Go assessment

By

HUMANCE

Assessment Report
ADVISORY ROLE

Sample candidate
Date

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INTRODUCTION

This assessment report was generated by the Humance expert system.
It contains information that can help you better understand the assessed individual's potential.

This report contains the following:

HUMAN RESOURCES

DISTINCTIVE COMPETENCIES	An indicator of the individual's potential to demonstrate the key skills that generally lead to success in a given role.
DETAILED RESULTS	Detailed results for each of the competencies measured
PROBLEM-SOLVING ABILITY	An indication of an individual's tendency to quickly assimilate new information, understand complex ideas, demonstrate a logical mind, and draw appropriate conclusions.
ONBOARDING AND DEVELOPMENT ADVICE	Tips to optimize new hires' onboarding experience - Advice to establish conditions for a successful development process

MANAGER

BEHAVIORAL QUESTIONS	Suggested questions for the recruitment interview or to stimulate discussions around development based on the assessment results

CAVEAT ON USE OF THE REPORT

The results obtained through the assessment process may provide insight for selection or promotion decisions or fuel reflection as part of a professional development or succession management process
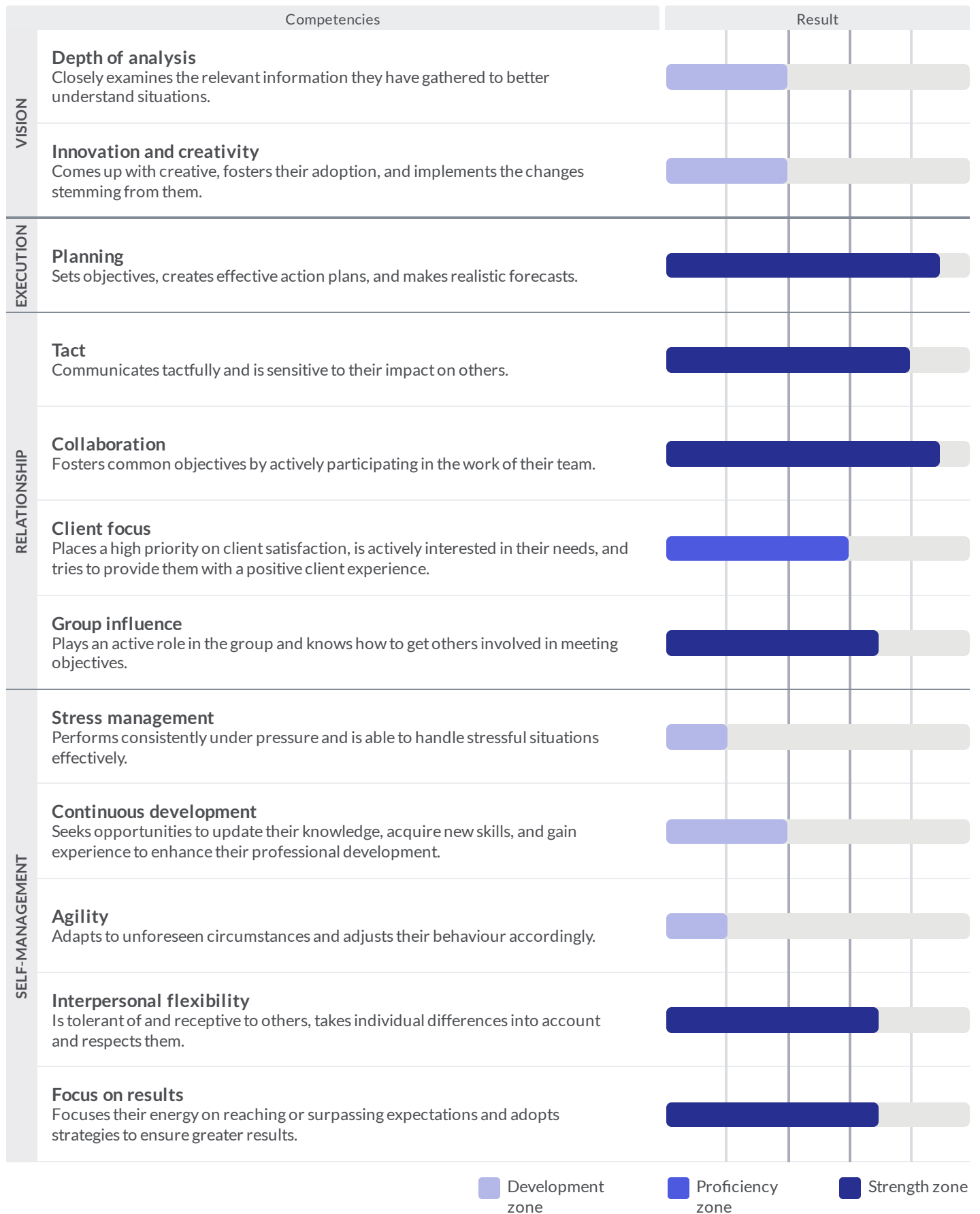
These results are valid for up to two years.

