

CONFIDENTIAL

interpreto

AUTOMATED EVALUATION REPORT

FILE # - 2025-04-23

TEACHER

REQUESTED BY
Fictive establishment

FOR THE POSITION OF
Fictive position

TEACHER REPORT

INTRODUCTION

Interpreto conducted a psychometric evaluation of the candidate referred by the client organization. Following the administration of several scientifically validated psychometric tests, we analyzed the traits that characterize their functioning, their strengths and possible improvements in order to facilitate selection decisions for the position being evaluated.

The data collected through psychometric tests was interpreted by Interpreto's analysis system. This system was developed by the Interpreto professionals who are members in good standing of the Ordre des Psychologues du Québec or the Ordre des Conseillers et Conseillères d'Orientation du Québec.

This report provides you with:

- An indication of the potential of the person evaluated to demonstrate certain competencies necessary to be successful in the position being evaluated.
- An adequacy rating between the results obtained by the person evaluated and the requirements for the position being evaluated.
- Suggestions for probing questions and advice on integration into a new position.

USING THE REPORT

- This document is confidential. Only those involved in the selection process are authorized to consult it.
- This automated evaluation report may not be used for any purpose other than to make a selection decision in accordance with the consent form signed by the applicant. This report has therefore been designed specifically in relation to the success criteria of the targeted position.
- As a matter of professional ethics, we suggest that you do not make copies of this document.
- Since human beings are constantly evolving, the content of this automated evaluation report is considered valid for a period of two years.

CONDITIONS OF SUCCESS

To encourage the professional development of the person being evaluated, we recommend that you provide feedback on the results of the evaluation. This practice could have an engaging impact on the candidate, facilitating their integration into the position and helping them to make better use of talents to the service of your organization.

SUMMARY TABLE

	Below expectations	Partially meets expectations	Meets expectations	Exceeds expectations
Reasoning Ability				✓
Planning and Organizing				✓
Relational Efficiency			✓	
Leadership			✓	
Adaptability				✓
Collaboration	✓			
Sense of Responsibility		✓		
Open-Mindedness				✓
Self-Management			✓	
Sensitivity for Others			✓	
Rigor			✓	

PROFILE ADEQUACY

RECOMMENDED

The candidate has obtained results that correspond to the profile required for the position being assessed

**Below
expectations**

**Partially meets
expectations**

Meets expectations

**Exceeds
expectations**

Reasoning Ability

Is able to isolate and identify the various important components of a given situation and analyze them in a logical way in order to make informed decisions.

Planning and Organizing

Is likely to take the time to plan and organize work according to deadlines. Generally shows discipline and foresight in order to achieve set objectives.

Relational Efficiency

Enjoys social interaction and easily develops bonds with others. Respectful and interested in others, seeks to ensure that everyone is accepted and feels important.

Leadership

Likes to influence and convince others. Results-oriented, can exert leverage over others in order to direct efforts toward the achievement of objectives.

Adaptability

Approaches change in a positive way and does not hesitate to experiment with new ways of doing things. Can modify their behavior according to circumstances.

Below expectations

Partially meets expectations

Meets expectations

Exceeds expectations

Collaboration

Demonstrates social reserve and doesn't necessarily seek to form bonds with others. May prefer to work alone.

Sense of Responsibility

Prefers to be moderately involved in the accomplishment of routine tasks and to direct their energy towards tasks and projects that are more important to them. May need encouragement to persevere towards achieving objectives.

Open-Mindedness

Is interested in different subjects and can consider different points of view. Demonstrates intellectual curiosity. Shows openness to diversity and to innovative ideas.

Self-Management

Handles negative emotions well and is open to criticism. Knows how to deal with stressful or pressuring situations calmly and confidently.

Sensitivity for Others

Is inclined to take the time to listen to others and to show empathy. Can offer their help spontaneously to others. Demonstrates goodwill in their way of approaching people.

Below expectations

Partially meets expectations

Meets expectations

Exceeds expectations

Rigor



Works methodically and is careful to respect the rules and protocols. Meticulous and reliable, shows great attention to detail.

PERSONALITY

The traits and facets of personality allow us to evaluate the foundations of a person's psychological functioning, while providing us with information on their motivational and behavioral aspects. The following descriptions are based solely on the trends observed in terms of personality and do not take into account the interactions between the various traits on the one hand, nor the interactions with cognitive abilities such as learning, reasoning and analytical skills on the other. The additional information provided is therefore very general and should be used with caution.



OPEN-MINDEDNESS

This person enjoys juggling ideas, considering different possibilities and points of view. They are comfortable with abstract concepts. This person is innovative and likes to come up with new ideas. They are stimulated by problem-solving and are generally comfortable working with large amounts of information at a time. They have varied interests and enjoy learning. They are generally open to new ideas or ways of working, and to different opinions and values. This person generally approaches change and novelty as a positive opportunity.

