interpreto

AUTOMATED EVALUATION REPORT

FILE # - 2025-10-01

PROFESSIONAL - IT

REQUESTED BY
Fictive establishment

FOR THE POSITION OF
Fictive position

PROFESSIONAL - IT 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 IT field.

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 IT field;

· 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			✓	
Innovation Mindset		✓		
Planning and Organizing				✓
Problem-Solving		✓		

PROFILE ADEQUACY

✓

RECOMMENDED

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

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John Smith

	Below expectations	Partially meets expectations	Meets expectations	Exceeds expectations

Cognitive Agility ✓ (Below expectations)

Favors familiar, tried-and-tested approaches when faced with new situations, drawing on past experience to navigate complex contexts.

Relational Effectiveness ✓ (Meets expectations)

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

Collaboration ✓ (Meets expectations)

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

Self-Management ✓ (Exceeds expectations)

Manages negative emotions well and is generally open to criticism. Handles stressful or high-pressure situations with calm and confidence.

Adaptability ✓ (Meets expectations)

Adopts a positive approach to change and does not hesitate to experiment with new ways of doing things. Can modify their behaviour according to circumstances.

	Below expectations	Partially meets expectations	Meets expectations	Exceeds expectations

Professional Rigor

Works in a systematic and reliable way, with great attention to detail and strict adherence to procedures and deadlines.

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.

Innovation Mindset

Is generally receptive to new ideas while remaining realistic in their approach.

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.

Problem-Solving

Is sometimes able to analyze information relevant to problem solving, but may have more difficulty resolving complex or abstract issues in creative and innovative ways.

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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 seems to place more moderate importance on professional success and performance. They may sometimes put off certain tasks, or invest little time in the projects they initiate. Although they generally demonstrate a willingness to accomplish what they set out to do, they may sometimes find it difficult to finalize projects, especially those of long duration or presenting complex challenges. They may direct their energy towards what interests them at the moment, giving less importance to the constant pursuit of new challenges. Performance, competitiveness and achieving goals are not among their top priorities for personal fulfillment.

This person is flexible in managing rules, commitments and schedules. They prefer a flexible, intuitive approach, rather than imposing strict planning or organizational constraints. They generally place less importance on details, concentrating more on the essentials. This ability to adapt and improvise can be beneficial in unexpected situations, but it can sometimes lead to a lack of structure or preparation.

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PERSONALITY
(cont'd)

RELATIONAL QUALITY

This person prefers relationships based on clarity and efficiency, preferring the quality of interactions to their frequency. They appreciate a structured framework in which they can invest their efforts while maintaining a certain emotional distance, enabling them to preserve their energy and balance. Their decision-making is mainly based on logical and practical criteria, giving them a rational and thoughtful approach.

This person acts actively to maintain social cohesion and avoid conflict. They ensure that their words are always respectful, and avoid anything that could provoke tension. They forgive easily and show great modesty, valuing equality in their relationships. Highly respectful of rules and authority, they adopt a collaborative approach and make sure to consult others before making important decisions. They are often perceived as warm and polite, fostering a harmonious atmosphere around them.

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.

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PERSONALITY
(cont'd)

EMOTIONAL MANAGEMENT

This person has a certain emotional sensitivity that can sometimes translate into stronger reactions to challenges or criticism. Their emotions, though intense at times, reflect their sincere commitment and authenticity in what they experience. They may sometimes find it difficult to remain calm in stressful situations, but they also bring a natural spontaneity and expressiveness that encourages authentic exchanges. This ability to react with intensity can be an asset in contexts where emotional involvement or immediate reactivity is valued.

This person is reasonably confident in their abilities and decisions. They are generally comfortable moving forward with projects and facing challenges, while remaining attentive to feedback and necessary adjustments. They know how to draw on experience to build confidence and adapt to new situations. Socially, they are aware of how others see them, but this doesn't prevent them from interacting freely and authentically.

