

# Go assessment

By

**HUMANCE** 

## Assessment Report

**SALES**

**Fictitious Candidate**

October 12, 2023

**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.
	MOTIVATIONAL LEVERS	An indicator of the individual's motivational levers
	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

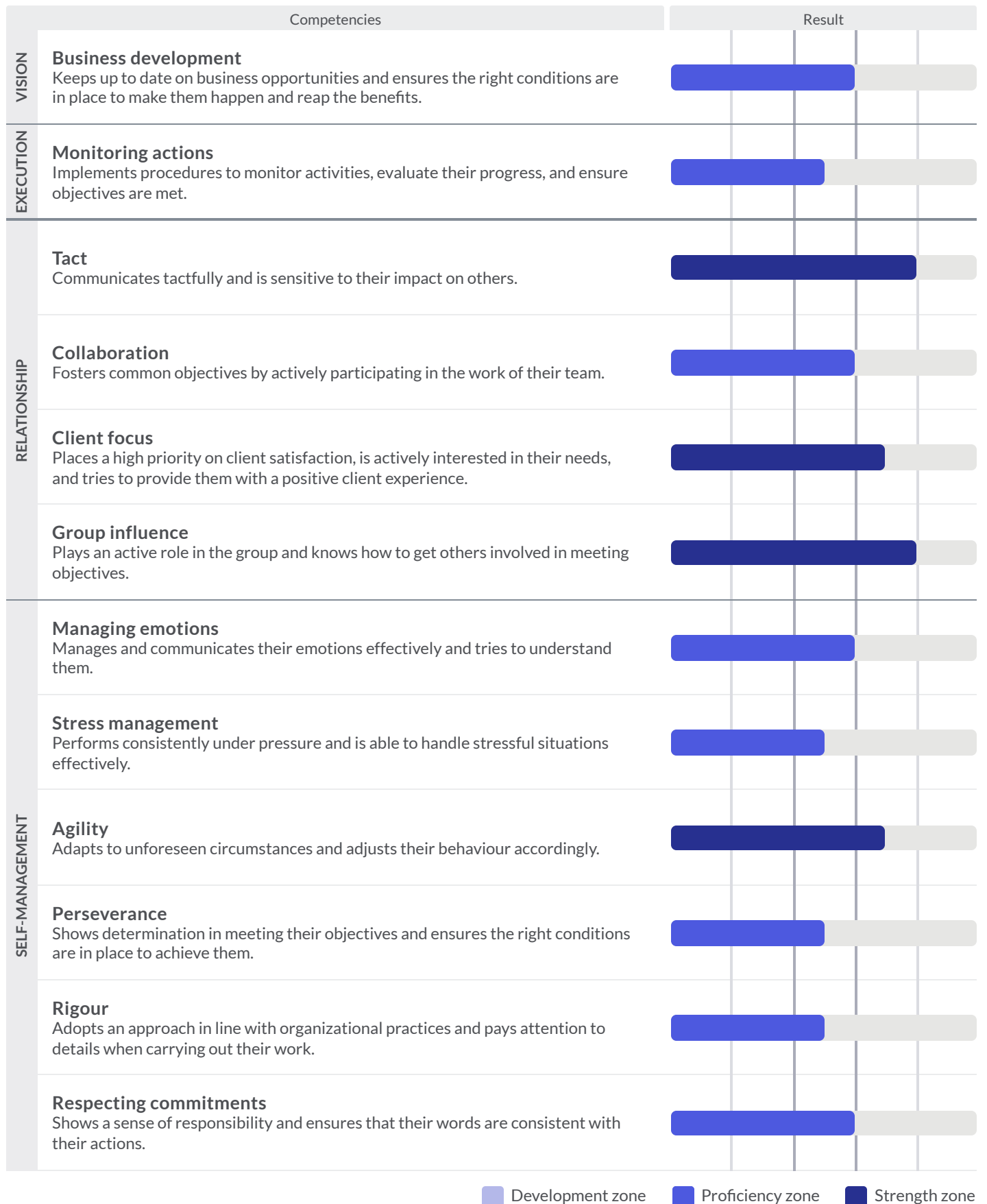
These results are valid for up to two years.

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.

### Business development

Proficiency zone



People with a similar score tend to:

- Maintain sporadic relationships with clients.
- See business opportunities and be able to develop new relationships if necessary as part of their duties.

### 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

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

Proficiency zone




People with a similar score tend to:

- Do the work expected by their team and help others when they need it.
- Seize only certain opportunities to facilitate discussion or to foster their team's synergy.

**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.

**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.

**Managing emotions**Proficiency zone 


People with a similar score tend to:

- Be able to identify most of their emotions and keep them under control after a disconcerting event.
- Express their emotions based on what they feel is appropriate under the circumstances.