This person strikes a balance between pragmatism and imagination. They can be attentive to their inner world and feelings, although this is not central to their functioning. They favor concrete approaches, but are capable of integrating a touch of creativity or intuition when appropriate. In their decisions, they know how to combine factual data with a certain sensitivity to personal impressions, thus adapting to the demands of the situations they encounter.

APPROACH TO WORK

This person is average when it comes to ambition, competitiveness, achievement orientation, perseverance and self-discipline. They show a good level of commitment to the tasks they undertake and generally do what it takes to complete them, although they can sometimes become distracted or discouraged when faced with significant difficulties. They are capable of taking responsibility and handling tasks independently. Their sense of self-efficacy is average.

This person is generally reliable and organized. They respect their word and commitments as much as possible. They tend to follow rules and protocols. They like to work to a schedule, and to organize and plan their work. They have an eye for detail and are more meticulous than average. When it comes to making decisions, they generally take the time to study the situation and consider the various options before deciding. They are generally uncomfortable with uncertainty. They are more reliable, organized, methodical and far-sighted than the average person.

PERSONALITY (cont'd)

RELATIONAL QUALITY



This person is altruistic and caring. They are warm, respectful and attentive to the needs of others. They are sensitive to the emotions and difficulties of the people around them, and are easy to trust, believing that most people are well-intentioned. In their decisions, they consider the impact on others and actively seek to preserve or improve interpersonal relationships. In the workplace, they help create an atmosphere where everyone feels accepted and valued.

This person adopts an assertive approach and favors autonomy in relationships and decision-making. They are at ease defending their rights and ideas when justified, but they also know how to use discernment to avoid unnecessary confrontation. They pay particular attention to their objectives and prefer direct, functional relations. This ability to express ideas confidently while adapting to the needs of the context is a strength in environments requiring clear, assertive communication.

INTERPERSONAL PROPENSITY



This person has very high levels of leadership and assertiveness. They seek to influence and convince. In social situations, they express their opinions without hesitation and assert themselves naturally. This is a person of action, motivated by taking on projects and responsibilities from a position of authority. Their great sense of initiative and natural ascendancy enables them to mobilize others and actively involve them in their projects. They are often described as having a strong personality and distinguishing themselves as a leader.

This person is average in terms of sociability and positive emotionality. They are generally comfortable making social contacts, although they do not actively seek to multiply interactions. They enjoy a balance between teamwork and individual tasks, depending on the context. Their enthusiasm and energy levels can vary according to situations and group dynamics, making them adaptable to a variety of social environments.

PERSONALITY (cont'd)

EMOTIONAL MANAGEMENT

This person has a low propensity for negative emotions such as anger or frustration, and effectively manages those that do arise. They are generally calm, stable-tempered and thoughtful in their emotional reactions. Not easily irritated, they take criticism in stride. In emergency or high-pressure situations, they remain calm and in control of their emotions. Their ability to react calmly and thoughtfully makes them reliable in demanding environments.

This is a person who thinks carefully and likes to ensure they make informed decisions. They may question certain choices or hesitate when faced with new situations, but this reflects their concern to do the right thing and their desire to evaluate the best options. They prefer to move forward by relying on familiar reference points, which helps them to gradually gain confidence. Socially, they attach a certain importance to the perception of others, and adopt a respectful, thoughtful approach to their interactions.



PROBING QUESTIONS

In this section, you will find examples of questions to ask in an interview with the candidate or to use as inspiration when taking references for competencies and skills that came out as Weak or In Progress in relation to the assessment.

If all skills meet expectations, no specific questions appear in this section. However, it may still be interesting to ask the candidate during a subsequent interview about their sources of motivation at work with a view to job integration. Finally, taking references can also be useful in order to confirm observations and provide concrete examples of behaviours related to the most crucial skills in the position to be filled.



COLLABORATION

Describe the last time you had to deal with frequent changes in your work or with a series of unexpected events.

Tell me about a recent situation at work where you found that your usual ways of doing things weren't working.

SENSE OF RESPONSIBILITY



Tell me about a time when you worked together with your team members in order to progress towards achieving a goal.

Tell me about a recent moment at work when you had to work as part of a team when you thought you could get results more efficiently or more quickly if you were on your own.

INTEGRATION TIPS

Successful integration into a new position requires an adaptation of the candidate to his new work environment. This adaptation includes three main issues:

- Learning the role and task
- The creation of a social network
- Adapting to the culture and values of the team and the organization

An employee who manages to adapt to these three major issues will have better chances to have a successful integration. Generally, well-integrated employees are happier at work, more productive, and have less intention of changing jobs. The indices presented in this section provide a glimpse of the style of integration of the candidate according to his personality. These indices aim to equip the manager in the integration of the candidate, and should not be considered as a selection tool.