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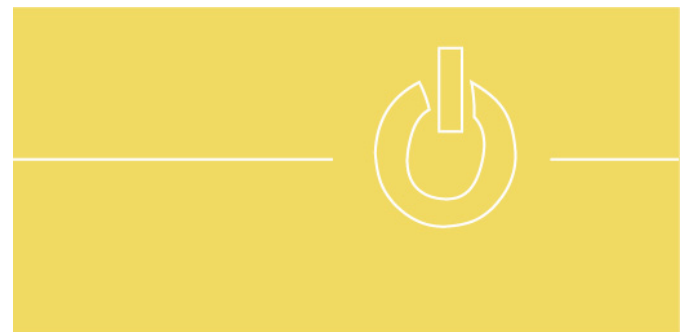
PROBING QUESTIONS

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.

COGNITIVE AGILITY

Using a recent example, tell me how you usually go about quickly learning new ways of doing things.

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

INNOVATION MINDSET

Give me an example of where you were involved in introducing a new idea or project as part of your role.

Tell me about an innovative, out-of-the-box initiative that you proposed to your team.

PROBLEM-SOLVING

Can you tell me about a time when you were able to identify the source of a problem in order to resolve it?

Tell me about a time at work when you found an innovative solution to a complex problem?

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.
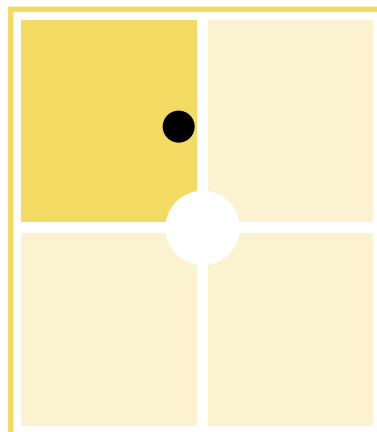
LEARNING STYLE

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.

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.

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).

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.
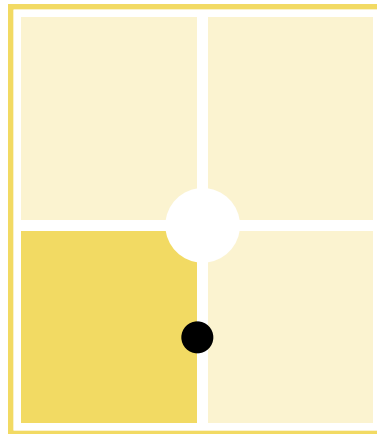
Warm Leader

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.
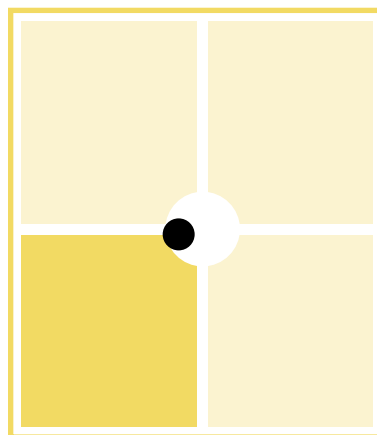
INTEREST STYLE

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).

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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.

COGNITIVE AGILITY

Involve the employee in projects requiring creative or unconventional solutions to help them develop agile learning and thinking strategies.

Provide tools or resources (such as analysis models, case studies, etc.) to help them structure their thinking when faced with complex situations.

COACHING QUESTION
How do you react to unexpected intellectual challenges, and what strategies do you use to adapt quickly?

INNOVATION MINDSET

Encourage the employee to take part in creative brainstorming workshops or design thinking sessions to help them explore new and unconventional ideas.

Encourage the employee to work with colleagues with varied profiles to benefit from different points of view and enrich their creative approach.

COACHING QUESTION
What obstacles do you encounter when you try to think outside the box, and how could you overcome them?

PROBLEM-SOLVING

Encourage the employee to take the time to structure their thinking using tools such as mental cards or flow diagrams, in order to organize information and clarify problems before looking for solutions.

Have the employee work in pairs with an experienced colleague who can help them develop more effective analysis strategies and identify the key information needed to resolve problems.

COACHING QUESTION
What steps could you take to better organize information and clarify problems before making a decision?

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