

Go assessment

By

HUMANCE 

Assessment Report

PROJECT MANAGEMENT

Sample candidate

Date

HUMANCE

Confidential Document

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

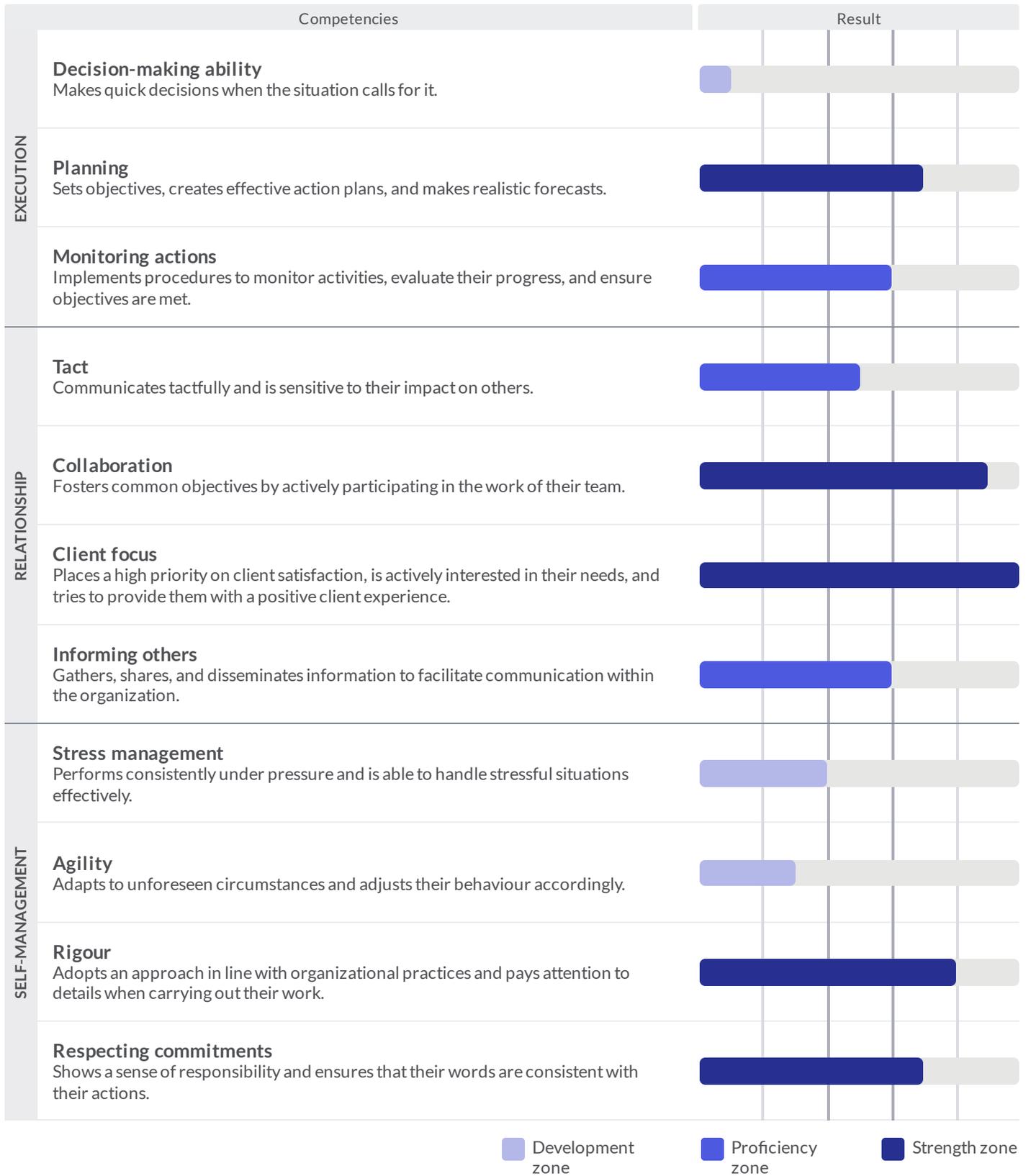
These results are valid for up to two years.

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



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.

Decision-making ability

Development zone 

People with a similar score tend to:

- Let others make decisions they are responsible for.
- Be reluctant to make decisions within a reasonable time frame or in ambiguous circumstances.

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.

