



Charta of Use of PersProfile Manager

The buyer of *PersProfile Manager* license, together with any subsequent authorised user, agrees to comply with the following **terms of use**.

1. The buyer must ascertain that all users of this licenced product have followed the training course, with updates, and are in possession of the Certificate for use of *PersProfile Manager*. The buyer must ensure that every new user obtains the Certificate.
2. The user shall ensure that the privacy of all data is protected.
 - Candidates for *PersProfile Manager* analysis must be informed as to how the analysis is conducted and the results and conclusions that can be drawn from it.
 - Whenever possible, they should receive the results and confirm them with the user.
 - If the results are to be disclosed outside the company (for example to a recruiting firm), the candidate's consent must be obtained beforehand, if possible.
 - The results must be stored in secure files.
3. *PersProfile Manager* is a behavioral self-appraisal for career orientation, based on life events experienced up to the time of the analysis, and not a definitive behavioral diagnosis. The user is informed that the results are a definition of the candidate's professional motivations and preferences determined statistically. The results in no way claim to express conclusive findings, but aim rather to be a basis for dialogue when they are returned to the candidate.
 - The user will see this for him or herself when the information is returned. If doubts appear, the result may be considered as worthless and destroyed.
 - The user will find out from the candidate whether he/she has experienced unusual life events that might explain any difference between the results and his/her self-perception.
 - The user agrees to destroy the results at any time at the request of the candidate.
4. Results confirmed by the candidate will help to direct him/her to a suitable professional environment.

On obtaining the Certification document, the PersProfile Manager user agrees to comply strictly with the above conditions. The Validation Certificate is personal to each and every user, certifying that he (or she) has been trained to use, interpret and return results.