Go assessment

INDUSTRIAL SUPPORT

Recruiting Assessment Report
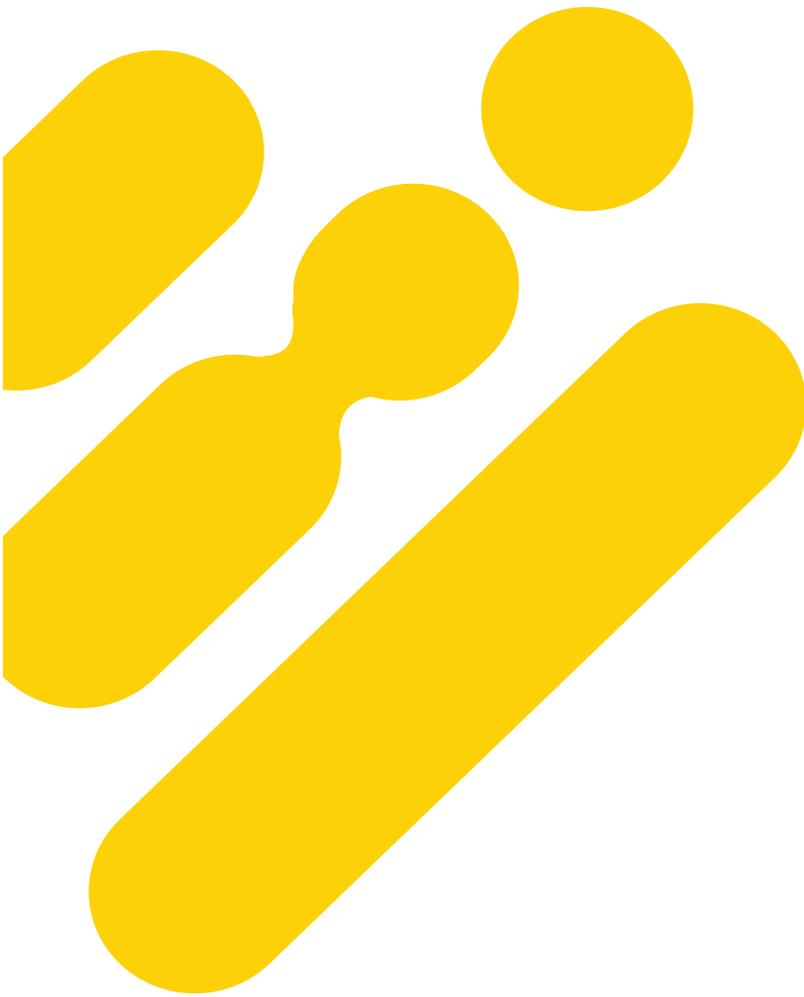
Sample candidate
January 1, 2020

Company name

Confidential Document

HUMANCE
Culture & Performance

INTRODUCTION

- This assessment report for **Sample candidate** has been generated by the **Humance** expert system.
- It contains information that can help you make recruiting decisions regarding applicants for industrial support positions.

This report contains the following:

HUMAN RESOURCES

DISTINCTIVE COMPETENCIES
- An indicator of the applicant's potential to demonstrate the key skills that generally lead to success in an industrial support position

OVERALL FIT SCORE
- A score for the overall fit between the individual's results on key competencies for an industrial support position and the expected profile

INTERVIEW QUESTIONS
- Suggested questions for use during the recruitment interview based on the assessment results

MANAGER

INTEGRATION ADVICE
- Advice on integration that will help you provide the conditions for successful hiring

CAVEAT ON USE OF THE REPORT

- This assessment report may only be used as part of a recruiting decision in connection with the competencies and job category as recommended by **Humance**, in compliance with the **consent form signed by the candidate**.
- It must not be used to make a recruiting decision more than **24 months after the assessment**, to set a reasonable time limit on the assessment findings.
- The report may not be released to the candidate without the customary precautions and must not be published or released to persons not involved in the assessment.

INTERPRETATION OF FINDINGS

The competency ratings are based on personality or cognitive ability indicators derived from the candidate's responses. Note that demonstration of a competency depends on other factors as well, including the candidate's work experience, degree of motivation and the work context. This report should be used as a complement to other recruitment efforts, such as the interview and reference checks, to create a more accurate portrait of the competencies of the person assessed.

The overall fit score, developed using the Delphi method, helps assess to what extent the candidate's competency results match the expected profile for an industrial support position. This profile has been established by our experts and represents what many organizations typically expect in this type of role. However, the context, culture and requirements specific to your organization and the type of position to be filled must be taken into consideration when making your decision on candidates, because some competencies may have greater importance than others.

