TALOGY | Cubiks

HORIZON

Respondent name: Sara Sample
Assessment date: 06 June 2023
Role: Sales

# Competency Fit Report

## Introduction

The information provided in this report is confidential and intended only to be used by managers or recruiters responsible for managing the assessment process.

The report describes how Sara Sample responded to the PAPI 3+ questionnaire and provides predictions of likely strengths and weaknesses at work. This report provides a description of how the respondent sees themselves at the time at which they completed the questionnaire. This report has a 'shelf-life' of up to 12 months, as preferences and behaviour are likely to change over time and depend on work role and personal circumstances.

## Results

The answers to the questionnaire provided by the respondent have been interpreted by comparing them with the responses provided by a large group of people who have also completed the same questionnaire (a norm group). For this report, the norm group used was Belgium - General v1.0.

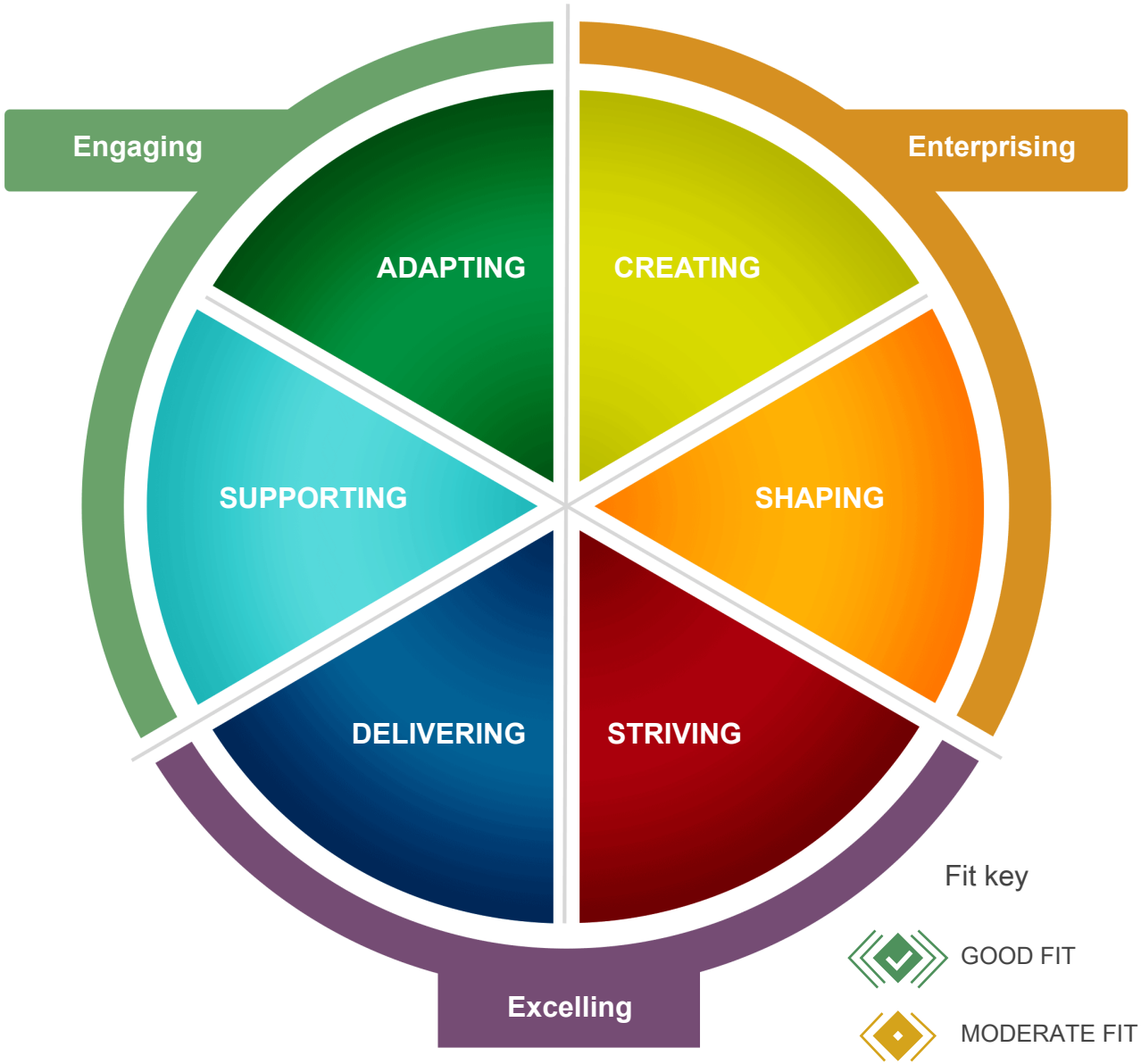
Fit is expressed against the requirements for Sales.

