MINT - Feedback Guide

Purpose

We use MINT as a part of our selection process. The reason for this is that we know that tests like MINT will make the process fairer for the applicants and more accurate. All candidates are assessed in the same way and based on the same criteria.

What MINT is

MINT is a personality test that measures three different personal qualities. These qualities concern to what degree one is structured and planned, how one communicates with others and how one handles stress and pressure. We know from earlier experience that the position you have applied for demands that one is more inclined to be structured and planned rather than spontaneous and flexible. It is also important to follow rules and structures and thrive in that kind of environment. We also know that for this specific position one has to be able to work well under pressure.

Result

Your results are compared to a norm group and you can achieve results that are within the average range (68%), below average (16%) or above average (16%).

High score

(7-10 points)

(do not share the score with the candidate)

People who get score similar to what you got on this occasion are usually described as emotionally stable, reliable, conscientious, agreeable and goal-oriented. It is also probable that they will fully adapt to their new work situation and follow all the rules and norms for that organization.

Average score

(3-6 points)

(do not share the score with the candidate)

People who get score similar to what you got on this occasion are usually described as reacting the same as most people when it comes to emotional stability, reliability, conscientiousness, agreeableness and regarding goal-orientation. It is also probable that they will mostly adapt to their new work situation and follow most of the rules and norms for that organization.

Low score

(0-2 points)

(do not share the score with the candidate)

People who get a similar score as you got on this occasion are usually described as independent and with a more easy going approach to tasks, goals and rules. They also prefer to work in a more spontaneous and flexible manner.