



TECHNICAL PROFESSIONAL

Recruiting Assessment
Report

John Doe
Month DD, YYYY

Company Name

Confidential Document

INTRODUCTION

- This assessment report for **John Doe** has been generated by the **D-TECK** expert system.
- It contains information that can help you make recruiting decisions regarding applicants for a professional position in a technical role. Professional positions in a technical expertise role considered in this report require expertise in a specialized field, acquired through advanced training and involving intellectual activity.

This report contains the following:

HUMAN RESOURCES	DISTINCTIVE COMPETENCIES	- An indicator of the applicant's potential to demonstrate the key skills that generally lead to success in a technical professional position
	OVERALL FIT SCORE	- A score for the overall fit between the individual's results on key competencies for a technical professional position and the expected profile
	INTERVIEW QUESTIONS	- Suggested questions for use during the recruitment interview based on the assessment results
MANAGER	INTEGRATION ADVICE	- Advice on integration that will help you provide the conditions for successful hiring

CAVEAT ON USE OF THE REPORT

- This assessment report may only be used as part of a recruiting decision in connection with the competencies and job category as recommended by **D-TECK**, in compliance with the **consent form signed by the candidate**.
- It must not be used to make a recruiting decision more than **24 months after the assessment**, to set a reasonable time limit on the assessment findings.
- The report may not be released to the candidate without the customary precautions and must not be published or released to persons not involved in the assessment.

INTERPRETATION OF FINDINGS

The competency ratings are based on [personality or cognitive ability indicators](#) derived from the candidate's responses. Note that demonstration of a competency depends on other factors as well, including the candidate's work experience, degree of motivation and the work context. This report should be used as a complement to other recruitment efforts, such as the interview and reference checks, to create a more accurate portrait of the competencies of the person assessed.

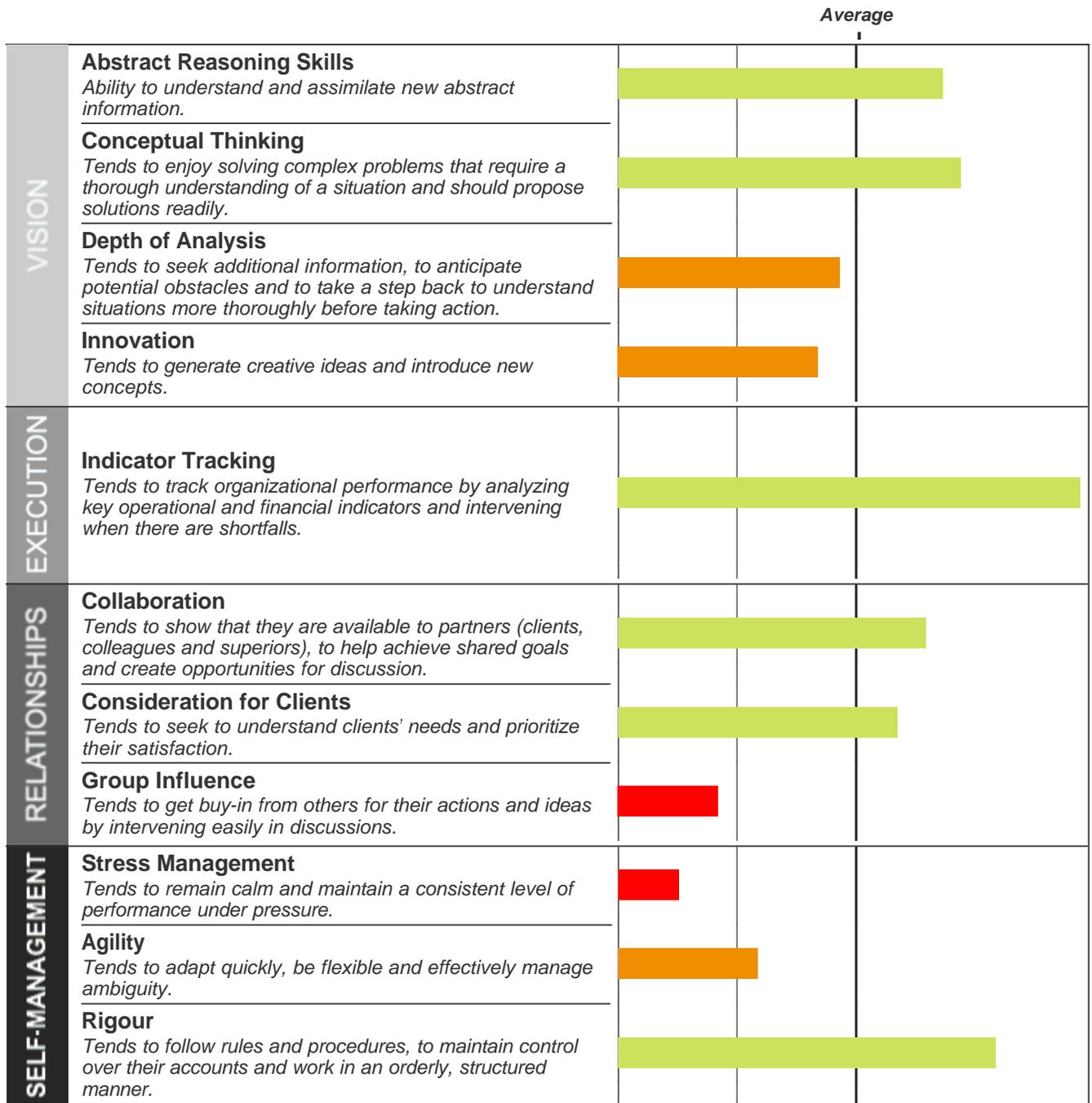
The overall fit score, developed using the [Delphi method](#), helps assess to what extent the candidate's competency results match the expected profile for a technical professional position. This profile has been established by our experts and represents what many organizations typically expect in this type of role. However, the context, culture and requirements specific to your organization and the type of position to be filled must be taken into consideration when making your decision on candidates, because some competencies may have greater importance than others.