The responses to the statements in the questionnaire relating to the Social Desirability scale indicate that it is likely that the respondent answered the questionnaire in an open way. This does not raise any particular issues in relation to the interpretation of the responses. The mid-range acquiescence score indicates that the respondent has, on average, agreed with the statements presented in the questionnaire at a level which is typical of others in the norm group. A partial adjustment has been made for this typical response tendency which emphasises relative differences between scales.

## Guidance

Based on the results, various report sections have been provided for interpretation, interviewing and discussion. It is important to note that report sections can be used in isolation or in combination.

GOOD FIT




Fit key

GOOD FIT

MODERATE FIT

POOR FIT

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# Competency Fit Profile

## Enterprising

**Creating**
Innovation & Creativity
1 2 3 4 5 6 7 8 9 10

**Creating**
Learning Focus
1 2 3 4 5 6 7 8 9 10

**Creating**
Conceptual Thinking
1 2 3 4 5 6 7 8 9 10

**Shaping**
Decisiveness
1 2 3 4 5 6 7 8 9 10

**Shaping**
Directing Others
1 2 3 4 5 6 7 8 9 10

**Shaping**
Influencing Others
1 2 3 4 5 6 7 8 9 10

## Excelling

**Striving** IMPORTANT
Drive & Persistence
1 2 3 4 5 6 7 **8** 9 10

**Striving** IMPORTANT
Results Focus
1 2 3 4 5 6 7 **8** 9 10

**Striving** IMPORTANT
Energy
1 2 3 4 5 6 7 **8** 9 10

**Delivering**
Analysis & Problem Solving
1 2 3 4 5 6 7 8 9 10

**Delivering** DESIRABLE
Reliability
1 2 3 4 5 **6** 7 8 9 10

**Delivering**
Organising & Prioritising
1 2 3 4 5 6 7 8 9 10

## Engaging

**Supporting** DESIRABLE
Developing Relationships
1 2 3 **4** 5 6 7 8 9 10

**Supporting**
Motivating Others
1 2 3 4 5 6 7 8 9 10

**Supporting**
Teamwork
1 2 3 4 5 6 7 8 9 10

**Adapting** DESIRABLE
Stress Tolerance
1 2 3 4 5 6 7 **8** 9 10

**Adapting**
Managing Conflict
1 2 3 4 5 6 7 8 9 10

**Adapting**
Flexibility
1 2 3 4 5 6 7 8 9 10

Scores between 5 and 6 are considered moderate, scores 7-10 good and scores 1-4 poor.

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# In-depth Assessment Guide

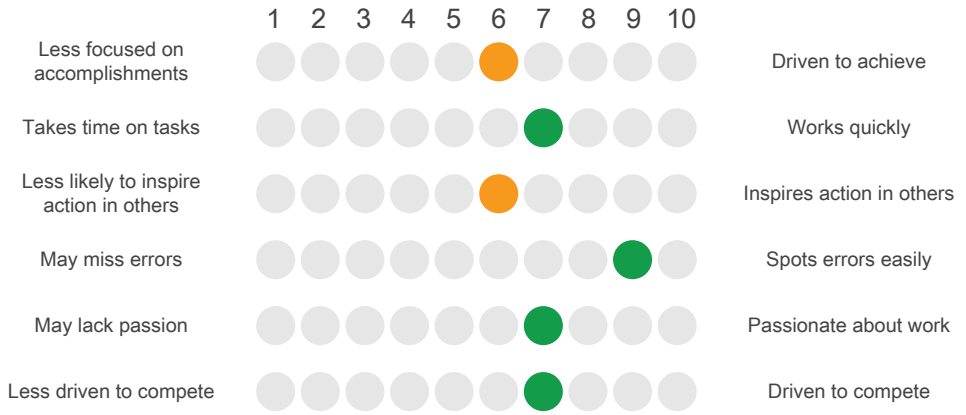
## Results Focus — IMPORTANT

*Demonstrates a focus on achieving results and objectives. Consistently strives to meet or exceed expectations.*

1 2 3 4 5 6 7 **8** 9 10

High

### Scoring Breakdown




### Interview Questions

Tell me about a time at work when you achieved outstanding results. What did you do to achieve this? What motivated you to put in the extra effort? What was the impact of your work?

