

CONFIDENTIAL

interpreto

AUTOMATED EVALUATION REPORT

FILE # - 2025-10-01

PROFESSIONAL - HR,
COMMUNICATIONS, AND
MARKETING

REQUESTED BY
Fictive establishment

FOR THE POSITION OF
Fictive position

PROFESSIONAL - HR, COMMUNICATIONS, AND MARKETING REPORT

INTRODUCTION

Interpreto conducted a psychometric evaluation of the proposed candidate. Following the administration of various scientifically validated psychometric tests, we analyzed the traits that characterize their functioning, identifying their strengths and areas for improvement. The aim is to facilitate decisions relating to their career development as a professional in the fields of human resources, communications, and marketing.

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 evaluated person's mastery of certain competencies for a professional position in the fields of human resources, communications, and marketing;
- A rating of adequacy between the individual's results and the job requirements;
- Suggestions for probing questions, advices on integration into a new position and avenues for development support.

USING THE REPORT

- This document is confidential. Only those involved in the employee evaluation process are authorized to consult it.
- This report is intended solely to facilitate an informed decision as part of the evaluation process for the position sought.
- 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 assessment 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
Cognitive Agility			✓	
Relational Effectiveness			✓	
Collaboration				✓
Self-Management	✓			
Adaptability	✓			
Professional Rigor		✓		
Decision-Making			✓	
Advisory Role			✓	
Planning and Organizing				✓
Negotiation and Conflict Resolution			✓	
Leadership				✓

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**

Cognitive Agility

Demonstrates strong learning ability by quickly integrating complex information, and effectively mobilizing prior knowledge to adapt strategies to new and unforeseen contexts.

Relational Effectiveness

Enjoys social interactions and easily builds connections with others. Respectful and interested in others, seeks to ensure everyone feels accepted and valued.

Collaboration

Easily establishes relationships with others and approaches teamwork with enthusiasm. Is likely to energize a group by their positive contribution.

Self-Management

Is particularly vulnerable to stress and the judgment of others. May react impulsively and come across as irritable, negative or concerned about the future.

Adaptability

Clearly prefers tried-and-tested methods and the chance to stay in their comfort zone. Is more comfortable with familiar situations and seeks stability.

Below expectations

Partially meets expectations

Meets expectations

Exceeds expectations

Professional Rigor



Displays rigour in the tasks they consider important but can sometimes be inconsistent or bend certain rules in lower-priority situations.

Decision-Making



Shows determination and self-assurance by making clear-cut decisions when it comes to making important decisions, while taking full responsibility for their choices.

Advisory Role



Accompanies clients and collaborators in a conscientious manner and is able to present a professional opinion in a detailed and convincing manner.

Planning and Organizing



Is inclined to take the time to plan and organize work according to deadlines. Generally demonstrates discipline and foresight to achieve set objectives.

Negotiation and Conflict Resolution



Is able to use nuanced approaches in order to manage disputes effectively. Can work towards mutually satisfactory solutions or favor compromises.

Below expectations

Partially meets expectations

Meets expectations

Exceeds expectations

Leadership



Likes to influence and convince others. Results-oriented, can exert leverage over others in order to direct efforts towards achieving objectives.

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 balanced interest between new ideas and simple, well-defined approaches. They enjoy juggling different points of view when these are linked to concrete applications. They seem more at ease with abstract concepts when they meet practical needs or provide tangible value. They take a measured approach to innovation, showing moderate interest in exploring complex solutions or broadening their horizons. They demonstrate a reasonable openness to new ideas, working methods and divergent perspectives, while remaining grounded in pragmatic and achievable approaches.

This person is characterized by a higher-than-average imagination and sense of aesthetics. This is a person who values intuition, and may sometimes lose themselves in thought or daydreams. It's 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 give a place to emotions and intuitions in their life and in their decisions.

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 combines flexibility and organization, adapting with ease to the demands of varied contexts. They are able to alternate between spontaneity and planning, finding a happy medium that enables them to meet needs without excessive rigidity. Although not particularly distinguished by a marked attention to detail or rigorous organization, they demonstrate an overall commitment to their responsibilities and tend to respect rules and protocols when necessary.

PERSONALITY (cont'd)

RELATIONAL QUALITY



This person is average in terms of altruism, kindness, benevolence, empathy and helpfulness. They are willing to help and offer their time to those around them when they see an opportunity to make a useful contribution. They adopt a thoughtful, balanced approach, favoring actions that respect both their personal limits and the needs of others. This attitude enables them to maintain harmonious relationships while preserving their energy and well-being.

This person strikes a balance between respecting social rules and asserting their own rights. They generally prefer to avoid confrontation to preserve social cohesion, but are capable of asserting themselves when the situation calls for it. When it comes to decision-making, they are willing to consult others before making important decisions. They are respectful of authority and work well under the supervision of another person, while being able to set limits if they feel behavior is unfair or inappropriate.

INTERPERSONAL PROPENSITY



This person is average when it comes to leadership, assertiveness and initiative. Although they can show initiative and leadership in certain situations, this is not a distinguishing characteristic. They are also average in their desire to exercise authority, influence and get people to work together and get on board with their projects.

This person is characterized by a marked sociability and a strong propensity to feel and express positive emotions. They actively seek out contacts and enjoy being surrounded by people, whether at work or at home. Their enthusiasm, joie de vivre and optimism are contagious, and they quickly integrate into new groups. They bring a dynamic energy to those in their entourage, strengthening the cohesion and commitment of those around them.

