

# Go assessment

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## TECHNICAL PROFESSIONAL

Recruiting Assessment  
Report

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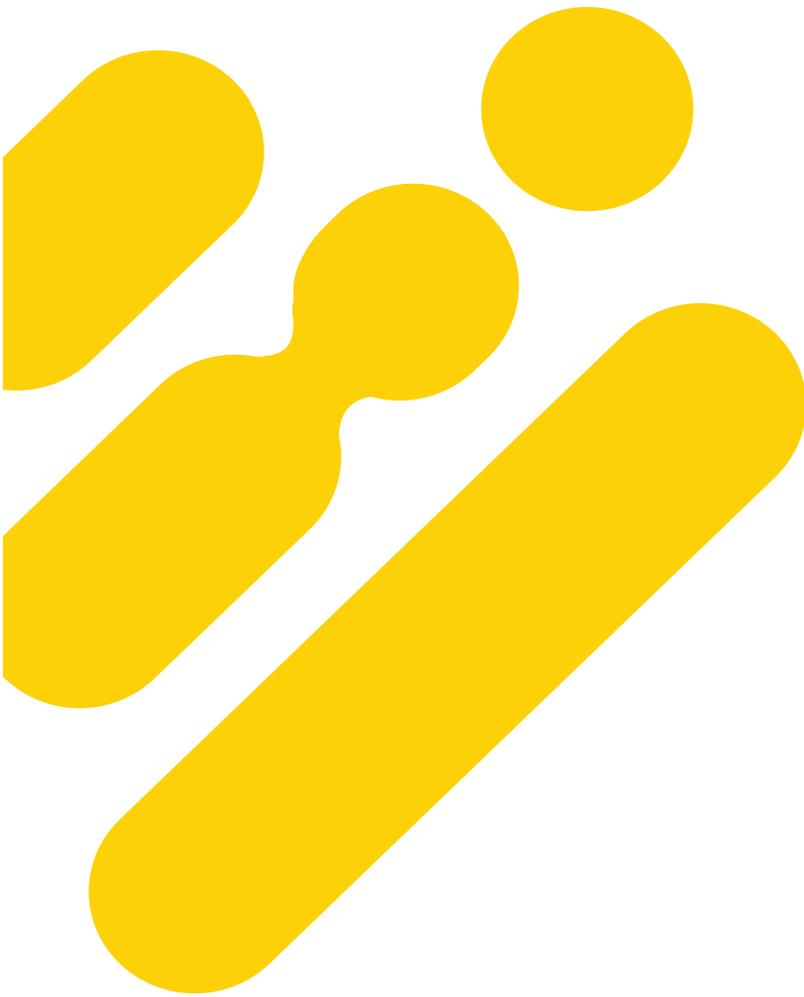
**Sample candidate**

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 a professional position in a technical role. Professional positions in a technical expertise role considered in this report require expertise in a specialized field, acquired through advanced training and involving intellectual activity.

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 a technical professional position
	OVERALL FIT SCORE	- A score for the overall fit between the individual's results on key competencies for a technical professional 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- The report may not be released to the candidate without the customary precautions and must not be published or released to persons not involved in the assessment.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.

