TRANSFORMER:

- ✓ high level of authority
- ✓ innovative in work
- ✓ open to new experiences
- ✓ effectively direct and execute activities
- ✓ they like to take risks
- ✓ communicative
- ✓ problem-oriented
- ✓ Self-confident
- ✓ creative and original.

- REFORMER:

- ✓ open to new ideas
- ✓ communicative
- ✓ motivated to learn
- ✓ extroverted
- ✓ instill confidence
- ✓ solve problems by consensus
- ✓ efficient in work
- ✓ objective in reasoning.

Organization Profiler S. T. A. R. *S

Personality traits that are defined and reveled are combining and creating types of personality, that are well known inside of organizations. Organization profiles consist of 40 questions, with answering scale from 1 to 5 (Likert scale).

This test is created for reveling "healt" of the company in 4 instance:

-Financial health of the company

-Adequacy of business processes

-Employee efficiency and effectiveness

-Customer satisfaction

-This assassement is prepared only for high management inside of one company, and for it to be valid, it must be done by at least 5 examiners.

S. T. A. R.

THANK YOU!