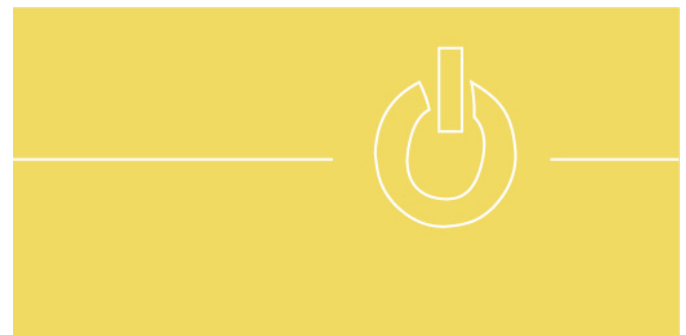
PERSONALITY (cont'd)

EMOTIONAL MANAGEMENT



This person has a balanced emotional sensitivity. They may occasionally feel irritated or frustrated in certain situations, such as in the face of criticism or challenge, but these reactions remain moderate. They are generally able to manage these emotions and regain their composure, although moments of stress can occasionally affect them. This sensitivity enables them to express their emotions sincerely and appropriately, while maintaining a measured approach in their interactions.

This person is self-assured and rarely doubts their abilities. They approach challenges with confidence and demonstrate a high degree of autonomy in their decisions. Even in the face of complex situations, they maintain an optimistic frame of mind and an ability to bounce back from setbacks. Socially, they are at ease in their interactions and are not easily swayed by the judgment of others, enabling them to move confidently in a variety of contexts.



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.



SELF-MANAGEMENT

Tell me about the last time you had to remain calm despite a stressful situation at work.

Describe the last time that the behaviour or work of another employee made you impatient.

ADAPTABILITY



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 realized that your usual ways of doing things weren't working.



PROFESSIONAL RIGOR

Tell me about a time when you took the initiative to review your work or that of a colleague to ensure that everything was in line with expectations. How did you approach this situation?

Can you tell me about a time when you had to demonstrate rigour in a context of high pressure or tight deadlines? How did you manage this situation while maintaining quality?

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

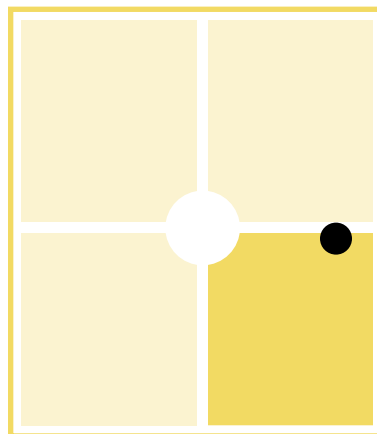
The interaction between the Openness trait and the Conscientiousness trait provides information on how one will approach learning

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



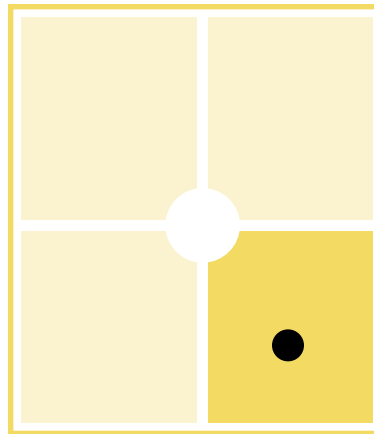
The interaction between the agreeableness and extroversion gives information about the interpersonal style, meaning the way the person will take on his relationship with others.

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



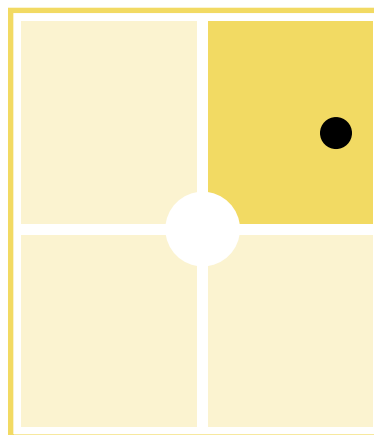
The interaction between openness and extroversion provides information about the interests that person may have, both professionally and personally.

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).

DEVELOPMENT SUPPORT

In this section, you will find some suggestions on ways to approach the new employee to support their development and help them build new habits, based on the competencies that were less well demonstrated during the assessment. To emphasize a coaching approach, a reflective question is also included.

If all competencies meet expectations, there will be no development areas listed in this section. However, some skills may still benefit from continuous improvement. A conversation with the new employee is strongly recommended to identify the best tools to help them perform well in their role, particularly for the skills that are most critical to success in the position or would help them better align with the organizational culture.

SELF-MANAGEMENT

Encourage the employee to regularly practice emotion management techniques such as controlled breathing or mindfulness, to stay calm and centred in stressful situations.

Encourage the employee to accept criticism by encouraging an attitude of curiosity rather than defensiveness, and by suggesting concrete ways of incorporating feedback into their development.

ADAPTABILITY

Encourage the employee to identify the positive aspects of change and communicate them to their team, thereby strengthening their ability to play a role as an agent of change.

Suggest that the employee keeps a logbook in which they note the adjustments they have made to their work following changes.

COACHING QUESTION

What strategies do you use to manage stress during high pressure moments?

COACHING QUESTION

What are the main difficulties you encounter during periods of change, and how could you overcome them?

DEVELOPMENT SUPPORT (cont'd)

PROFESSIONAL RIGOR

Suggest that the employee use time management tools (such as calendars, follow-up charts or reminders) to ensure that the deadlines are met and the quality of the deliverables.

Encourage the employee to carry out regular control reviews (checklists or personal audits) to ensure that each stage of a project is conducted accurately and in compliance with established standards.



COACHING QUESTION

What strategies do you use to verify and adjust the important details in your work to minimize the risk of error?