



PSYCHOMETRIC ASSESSMENTS

Jane Doe

ACME Company

November 7, 2021

CONFIDENTIAL DOCUMENT



Summary

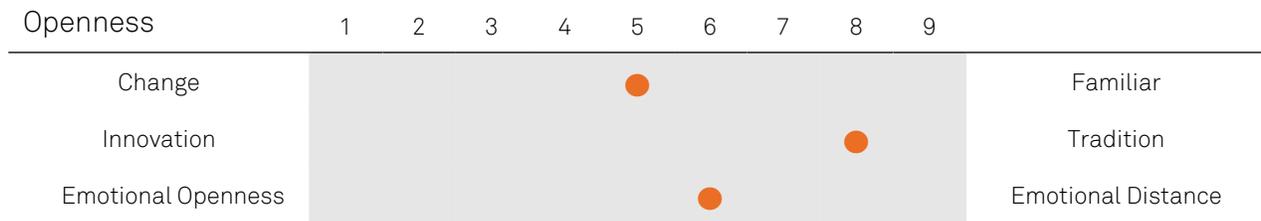
Jane Doe

General Cognitive Ability

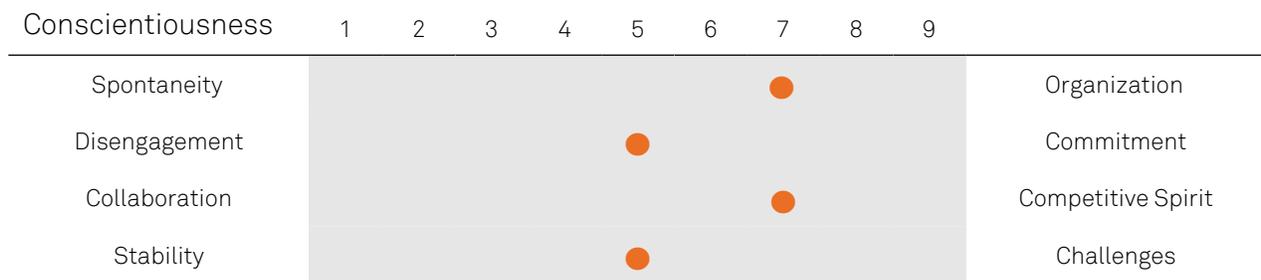
				Average					
	1	2	3	4	5	6	7	8	9
General Cognitive Ability									