### Interview Evaluation

| Negative Indicators | 1 2 3 4 5 6 7 8 9 10 | Positive Indicators |
|---|---|---|
| Is easily distracted by irrelevant or unimportant activities | ☐☐☐☐☐☐☐☐☐☐ | Focuses on the end result and avoids distractions |
| Shows little commitment toward achieving the right results | ☐☐☐☐☐☐☐☐☐☐ | Demonstrates a determined and committed approach to achieving results |
| Always leaves tasks or projects for others to finish off | ☐☐☐☐☐☐☐☐☐☐ | Follows tasks and projects through to completion |
| Regularly fails to deliver results | ☐☐☐☐☐☐☐☐☐☐ | Consistently delivers results |
| Produces the minimum level of results required in the role | ☐☐☐☐☐☐☐☐☐☐ | Sets challenging goals and aims to exceed expectations |

### Interview Competency Score

1 2 3 4 5 6 7 8 9 10

☐☐☐☐☐☐☐☐☐☐

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## Drive & Persistence — IMPORTANT

*Demonstrates resilience when faced with setbacks. Shows tenacity and continues to strive to reach goals, despite obstacles.*

1 2 3 4 5 6 7 **8** 9 10

High

### Scoring Breakdown

| | 1 2 3 4 5 6 7 8 9 10 | |
|---|---|---|
| May not pursue goals persistently | ○ ○ ○ ○ ○ ○ ○ ● ○ ○ | Determined to reach goals |
| Less confident to lead in the face of setbacks | ○ ○ ○ ○ ◉ ○ ○ ○ ○ ○ | Leads confidently in the face of setbacks |
| Less likely to find satisfaction in their work | ○ ○ ○ ○ ○ ◉ ○ ○ ○ ○ | Finds satisfaction in their work |
| Less interested in persuading others | ○ ○ ○ ○ ○ ○ ○ ○ ● ○ | Persuasive |
| May lack passion | ○ ○ ○ ○ ○ ○ ● ○ ○ ○ | Passionate about work |
| Less focused on accomplishments | ○ ○ ○ ○ ○ ◉ ○ ○ ○ ○ | Driven to achieve |

### Interview Questions

Tell me about a time when you pursued a very challenging goal until it was achieved. What obstacles did you face? How did you overcome them? Is there anything you would do differently, with hindsight?

### Interview Evaluation

| Negative Indicators | 1 2 3 4 5 6 7 8 9 10 | Positive Indicators |
|---|---|---|
| Takes little personal responsibility for achieving goals and objectives | ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ | Consistently strives to meet goals and objectives |
| Gives up too easily or relies on others to carry through tasks | ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ | Demonstrates tenacity and persistence when carrying out tasks |
| Is pessimistic about overcoming setbacks and obstacles | ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ | Maintains a positive approach in the face of setbacks and failure |
| Is easily discouraged by obstacles and problems | ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ | Shows determination and drive to overcome obstacles and problems |
| Accepts mediocre performance from themselves against targets | ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ | Rises to meet the challenge of demanding or difficult situations |

### Interview Competency Score

1 2 3 4 5 6 7 8 9 10

☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐

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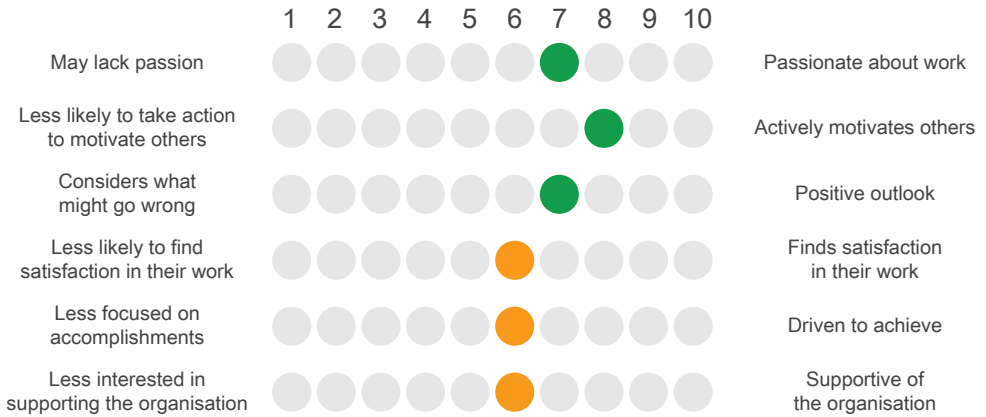
## Energy — IMPORTANT

*Displays an enthusiastic and committed approach, sustaining a high work rate over a long period of time.*

1 2 3 4 5 6 7 **8** 9 10

High

### Scoring Breakdown




### Interview Questions

Describe a project that you put considerable energy and commitment into achieving. Why did you do this? How did you approach it? How successful were you?

