



Evaalex20 Summary Report

→ John Doe
ABC FOODS

HIGHLY CONFIDENTIAL

This information may under no circumstances be communicated to the person assessed, or to any other unauthorised person without the facilities of a qualified psychologist.



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Rivonia, South Africa
www.evaalex.com

Assessment Details

| | |
|----------------------------------|----------------------|
| Last Name | John |
| First Names | Doe |
| Gender | Male |
| Age | 32 |
| Home Language | North Sotho |
| English | 2nd language |
| Highest Qualification | Gr12/Std10 or below |
| Company Assessed For | ABC FOODS |
| Position Assessed For | Risk Claims Assessor |
| Current Company | ZZZ FOODS |
| Current Position | Claims Assessor |
| Position Level | Non-Managerial |
| Position Type | Claims |
| SST Level | |
| Date Assessed | 18 August 2018 |
| Age at time of assessment | 32 |
| Histogram | Global |

EvaleX Psychometrics Introduction

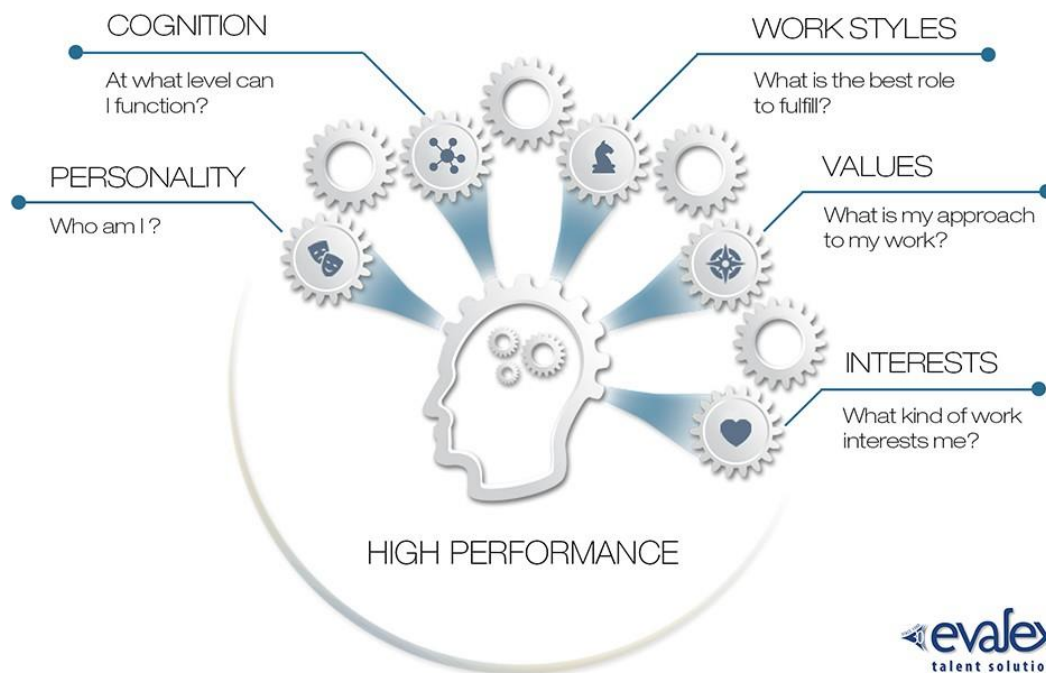
John completed the EvaleX Psychometric assessment on 18 August 2018

EvaleX Psychometrics have been designed to present the Psychology of High Performance.

The EvaleX theory of high performance is based on extensive and ongoing research into the phenomenon of high impact corporate leadership, high performance teams and individuals.

EvaleX Psychometrics assessed 5 critical human constructs, leading to 5 Competence domains and 15 Behavioural competencies.

5 HUMAN CONSTRUCTS DRIVING HIGH PERFORMANCE



EvaleX Psychometrics consists of a number of carefully chosen assessment instruments based on our research into the drivers of performance in the world of work. These assessment instruments have been around for approximately 25 years and have been well researched, all with best in class validity coefficients. All these instruments have also been registered with the Professional Board for Psychology at the Health Professions Council of South Africa.

Recommendation & Feedback



Recommended
- strong fit

Likely to require little management support due to one or two attributes requiring attention. Mentoring and coaching will increase probability of success. 70-80% probability of success.

Cognitive Ability



Meets Benchmark for Position.

Business Knowledge



Meets Benchmark for Position.

Personality



Slightly Below Benchmark for Position.

Styles



Slightly Below Benchmark for Position.

Values



Meets Benchmark for Position.

Interests



Meets Benchmark for Position.

Archetypes



Meets Benchmark for Position.

Inhibitors



Slightly Below Benchmark for Position.