This document is strictly confidential. The only people who may consult it are those authorized by the assessed individual, i.e. those directly involved in the selection, promotion, or professional development process. We recommend that you keep this document in a safe place. Also, the report may not be released to the assessed individual without the customary precautions .

INTERPRETATION OF FINDINGS

The competency results are based on psychometric indicators derived from the person's responses. Note that demonstration of a competency depends on other factors as well, including the person's work experience, degree of motivation and the work context. This report should be used as a complement to other information sources, such as the behavioral interview and reference checks, to create a more accurate portrait of the competencies of the person assessed.

DISTINCTIVE COMPETENCIES

	Competencies	Result

VISION

Depth of analysis
Closely examines the relevant information they have gathered to better understand situations.

Innovation and creativity
Comes up with creative, fosters their adoption, and implements the changes stemming from them.

EXECUTION

Planning
Sets objectives, creates effective action plans, and makes realistic forecasts.

RELATIONSHIP

Tact
Communicates tactfully and is sensitive to their impact on others.

Collaboration
Fosters common objectives by actively participating in the work of their team.

Client focus
Places a high priority on client satisfaction, is actively interested in their needs, and tries to provide them with a positive client experience.

Group influence
Plays an active role in the group and knows how to get others involved in meeting objectives.

SELF-MANAGEMENT

Stress management
Performs consistently under pressure and is able to handle stressful situations effectively.

Continuous development
Seeks opportunities to update their knowledge, acquire new skills, and gain experience to enhance their professional development.

Agility
Adapts to unforeseen circumstances and adjusts their behaviour accordingly.

Interpersonal flexibility
Is tolerant of and receptive to others, takes individual differences into account and respects them.

Focus on results
Focuses their energy on reaching or surpassing expectations and adopts strategies to ensure greater results.

Development zone   Proficiency zone   Strength zone

DETAILED RESULTS

This section describes the assessed individual's results and helps define their contribution value. The competency profile trends presented are calculated based on algorithms developed from thousands of psychometric data points aimed at replicating the analysis of assessment experts.

Depth of analysis   Development zone ▪

People with a similar score tend to:

- Analyze situations superficially and take positions with little information.
- Use trial and error rather than consider complex information in seeking solutions to problems.

Innovation and creativity   Development zone ▪

People with a similar score tend to:

- Propose few new ideas and oppose unfamiliar or unconventional ideas from others.
- Spend time on the limits and risks associated with new ideas.

Planning   Strength zone ▪

People with a similar score tend to:

- Set specific objectives with achievable results, ensuring that they are in line with organizational targets.
- Make the sequence of operations more efficient by considering how each activity impacts the rest.

