Management Development Program

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PSYCHOMETRIC ASSESSMENT RESULTS

EXECUTIVE SUMMARY

Overall Job Match 5.10

(10 = Excellent match; 5 = Average match; 1 = Low match)

Intellectual Reasoning 1 2 3 4 (5) 6 7 8 9 10

Learning Potential 1 2 3 4 (5) 6 7 8 9 10

Abilities 1 2 (3) 4 5 6 7 8 9 10

Behavioural Competencies 1 2 3 4 5 6 7 (8) 9 10

Behavioural Risks High risk

STRENGTHS	RISKS
	Verbal reasoning Accuracy reasoning Maths

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DETAILED ASSESSMENT RESULTS

INTELLECTUAL REASONING

Refers to the applicant's capability to solve complex problems as required by the job he/she applied for (as indicated by the benchmark level of work)

Management Development Program	Strategy Execution (SST Level 3)
Job Benchmark	

ASSESSMENT OUTCOME

Current Capability	SST LEVEL 2 - EXCELLENCE CLARIFICATION
Potential Capability	SST LEVEL 2 - EXCELLENCE CLARIFICATION

Interpretation of results

should be comfortable working in the Excellence Clarification (level of work 2) environment where he has to solve problems where answers are not very clear by using his knowledge and experience. He will ask more questions to clarify his thinking, to ensure he gets the correct answer or solution. He should prefer to work in environments that are mainly structured and routine-based but with some flexibility of choice.

ABILITY

Refers to the applicants' ability to understand instructions, interpret information and solve problems in a verbal and numerical context.

Verbal reasoning	2 Development required
Numerical Reasoning	4 Effective ability
Accuracy skills	2 Development required

(10 = Above average; 5 = Average; 1 = Below average)

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COGNITIVE AGILITY

The Learning Potential assessment measures candidates' potential to learn new information in a variety of formats and settings. Candidates with a higher learning speed can think on their feet, and respond quicker to new information or problems, and finding solutions quicker.

RESULTS

LOGIC	6	Moderate
MEMORY	6	Moderate
MATHS	3	Low
SHAPES	6	Moderate
LEARNING POTENTIAL	5	Moderate

DEFINITION AND INTERPRETATIONS

LOGIC

The ability to accurately interpret and analyse new information and draw accurate conclusions. Candidates with a high reasoning potential may be good at interpreting information from a potential client and link the product/service they sell to the solution.

MEMORY

The ability to accurately recall information. Candidates with a high memory score may be good at remembering key points/requests a potential client mentioned earlier, and also important information regarding the product/service they sell.

MATHS

The ability to accurately perform basic calculations. Candidates with a high numerical potential may be good at performing quick calculations like monthly repayment costs, discount fees, cost savings etc relating to the product/service they sell.

SHAPES

The ability to visualise shapes and patterns. Candidates with a high spatial reasoning potential may visualise creative or original ways of using a product in the selling process, which may increase the potential sale of a product/service

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BEHAVIOURAL COMPETENCIES

Behavioural Competencies refers to applicants' preferences that drives their behaviour and influences their decision making.

| Competency	Rating
Build sustainable relationships	1 2 3 4 5 6 7 **(8)** 9 10
Business Acumen	1 2 3 4 5 6 **(7)** 8 9 10
Customer Service	1 2 3 4 5 6 **(7)** 8 9 10
Improvement Orientation	1 2 3 4 5 6 **(7)** 8 9 10
People Management and Development skills	1 2 3 4 5 6 7 **(8)** 9 10
Persistence and Tenacity	1 2 3 4 5 6 7 **(8)** 9 10
Operational Planning, monitoring & evaluation	1 2 3 4 5 6 7 **(8)** 9 10
Interpersonal Effectiveness	1 2 3 4 5 6 7 **(8)** 9 10
Change Management	1 2 3 4 5 6 7 **(8)** 9 10
Integrity and Trust	1 2 3 4 5 6 **(7)** 8 9 10

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Teams are made up of individual contributions, and each individual has a preferred contribution they make in a team setting . This section describes their preferred style within a team and not their actual ability or skill
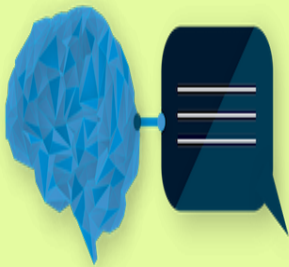
Communicator

enjoys communicating with others and sharing his ideas with the team. He likes explaining things to others and will probably enjoy being the voice of the team. He enjoys giving advice and sharing information that will help the team gain better understanding of what is required. is an effective listener and facilitator and enjoys giving feedback and building of an informal, relaxed climate.
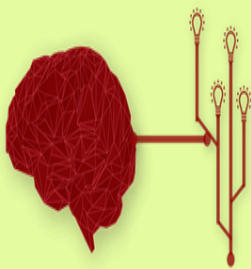
Innovator

enjoys coming up with new and innovative ideas, always thinking creatively and producing original concepts. His team members might perceive him as different because he likes to think in ways that is less traditional and at times quite metaphoric. has a need to improve things and will usually think outside of the box to find a solution. He might be described as the dreamer in the team.