### Interview Evaluation

| Negative Indicators | 1 2 3 4 5 6 7 8 9 10 | Positive Indicators |
|---|---|---|
| Displays little enthusiasm and commitment for their work | ☐☐☐☐☐☐☐☐☐☐ | Works in an enthusiastic and committed way |
| High work rate is not sustained over long periods | ☐☐☐☐☐☐☐☐☐☐ | Maintains a high work rate over a considerable length of time |
| Tires easily | ☐☐☐☐☐☐☐☐☐☐ | Does not tire easily |
| Focuses energy on unimportant or unnecessary activities | ☐☐☐☐☐☐☐☐☐☐ | Focuses energy on key tasks or activities |
| Finds it difficult to find the energy to respond to new challenges | ☐☐☐☐☐☐☐☐☐☐ | Raises energy levels and performance in the face of challenging situations |

### Interview Competency Score

1 2 3 4 5 6 7 8 9 10

☐☐☐☐☐☐☐☐☐☐

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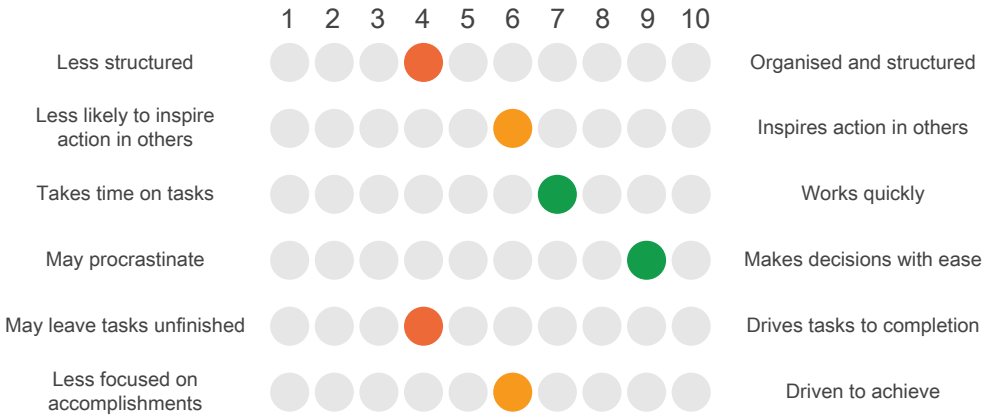
## Reliability — DESIRABLE

*Consistently delivers on agreed objectives and expectations. Meets commitments and takes responsibility for their personal performance.*

1 2 3 4 5 **6** 7 8 9 10

Average

### Scoring Breakdown




### Interview Questions

Describe an important project or task for which you were personally responsible. What steps did you take to make sure it was delivered in line with expectations? What was the outcome?

### Interview Evaluation

| Negative Indicators | 1 2 3 4 5 6 7 8 9 10 | Positive Indicators |
|---|---|---|
| Regularly fails to deliver on agreed objectives | ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ | Consistently delivers on agreed objectives |
| Performance does not meet other's expectations | ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ | Meets the expectations of others |
| Not focused on meeting commitments they have made | ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ | Ensures they meet the commitments they have made |
| Demonstrates little personal pride in the quality of their output | ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ | Takes personal responsibility for their own performance |
| Blames failure to achieve objectives on problems, difficulties and other people | ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ | Does not use difficulties or problems as an excuse for failing to achieve objectives |

