

# Product Introduction

Foreign Worker Personality Assessment Service



The No.1 Foreign Recruitment Platform

Talent Link

# Unveiling the Hidden Potential of Foreign Workers

Discover candidates' true capabilities through  
Talent Link's Personality Assessment.

A data-driven applicant evaluation system,  
not based on intuition.



# Why?

## Personality Assessment is Essential?

Due to cultural and language differences,  
it is more challenging to evaluate foreign workers  
compared to domestic employees.





# GRA × GCA Personality Assessment Services

Can we identify potential troublemakers in advance?

Who is likely to perform well?

## GRA Report

(Global Risk Assessment)



Exam Number : 01-000001

Nationality : Vietnam

Name : Linh Nguyen

### Comprehensive Assessment

Detailed Assessment			Comprehensive Assessment
Response Reliability	Positive Factor	Risk Factor	Pass
Pass	Fail	Pass	

### Detailed Score by Factor

Detailed Assessment		Percentile Score	Grade	Definition
Positive Factor	Self-Regulation	14	C	The ability to regulate negative emotions in stressful situations, remain unaffected by past failures, and think calmly.
	Work Management	27	C	The ability to handle tasks in a planned and systematic manner while taking full responsibility for completing assigned work.
Risk Factor	Antisocial Behavior	7	Safe	Antisocial Behavior - A trait of rejecting social norms, rules, and hierarchical order, acting nonconformingly (employer conflicts, difficulty adapting to Korean society).
	Unsociability	31	Safe	A trait of feeling anxious in interactions and relationship-building with others, acting with a lack of confidence (employer conflicts, difficulty adapting to Korean society).
	Critical Nature	51	Safe	Critical Nature - A tendency to be wary of others, interpret situations negatively, and act in a confrontational manner (work-related and colleague conflicts).
	Aggressiveness	95	Risk	A tendency to act in a retaliatory manner (illegal activities, unauthorized stay).
	Recklessness	98	Risk	Recklessness - Acting impulsively without fully considering the consequences of risky behavior (illegal activities, unauthorized stay).

\* Positive Factor Assessment Criteria: D (below 5 points), C (5 points or above), B (30 points or above), A (70 points or above), S (95 points or above).

\* Risk Factor Assessment Criteria: Safe (below 95 points), Caution (95 points or above), Risk (98 points or above).

### Candidate Characteristics

- The highest Risk Factor observed in the candidate is Recklessness. Recklessness is associated with a tendency to act impulsively without sufficient consideration. In particular, the candidate's score in this factor is extremely high, indicating a relatively high

## GCA Report

(Global competency Assessment)



