interpreto

AUTOMATED EVALUATION REPORT

FILE # - 2025-09-24

TECHNICIAN – SCIENCE AND INDUSTRY

REQUESTED BY
Fictive establishment

FOR THE POSITION OF
Fictive position

TECHNICIAN – SCIENCE AND INDUSTRY 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 science or the industrial sector.

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 science or the industrial sector;

· 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.

Automated evaluation report of
John Smith

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				✓
Respect for Rules and Procedures			✓	
Problem Solving	✓			
Results-Oriented				✓

PROFILE ADEQUACY

✓

RECOMMENDED

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

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	Below expectations	Partially meets expectations	Meets expectations	Exceeds expectations

Learning Skills ✔ (Below expectations)

May need more time to learn concepts that involve the execution of new procedures or ways of doing things.

Self-Management ✔ (Meets expectations)

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

Sense of Responsibility ✔ (Exceeds expectations)

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 ✔ (Meets expectations)

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

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.

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	Below expectations	Partially meets expectations	Meets expectations	Exceeds expectations

Professional Autonomy — Exceeds expectations ✓

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 — Partially meets expectations ✓

May have a tendency to overuse a conflict management strategy, without taking the context into account or choosing the right moment.

Priority Management — Exceeds expectations ✓

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

Respect for Rules and Procedures — Meets expectations ✓

Demonstrates rigor in applying rules and procedures. Works in an organized and disciplined manner, naturally respecting instructions and contributing to a structured environment.

Problem Solving — Below expectations ✓

May have more difficulty in analyzing information to help solve problems.

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Below expectations	Partially meets expectations	Meets expectations	Exceeds expectations

Results-Oriented

Invests themselves and focuses their efforts on achieving objectives and maintaining a level of performance in accordance with organizational targets.

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 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 approache 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 stands out for their reliability and degree of organization. They place great importance on respecting their commitments and rigorously following rules and protocols. Planning is very important to them. They have a great eye for detail and are very meticulous. When it comes to decision-making, they take the time to study the situation and consider the various options before making their choice. They are uncomfortable with uncertainty. They are reliable, organized, methodical and far-sighted.

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 high levels of leadership and assertiveness. They enjoy influencing and convincing others. In social situations, they express themselves with confidence and don't hesitate to give their opinion. This is a person of action who is inclined to take charge, is comfortable being in a position of authority and demonstrates a sense of initiative. They seek to get people to work together, to involve them in their projects, and to be one of the leaders.

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.

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 has great confidence in themselves and their abilities. They approach situations with optimism and self-assurance, feeling capable of meeting challenges without doubting their worth. They don't let uncertainty hold them back, and maintain a resolutely action-oriented attitude. Socially, they are relaxed and unconcerned about the way others look at them, enabling them to express themselves freely and maintain fluid, natural relationships. Their strong resilience enables them to navigate with ease through unforeseen circumstances and difficulties.

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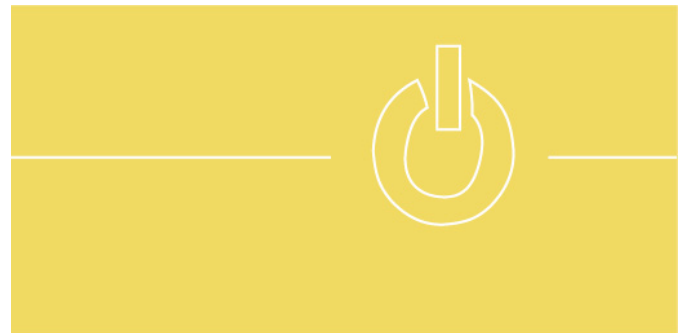
PROBING QUESTIONS

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.

LEARNING SKILLS

Using a recent example, explain how you usually proceed to quickly learn new ways of doing things.

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

NEGOTIATION AND CONFLICT RESOLUTION

Tell me about a time when you managed to find common ground by reconciling visions that might have seemed contradictory.

Tell me about a time when you contributed to resolving an impasse on a relational level.

PROBLEM SOLVING

Describe a complex problem you had recently faced at work.

Describe to me a moment when you should have taken more time to properly analyze the problem before taking action.

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.
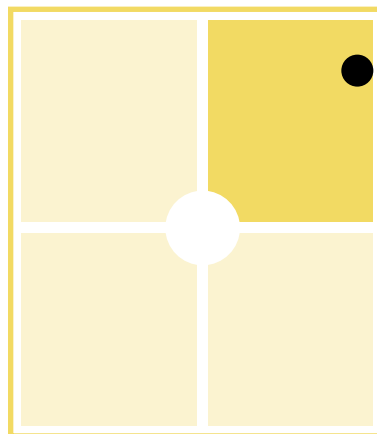
LEARNING STYLE

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.

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INTEGRATION
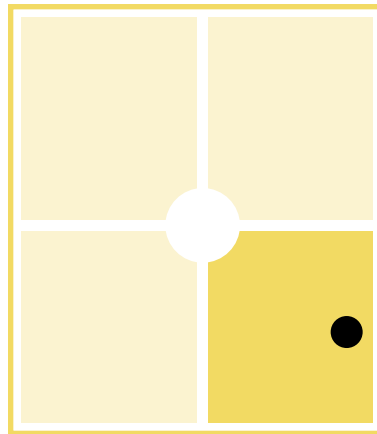# TIPS (cont'd)

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.

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.

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.

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.
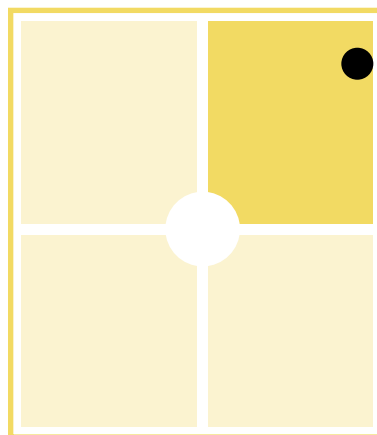
INTEREST STYLE

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.

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).

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).

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.

LEARNING SKILLS

Invite the employee to identify their own learning strategies (e.g., visual, demonstrative, hands-on) in order to adjust training methods to their preferences.

Provide support through an experienced colleague or a temporary mentoring system when integrating new tools or processes.

COACHING QUESTION
What do you do when you feel you are having difficulty understanding a new procedure?

NEGOTIATION AND CONFLICT RESOLUTION

Offer simulations or role-playing exercises where the employee must resolve conflicts by exploring different negotiation approaches, in order to develop their ability to nuance their interventions.

Invite the employee to reflect on past conflicts and the methods used to resolve them, in order to draw lessons and adjust future strategies.

COACHING QUESTION
How do you currently consider different viewpoints and interests when handling a conflict?

PROBLEM SOLVING

Offer the employee opportunities to solve concrete problems, starting with simple cases and gradually increasing complexity.

Provide access to visual or logical tools (e.g., charts, decision trees) that facilitate the analysis of complex situations.

COACHING QUESTION
In what situations do you feel more comfortable analyzing a problem, and in which do you find it more difficult?

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