

CONFIDENTIAL

# interpreto

## AUTOMATED EVALUATION REPORT

FILE # - 2025-09-24

### TECHNICIAN – CULTURE, LEISURE, AND SOCIETY

REQUESTED BY  
Fictive establishment

FOR THE POSITION OF  
Fictive position

# TECHNICIAN – CULTURE, LEISURE, AND SOCIETY 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 technician in the fields of culture, leisure, and society.

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 technician position in the fields of culture, leisure, and society;
- 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.
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- 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
Learning Skills			✓	
Self-Management				✓
Sense of Responsibility				✓
Relational Effectiveness	✓			
Adaptability				✓
Professional Autonomy			✓	
Negotiation and Conflict Resolution			✓	
Priority Management			✓	
Client Orientation		✓		
Creativity		✓		
Collaborative Mindset				✓

## 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**

## Learning Skills



Assimilates and applies new information or procedures quickly and easily, even when these involve an additional degree of complexity.

## Self-Management



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

## Sense of Responsibility



Can take charge of situations in order to see them through to completion. Demonstrates self-discipline to succeed in assigned tasks and achieve set objectives.

## Relational Effectiveness



May be suspicious of others' intentions and prefer to keep information to themselves. Is more distant when it comes to relationships and may lack empathy.

## 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 Autonomy

Demonstrates strong autonomy at work, maintaining high quality standards. Plans tasks with rigor, manages priorities effectively, and naturally takes initiative without constant supervision.

## 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.

## Priority Management

Is able to identify the most important tasks independently. Focuses efforts on the main priorities.

## Client Orientation

Can lack consistency in their commitment to serving clients in a proactive manner, sometimes leaving certain client concerns or needs unaddressed.

## Creativity

Generally provides interesting ideas, but could further develop their ability to think outside the box and propose more diversified solutions.

Below expectations

Partially meets expectations

Meets expectations

Exceeds expectations

Collaborative Mindset



Demonstrates a naturally collaborative mindset. Shows respect, warmth, and attentiveness to others' needs, fostering a climate of cooperation and mutual support.

## 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 strikes a balance between pragmatism and imagination. They can be attentive to their inner world and feelings, although this is not central to their functioning. They favor concrete approaches, but are capable of integrating a touch of creativity or intuition when appropriate. In their decisions, they know how to combine factual data with a certain sensitivity to personal impressions, thus adapting to the demands of the situations they encounter.

## APPROACH TO WORK

This person is success-oriented and self-disciplined. They are more ambitious, competitive and persevering than the average person. They generally get down to work quickly and see projects through to completion, despite any difficulties that may arise. They are diligent in their work, like to be given responsibility and take charge. They find challenges motivating and approach everyday situations with confidence in their ability to succeed. They show determination in the face of adversity and see themselves as effective in the tasks they take on.

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 characterized by their altruism and their benevolence. They are spontaneously attentive to the needs and emotions of others, and attach great importance to their difficulties. They are remarkably warm-hearted and easily build relationships of trust, seeing others as fundamentally well-meaning. In their decisions, the impact on others is an essential priority. As part of a team, they work actively to ensure that everyone feels accepted, valued and fully integrated.

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.



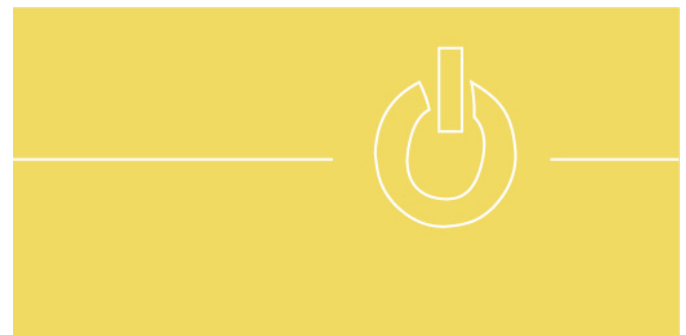
## PERSONALITY (cont'd)

### 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 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.



## 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.



### RELATIONAL EFFECTIVENESS

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

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

### CLIENT ORIENTATION



Describe the most difficult client situation you've ever had to serve. How did you meet their needs and manage their expectations?

Using an example, tell me about your usual way of ensuring the full satisfaction of the clients that you serve.



### CREATIVITY

Can you tell me about a time when you proposed an original idea or a new perspective that helped solve a problem?

Tell me about a time when you helped your team move beyond traditional ideas to find a creative solution.

## 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

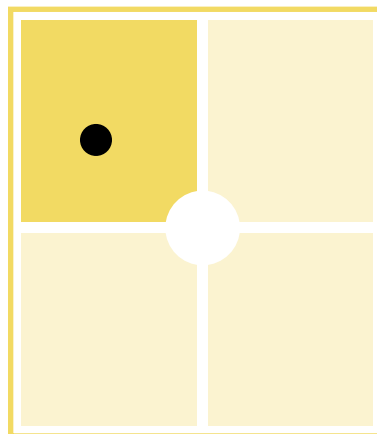
**The interaction between the Openness trait and the Conscientiousness trait provides information on how one will approach learning**

### 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



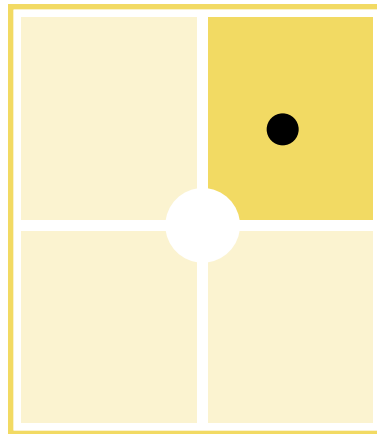
**The interaction between the agreeableness and extroversion gives information about the interpersonal style, meaning the way the person will take on his relationship with others.**

#### 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



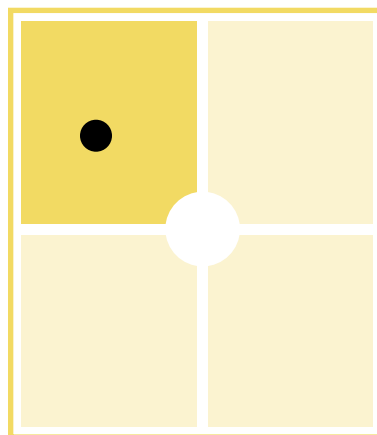
**The interaction between openness and extroversion provides information about the interests that person may have, both professionally and personally.**

#### 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.

### 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.



#### COACHING QUESTION

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

### CLIENT ORIENTATION

Encourage the employee to regularly collect customer feedback to refine their approach and better meet specific client expectations.

Promote the employee's participation in meetings or training sessions focused on customer service best practices, enhancing sensitivity to customer needs.



#### COACHING QUESTION

How do you ensure that you fully understand your customers' needs in order to provide genuinely personalized service?

### CREATIVITY

Encourage the employee to take part in unconstrained brainstorming sessions, where all ideas are welcome, to stimulate their ability to imagine original and unconventional concepts.

Encourage the employee to draw inspiration from disciplines or sectors different from their own, to broaden their horizons and nurture their creativity through unexpected ideas.



#### COACHING QUESTION

How do you go about generating original ideas and thinking outside the box in your work?