

# Go assessment

By

**HUMANCE** 

## Assessment Report

TECHNICAL EXPERTISE

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.

### Depth of analysis

Strength zone



People with a similar score tend to:

- Finds missing information to draw a general conclusion on a given situation.
- Seizes opportunities to study complex problems and takes a step back to think about the best solution.

### Innovation and creativity

Strength zone



People with a similar score tend to:

- Encourage others to share their original ideas, show creativity and initiate new methods.
- Promote new ideas taking into account potential risks associated with them.

### Planning

Development zone



People with a similar score tend to:

- Have trouble defining objectives and determining their scope; take action immediately without developing a plan.
- Overestimate or underestimate the time it takes to complete an activity.

### Collaboration

Development zone



People with a similar score tend to:

- Prioritize personal goals and interests and offer more limited support for group goals.
- Have difficulty joining group discussions and compromise team synergy at times.

**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**

Development zone



People with a similar score tend to:

- Be subdued and not assert themselves in interactions with others.
- Have difficulty orienting discussions and suggesting ideas that reflect the reality of the people they are dealing with.

**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**

Strength zone



People with a similar score tend to:

- Continue to develop their expertise to increase their credibility.
- Set development goals based on those around them and their personal process; take part in formal and informal development opportunities to achieve their objectives.

**Agility**

Proficiency zone




People with a similar score tend to:

- Show an interest in new ideas and change, while conveying their concerns.
- Be uneasy when there is a great deal of ambiguity and be reluctant to try unproven methods.

**Rigour**Development zone 

People with a similar score tend to:

- Have no particular method for organizing their work and pay little attention to detail.
- Prefer to have few rules and procedures to follow.

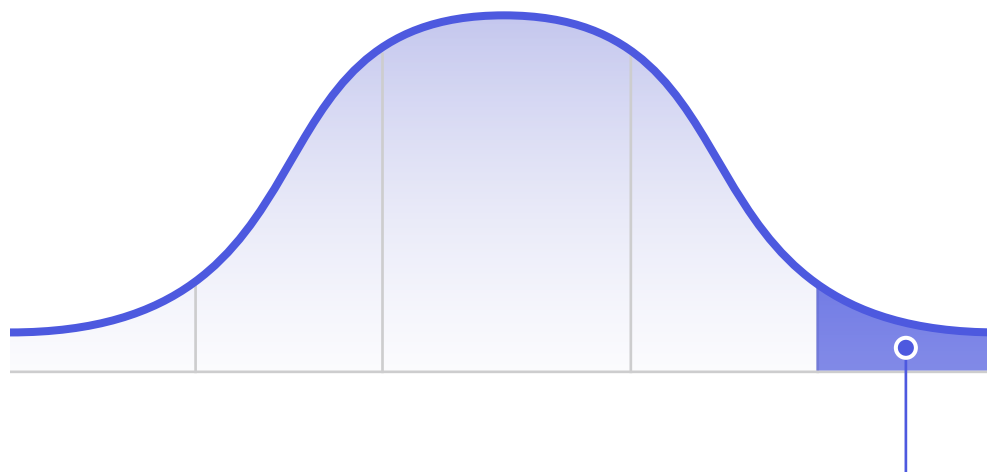
**Respecting commitments**Proficiency zone 

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:

- Needs little support to grapple with new and complex ideas.
- Quickly assimilates information to solve complex problems.



### Onboarding Advice

It would be beneficial for the organization to:

Offer them the opportunity to tackle relatively complex projects to take advantage of their ability to assimilate and process information. Do not hesitate to ask for their help in explaining complex concepts to others.



### Development Advice

It would be beneficial for the person assessed to:

Be willing to explain complex ideas to colleagues. Use common sense by willingly helping to solve the organization's complex 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:

#### Continuous development

Giving them ambitious, yet achievable objectives that will help them develop their expertise.

Acting as a reference for colleagues by continually identifying new development avenues and expressing the importance and advantages of continuous development.

#### 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.

#### Innovation and creativity

Encouraging them to bring their colleagues' creative ideas further by putting them to the test and improving them.

Reviewing all of their work activities (tasks, procedures and processes used) and finding opportunities to leverage their flair for innovation toward improving the usual way of doing things.

COMPETENCIES WITH THE **LOWEST** SCORES

It would be beneficial for the organization to:



It would be beneficial for the person assessed to:

**Rigour**

Reminding them of the benefits of adopting a rigorous approach while helping them acquire tools to ensure their files are organized.

Teaming up with someone known for being structured and learning from how they work.

**Group influence**

Encouraging them to be more assertive and to suggest their ideas to others, starting with situations where the impact of their interventions is less significant.

Being paired with someone who has a knack for expressing ideas and influencing others in order to see how they do it.

**Collaboration**

Giving them a little more time to integrate into their work team and adapt to its ways of doing things.

Volunteering for projects that require a more collaborative role or for which they act as the pivot point between various teams.

## 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?

### 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?

**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?