Therefore, **the fit score must not be considered a hiring recommendation**, but rather a general indication of the fit between the candidate's profile and the typical profile of a technical professional position.

POOR FIT	BELOW AVERAGE PARTIAL FIT	ABOVE AVERAGE PARTIAL FIT	GOOD FIT
A profile with poor fit means that the candidate obtained results that do not really match the profile typically sought for the position.	A profile with below average partial fit means that the candidate obtained results that match a few points of the profile typically sought for the position.	A profile with above average partial fit means that the candidate obtained results that match several points of the profile typically sought for the position.	A profile with good fit means that the candidate obtained results that match the profile typically sought for the position.

DISTINCTIVE COMPETENCIES

This section presents the assessment results of John Doe for the distinctive competencies. These results provide an indication as to the candidate's potential to demonstrate the key skills relating to a technical professional position.



Legend Above average Slightly below average Significantly below average

> ABOVE AVERAGE PARTIAL FIT WITH THE EXPECTED PROFILE

ONBOARDING ADVICE

This section presents advice that will help you achieve optimum integration of the candidate into the position.

ABSTRACT REASONING SKILLS

The candidate will require little support in learning new things. Your organization would benefit from relying on the candidate's sense of logic and ability to assimilate information quickly. You will be able to leverage the candidate's learning ability by giving them opportunities to resolve complex problems.

CONCEPTUAL THINKING

The candidate will enjoy resolving complex problems. They may have a tendency to think about problems in more detail, even when the issues are not complex. It would be beneficial to involve the person in complex work, since they will be able to think of and propose multiple solutions. When having to deal with a mandate that is simple and more commonplace, it would be a good idea to have them work with a colleague who focuses more on operations to prompt the person to take action.

DEPTH OF ANALYSIS

The candidate will tend to analyze situations in a cursory manner and to take the most salient factors into consideration. However, they may not be interested in complex situations and may fail to take the time required to analyze all facets of a situation. Your organization should assign the person more simple tasks requiring little depth of analysis. It would be a good idea to provide supervision when complex situations must be analyzed.

