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EQ – IQ Consulting

Strictly Confidential
Candidate Feedback Report
Sally Sample

You recently underwent a psychometric assessment. The purpose of this assessment was to better understand your capability. Capability plays a significant role in individual job performance. By capability we mean a person's cognitive (problem solving) capability and personality traits.

HR and Line Management undertook a job profiling exercise whereby many of the key cognitive and personality requirements of the role you have been considered for were identified. In the report overleaf, you will be able to see the job profile, the relative importance of the various elements of the job profile, and your rating on each of these elements. There is also a comments section which is designed to make you more aware of areas for

Your ratings were obtained by comparing your responses in the assessment to an external benchmark which is called a norm group. You should therefore view all the ratings you achieved as being in comparison to the norm

Please remember the following:

This report is for your personal use and may not be shared with any third party.

If there is any aspect of this report that you do not understand, then you should take steps to discuss it with the consulting psychologist who did your assessment.

PROBLEM SOLVING ASSESSMENT

The Problem Solving Assessment helps us to understand at which job level you will be most comfortable with when it comes to solving job related problems. Your results indicate that you are likely to be most comfortable in dealing with the problem solving demands typically found at:

Level 3: Skilled Worker (NQF 3).

This job level can be understood in terms of the following:

Decision-Making

Most decisions are fairly routine and based on clear guidelines and policies, but some slightly non-standard events requiring a moderate degree of interpretation may sometimes occur.

Level of Abstraction of Thinking

Mostly concrete but requiring consideration of facts and events that may extend into the future and have a bearing on a whole process.

Judgment and Analytical Skills

Judgments are based on a moderate range of factors and may require an analysis of the implications of different concrete options on outcomes (which normally have a time horizon of no more than a few weeks).

Knowledge, Training and Experience Required

Knowledge and skill is usually acquired through formal training or equivalent experience, usually extending over more than a year. Knowledge base is mainly practical, with limited theoretical content.

Personality Assessment. How To Use This Part Of The Report

You were measured on a number of personality traits. These traits are described in the "DIMENSION" column. This sets out the productive behaviors that are usually associated with the traits. When traits are very highly developed, they can also have counterproductive behaviors. For instance, someone with a very high score on the "Assertive" will display the trait's productive behaviors but will also be domineering which is counterproductive. We call this strength with potential for overuse.

In the NB'ce (Importance) column you can see how important the trait is to the position you have been considered for.

In the "rating" column you can see how you scored on the trait. There are 5 possible ratings:

Strength - you are likely to display many of the behaviors associated with the trait

Strength with potential for overuse - you are likely to display both the productive and counterproductive behaviors associated with the trait

Average - you are likely to display some of the behaviors associated with the trait. You are like most people with regard to this trait but can still develop it more.

Development Area - You are likely to display few of the behaviors associated with the trait

Gap - you are unlikely to display the behaviors associated with the trait

In the "Comment" column if brief comment is made about your likely behavior on a trait. Where the rating you achieved was strength with potential for overuse a brief development suggestion is made.

PERSONALITY PROFILE			
DIMENSION	NB'ce	Profile Validity	Valid
			Comment
Self Regulation		Rating	
INTERNAL LOCUS OF CONTROL/PROACTIVE: Assumes responsibility for outcomes. Plays an active role in shaping situations/people/events or circumstances. Makes things happen rather than waiting for things to happen. Anticipates and acts on problems. Acts with vigour and decisiveness.:	Very Important	Development Area	You are unlikely to display the behaviors associated with this trait and should work hard on developing them.
SELF DISCIPLINE: Sets high standards for self and others. Ensures tasks/services/products are of a high quality. Perseveres with tasks, even those that may be difficult, long or boring. Checks him/herself for accuracy and quality. Makes a point of not letting others down. Adheres to accepted protocol and standards.	Very Important	Strength	You set high standards for yourself and others. This will support you in a role that requires you to be sensitive to organisational norms and protocol and work in a disciplined manner to achieve outcomes of a high standard.
SELF CONFIDENCE: Demonstrates a strong fundamental belief in his/her own abilities. Confidently takes on new challenges. Not afraid to take on the unfamiliar. Decisive, even under conditions of uncertainty/pressure.:	Very Important	Strength with Potential for Overuse	You can be over - confident and complacent. Explore whether you proactively identifies opportunities for improvement, either in yourself or situations.
CONSCIENTIOUS: Demonstrates a strong sense of duty. Is conscientious and conducts him/herself with integrity. Is well organised and plans ahead. Consistently and reliably honours his/her responsibilities/ commitments/obligations towards others. Accepts accountability for decisions/actions/results. Consistently meets deadlines/targets.:	Very Important	Gap	You are unlikely to display the behaviors associated with this trait and should work hard on developing them.
SELF CONTROL Remains composed/controls emotions in the face of difficulties and provocation. Effectively controls negative emotions and feelings. Maintains the ability to think/act clearly and purposefully in trying circumstances. Does not react emotionally or impulsively to pressures or crises:	Very Important	Average	You are like most people with regard to this trait but can still develop it more.
RESILIENCE Deals calmly and rationally with stress/problems/frustrations. Recovers quickly from setbacks/ negative experiences. Perseveres and remains positive in the face of difficulties and setbacks. Deals constructively with obstacles and challenges. Is consistent and seldom moody or irritable:	Very Important	Strength	You are resilient and cope well with pressure. This will support you in roles that are stressful, demanding and require emotional maturity and the ability to bounce back from setbacks.
DRIVEN: High motivation and energy for change. Strong sense of time urgency and desire to get things done. Can be insistent and resolute for goals to be achieved. Can put pressure on others to perform.:	Nice to have or less		