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Behavioural risks, also known as performance disruptors, is when a person is under extreme pressure at work. These disruptive behaviours have the potential to derail the individual from achieving his/her objectives. Behavioural disruptors are not related to abnormal behaviour, but rather highlighting when an individual is under pressure.
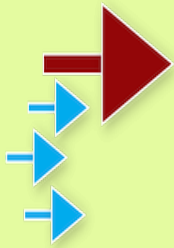
Dominant

may be perceived as overly assertive at times, being too direct and forceful. He might be impulsive when making decisions, and impatient to get results. Others might at times find it difficult to work with him as he might be overly critical and override others' ideas or inputs.
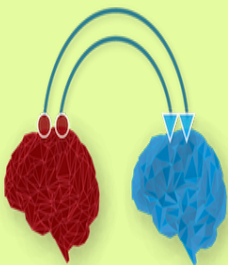
Enthusiastic

might be inclined to talk rather than to listen. He might be overly enthusiastic to impress others and might miss important information that could derail a project. He might overestimate the complexity of problems and be somewhat inconsistent in his approach. He might rely too much on his personality to win people over.

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DISC Behavioural Drivers

D I S C
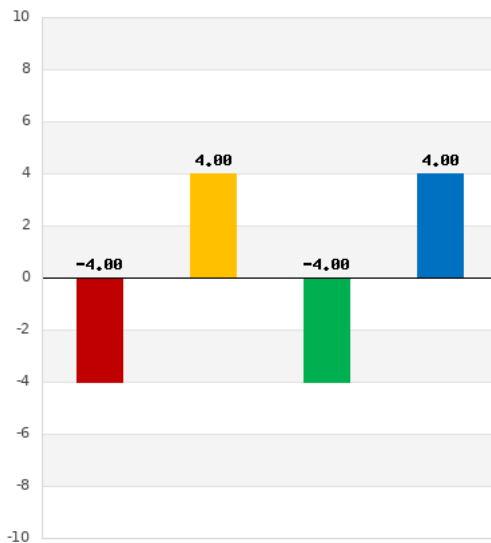
The DISC Behavioral Drivers is based on the expression of emotions through behavior. AssessmentHouse describes DISC as Drive, Interaction, Stability and Conscientiousness.
This section highlights the individual workplace behaviour and predicts how they will respond/behave in a certain context of working environment

Low Drive	High Interaction
Key words: Cautious, Non-competitive, Sacrificing, Passive	Key words: Influencial, Persuasive, Outgoing, Positive
People with a low D are sincere and understanding. They don't enjoy a competitive environment and prefers limited responsibility. They don't necessarily want to be in charge. Low D's likes to take time in decision making. They also prefer to report into an authority. They may be seen as less assertive.	High I's enjoy being in contact with people. They like influencing others and communicate with ease. High I's have a desire to help other people and to motivate them. They prefer group activities, inside and outside the working environment. They enjoy public and social recognition.

High Conscientiousness	Low Stability
Key words: Compliance, Details, Accuracy, Quality	Key words: Variety, Mobility, Change, Quick paced
High C's are detailed and quality orientated. They need precision work and an exact job description. They depend on detailed information to make their decisions. High C's always check their work for accuracy and comply to all the rules and procedures. They are quick to notice mistakes.	People with a Low S enjoys change and flexibility. They prefer environments that can offer a lot of variety and challenges which is also unstructured. They like to make quick decisions and are usually quick paced individuals. They may at times be less tolerant and in need of pressure. They like mobility and would probably be motivated in jobs which gives them the opportunity to travel.

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COMPETENCY-BASED INTERVIEW QUESTIONS

This section provides the candidates' answers from five competency-based interview questions they were asked to respond to during this assessment. It is recommended that answers are explored during final interviews and candidates are asked to elaborate on their answers.

Candidates only had 100 words or less to answer each question. Responses are reported verbatim.

What do you think to be the most challenging aspect of being a manager

interview 1

How would you deal with a conflict situation between a subordinate and the manager?

sdasda

How do you manage an unreasonable customer?

adsasd

How do you ensure your team keeps developing?

asdasd

Why do you want to become a manager?

adsasd

What are the key skills of a manager?

asdads

DISCLOSURE

Purpose: The purpose of this report is to indicate the test-taker's results on various skills, aptitude, potential and behavioural attributes. This report is for the attention of the manager who requested the assessment and remains the property of AssessmentHouse. This report may not be shared with any individual or company who is not trained in psychometric testing or have been authorised through informed consent by the test-taker and supervising psychologist.

Disclaimer: Since the report contains confidential information it needs to be dealt with accordingly. Consequently, this report may not be handed over to the participant. It may also not be used as evidence in a disciplinary hearing. Should this report or the content of the report be handled or communicated incorrectly by any party within the company, AssessmentHouse cannot be held liable for any claims resulting from such action.

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