Notes

This recommendation was reached in consultation with key client decision-makers, benchmarked against a C2 position (Risk Claims Assessor)

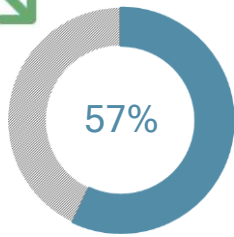
Strengths

Deductive and Contextual Reasoning
Maturity
Tends to invest mental energy and focus to think critically about issues
Likes to source information from the external environment to help with problem solving
Creativity and innovation
Collaborative and consultative approach
Goal focussed and thorough
Adaptability and composure

Areas of Concern/Development

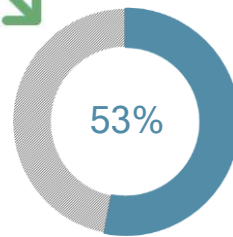
Inhibitor - Energy -Slow to act, not likely to put themselves under pressure, can be less initiative, ambitious, driven, and prefers a relaxed approach.
Inhibitor - Deduction -Intelligent, logically deducing conclusions, but tends to neglect conceptual and associative patterns when problem solving.
Inhibitor - Timid -Generally will not assert views, ideas and thoughts, or openly disagree or challenge others, may be seen as shy.
May be more passive than active in shaping his environment
May sometimes present as unstructured and neglect follow through on tasks

Assessment Summary



Overall Cognitive Capacity

In line with Junior Management roles.



Overall Business Knowledge

In line with Middle Management roles.

Ideal Position types:

John is best suited to the following types of roles. Please note that this profile does not take into account any prior experience or technical competencies. As an example, it is possible that the profile may show a good fit to a senior position, but the candidate does not have the experience or managerial competence for this role. This indicates only possible future development into these types of roles.

| Archetype | Score | Description |
|-----------------------|-------|--|
| Flight Controller | 55 | Involves monitoring activities of multiple role players, scheduling activities, tracking progress, reporting on activities and integration to optimise resources vs. delivery. Takes overall accountability with little line function. |
| Operations Supervisor | 49 | Involves managing a small team of process transactors, ensuring productivity and performance of a key operational process at a transactional level. |
| Middle Manager | 49 | Involves managing delivery of the organisation's products or services through one unit, function, outlet or branch; integrating internal and external client expectations, staff, process and facilities to deliver defined outputs. |

Performance inhibitors:

John's performance can be inhibited by the following key behavioural inhibitors, which may lead to failure in a role.

| Inhibitor | Description |
|-----------|--|
| Energy | Individuals with low energy are generally slower to act in relation to others. They tend not to take initiative, are slow of the mark and do not put themselves under too much pressure. They prefer a more relaxed pace, tend to be less ambitious and are often not very driven. In most environments this particular Inhibitor often leads to non-performance. |
| Deduction | While this individual is intelligent, there may be an over-reliance on one facet of reasoning. This individual will exhibit high levels of deductive and logical reasoning capability, but may at times neglect more conceptual and associative patterns. This individual will be better at logical thinking rather than conceptual thinking. This individual may not be able to identify and define problems, but should be able to come up with logical solutions to pre-defined problems. |
| Timid | These individuals may not always have the courage to speak their minds. They generally will not assert their opinions, share or challenge others' ideas nor demonstrate their disagreement. They may find it difficult to say 'no' and take a firm stance against opposing ideas and opinions. As a result they may be perceived by others as being shy, not adding value or easy to take advantage of. |

Preferred work sets:

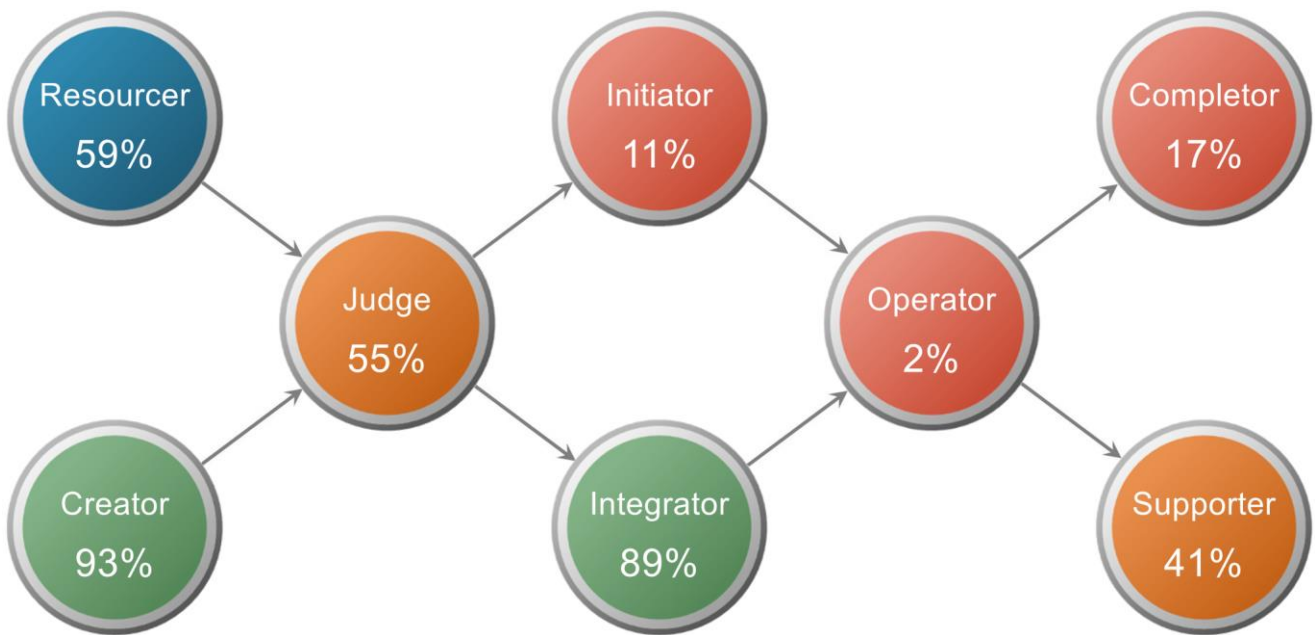
John is interested in the following activities. These should be aligned to the role.

