



TALEGENT.

DETAIL REPORT

Cognitive & Competency Report

Simon Sample

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Professionals

This Talegent Competency report gives you deep insight into how a candidate profiles against the competencies you have selected for this particular role. It contains sensitive personal information, and should be kept in a secure location with minimal access. The report should be disposed of confidentially once the results are no longer valid.

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Summary

Overall



WELL ABOVE AVERAGE

Profile

Competencies

Competency Scores

WELL ABOVE AVERAGE



Evaluation

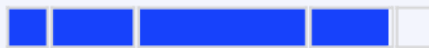


WELL ABOVE AVERAGE

ABOVE AVERAGE



Resilience



ABOVE AVERAGE



Teamwork



ABOVE AVERAGE

AVERAGE



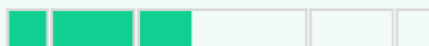
Communication



AVERAGE



Achievement



AVERAGE



Organisation



AVERAGE



Implementation

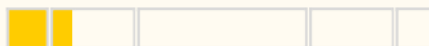


AVERAGE

BELOW AVERAGE



Self-Insight






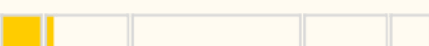


BELOW AVERAGE

Profile

Cognitive

Cognitive Scores

AVERAGE		
	Verbal Reasoning	 AVERAGE
	Logical Reasoning	 AVERAGE
BELOW AVERAGE		
	Numerical Reasoning	 BELOW AVERAGE

Detail

Competencies



Evaluation

Makes astute decisions on the basis of thorough analysis, logic, and data.

High Scorers are likely to

- Determine causal relationships quickly and accurately
- Analyse information to get to the root cause of a problem
- Use facts and data to develop well-supported decisions
- Draw on theoretical knowledge and concepts



WELL ABOVE AVERAGE

About Simon's score

Simon is likely to prioritise incorporating data and facts during problem solving. He is expected to spend time validating initial thoughts with data, expert advice, or empirical information, and this is likely to lead to more defensible decisions.

Reporting to be a deep thinker who enjoys exploring concepts and ideas thoroughly, Simon's responses suggest he is likely to engage in analyses that lead to understanding the root cause, rather than a more superficial review.

Performing similar to peers in the logical reasoning assessment, Simon

is expected to be competent at interpreting and analysing novel or conceptual information. He may be quite savvy at determining underlying themes and causality between issues and outcomes to solve issues. Given his score, this is less likely to occur when faced with problems outside his usual realm of experience.

Simon profiles as being less interested than most others in evaluating information critically. Thus he is expected to accept information at face value rather than investigating the underlying factors and how they relate to the situation.

Teamwork

Works inclusively and prioritises team goals, delivering on commitments.

High Scorers are likely to

- Enjoy collaborating in teams
- Appreciate the diverse perspectives of others
- Reliably deliver on their commitments to the team
- Avoid comparing their performance with other team members
- Consider others' feeling and emotions in group interactions
- Change their body language or tone based on social cues



ABOVE AVERAGE

About Simon's score

Simon should enjoy working collaboratively, rather than on his own. Thus, he is expected to offer support readily, and initiate knowledge sharing amongst group members.

Profiling as being reasonably competitive, Simon may, on occasion, compete with team members. This could be a useful source of energy for him, but he should also consider its impact on team cohesion.

As empathetic as most, Simon is expected to demonstrate an appropriate level of care and consideration towards his team members' feelings.

Simon profiles as being as socially aware as most. He can be expected to notice some changes in team member's behaviour, and adapt his approach accordingly.

Reporting to feel most comfortable around people who are similar to himself, Simon may struggle to value the views and opinions of others if they are quite divergent from his own.

Reporting to be flexible regarding commitments, Simon may not work as diligently as others to deliver on his team promises, and may need prompting to do so.



Organisation

Transforms objectives into actionable steps through detailed planning to ensure delivery.

