

EASI Test interview – speech script

(Note that EASI development dialogues, where none of the parties are certified, do not have the same requirements for information, e.g. between manager and employee)

We will now carry out a test interview for EASI.

*How did it feel to fill out EASI? {*Confirm feelings, ask about environment, check the time it took}*

I want to start by telling you that I am a certified user in the test, which is a requirement to have the opportunity to conduct a test interview of this kind.

EASI is a personality test that measures your typical behaviour and motivation in work situations. That is, what you do most often and what you enjoy doing at work. We use this form to ... {describe purpose}

*Here is the actual result {*Present the selected graph, e.g. the gap analysis, without Criteria}. There is no right or wrong in the result, everyone is different. To show the difference, your results are compared with a norm group.*

In this case, it is a Swedish working-age population collected in 2019. (adjust this information in regards to which norm group you use).

It is distributed according to a norm distribution, where each ring in the graph corresponds to 20% of the norm group. 20% are at the bottom of the innermost ring, then 40, 60, 80 and at the far end 100%. The most common behaviour is found between 40 and 60%, but this does not mean that it is strange or deviant to end up inside or outside but see it more as the behaviour being more or less tonal and clear. The solid graph measures the behaviour, what you do, and the dashed graph measures the motivation, what you enjoy. If these two coincide, you do what you enjoy, and we can assume that there is a fairly good correlation between what you are expected to do at work and what you enjoy.

The graph contains four different person types – the type in which you have the highest value {according to the norm} will be your primary person type, the second highest the secondary. The four types of people are the Enthusiast, the Analyst, the Supporter, and the Implementer. Each type has a set of descriptive behaviours associated with its type. If you have a very strong primary type, it is likely that the recognition is higher. It can also happen that you are a little more "even" across all types, which means that you may recognize yourself in a little bit of everyone. We'll discuss this in a little more detail and how it affects your work.

The results will be shared with X, who will receive a report and my comments from this dialogue. The result will be saved for XX months in a database that we have, after which it will be deleted. If you want your result and your personal data linked to the test to be deleted earlier than that, just contact me and I will delete it immediately.

We will discuss your results by answering a number of questions and of course you are also welcome to ask questions.

*Have you had the opportunity to read through the report that you were able to download immediately after filling it in? (*Please listen in if there are any questions related to the report and that you will have the opportunity to answer them).*

The report describes with text what you see here, i.e. behaviour and motivation at work. It ends with a development plan that you can fill in together and find certain areas that you think you want to improve. We can then follow up on that in a new meeting that we book when we are done here today.

**If necessary, please tell us where you are in the process and how EASI is being used.*

Do you have any questions before we get started?