Therefore, **the fit score must not be considered a hiring recommendation**, but rather a general indication of the fit between the candidate's profile and the typical profile of an industrial support position.

POOR FIT	**BELOW AVERAGE PARTIAL FIT**	**ABOVE AVERAGE PARTIAL FIT**	**GOOD FIT**
A profile with poor fit means that the candidate obtained results that do not really match the profile typically sought for the position.	A profile with below average partial fit means that the candidate obtained results that match a few points of the profile typically sought for the position.	A profile with above average partial fit means that the candidate obtained results that match several points of the profile typically sought for the position.	A profile with good fit means that the candidate obtained results that match the profile typically sought for the position.

DISTINCTIVE COMPETENCIES

This section presents the assessment results of Sample candidate for the distinctive competencies. These results provide an indication as to the candidate's potential to demonstrate the key skills relating to an industrial support position.

Safety indicators: Safety is an essential factor in an industrial support position. In order to work safely, an employee must have respect for rules, pay attention to detail and exercise innate caution.

ASSESSMENT RESULTS
Sample candidate

Average

Learning Ability
Tends to understand and assimilate new information.

Energy
Tends to regulate their energy to maintain a high level of activity in carrying out their role.

Appreciate Routine
Tends to be comfortable in the performance of repetitive tasks.

Self-Control
Tends to remain calm in situations of differing views and adversity.

SAFETY INDCATORS

Compliance with Rules
Tends to comply with established rules, policies and procedures.

Vigilance
Tends to remain focused on the task at hand.

Caution
Tends to avoid risk.

Legend   ▉ Above average   ▉ Slightly below average   ▉ Significantly below average

> POOR FIT WITH THE EXPECTED PROFILE

ONBOARDING ADVICE

This section presents advice that will help you achieve optimum integration of the candidate into the position.

LEARNING ABILITY

The candidate should be able to complete the required learning at the expected rate. Your organization would benefit from emphasizing a combination of field experience and written materials during the learning process.

ENERGY

The candidate will have a tendency to deploy the energy needed to completely carry out their duties. By knowing what motivates the individual, your organization will be better able to elicit sustained effort to get the job done.

APPRECIATE ROUTINE

The candidate will be relatively comfortable with repetitive work. A certain measure of variety or, occasionally, a number of different tasks might help the candidate maintain interest in their work.

SELF-CONTROL

We recommend that you encourage the candidate to take a step back in order to better manage their own emotions in difficult situations. Your organization would benefit from encouraging the candidate to learn to communicate in a constructive manner, and become aware of the impact that their reactions can have on other people.

COMPLIANCE WITH RULES

Your organization would benefit from impressing upon the candidate the importance of some of the rules that they need to personally follow. In many cases, you will also have to demonstrate authority in order for the candidate to comply with policies and procedures.

VIGILANCE

In order to help the candidate concentrate on the task at hand, provide them with an environment that does not involve an excessive number of distractions. In order to avoid errors of carelessness, it might also be wise to observe the candidate at key moments, especially if they are required to perform tasks of a repetitive nature.

CAUTION

As far as possible, avoid placing the candidate in situations where risk taking is likely to have an impact on personal safety or that of others. In the case of tasks that involve risks, your organization would benefit from closely supervising the candidate.

INTERVIEW QUESTIONS

Below is a list of questions based on the results of the assessment that will help you and the candidate to explore factors that require clarification and could have an impact on job performance.

LEARNING ABILITY

- Tell me about a time at work when you had to learn very quickly how to perform an abstract or complex task.
  - What approach did you use to learn faster? What was the outcome?

ENERGY

- Describe a situation at work that required a major effort on your part.
  - In what way was it difficult?
  - How did you manage the situation?
  - If you had it to do over again, how would you handle it?

APPRECIATE ROUTINE

- Tell me about a situation in which you were required to perform repetitive tasks.
  - How did you react?
  - How did you handle the situation?

SELF-CONTROL

- Give me an example of a frustrating situation that you had to cope with at work.
  - How did you react?
  - How did you feel?
  - Whom did you talk to about it? What did you tell them?

COMPLIANCE WITH RULES

- Talk to me about a situation in which you had to deviate from established procedure in order to achieve an objective.
  - What were the circumstances?
  - What were you trying to achieve?

VIGILANCE

- Tell me about a task that required a high level of concentration. Tell me what had to be done, and how you approached it. To what extent did you succeed?

INTERVIEW QUESTIONS

CAUTION

- Talk to me about a situation at work that seemed to you to entail numerous risks. What were the risks?
  - How did you react?