High Scorers are likely to

- Set clear objectives, and strive to complete goals
- Analyse projects and tasks to help plan effectively
- Focus on the details, specifying milestones clearly
- Keep to commitments and deadlines
- Account for future events that may impact delivery



AVERAGE

About Simon's score

Focusing on the long-term, Simon is likely to see the road ahead clearly when planning. This indicates he will be mindful of future events when setting dates.

More driven and self-motivated than most others, Simon is expected to set clear, ambitious goals when planning and driving towards timely project delivery.

Simon profiles as fairly committed to meeting deadlines. As such, he is likely to

be as effective as peers at prioritising work to ensure timelines are met.

Simon is expected to balance a broader perspective with attending to the finer details of tasks. He should pay greater attention to critical milestones.

More inclined to accept information at face value, Simon may not dedicate enough time towards analysing plans and breaking these down into realistic, discrete tasks.

Detail

Cognitive



Verbal Reasoning

The ability to understand and apply written or verbal information to make decisions.

High Scorers are likely to

- Understand the majority of written information.
- Make well-reasoned decisions based on written arguments.
- Be adept at evaluating competing concepts.
- Adapt the level of their communication to suit their audience.
- Be skilled at communicating complex ideas.



AVERAGE

About Simon's score

Simon's performance in the verbal reasoning assessment was similar to the majority of his peers.

draw well-reasoned conclusions and produce reports as accurately as most.

At work, Simon should be able to understand the majority of verbal or written information that he encounters. He should

His ability to communicate is likely to be as well developed as peers, and he should generally be capable of explaining himself articulately.



Logical Reasoning

The ability to understand and apply abstract information or concepts to solve problems.

High Scorers are likely to

- Be skilled at thinking logically to solve problems.
- Be adept at recognizing the relationship between concepts.
- Readily grasp abstract ideas and concepts.
- Be skilled at learning new information and applying this to a task.



AVERAGE

About Simon's score

Simon's performance in the logical reasoning assessment was similar to the majority of his peers.

At work, Simon should be able to identify most of the underlying concepts, patterns, and rules he

encounters, unless under significant time pressure.

His ability to analyse data in a conceptual manner is likely to be as strong as peers, and he should learn new information at a similar rate to most.

Numerical Reasoning

The ability to understand and apply numerical information to make decisions.

High Scorers are likely to

- Understand the majority of numerical information encountered on the job.
- Be adept at making decisions based on numbers, tables and figures.
- Readily identify trends and patterns within data.
- Be skilled at performing complex numerical calculations.
- Work both quickly and accurately with numerical information.



BELOW AVERAGE

About Simon's score

Simon found the numerical reasoning assessment more challenging than his peers.

At work, Simon may take longer than others to read or comprehend numerical information. He may benefit from extra support when working with numbers,

tables, and graphs to ensure that he has understood the information.

His ability to solve numerical problems may be less developed than others, and he may be slower to pick up on data trends and make appropriate decisions.

Interview Questions



Evaluation

Well Above Average

- 1 Can you tell me about a situation in which robust analysis was required to get to the bottom of an issue? How did you ensure you understood the issue? What information did you consider? What was the outcome?
- 2 Talk me through a situation where your ability to break a problem down into segments helped you to solve it. How did you go about breaking it down? How did you ensure you understood its root cause?
- 3 Can you give me an example of a time you were faced with conflicting information when problem solving? How did you approach this issue? How did you validate the different sets of information? What solution did you reach?



Teamwork

Above Average

- 1 Describe a successful team project you were involved with, and the part you played in it. What did you do to ensure you collaborated effectively? How did you work with different perspectives?
- 2 Talk me through a situation where your team was not collaborating very well. What did you do to remedy the situation? Did you need to adapt your approach at all? How did you account for others' feelings?
- 3 Please describe a team environment you have worked in which had a diversity of work styles, perspectives or skill sets. What challenges did you face? How did you overcome them? What did you achieve?