**Stress management**Proficiency zone 

People with a similar score tend to:

- Be able to let go of sources of stress that are beyond their control.
- Introduce strategies to deal with normal stress at work, but be momentarily thrown off when under pressure.

**Agility**Strength zone 

People with a similar score tend to:

- Be curious and enthusiastic about new ideas and change.
- Adapt quickly and readily try new approaches in ambiguous or changing situations.

## Perseverance

Proficiency zone 

People with a similar score tend to:

- Strive to continue their efforts despite obstacles.
- Call on external resources to help them continue in their efforts to achieve their goals when their interest in the task flags.

## Rigour

Proficiency zone 

People with a similar score tend to:

- Be concerned about organizing their work and pay some attention to detail.
- Follow the organization's procedures when it is easy to do so.

## Respecting commitments

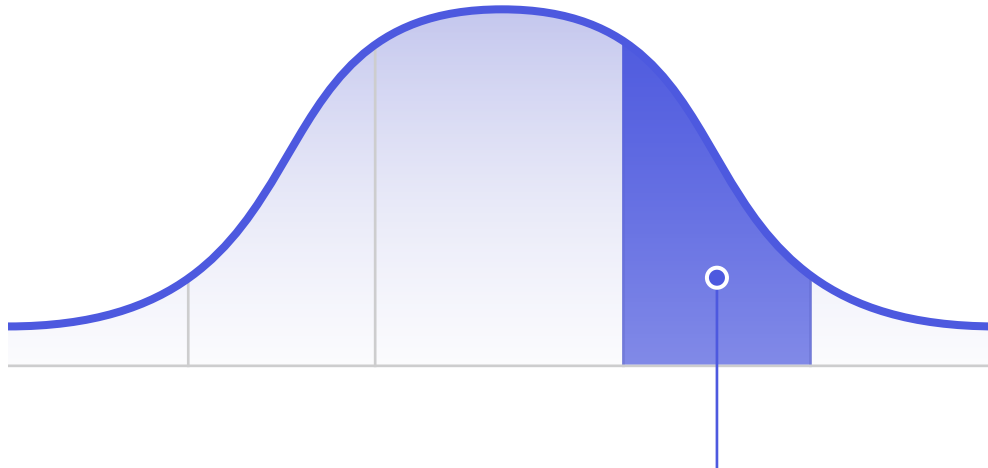
Proficiency zone 

People with a similar score tend to:

- Declare their commitments.
- Meet their professional obligations and keep their promises when there are no obstacles in the way or personal sacrifices to make.

## 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:

- Grapple with relatively complex ideas as quickly as expected.
- Assimilate new information and solve less familiar 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.



## MOTIVATIONAL LEVERS

This section presents the motivational levers of the assessed individual, e.i., what is likely to energize them in their work. The higher the result in an aspect, the more important this is for the individual. Their needs can be compared with what your organization is able to offer. A match between what the individual is seeking and what is present in their work environment will have a positive influence on their level of motivation.

### ACCOMPLISHMENT

Motivation through competition, meeting ambitious targets and opportunity for major advances.



### AFFILIATION

Motivation in an environment that values teamwork, where the focus is on success of the group.



### FINANCIAL

Motivation through rewards such as bonuses, commissions or other personal gains.



### RECOGNITION

Motivation through public recognition of individual accomplishments.



## 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:

#### Group influence

Leveraging their talent for influence by entrusting them with projects in which several decision-makers can have an impact on the progress of activities, so that they can play an active role in the discussions.

Helping a co-worker have a greater impact on the group decision-making process.

#### 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.

#### Agility

Giving them mandates that require them to quickly adapt to change and the unexpected.

Seeking opportunities to help less agile colleagues by sharing their enthusiasm and promoting changes that affect the team.

COMPETENCIES WITH THE **LOWEST** SCORES

It would be beneficial for the organization to:



It would be beneficial for the person assessed to:

**Monitoring actions**

Encouraging them to plan frequent follow-ups with team members from the start of the project.

Setting time aside to ensure everyone understands their instructions and using performance indicators to follow up.

**Perseverance**

Offering them sustained support and regularly motivating them in difficult work situations.

Breaking a project down into a number of concrete objectives to reward themselves every time one of them is achieved.

**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.

### Business development

Tell me about a recent situation in which you had to establish a new relationship or target an existing relationship with a client in order to generate a substantial gain for your organization.

- What was your strategy?
- What outcome did this achieve for your organization?

### 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?

**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?

**Managing emotions**

Give me an example of a work situation that was frustrating.

- How did you respond? How did you feel?
- Whom did you discuss it with? And what did you tell them?

**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?

**Perseverance**

Tell me about a particularly difficult or demotivating task you recently had to accomplish that entailed serious obstacles

- In what way was it difficult?
- How did you react? How much time did you take to complete the task?

**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?