LEARNING STYLE

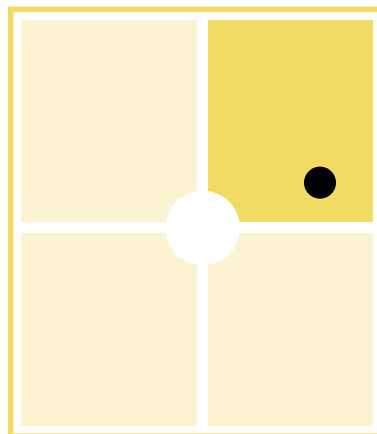
The interaction between the Openness trait and the Conscientiousness trait provides information on how one will approach learning

Pragmatic Learner

Pragmatic approach to learning. Knowledge is a means to an end and not an end in itself. Does what it takes to acquire the knowledge necessary to achieve a goal (training, professional, etc.). Approaches knowledge with conformism, little inclined to have a critical perspective of what is taught.

Disengaged

Not focused on learning and studying. Little at ease in an academic context. Knowledge and deep understanding of things are of little interest to him. Constraining himself in the required learning efforts is hard. More comfortable in a short and practical training leading to practical applications (e.g. vocational training).



Good learner

The intellectual interest and creativity of the openness trait with the willingness to succeed and the organization of the conscientiousness trait produces the typical profile of a good learner. Interested in learning and taking the means to reach the end of his interests. Ability to take a critical step back from what is being taught. High probability of success in training.

Inconsistent learner

Diversified intellectual and/or creative interests, diversified but at risk of not being deepened by lack of determination and organization. Learning may stop while the effort to pursue it increases, which can lead to the acquisition of great superficial knowledge without deepening.

INTEGRATION TIPS (cont'd)

INTERPERSONAL STYLE



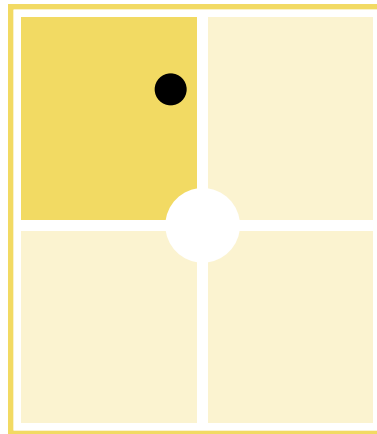
The interaction between the agreeableness and extroversion gives information about the interpersonal style, meaning the way the person will take on his relationship with others.

Modest

Is not attracted to social situations and new encounters, but does not reflect a lack of interest towards others. Will prefer to maintain a small number of significant interpersonal relationships. Modest and discreet in a group.

Individualistic

Independent and individualistic. Little interested in social relations. Feels easily disturbed by the presence of others. Protects his personal sphere and privacy. May reflect a distrust towards others. Can be perceived as cold, distant and uncooperative.



Warm Leader

Actively seeking to create and maintain personal relationships with people. Sincerely makes friends with people. Brings life to a group and is often in a position of leadership and or initiator of common activities. A warm and collaborative leader. Likes teamwork.

Self-centered Leader

Actively seeks social relationships for the benefits and the pleasure that it gives him rather than by interest towards others. Tendency to create many superficial and utilitarian relationships. Likes being at the forefront. Can become an authoritarian leader and little inclined to listen to his subordinates.

INTEREST STYLE



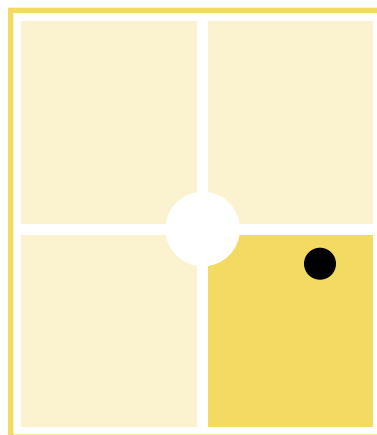
The interaction between openness and extroversion provides information about the interests that person may have, both professionally and personally.

Popular Culture

Interest in activities in which social contacts are frequent, which require influencing others and in which it is possible to succeed by keeping to the usual ways of doing things. Would prefer continuity and consolidation to change and innovation.

Homebody

Introverted and concrete person whose simple interests can be pursued alone and in small groups. Prefers a quiet social and creative life. Preference for working with data rather than with ideas and with things rather than with people (ex: Accounting, mechanics and repair, construction trades).



Creative Interaction

His interests combine gregariousness, upward mobility, creativity and intellectual curiosity. Wants to share his knowledge and creativity. Creative and innovative leader. Interested in understanding and influencing people and society. Interested in sharing ideas and creativity with other people and influencing them (ex.: teacher, politician, manager).

Introspection

Concerned primarily by intellectual or artistic activities which can be pursued individually or in small groups (ex: literature, music). Will be more interested in working with ideas rather than with data and with things rather than people (ex: scientific research, artistic creation).