Organisation

Average

- 1 Can you give me an example of a time when you used good planning and organisation to get something done? What was the situation? How did your approach help you to achieve? How did you build in contingencies?
- 2 Please talk me through a challenging goal you achieved. How did you establish milestones? What did you do to track your progress towards these? How did you manage any obstacles that arose?
- 3 Please describe how you balance great organisation with having to reprioritise your workload at times? How do you establish priorities? How do they relate to business strategy? Is there a specific example that reflects this?

Onboarding Guide



Evaluation

Well Above Average

Profiling as an effective logical thinker, Simon is expected to thoroughly evaluate information and problems. While he reports to be very comfortable with data, at times it may be worthwhile guiding him towards more instinctive, shorter analysis. This could be of particular importance if time and resource are scarce, or when the outcomes are less critical.



Teamwork

Above Average

Highly team-oriented, Simon should derive greater satisfaction than most from helping others and working within a team context. It is expected that he will more readily seek out team interactions, and engage with offers of support from members. Whilst he is likely to deliver all tasks in a timely manner, ensure he doesn't prioritise team commitments over his own without considering the implications.



Organisation

Average

As organised as most, Simon should generally plan his time effectively. Help him to develop this skill further by building in contingency plans to allow for potential roadblocks. Make sure he considers how his deliverables link to long-term business objectives. Observe how he breaks down projects into smaller tasks and tracks his progress to ensure nothing is missed.

Development Tips



Evaluation

Well Above Average

Your responses suggest this is an area of strength for you. Here are some ideas to help you continue to develop and hone your skills.

Be aware of analysis paralysis. Collecting more data might increase your confidence

to make a decision but does not always improve the accuracy. Stay aware of the requirements. When is the decision needed and exactly what needs to be done? Try to strike a balance between thinking it through and taking timely action.

Help others with their problem definition and analysis. Show them the right questions to ask in order to define a problem. Help them to figure out the underlying issue by asking 'why?'.



Teamwork

Above Average

Your responses indicate that you are likely to work well with others and be good at supporting collaborative goals. Here are some suggestions for further enhancing this ability.

Always project a shared team mentality, yet continue to treat people as individuals.

This is especially vital if you work with a team of experts. Start talking about 'we' and 'us', not 'me' and 'I'. Watch others' reactions so you are clear how they feel about things. Ensure everyone is held accountable for the commitments they make to the team.

Leverage diverse thinking or perspectives. Though it can elicit contradictory views, diversity leads to better planning, problem solving, and decision making. Let your own assumptions go in order to allow others to contribute their input too.



Organisation

Average

You profile as similar to most in terms of your tendency to plan and deliver on objectives. Like most, there may be scope for you to improve here.

Think about how your goals link to the bigger picture, and align with company strategy. Are there

other stakeholders you need to consider in order to meet a milestone? Critically evaluate information to help you anticipate roadblocks or delays, and ensure you build contingencies into your plans.

Determine how you will monitor progress. How will

you know if things are happening on time and to plan? Set milestones so you can know early on if a task or date is at risk. Celebrate successes with each goal attained, and thoroughly review your outcomes so you can learn from each project.

How to guide

This report is to be used for recruitment and career development. This information is intended to give you good insight into a candidate's personality and

responses with those of a relevant comparison group. The personality items form a self-report questionnaire, meaning that a candidate's results represent the way

a candidate's expected performance is based on their responses to this assessment, which need to be matched against the unique work environment

competency results, forming relevant hypotheses which you can explore further. The report should be used as part of a robust selection process. Results remain valid for approximately 12 months.

Candidate results are produced by comparing each individual's

they see themselves and their behaviour, rather than necessarily how someone else might describe them. Nevertheless, research shows that self-report measures can be a powerful predictor of how a person will operate at work.

Our assessment of

and organisational culture they will be entering.

This information is part of Talegent's comprehensive suite of assessment and development reports. Please review our range to ensure that this report is the most appropriate for your current needs.