Personality

Openness



Conscientiousness



Agreeableness



Extraversion

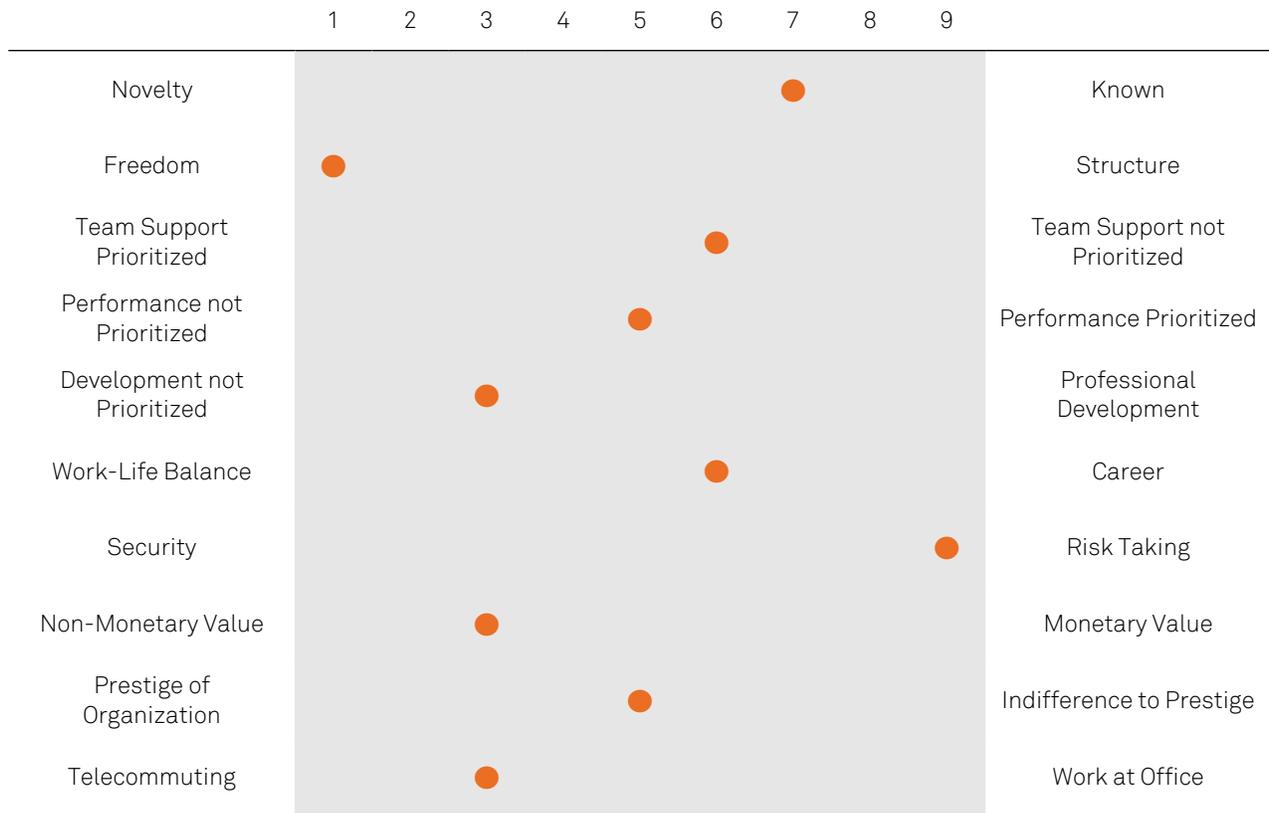


Emotional Stability





Organizational Preferences





General Cognitive Ability

General Cognitive Ability measures an individual's capacity to solve problems, to understand complex ideas, to learn quickly and to benefit from experiences (Larivée & Gagné, 2006).

Results are obtained from a timed questionnaire with 50 questions that must be answered in 17 minutes.

The time constraint is used for practical reasons. It reduces the chances of plagiarism and allows for more control over the time required to complete the test.

Since certain candidates do not have enough time to answer all questions, the score obtained represents the capacity to solve problems quickly.

The speed mode can disadvantage people who need more time to read the questions (e.g. dyslexic, second language, etc.) or those who tend to perform less when pressured for time.

				Average					
	1	2	3	4	5	6	7	8	9
General Cognitive Ability									

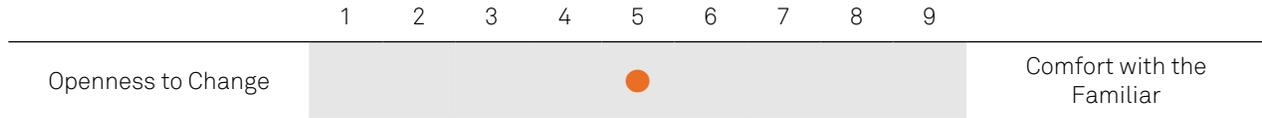
Specific Cognitive Skills

The specific cognitive skills evaluated allow for the validation of an individual's potential for specific tasks. The questionnaire evaluates the following five cognitive abilities:

				Average					
	1	2	3	4	5	6	7	8	9
Numerical									
Deductive									
Verbal									
Analogical									
Orientation									



Openness



You prefer a balance between novelty and familiarity. You occasionally generate new and original ideas without constantly wanting to redefine the process. You look for new experiences but can also appreciate being on familiar grounds. You will be comfortable in an environment that allows you to stick to what you already know, but that offers some opportunity to try new things once in a while.