Tact   Strength zone ▪

People with a similar score tend to:

- Take a proactive approach to ensure that sensitive messages are delivered in ideal circumstances.
- Articulate their messages in a manner that conveys an understanding of their influence and preserves the other person's self-esteem.

Collaboration   Strength zone ▉

People with a similar score tend to:

- Create a climate of support in their team by helping others.
- Foster everyone's participation and play a key role in achieving goals.

Client focus   Proficiency zone ▉

People with a similar score tend to:

- Be attentive and prepared to satisfy client needs when asked to do so.
- Be respectful about their clients' reality and concerns.

Group influence   Strength zone ▉

People with a similar score tend to:

- Rally others around shared goals by enthusiastically participating in group discussions.
- Easily orient discussions with others and adapt interventions to manage resistance.

Stress management   Development zone ▉

People with a similar score tend to:

- See stress factors as threats and have difficulty taking a step back from situations.
- Have a hard time introducing strategies to manage stress and stay focused on goals when under pressure.

Continuous development   Development zone ▉

People with a similar score tend to:

- Have little means to keep up to date on the developments in their field.
- Not set development goals and exclusively take part in mandatory development activities.

Agility

People with a similar score tend to:

- Prefer routine and be resistant to change and new ideas.
- Consider the unexpected and new ideas as hard to manage and fail to adapt behaviour to new demands in their environment.

Interpersonal flexibility

People with a similar score tend to:

- Value any form of diversity and see the added value of it.
- Encourage and accept approaches that are different from their own and use them to better understand situations and adapt their behaviour.

Focus on results

People with a similar score tend to:

- Be concerned about their performance and that of their team.
- Place emphasis on exceeding performance targets and seek ways to surpass objectives.

PROBLEM-SOLVING ABILITY

This section presents the assessed individual's potential to quickly assimilate new information, understand complex ideas, demonstrate a logical mind, and draw appropriate conclusions.
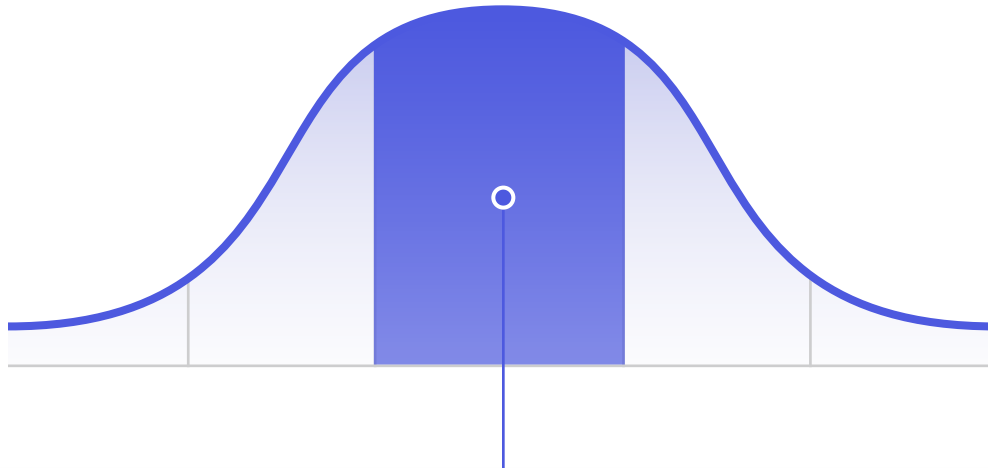
People with a similar score tend to:

- Grapples with relatively complex ideas as quickly as expected.
- Takes a bit more time to assimilate and grapple with new ideas and problems.

Onboarding Advice

It would be beneficial for the organization to:

Give them enough time to think about less common problems and assimilate them. Invite them to collaborate on complex projects with a colleague who is skilled at solving problems so that they can benefit from their way of working.

Development Advice

It would be beneficial for the person assessed to:

Identify the types of problems that challenge them more and find the appropriate resources (help from colleagues, sufficient time, documentation, etc.). Structure their approach to make sure they have taken all relevant elements into account when solving problems.

