

CONFIDENTIAL

interpreto

AUTOMATED
EVALUATION REPORT



FILE # - 2023-10-23

SAFETY OPERATOR

REQUESTED BY
Fictive establishment

FOR THE POSITION OF
Fictive position

SAFETY OPERATOR 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	Exceeds expectations
Learning skills	✓			
Stress management			✓	
Emotional management			✓	
Adaptability			✓	
Task oriented	✓			
Relational skills				✓
Team spirit				✓
Compliance with the rules		✓		
Caution				✓

PROFILE ADEQUACY

✓

PARTIAL ADEQUACY WITH THE EXPECTED PROFILE
 The candidate obtained results that correspond in part to the profile of skills sought for the evaluated position

Weak

In progress

Meets expectations

Exceeds expectations

Learning skills



May need more time to learn concepts that allow the execution of new procedures or ways of doing things.

Stress management



Feels less stress and anxiety than the average person. Remains calm under all situations. Maintains a higher than average yield when working under pressure. Keeps his focus on goals despite the urgency and pressure.

Emotional management



Remains in control of his emotions, even in tense or delicate situations.

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.

Task oriented



Enjoys less pressure and having a high workload to complete. A tendency to work less quickly or not to attach great importance to completing tasks.

Weak

In progress

Meets expectations

Exceeds expectations

Relational skills



Knows how to establish good relationships with colleagues and superiors. Demonstrates enthusiasm in interacting with others and is easily able to be known.

Team spirit



Appreciates teamwork. Is sensitive to the achievement of common objectives. Is always available to help others.

Compliance with the rules



Is usually open to the values, traditions and rules in place. Generally respects his commitments and acts according to the expected standards.

Caution



Takes a thoughtful and prudent approach to work. Tends to think about possible impacts before taking action. Anticipates potential obstacles and risks before taking action.

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 can enjoy juggling ideas and considering different possibilities and points of view. They are most comfortable with abstract concepts when their practicality is visible. This person has a sense of innovation that is comparable to the average. They do not seem to stand out in terms of their interest in solving complex problems, their diversity of interests, their desire to learn, nor in their openness to new ideas or ways of working and to different opinions and values.

This person is in the average range on the personality facet that represents the orientation towards imagination, creativity and interiority. They can be attentive to their inner world, without the analysis of their emotions and intuition occupying an important place in their functioning. This person may also occasionally consider factual data in their decisions.

APPROACH TO WORK

▶ This person is in the average range on the personality facet that indicates how ambitious, competitive, success-oriented, persistent and self-disciplined a person is. Although they have a good level of commitment to the tasks they undertake and generally do what it takes to complete them, they may sometimes be distracted by external elements or discouraged by significant difficulties. They are capable of being given responsibility and of taking charge of things. Their sense of self-efficacy tends towards the average.

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 is in the average range in terms of altruism, kindness, goodwill, empathy and helpfulness. They will be willing to help and give of their time to people with whom they have friendships (friends, colleagues) and will be sensitive to their needs and attentive to their difficulties. However, they may be less altruistic with people they are less close to or when the action to be taken would require personal effort or sacrifice.

This person prefers to act in a way that maintains social cohesion and avoid confrontation whenever possible. They tend to be quiet rather than say something that could be hurtful or cause interpersonal tension, and they tend to forgive easily. They show modesty and do not consider to be superior to others. This person is usually polite and respectful of authority. In terms of decision-making, they generally prefer to consult with others before making a decision.

INTERPERSONAL PROPENSITY

This person does not have a tendency to seek to assert themselves in a group. Within a team, they will be more comfortable as a team member than as a leader. In a social situation, they prefer to let others speak and take the lead. They do not seek to give their opinion and to influence others. When they take initiative or make decisions, it will rarely be with the goal of involving others in their project.

This person is introverted and shows a certain social reserve. They are not particularly interested or comfortable meeting new people and generally prefer to work alone rather than in a team. They do not reveal themselves to others and do not easily show enthusiasm.