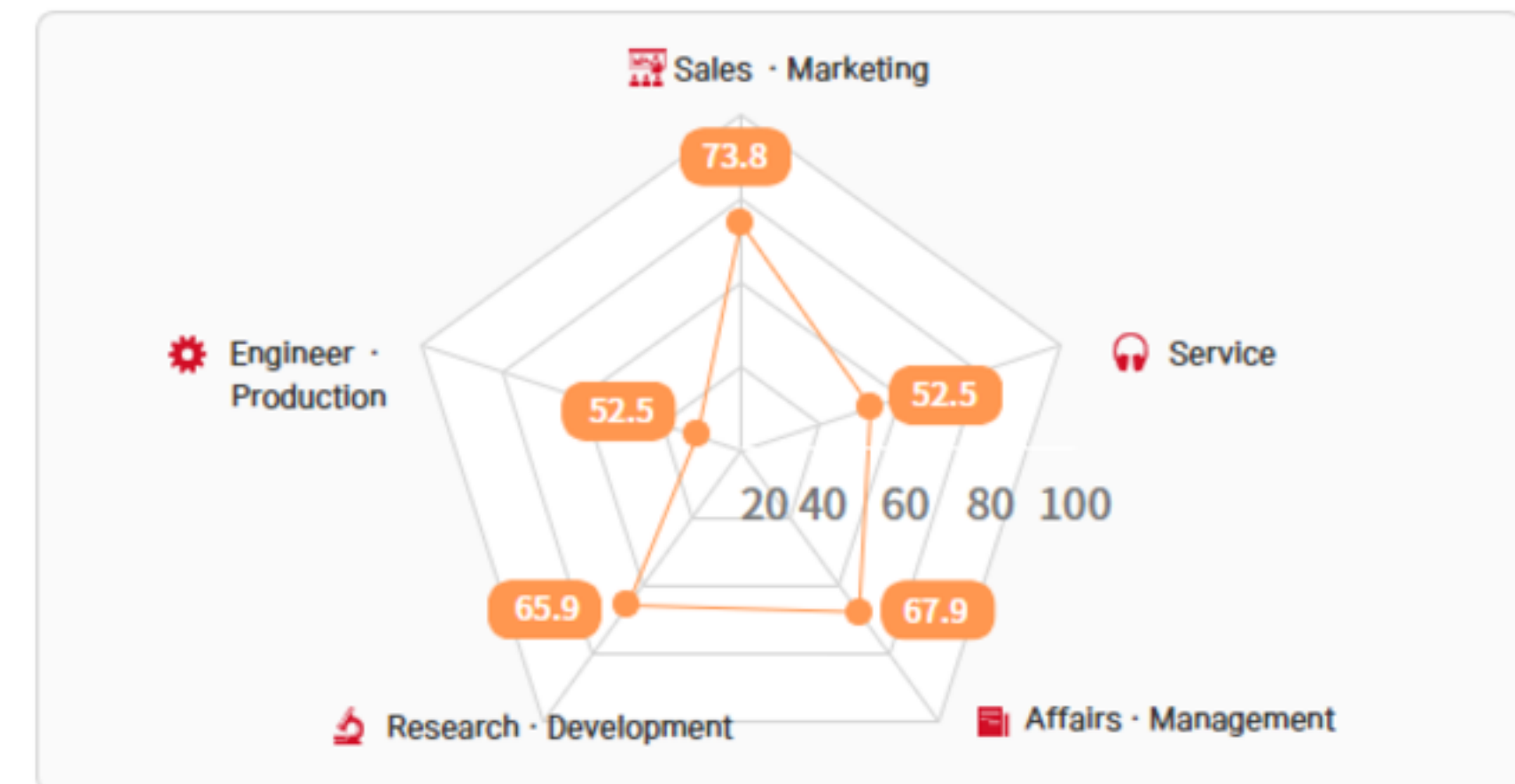
Exam Number : 01-000001

Nationality : Vietnam

Name : Linh Nguyen

### Job Fit

The Job Fit Score indicates how well a candidate is likely to enjoy and perform in a given job role based on their personality traits. Generally, a score of 65 or higher suggests a strong suitability for the job.



Job Title	Score	Behavioral Characteristics of High Scorers	Job Description & Key Occupations
Sales · Marketing	73.8	The candidate is capable of leading an organization and guiding people, showing no reluctance toward new relationships or challenges. However, excessive energy may sometimes make other team members feel overwhelmed and fatigued.	This job category primarily involves introducing and selling products and goods to customers. Representative jobs in this field include sales representatives, retail associates & rental service providers, cashiers & ticket sellers, and general sales support staff.
Service	52.5	The candidate is talkative but possesses the ability to listen to others' opinions before expressing their own when necessary. However, an overly relationship-focused attitude may interfere with teamwork depending on the nature of the job.	This job category focuses on providing public and interpersonal services. Representative jobs include nurses, police officers, secondary school teachers, social workers, entertainers & sports managers, hair & beauty service providers, and chefs.
Affairs · Management	67.9	The candidate values strict management of organizational tasks. They apply rigorous standards to both themselves and their team members. However, excessive meticulousness may reduce flexibility and slow down progress.	This job category primarily involves office-related tasks such as human resources, legal & auditing, public relations & marketing strategy, consulting, and reception & customer guidance. Representative jobs include administrative support staff, trade clerks, and accountants.



# Introduction to Assessment Products

## Assessment Types Based on Evaluation Purpose

(Both tests can be taken simultaneously)

	<b><i>GRA</i></b> (Global Risk Assessment)	<b><i>GCA</i></b> (Global Competency Assessment)
Purpose	Identifies applicants who may pose risks to the organization	D2, D4, D10, E8, E9, E10
Target	<b>Simple work, part-time job</b>	<b>General and professional employees</b>
Applicable Visas	D2, D4, D10, <b>E8, E9, E10</b>	D10, E1~E7
Supported Languages	Korean, Vietnamese	Korean, English, Vietnamese, Chinese
Results	Assesses factors that may disrupt workplace harmony	Evaluates job suitability, interpersonal skills, and competency levels
Duration	12 minutes (98 questions)	30 minutes (250 questions)
Price (1 time)	9,900 KRW	12,900 KRW

# Why Choose Talent Link's Personality Assessment?

## 1. Developed by Experts



Created by Talent Link, specialists in foreign worker recruitment, in collaboration with ORP Institute, a leader in HR research for over 20 years.



## 2. Scientifically Validated Assessment Models



Based on HEXACO (BIG5), MMPI, and other globally recognized model

\* BIG5 : A well-established personality model refined through decades of research since the 1930s.

\* MMPI : A psychological evaluation tool developed in 1943, widely used for assessing personality and mental health



# More Reasons to Choose Talent Link's Personality Assessment

## 3. Trustworthy Scoring for Honest Responses



Designed with Question Mechanisms to  
Detect Deceptive Responses

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## 4. Continuous Updates & Data-Driven Insights



Regularly updated test questions to align with the latest  
industry trends.  
Long-term data analysis based on different job roles and  
hiring objectives.

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## 5. Multilingual Support



Currently available in Korean, English, Chinese,  
and Vietnamese.

Additional language support for  
Southeast Asian countries coming soon.

# How to Use the Service?



## Register for Assessment

Enter applicant details  
(name, email, contact  
information)



## Online Test Invitation

Send Test Information  
to Applicant via Email  
(Includes online test site link

and login details)



## Result Report

The final report is sent  
to the hiring manager  
via email.

\* Assessment results are not shared with applicants.



**GRA × GCA**

Hiring Based on Data, Not Intuition

Get Started with Talent Link

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For Service Inquiries

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