### Interview Competency Score

1 2 3 4 5 6 7 8 9 10

☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐

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## Developing Relationships

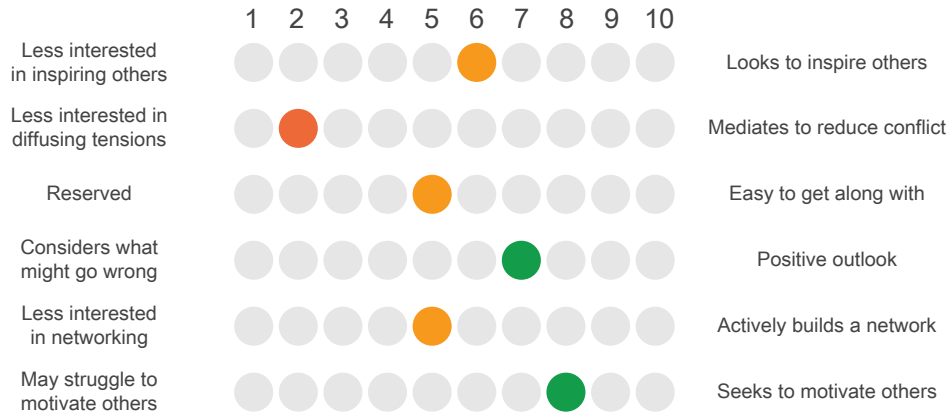
DESIRABLE

*Easily establishes and develops effective and positive professional relationships with others.*

1 2 3 **4** 5 6 7 8 9 10

Fairly Low

### Scoring Breakdown




### Interview Questions

Describe an example of when you built a new working relationship. How did you establish it? What did you learn from this experience? How would you describe your relationship with this individual now?

### Interview Evaluation

| Negative Indicators | 1 2 3 4 5 6 7 8 9 10 | Positive Indicators |
|---|---|---|
| Takes considerable time to build an understanding with others | ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ | Quickly establishes a rapport with others |
| Places little emphasis on developing relationships with others | ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ | Develops positive and warm relationships with others |
| Treats others warily; does not disclose information | ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ | Shares information to promote mutually beneficial relationships |
| Has difficulty relating to people with different ideas and approaches | ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ | Relates well to different types of people |
| Relationships with others lack a solid basis of trust | ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ | Builds trust in their relationships with others over the long-term |

### Interview Competency Score

1 2 3 4 5 6 7 8 9 10

☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐

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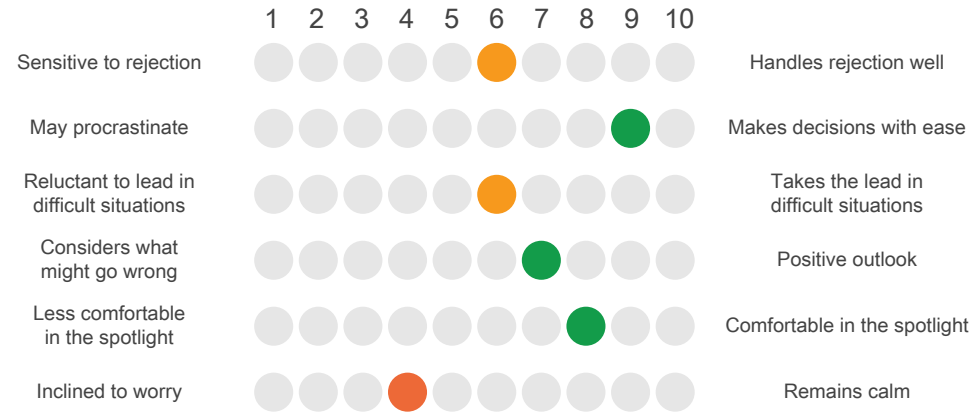
## Stress Tolerance — DESIRABLE

*Maintains a calm, controlled and positive manner when under pressure and remains focused on the task.*

1 2 3 4 5 6 7 **8** 9 10

High

### Scoring Breakdown




### Interview Questions

Describe how you dealt with a particularly stressful situation. How did you react? How did you recover from this? How could you have dealt differently with the situation?

### Interview Evaluation

| Negative Indicators | 1 2 3 4 5 6 7 8 9 10 | Positive Indicators |
|---|---|---|
| Becomes anxious and lacks composure when dealing with unexpected problems | ☐☐☐☐☐☐☐☐☐☐ | Maintains composure when faced with unexpected problems |
| Performance deteriorates when working under increasing time pressure | ☐☐☐☐☐☐☐☐☐☐ | Works effectively under increasing time pressure |
| Reacts disproportionately to events | ☐☐☐☐☐☐☐☐☐☐ | Keeps events in perspective; does not overreact |
| Becomes visibly nervous and uneasy in difficult situations | ☐☐☐☐☐☐☐☐☐☐ | Exhibits a calm and controlled manner in the face of difficult situations |
| Loses sight of objectives when under pressure | ☐☐☐☐☐☐☐☐☐☐ | Maintains focus on key objectives when under pressure |

### Interview Competency Score

1 2 3 4 5 6 7 8 9 10

☐☐☐☐☐☐☐☐☐☐

Interviewer name:

Date of Interview:

Scores between 5 and 6 are considered moderate, scores 7-10 good and scores 1-4 poor.

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