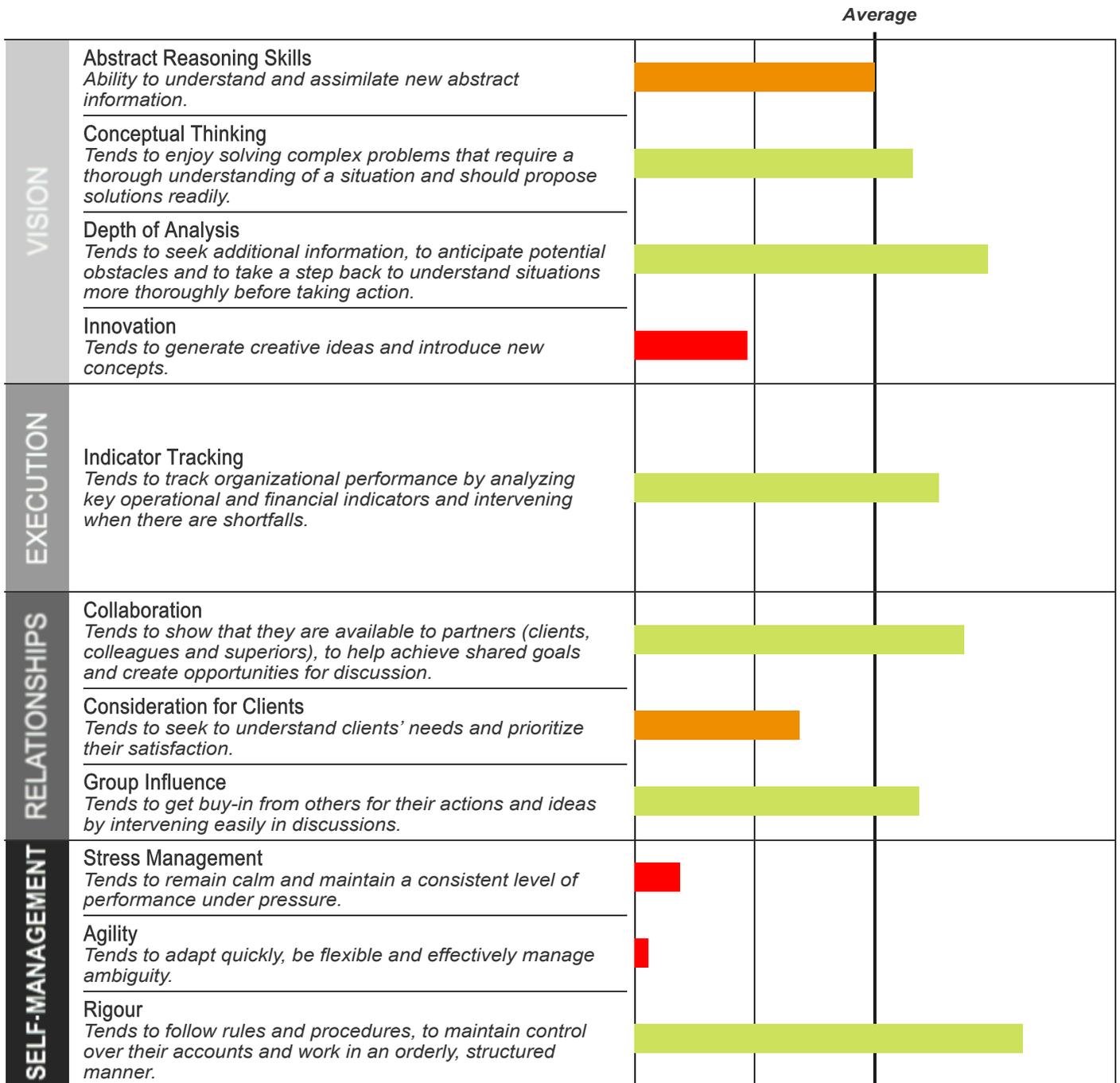
The overall fit score, developed using the [Delphi method](#), helps assess to what extent the candidate’s competency results match the expected profile for a technical professional position. This profile has been established by our experts and represents what many organizations typically expect in this 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 a technical professional position.

<p><b>POOR FIT</b></p> <p>A profile with poor fit means that the candidate obtained results that do not really match the profile typically sought for the position.</p>	<p><b>BELOW AVERAGE PARTIAL FIT</b></p> <p>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.</p>	<p><b>ABOVE AVERAGE PARTIAL FIT</b></p> <p>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.</p>	<p><b>GOOD FIT</b></p> <p>A profile with good fit means that the candidate obtained results that match the profile typically sought for the position.</p>
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## 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 a technical professional position.



**Legend**       Above average       Slightly below average       Significantly below average

>
**ABOVE AVERAGE PARTIAL FIT WITH THE EXPECTED PROFILE**

## ONBOARDING ADVICE

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

### ABSTRACT REASONING SKILLS

The candidate should be able to deal with abstract concepts relatively well. It would be beneficial for you to provide enough time to allow the person to assimilate the information and think about less common problems. It would be in your interest to include some concrete examples to make abstract problems easier to understand.

