

CONFIDENTIAL

interpreto

AUTOMATED
EVALUATION REPORT

FILE # - 2024-11-05

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 Rigour				✓
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



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

Relational Effectiveness



Sometimes prioritizes personal goals over those of others. May show less interest in others, while generally remaining pleasant.

Collaboration



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

Self-Management



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

Adaptability



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 Rigour



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.

Advisory Role



May respond to client requests without considering all the issues. Conveys their opinion on request, sometimes in a summarized or hesitant way.

Planning and Organizing



Is less inclined to organize work around goals and objectives. Prefers a spontaneous rather than a planned approach.

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 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 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 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 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 is in the average range in terms of exercising leadership, asserting themselves and being entrepreneurial. Although they may show initiative and leadership in certain situations, this is not a distinguishing characteristic for them. They are also in the average range in terms of their desire to exercise authority, influence and bring people to work together and get on board with their projects.

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.

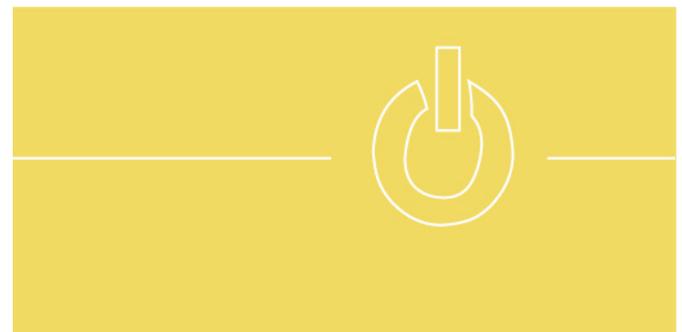
PERSONALITY (cont'd)

EMOTIONAL MANAGEMENT



This person has a very low propensity to feel negative emotions such as anger and frustration and is most of the time in control of their emotional reactions. They are not easily irritated by events, other people's behaviours or criticism. They do not panic easily and remain calm when under pressure or in an emergency situation. It is very rare for them to react impulsively, even under the effects of emotion.

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.



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.

RELATIONAL EFFECTIVENESS



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

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



ADVISORY ROLE

Tell me about a time when you succeeded in asserting your professional opinion to a client or collaborator.

Give me an example of a situation where your expertise was called upon to provide specific insight on a complex issue.

**PROBING
QUESTIONS (cont'd)**



PLANNING AND ORGANIZING

Tell me about a recent moment at work when you had to establish an action plan to complete an important project.

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

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



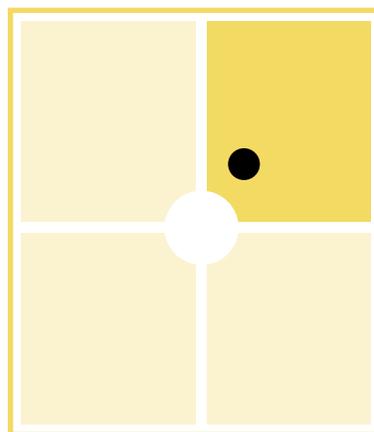
The interaction between the Openness trait and the Conscientiousness trait provides information on how one will approach learning

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



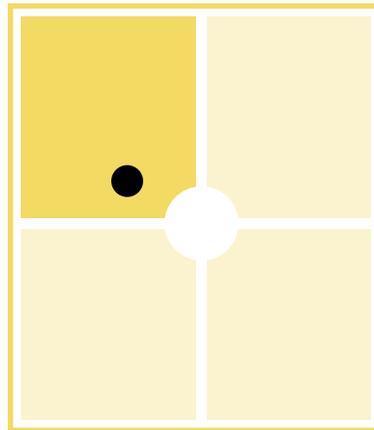
The interaction between the agreeableness and extroversion gives information about the interpersonal style, meaning the way the person will take on his relationship with others.

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



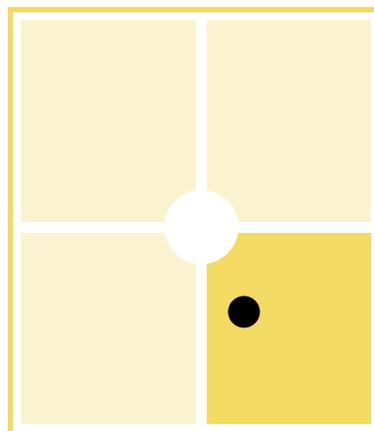
The interaction between openness and extroversion provides information about the interests that person may have, both professionally and personally.

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.

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.

RELATIONAL EFFECTIVENESS

Encourage the employee to identify the emotional and relational needs of their colleagues to adapt their communication accordingly.

Provide regular feedback on their interactions with others and encourage them to seek feedback to improve their relationships with their professional circle.

ADVISORY ROLE

Suggest that the employee prepares themselves in advance of meetings with customers or colleagues by gathering facts, data and concrete examples to support their recommendations.

Encourage a debrief after meetings with partners or clients to analyze what worked well and identify areas for improvement to better structure future recommendations.



COACHING QUESTION

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



COACHING QUESTION

When it comes to building strong relationships with your colleagues, how do you make sure you understand their needs and show empathy?



COACHING QUESTION

What strategies do you use to fully understand the needs of your clients or collaborators before providing them with advice?

DEVELOPMENT SUPPORT (cont'd)

PLANNING AND ORGANIZING

Encourage the employee to plan their days or weeks in advance by establishing a list of priorities, in order to better concentrate on essential tasks and avoid being overwhelmed by unforeseen events.

Encourage the employee to use project management tools (such as Gantt charts or task management software) to better structure and organize their projects according to deadlines.



COACHING QUESTION

What strategies do you use to anticipate obstacles and integrate them into your planning?