

CONFIDENTIAL

interpreto

AUTOMATED
EVALUATION REPORT

FILE # - 2023-10-23

PROFESSIONAL

REQUESTED BY
Fictive establishment

FOR THE POSITION OF
Fictive position

PROFESSIONAL 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

	Weak	In progress	Meets expectations
Reasoning ability			✓
Plan and organize	✓		
Relational efficiency			✓
Collaboration			✓
Self management			✓
Adaptability			✓
Rigor			✓
Sense of responsibility			✓
Spirit of innovation			✓
Advice role		✓	

PROFILE ADEQUACY

✓

HIGH ADEQUACY WITH EXPECTED PROFILE
 The candidate has obtained results that correspond to the profile of skills sought for the evaluated position

Weak

In progress

Meets expectations

Reasoning ability



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

Plan and organize



Less inclined to organize work according to the goals and objectives to be achieved. Prefers a spontaneous rather than a planned approach.

Relational efficiency



Appreciates social interactions and easily develops relationships with others. Respectful and interested in others, try to make everyone feel accepted and important.

Collaboration



Easily interacts with others and approaches teamwork with enthusiasm. Able to energize a group through its positive contribution.

Self management



Manages negative emotions well and is open to criticism. Can cope with stress or pressure situations calmly and confidently.

Weak

In progress

Meets expectations

Adaptability



Address change in a positive way and do not hesitate to experiment with new ways of doing things. Can change his behavior depending on the circumstances.

Rigor



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

Sense of responsibility



Can take care of situations in order to complete them. Demonstrates personal discipline to perform the assigned tasks and achieve the set goals.

Spirit of innovation



Loves to juggle new ideas and is interested in different concepts. Is inclined to consider different options even if they think outside the box.

Advice role



Can respond to customer requests without considering all the issues. Transmits his opinion on request, sometimes in a summary or hesitant manner.

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 shows a certain preference for concrete ideas and activities, while abstract and theoretical ideas interest them less. They generally prefer proven methods over innovation. They generally prefer to work within their comfort zone and area of expertise rather than having to continuously adapt and learn. This person may be uncomfortable with change. In terms of opinions and values, they are not particularly attracted to the exchange of differing views.

This person has a concrete sense of mind and is more conformist than the average in terms of thinking. They can be described as pragmatic because they have a preference for things that are functional and useful, and they often place less importance on their aesthetic aspect. They prefer to get to know others through their behaviors rather than by being interested in their feelings. This person prefers to make decisions based on facts and previous experiences and relies little on their intuition and feelings.

APPROACH TO WORK

▶ This person places less importance than the average on professional success and performance. They may have a tendency to procrastinate or to invest themselves with moderation in the projects they undertake. They may have difficulty completing projects on their own, particularly with long-term projects and when they are faced with difficulties. They generally prefer to enjoy the present moment rather than plan and work for the future. Performance, competitiveness and the achievement of goals are not their main sources of satisfaction and personal fulfillment.

This person is generally reliable and organized. They keep their word and commitments as much as possible. They tend to follow rules and protocols. They like to work according to a schedule and to organize and plan their work. They are detail-oriented and more meticulous than the average. In terms of decision-making, they usually take the time to study the situation and consider the different options before making their choice. They are generally uncomfortable with uncertainty. They are more reliable, organized, methodical and forward thinking than the average.

PERSONALITY (cont'd)

RELATIONAL QUALITY

This person has a lower than average degree of sympathy and goodwill. They show some distrust towards others. Interpersonal relationships must be of some use to them and they maintain only a small number of relationships that are emotionally meaningful. In terms of decision-making, they place more importance on options based on logic or their own needs rather than on the impact they may have on others. They may appear more interested in results than in people.

This person prefers to act in a way that maintains social cohesion and avoids confrontation, but will also assert and defend themselves when necessary. They are in the average range in terms of their modesty and humility levels. They generally work well under the supervision of another person and are respectful of authority, but they will set limits and will not allow themselves to be mistreated by an unfair or malicious superior. In terms of decision-making, they generally prefer to consult with others before making an important decision.

INTERPERSONAL PROPENSITY

This person has very high levels of leadership and assertiveness. They seek to influence and convince. In a social situation, they do not hesitate to give their opinion and to assert themselves. This is a person of action who likes to take charge of things, to be in a position of authority and who demonstrates a great sense of initiative. They actively seek to involve people in their projects, and to be responsible for a team. They have an influence on others and are said to have a strong personality.