Monitoring actions

Proficiency zone 

People with a similar score tend to:

- Conduct ad hoc follow-ups when performance decreases or a problem arises.
- Notice gaps in performance targets and reiterate the importance of achieving results.

Tact

Proficiency zone 

People with a similar score tend to:

- Deliver sensitive messages at the appropriate time.
- Take a pleasant tone and approach sensitive conversations with assurance.

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

Strength zone 

People with a similar score tend to:

- Show real interest in client needs and introduce strategies to satisfy them.
- Be sensitive to client reality and concerns and have a positive impact on these clients.

Informing others

Proficiency zone 

People with a similar score tend to:

- Pay attention to the information that has been communicated and use available means to promote its dissemination.
- Be able to share relevant information with the appropriate people upon request.

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.

Agility

Development zone 

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.

Rigour

Strength zone 

People with a similar score tend to:

- Demonstrate a facility for clearly and optimally structuring how they work and appear organized and concerned about details.
- Be comfortable following the organization's procedures.

Respecting commitments

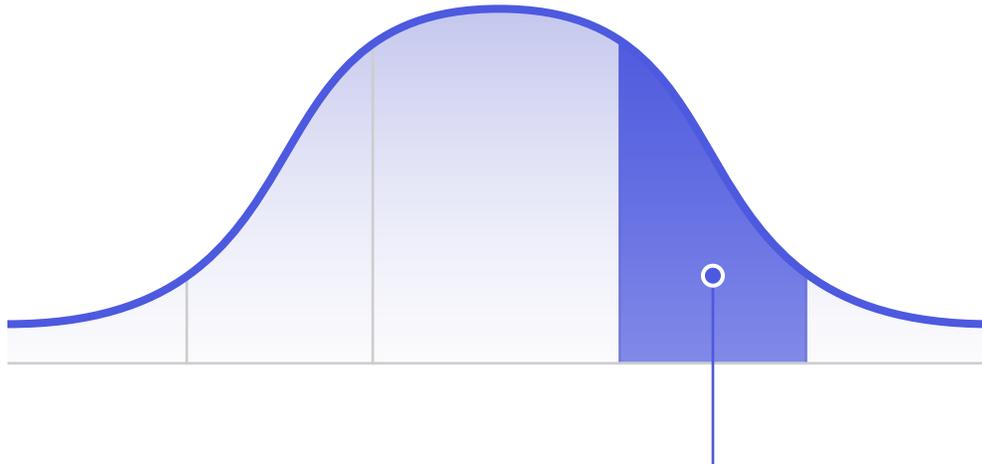
Strength zone 

People with a similar score tend to:

- Clearly articulate their commitments and specify the expectations.
- Do what is necessary to meet their professional obligations and keep their promises despite the personal sacrifices involved.

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:

Client focus

Highlighting their successes in meeting the expectations of demanding clients to ensure that they do not hesitate to share their strategies with their colleagues.

Acting as a role model or coach for their colleagues in understanding and satisfying customer needs.

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.

Rigour

Seeking their collaboration in structuring processes or improving existing working methods.

Sharing their tips for adopting a structured and systematic approach with colleagues.

COMPETENCIES WITH THE **LOWEST** SCORES

It would be beneficial for the organization to:



It would be beneficial for the person assessed to:

Decision-making ability

Inviting them to set a deadline to make a decision and focus their analysis on key concerns rather than details.

Practising decision-making in ambiguous or changing contexts that have little impact on their work or that don't involve actual risks, then progressing toward decisions with greater impact.

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.

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.

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.

Decision-making ability

Tell me about a situation where you had to make decisions in a new or ambiguous context.

- How did you react?
- What approach did you adopt to make those decisions?

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?

Monitoring actions

Describe a situation where you should have conducted more regular follow-ups on a task or project that you entrusted to someone else.

- What happened?
- What would you do differently if you could do it over?

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?

Informing others

Tell me about a situation that you managed well in terms of communications and information flow, i.e., you kept the right people up to date at the right time.

- What strategies did you use?
- Why was it 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?

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?

Rigour

Tell me about a situation in which you had to produce high quality work that involved a lot of details.

- What tactics did you use to obtain such high quality?
- In what way did you find this situation motivating or demotivating?

Respecting commitments

Give me an example of a situation where you were proud to have met your commitments despite an ambitious timeline.

- How did you manage it?
- In your opinion, what would have been the repercussions if you hadn't been able to meet your commitments?