### CONCEPTUAL THINKING

The candidate will enjoy resolving complex problems. They may have a tendency to think about problems in more detail, even when the issues are not complex. It would be beneficial to involve the person in complex work, since they will be able to think of and propose multiple solutions. When having to deal with a mandate that is simple and more commonplace, it would be a good idea to have them work with a colleague who focuses more on operations to prompt the person to take action.

### DEPTH OF ANALYSIS

The candidate is likely to stand out due to their ability to analyze different facets of a situation in depth before taking action. They will enjoy contemplating complex issues and will take a step back, as necessary, to determine the best solution. Your organization should use their skills for complex situations and to partner them with individuals who are less analytical to help them obtain a better grasp of the issues. Moreover, in some situations, it may be a good idea to show them when a more cursory analysis or solution would be appropriate.

### INNOVATION

The candidate would be inclined to prefer the conventional and known and appreciate familiar ideas. They may settle for limited information and show little curiosity in what is around them. You should assign them mandates where it is important to meet existing standards and maintain stability. You may want to encourage them to set aside time when they have to develop new processes and allow them to gradually test new ideas that are outside of their comfort zone.

### INDICATOR TRACKING

The candidate will set up rigorous tracking mechanisms based on a range of key operational and financial indicators they have identified. They will intervene with colleagues when organizational targets are not met. You should assign them complex or major projects that require regular tracking. You should also encourage them to share their indicator tracking methods with colleagues.

### COLLABORATION

The candidate will naturally join a work group and care about maintaining harmonious relations with partners (clients, colleagues, superiors). They should enjoy assignments that involve interactions with those around them and prioritize teamwork over individual work. You should find opportunities to use their natural tendencies to collaborate with others. However, it might be useful to help this person understand the full importance of sharing their viewpoints, even if they are divergent, and not aligning too quickly with the group opinion. Moreover, if the candidate must work alone frequently, it may negatively affect their motivation.

## ONBOARDING ADVICE

### CONSIDERATION FOR CLIENTS

The candidate will tend to meet clients' requests and needs. However, you should provide them with less problematic clients, as the candidate might feel less comfortable intervening with demanding clients. It might be appropriate to provide opportunities for learning in order to further develop these skills and be better equipped to deal with this type of client.

### GROUP INFLUENCE

The candidate will seek to take a central role and actively lead the conversation when interacting with others. You would benefit from leveraging this talent by assigning them projects that require them to take charge of a delicate or controversial situation and see it through to completion. It would also be effective to use the candidate as a model for other colleagues.

### STRESS MANAGEMENT

The candidate will tend to take stressful situations at work to heart, and may appear regularly concerned and worried. Under pressure, they may sometimes have unpredictable moods or appear somewhat uncertain, which may hinder performance on occasion. Avoid assigning them responsibilities that include constant and high stress. During stressful situations it is important to encourage them to gain a better perspective of the context and adopt the best strategies for stress management. You should also make the candidate aware of the impact their stress could have on their team.

### AGILITY

The candidate will be cautious by nature, appreciate stability in their work and will carefully plan tasks and activities. They will generally have difficulty adapting to changes and unforeseen events. To help this person, your organization should minimize the ambiguity related to any change and give them a sufficient amount of time to get used to any new changes. For example, the candidate might need additional information to understand how something new will impact their work.

### RIGOUR

The candidate will perform well in a role that requires order and structure. They will seek to abide by the organization's rules and should show ease in clearly and effectively structuring their work methods. Do not hesitate to seek this individual's cooperation to structure processes or improve existing work methods. However, you still might have to remind them that excessive focus on details sometimes detracts from the achievement of objectives or the development of a comprehensive vision.

## 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.

### ABSTRACT REASONING SKILLS

- 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?

### INNOVATION

- 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?

### CONSIDERATION FOR CLIENTS

- 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?

### 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?