| Style | Score | Description |
|------------------------|-------|--|
| Counselling & Advising | 99 | Is interested in activities such as: Talking/counselling/helping people with their problems, giving advice, changing attitudes, deciding on a course of action. |
| Issuing Documentation | 87 | Is interested in activities such as: Delivering a set of documents; Writing a receipt for a client; Preparing a set of documents for distribution; Preparing a statement to be signed by someone; Giving a client a copy of a document; Photostatting a document. |
| Communicating | 86 | Is interested in activities such as: Responding to e-mails and messages; Returning phone calls; Writing weekly reports; Visiting someone to have a discussion, Giving feedback to others about a meeting. |
| Inspiring People | 83 | Is interested in activities such as: Delivering a motivational speech to a group of people; Explaining to others how changes will have a positive effect; Talking enthusiastically about the future; Elaborating on the opportunities ahead; Putting a positive spin on a problematic situation. |
| Designing Workflows | 80 | Is interested in activities such as: Establishing the steps in which a task needs to be performed; Developing a process flow; Tracking the flow of a product or process; Improving the workflow of a process; Measuring the efficiency of a process. |

Preferred work style:

John prefers the following styles. These should be aligned to the job requirements.

| Style | Score | Description |
|-------------------------------|-------|---|
| Creating and Innovating | 93 | Those scoring high on this dimension are usually good at generating unique and imaginative solutions and ideas, especially if they also scored high on the Business Comprehension Test. They are quick to see alternative solutions to a problem and can be described as creative problem solvers. They are likely to apply new ways of thinking to situations and usually design innovative and inventive solutions to problems. Where the score is exceedingly high, be aware that this concern with different, new, and alternative options can yield solutions that may be viewed by others as slightly impractical and difficult to implement. When their Unconventional and Radical Approach is also high, this behaviour can be exacerbated. They may also tend to jump to conclusions and not sufficiently analyse the facts in order for their solution to fit their perception of the problem. |
| Integrating and Collaborating | 89 | High scoring individuals are best suited to situations where broad consensus needs to be achieved before critical decisions can be made and where team performance is more critical than individual performance. People who score high on this Style tend to involve all role players, build coalitions, teams and relationships. They are good at engaging, motivating and encouraging others and can draw people out and involve them. They like getting others committed and in agreement on the objectives to be achieved. They are good at brokering and resolving conflict; bringing opposing parties together around the table and finding the middle ground. Furthermore, they recognise and utilise each team member's particular strengths and the value that each member can add to the team. On the negative side, they may sometimes be too democratic which may result in them being slower to decide and initiate. |
| Sourcing and Investigating | 59 | High scoring individuals who prefer this Style of work are best deployed in roles where problem solving is important; where the current understanding and existing processes need to be refreshed with the latest information, ideas, techniques and approaches. They spend a lot of time gathering and sourcing information and rely on many different sources of information to reach a conclusion. They know where to find it, who can be consulted and they are often well connected. They enjoy listening to others' ideas and concepts as well as reading business books and articles. You will find that they tend to make use of ideas or concepts outside of their own work and then use these new and cutting edge ideas and solutions in their own environment. In solving problems, they would not necessarily rely on their creativity alone, they would source ideas and information from other areas, and then integrate these to construct a new solution or line of action. When this score is very high, one may find that these individuals can become unfocussed and may find it difficult to complete. |



Cognitive Profile

Cognitive Capacity



Business Acumen