INNOVATION

The candidate would be inclined to be grounded, even though they can appreciate innovative ideas, without being an instigator. They may settle for cursory information and show some curiosity in what is around them. You should assign them mandates that involve staying within the framework of normal procedures. You may want to encourage them to promote their colleagues' creative ideas and experiment more with ideas that are out of the ordinary.

INDICATOR TRACKING

The candidate will set up rigorous tracking mechanisms based on a range of key operational and financial indicators they have identified. They will intervene with colleagues when organizational targets are not met. You should assign them complex or major projects that require regular tracking. You should also encourage them to share their indicator tracking methods with colleagues.

COLLABORATION

The candidate will naturally join a work group and care about maintaining harmonious relations with partners (clients, colleagues, superiors). They should enjoy assignments that involve interactions with those around them and prioritize teamwork over individual work. You should find opportunities to use their natural tendencies to collaborate with others. However, it might be useful to help this person understand the full importance of sharing their viewpoints, even if they are divergent, and not aligning too quickly with the group opinion. Moreover, if the candidate must work alone frequently, it may negatively affect their motivation.

ONBOARDING ADVICE

CONSIDERATION FOR CLIENTS

The candidate should make it a priority to develop and maintain pleasant, personalized relations with clients. In order to encourage their efforts to exceed expectations, you should put the candidate in contact with clients as often as possible. It might also be relevant to cite them as an example for other colleagues.

GROUP INFLUENCE

The candidate will generally have difficulty taking an active role in leading conversations when interacting with others. Specifically, they may experience some discomfort in social relationships and may avoid being the centre of attention. You should clearly target this individual's difficulties and provide specific support. It would also help to partner this individual with an employee who can easily convince their audience.

STRESS MANAGEMENT

The candidate will tend to take stressful situations at work to heart, and may appear regularly concerned and worried. Under pressure, they may sometimes have unpredictable moods or appear somewhat uncertain, which may hinder performance on occasion. Avoid assigning them responsibilities that include constant and high stress. During stressful situations it is important to encourage them to gain a better perspective of the context and adopt the best strategies for stress management. You should also make the candidate aware of the impact their stress could have on their team.

AGILITY

The candidate will tend to show some flexibility. They will usually be comfortable in a job that includes some routine and will be able to adapt to changes in reasonable timeframes. However, it may not be natural for the candidate to react quickly when there is a great deal of ambiguity. You should offer a relatively stable environment and delegate assignments that allow them to work in their comfort zone.

RIGOUR

The candidate will perform well in a role that requires order and structure. They will seek to abide by the organization's rules and should show ease in clearly and effectively structuring their work methods. Do not hesitate to seek this individual's cooperation to structure processes or improve existing work methods. However, you still might have to remind them that excessive focus on details sometimes detracts from the achievement of objectives or the development of a comprehensive vision.

INTERVIEW QUESTIONS

Below is a list of questions based on the results of the assessment that will help you and the candidate to explore factors that require clarification and could have an impact on job performance.

DEPTH OF ANALYSIS

- Tell me about a time at work when you had to give your opinion on a situation that involved numerous issues. Explain how you went about making these observations.
 - How much time did you need before taking a stand on the issue? Why? Which factors did you consider in your analysis of the situation? What was the result?

INNOVATION

- Tell me about an original idea that you came up with at work.
 - How was it original?
 - How did you come up with this idea? How did you implement it?

GROUP INFLUENCE

- Tell me about a recent situation in which you found it especially hard to direct or lead the conversation with a colleague regarding a project. What were you trying to accomplish and what was the outcome? Which of your strategies proved most or least effective?

STRESS MANAGEMENT

- Describe a recent situation at work where your stress level was higher than normal.
 - What concerned you? What did you do to manage the situation? What was the outcome?
 - What situations normally cause you stress at work?

AGILITY

- Tell me about a recent situation in which you had to adapt to a major unexpected event at work.
 - What was your comfort level in this situation? What strategies did you use to deal with this unexpected event? What was the outcome?

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SMART PREDICTION