Your strengths:

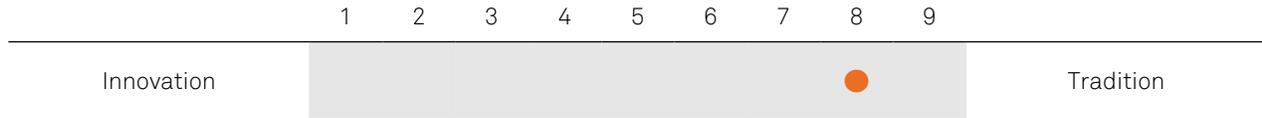
- You are likely to remain motivated in an environment that offers both a sense of consistency in the way things are done and the freedom to do things your way when necessary.
- You do not always need constant change or new experiences to be satisfied or to feel accomplished in your work. To the same extent, you will not be completely destabilized by an environment that requires you to embark on new experiences from time to time.

Some advice for you to improve:

- Look for environments that offer a certain amount of flexibility and freedom to try new things without requiring you to do so on a regular basis.
- Assess situations that constantly demand going outside the beaten path and those where you always need to do things in the same way.
- Keep in mind that not everyone favours a balance between novelty and familiarity, and that some need a lot more flexibility, or, conversely, a lot more consistency to feel secure in their work.



Openness



You are much more comfortable in situations you have encountered already and/or are in the habit of doing. You prefer the “déjà vu” and sticking to your habits, as well as favour established and/or proven methods. You gain more confidence once you’ve been able to do (practice) something a few times and understand the proper way of doing it. You are looking to obtain a pre-established reference model or precise guides/instructions in order to accomplish what needs to be done. You are looking to execute tasks the way you have learned them and show a reliability to methods put into place in your organization. You may be more resistant when having to modify your approaches. You really tend to ask why something needs to change and may feel uneasy around those who want to constantly reinvent the way things are done. You will likely make decisions based on what has proven effective for you in the past and on your previous knowledge of a specific method.

Your strengths:

- You naturally adopt a way of working that is stable and respects guidelines.
- You willingly follow procedures and pre-established methods.
- You thrive in known contexts, as well as when you have the model on how to get it done properly.
- You are loyal to the best practices put into place within your organization and will not tend to change something for the sake of changing it.
- You are comfortable in contexts that demand fixed and reliable procedures.

Some advice for you to improve:

- Develop your openness to new ways of doing things.
- When the situation requires it, question traditional methods by searching for new ways of executing your projects, and accept the ideas of those who bring about a different way of doing things.
- Try not to hold back those who are searching for more liberty in the way they execute tasks.
- Remain focused on the results and demonstrate more flexibility towards the way things should be executed.
- Develop your strategic side by adapting your speech and your way of doing things to the situation and to the people you meet.
- Learn to remain confident and trust your judgment when you don’t have experience in a given field or when dealing with situations you have never encountered before.
- Learn to deal with projects that present you with uncertainty.
- Develop your flexibility when you have to change your behaviour or work methods.
- Inform your colleagues that you need clear direction, especially in the integration process or when starting a new projects.



Preference



You have little need to be in an innovative organization to feel motivated in your work. The possibility to develop new products or services, or to create something original in your work, is not a source of motivation for you.

Preference



You have a preference for a work environment that offers the freedom of action that is much higher than the average. You greatly appreciate the ability to accomplish your tasks in your own way, and prefer that others do not impose a rigid work schedule.

You are uncomfortable when someone is supervising you too closely, or when someone imposes a way of working onto you. You prefer taking initiative yourself. Procedures and working methods that are too rigid can be a source of frustration and demotivation for you.

Preference



Compared to the average, you have less of a need to help your colleagues in order for you to feel satisfied in your work. You are more motivated by other factors.