

CONFIDENTIAL

# interpreto

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## AUTOMATED EVALUATION REPORT



FILE # - 2023-10-23

**TEACHER**

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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**

|                         | Weak | In progress | Meets expectations |
|-------------------------|------|-------------|--------------------|
| Reasoning ability       |      |             | ✓                  |
| Plan and organize       | ✓    |             |                    |
| Relational efficiency   | ✓    |             |                    |
| Leadership              |      |             | ✓                  |
| Adaptability            |      |             | ✓                  |
| Collaboration           | ✓    |             |                    |
| Sense of responsibility |      |             | ✓                  |
| Open mind               |      |             | ✓                  |
| Self management         |      |             | ✓                  |
| Sensitivity for others  |      |             | ✓                  |
| Rigor                   |      | ✓           |                    |

**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

**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**



May be suspicious of others' intentions and prefer to keep information for themselves. Is more distant in relation and may lack empathy.

**Leadership**



Like to influence and convince others. Results-oriented, can exert ancestry on others in order to direct efforts towards the achievement of objectives.

**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.

Weak

In progress

Meets expectations

**Collaboration**



Manifest a social reserve and do not necessarily seek to connect with others. May prefer to work alone.

**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.

**Open mind**



Interested in different topics and can consider different points of view. Shows intellectual curiosity. Be open to diversity and innovative ideas.

**Self management**



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

**Sensitivity for others**



Worn to take the time to listen to others and show empathy. Can offer help spontaneously to others. Shows kindness in his approach to people.

Weak

In progress

Meets expectations

Rigor



May pay some attention to details that seem more relevant, but may circumvent certain rules and fail to always meet their commitments.

## 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 shows a sense of innovation and enjoys suggesting 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 take pleasure in learning. They generally show openness 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 is characterized by a higher than average imagination and sense of aesthetics. This is a person who places importance on intuition and may sometimes tend to get lost in their thoughts or daydreams. It is important for them to be able to express their creativity and they generally dislike routine. They are attentive to their inner world and questions of meaning are important to them. This person tends to allow place for emotions and intuition in their life and in their decisions.

### APPROACH TO WORK

▶ This person is success-oriented and demonstrates self-discipline. They are more ambitious, competitive and persistent than the average. They usually get on with their tasks quickly and see their projects through to completion despite the difficulties that may arise. They are diligent in their work and enjoy being given responsibility and taking charge of things. They are stimulated by challenges, have confidence in their ability to succeed in most common situations, and can face adversity with determination. They have a high sense of self-efficacy about the tasks in which they are invested.

This person does not distinguish themselves from the average in their levels of dependability, organization, planning, sense of duty, attention to detail and meticulousness. They like a certain balance between flexibility and organization and between spontaneity and planning. They would not systematically do everything in their power to respect their commitments, the rules and the protocols.

## PERSONALITY (cont'd)

### RELATIONAL QUALITY



This person is generally altruistic, kind, personable, helpful, respectful and interested in others. They show interpersonal warmth, listen to others, are sensitive to their emotions and are interested in their difficulties. They generally trust people and believe that most of them are well-intentioned. In terms of decision-making, they value the impact of their decisions on others. In a work team, they aim to make everyone feel accepted and important.

This person is not afraid of confrontation. They will stand up for their rights and reputation when they feel it is necessary, and will not be silent when they feel they have been wronged or insulted. They do not tend to consult with others in their making of decisions. In relationships, this person may tend to be more competitive than cooperative and may put their own interests first. They may confront authority when they disagree with it and may find it difficult to work under the supervision of another person.

### 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 stands out by their sociability. This is someone who actively seeks to meet new people and work in a team. They are quick to create contacts with the people they meet. They are prone to feeling positive emotions such as joy and pride. They have an enthusiastic and optimistic approach, and have fun and laugh easily. They bring a contagious energy to the people around them and to their work team.



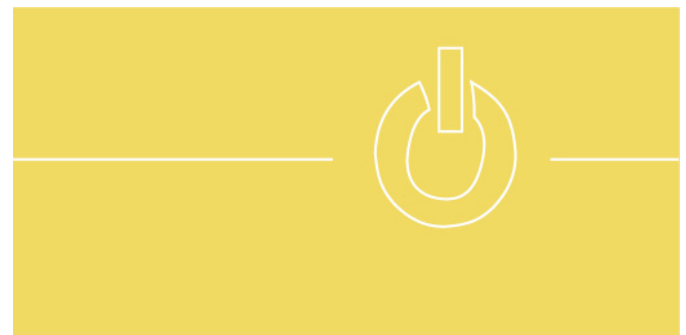
## PERSONALITY (cont'd)

### 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 unlikely to feel anxious or depressed and when these emotions do manifest themselves, they are rarely overwhelming or long-lasting. This person rarely has tendency to doubt, blame or feel guilty about themselves. They are generally confident about what the future holds. On the social level, they do not have a tendency to worry about the judgment of others. They also have a high level of resilience in the face of life's setbacks.



## 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 that, as part of a project, you had to coordinate several tasks at the same time.

### RELATIONAL EFFICIENCY



Using a recent and concrete example, tell me about your usual method of establishing good working relationships with your employees and clients.

Tell me about a recent situation at work where you had to communicate skillfully in difficult circumstances.



### COLLABORATION

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

Tell me about a recent situation at work where you found that your usual ways of doing things did not work.

## PROBING QUESTIONS (cont'd)



### RIGOR

Using a concrete example, describe your usual way of structuring your tasks to produce quality work.

How do you make sure you make a product or service of the highest quality? Give me a concrete example.

## 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



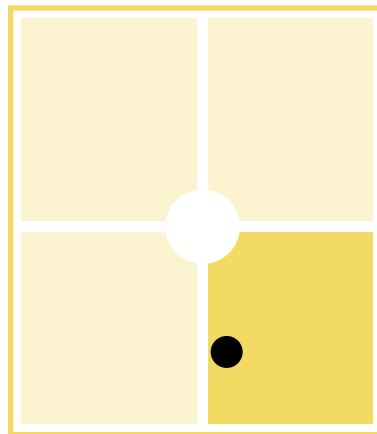
**The interaction between the Openness trait and the Conscientiousness trait provides information on how one will approach learning**

### 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



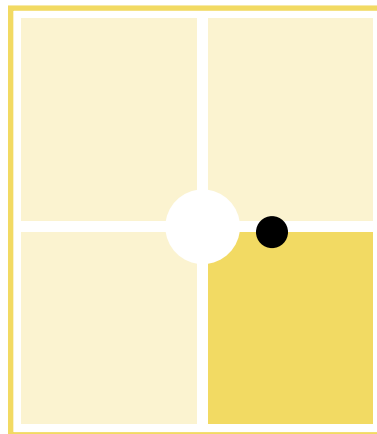
The interaction between the agreeableness and extroversion gives information about the interpersonal style, meaning the way the person will take on his relationship with others.

### 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



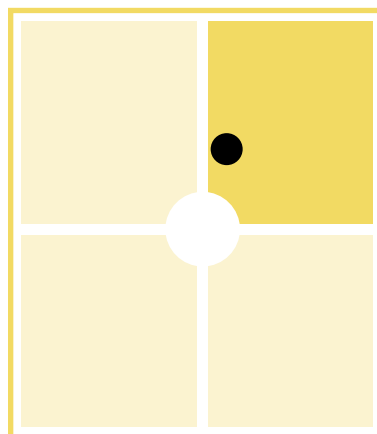
The interaction between openness and extroversion provides information about the interests that person may have, both professionally and personally.

### 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).