ONBOARDING AND DEVELOPMENT ADVICE

This section presents advice on how to maximize the onboarding and the professional development of the assessed individual in light of the results of this assessment.

COMPETENCIES WITH THE HIGHEST SCORES

	It would be beneficial for the organization to:	It would be beneficial for the person assessed to:
Collaboration	Encouraging them to participate in projects where creating synergy between colleagues is crucial.	Participating in interdisciplinary assignments that require sustained collaboration with various parties.
Planning	Encouraging them to propose various tools to better structure the work of others.	Building on their natural tendency to plan their work and carrying out mandates involving some ambiguity.
Tact	Putting them in situations where they will have to deliver feedback and messages of a sensitive nature.	Offering to help colleagues develop their skills in delivering sensitive messages by observing them and offering feedback, advice, and strategies.

COMPETENCIES WITH THE LOWEST SCORES

	It would be beneficial for the organization to:	It would be beneficial for the person assessed to:
Stress management	Providing support to help them learn how to put certain stressful situations into perspective.	Determining and putting into practice strategies to help them manage their stress effectively.
Agility	Pairing them with a mentor known for their agility to develop their ability to take risks and cope with change.	Obtaining additional information to understand how new circumstances will influence their work and trying to find solutions to their concerns.
Continuous development	Encouraging them to identify relevant training to attend throughout the year.	Assessing their skills, identifying one or more areas worth monitoring, and pairing up with someone who has mastered the skill in question to learn from them.

BEHAVIORAL QUESTIONS

The following is a list of questions on the distinctive competencies assessed that will allow you to capture concrete examples of behaviors exhibited by the assessed individual . A constructive discussion will confirm the levers to focus on to maximize performance and target certain conditions for success to avoid potential pitfalls in the exercise of the role.

Depth of analysis

Tell me about a time at work when you had to give your opinion on a situation that involved numerous issues.

- How was it original?
- How did you come up with this idea? How did you implement it?

Innovation and creativity

Tell me about an original idea that you came up with at work.

- How was it original?
- How did you come up with this idea? How did you implement it?

Planning

Give me an example of a situation where you managed an event or major project.

- What initial steps did you take?
- How did you get the project or event done?

Tact

Tell me about a situation at work where you approached a sensitive discussion with the clear intention of not hurting or upsetting the person you were speaking to.

- How did you deliver your message?
- Why did you choose that approach?

Collaboration

Tell me about a recent situation at work in which you had to work with partners (colleagues, clients, superiors) to achieve an objective.

- What was your role within the group?
- What did you do or say to foster teamwork? What was the outcome?

Client focus

Tell me about a particularly difficult or demanding client you recently had to deal with.

- How did you manage the situation?
- How did the client react to your approach? What was the outcome?

Group influence

Tell me about a recent situation in which you found it especially hard to direct or lead the conversation with a colleague regarding a project.

- What were you trying to accomplish and what was the outcome?
- Which of your strategies proved most or least effective?

Stress management

Describe a recent situation at work where your stress level was higher than normal.

- What concerned you? What did you do to manage the situation? What was the outcome?
- What situations normally cause you stress at work?

Continuous development

Tell me about a situation at work where you were offered a mandate or project that required you to learn something new to complete it.

- How did you react?
- What did you do?

Agility

Tell me about a recent situation in which you had to adapt to a major unexpected event at work.

- What was your comfort level in this situation?
- What strategies did you use to deal with this unexpected event? What was the outcome?

Interpersonal flexibility

Tell me about a time when you and a colleague had different views.

- How did you manage the situation? What did you do or say?
- How did your colleague react to your approach? What was the outcome?

Focus on results

Tell me about a recent project for which you set high or ambitious objectives.

- What did you do to see this project through to completion? What was the outcome?
- What obstacles did you encounter? How did you overcome them?