Managing Tasks		Rating	
ENTHUSIASTIC: Spots opportunities and is willing to take risks. Is energetic and approaches tasks with enthusiasm. Spontaneous and able to adapt easily to unplanned situations. Makes quick decisions/acts without long deliberation.:	Nice to have or less		
CAUTIOUS: Considers all alternatives before acting. Is aware of and takes into account risks/potential threats associated with a course of action. Is safety conscious and avoids pitfalls. Weighs up advantages and disadvantages carefully before making decisions.:	Nice to have or less		
DETAIL CONSCIOUS: Accomplishes tasks through a concern for all areas involved, no matter how small. Ensures that minor considerations are not overlooked. Checks written work for errors before submitting. Plans activities before undertaking them. Follows up and ensures that tasks are completed.:	Very Important	Average	You are like most people with regard to this trait but can still develop it more.
CONCEPTUAL: Looks beyond the obvious facts in most situations. Generate novel, creative ideas. Creates abstract ideas/concepts/theoretical ideas. Good at "what - if" thinking:	Nice to have or less		
INTUITIVE: Takes into consideration feelings when making decisions. Responds to situations at an intuitive, emotional level. Creative and aware of possibilities. Able to appreciate non - factual information when performing tasks.:	Nice to have or less		
LOGICAL: Bases decisions and actions on facts and data. Places emphasis on results rather than feelings. Evaluates problems objectively. Proposes realistic ideas and plans of action.:	Very Important	Gap	You are unlikely to display the behaviors associated with this trait and should work hard on developing them.
CONVENTIONAL: Faithfully adheres to policies and procedures. Implements tried and tested methods for performing tasks. Avoids risks. Provides structure/follows processes.:	Nice to have or less		
PRACTICAL: Turns ideas and decisions into practical action steps that can be implemented. Finds ways to make things work in practice. Ensures that goals and objectives are implemented in a methodical way. Attends closely to daily tasks and problems and deals with them in a practical way. Ensures that goals, outputs, actions can be measured and monitored.:	Very Important	Gap	You are unlikely to display the behaviors associated with this trait and should work hard on developing them.
INNOVATIVE: Challenges existing thinking and accepted ideas/beliefs. Actively promotes change/new ideas. Embraces continuous improvement. Experiments with untried solutions.:	Nice to have or less		

Working with People		Rating	
ACCOMMODATING: Good listener and open to views of others. Accommodates people's views and preferences. Smoothes over conflict. Eager to provide service and satisfy other's needs.:	Nice to have or less		
ASSERTIVE: Stands up for his/her own views and opinions. Bends others to his/her way of thinking. Takes the lead in group situation. Takes charge and provides direction to others. Competitive and not easily dissuaded/influenced.:	Very Important	Gap	You are unlikely to display the behaviors associated with this trait and should work hard on developing them.
SELF SUFFICIENT: Works most effectively on his/her own. Takes decisions/action without the support of the group. Relies mainly on his/her own views and judgement. Achieves goals and is productive mainly through own rather than team effort.:	Nice to have or less		
CONTROLLING: Closely monitors and evaluates the results of other's work. Quick to take disciplinary action/address people's behaviour/performance. Holds others accountable for performance and behaviour. Is probing/incisive/penetrating/critical in dealings with others. Difficult to fool or manipulate.:	Nice to have or less		
EMPATHY: Understands people's interests/concerns/feelings. Understands the deeper issues relating to people's words and actions. Accurately interprets people's feelings and messages. Able to step into other people's shoes and understand things from their viewpoint. Listens accurately and understands clearly what others are trying to communicate.:	Nice to have or less		
COLLABORATIVE: Believes in people and their potential. Demonstrates trust in, and respect for others. Is tolerant, allows people to learn from their mistakes and develops them. Collaborates readily with others on task or projects. Provides people with recognition and reinforcement.:	Very Important	Gap	You are unlikely to display the behaviors associated with this trait and should work hard on developing them.
INTERPERSONAL INSIGHT: Demonstrates insight into people's feelings and motivations. Is perceptive and aware of group dynamics and social/organizational politics. Communicates in a way that demonstrates tact and appropriateness. Concerned with and aware of the impact that his/her communication has on others. Can turn interpersonal situations to his/her advantage.:	Very Important	Strength with Potential for Overuse	You can be excessively manoeuvring and political in your dealings with others. Reflect on whether you are at times manipulative, or operate with hidden agendas and keep your cards too close to your chest.
INTERPERSONAL CONFIDENCE: Confident and at ease in a wide range of interpersonal situations. Communicates easily and confidently in groups/with strangers. Initiates contact and interaction with people. Actively participates in/voices opinions in group discussions/meetings. Bold and expressive when interacting with people.:	Very Important	Strength	You are confident in interpersonal situations and communicates easily. This will support you in a role that requires you to interact with people, initiate social contacts, express your views in groups and give presentations.
TEAMWORK: Can work alongside and with others to achieve goals. Remains committed and involved with the team in spite of obstacles/frustrations/differences. Provides recognition and support to team members. Acknowledges and takes into consideration the views of other team members. Responds constructively to conflict within the team.:	Very Important	Development Area	You are unlikely to display the behaviors associated with this trait and should work hard on developing them.