This person is in the average range in terms of sociability and propensity to experience positive emotions. They are generally comfortable meeting new people and making new contacts, without however actively seeking them out. They will likely prefer a balance between teamwork and individual tasks. Their energy and enthusiasm levels may depend on the group dynamic.

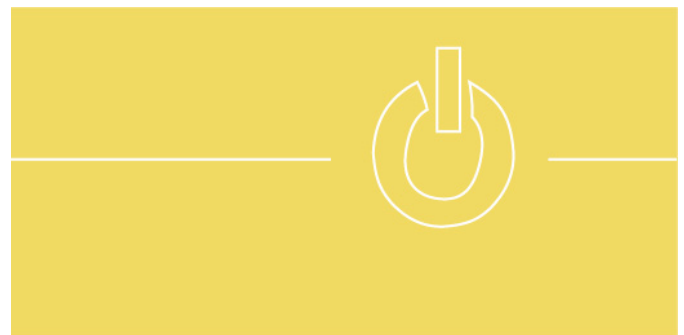
PERSONALITY (cont'd)

EMOTIONAL MANAGEMENT



This person has a low propensity to feel negative emotions such as anger and frustration and has a good ability to manage them when they occur. They are generally calm, stable in mood and in control of their emotional reactions. They are not easily irritated by the events and behaviours of others. They generally receive criticism with calm. They do not panic easily and remain calmer than the average of people when under pressure or when faced with an emergency situation. They do not tend to react impulsively.

This person feels negative emotions such as anxiety and guilt more frequently and strongly than others. It regularly happens to them to have doubts and worries about their value and their future, as well as to feel overwhelmed by events. They have a certain propensity for pessimism. They have a tendency to be critical of themselves, quick to blame themselves and to have regrets. They can sometimes feel embarrassed in social situations and they often worry about what others think of them.



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.



PLAN AND ORGANIZE

Tell me about a recent time at work where you had to draw up an action plan to complete an important project.

Tell me about the last time you had to coordinate multiple tasks at the same time as part of a project.

ADVICE ROLE



Tell me about a time when you were able to assert your professional opinion towards a client or collaborator.

Give me an example of a situation where your expertise has been called upon to shed light on a complex issue.

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



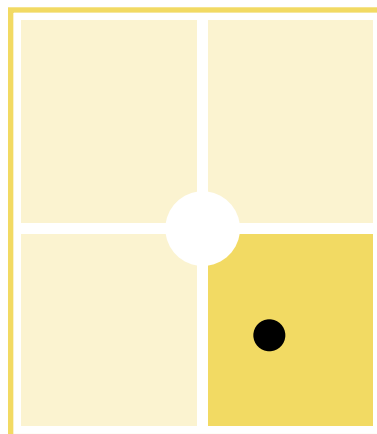
The interaction between the Openness trait and the Conscientiousness trait provides information on how one will approach learning

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



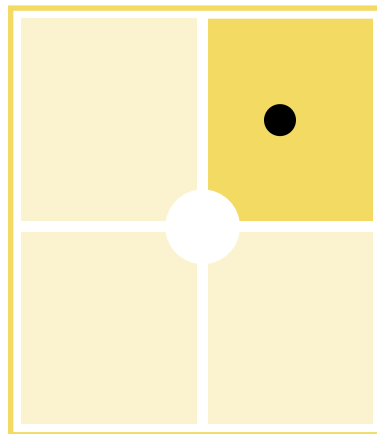
The interaction between the agreeableness and extroversion gives information about the interpersonal style, meaning the way the person will take on his relationship with others.

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



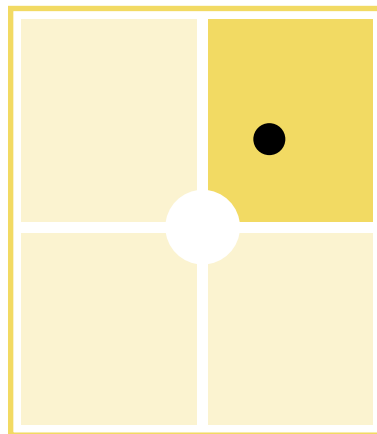
The interaction between openness and extroversion provides information about the interests that person may have, both professionally and personally.

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).