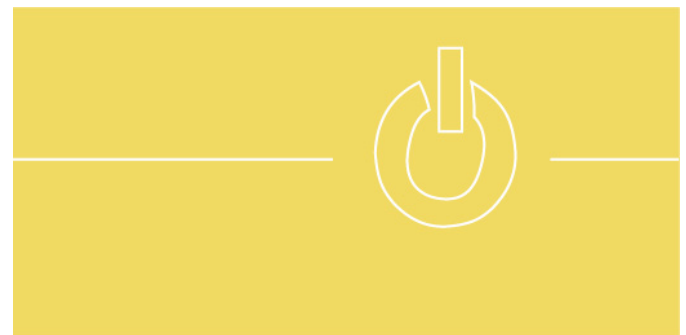
PERSONALITY (cont'd)

EMOTIONAL MANAGEMENT



This person is in the average range in terms of their propensity to feel negative emotions such as anger and frustration, as well as their ability to manage these emotions when they arise. It happens that they get angry and they can be irritated by certain events and by certain behaviours of others. Their level of sensitivity to criticism is also in the average range. They may sometimes have difficulty keeping their calm when they are under pressure or in emergency situations. They react impulsively on certain occasions.

This person is in the average range in terms of their tendency to be anxious or depressed. Although they have a good ability to manage these emotions on a daily basis, it happens to them to experience negative emotions in a more pervasive and long-lasting way when faced with difficult situations. Their levels of self-confidence and confidence in their ability to cope with life's setbacks do not stand out from the average. On the social level, like most people, they would not be indifferent to the judgment of others.



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.



LEARNING SKILLS

Using a recent example, explain how you usually proceed to quickly learn new ways of doing things.

Tell me about the most difficult task you recently had to learn at work.

TASK ORIENTED



Describe a situation where you were unable to complete the tasks assigned to you because of circumstances beyond your control. How did you react?

Give me an example of a recent situation at work where you faced difficulties that forced you to go beyond your professional boundaries.



COMPLIANCE WITH THE RULES

Tell me about a recent event at work when you were unable to meet the established standards or rules.

Tell me about the last time you found that a colleague had not respected the organization's procedures.

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



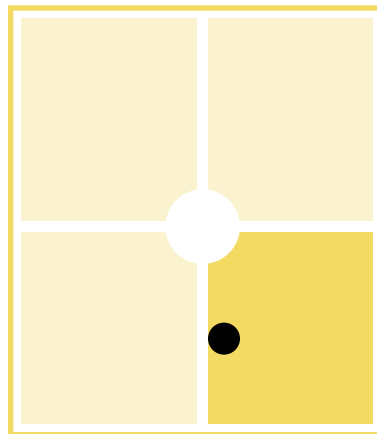
The interaction between the Openness trait and the Conscientiousness trait provides information on how one will approach learning

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



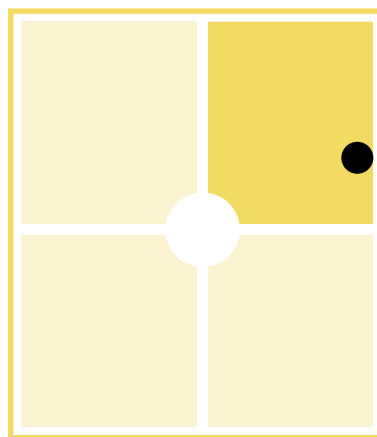
The interaction between the agreeableness and extroversion gives information about the interpersonal style, meaning the way the person will take on his relationship with others.

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



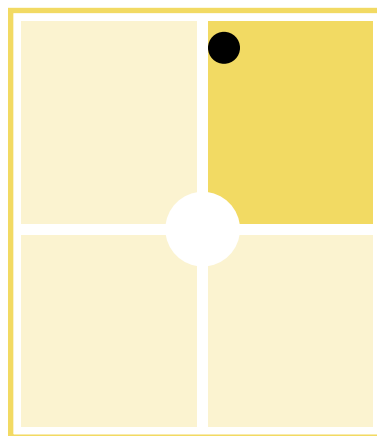
The interaction between openness and extroversion provides information about the interests that person may have, both professionally and personally.

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).