



# CANDIDATE --- REPORT

JANE DOE

3-03-2023

DEMO PRE-REPORT





# CANDIDATE'S

---

## RESULTS

### Explanation:

The report begins with a concise summary of the candidate's results and application, followed by an explanation of each trait, emphasising strengths and potential challenges. It provides tailored recommendations for suitable roles, compares the candidate's scores to team analysis, and offers a thorough interpretation of results. This approach equips decision-makers with valuable insights for objective hiring choices.

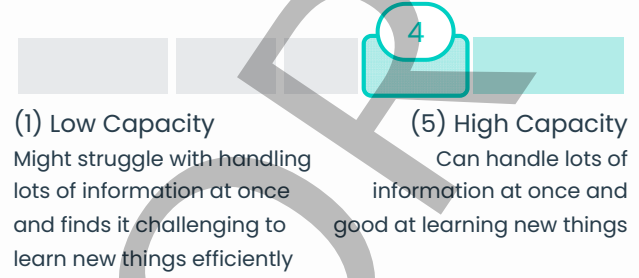
## Cognitive traits Customer Success Competency Profile

### Learning ability/Working memory

- ✓ Particularly good at learning new things with planned learning goals.
- ⓘ There are no challenges for applicants who fall under this bucket.
- ❓ What's the most stressful situation you've faced at work so far? How did you handle it?

(4) Higher average

Priority High

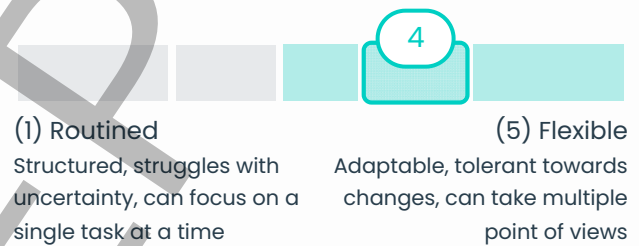


### Cognitive flexibility

- ✓ Able to adapt their thoughts and behaviours to new environments and unexpected situations.
- ⓘ There are no challenges in terms of cognitive flexibility for individuals who belong in this bucket.
- ❓ How do you react when a new person joins your team?

(4) Somewhat flexible

Priority High

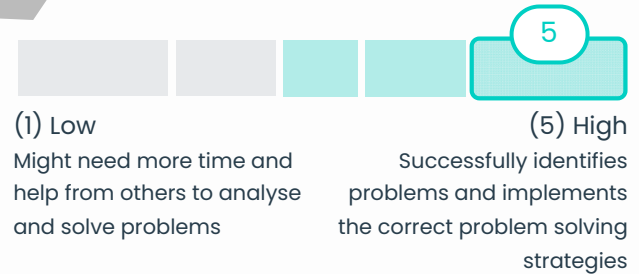


### Problem solving ability

- ✓ Likely to be successful at identifying problems and implementing the right strategies to solve them.
- ⓘ Might lose motivation in environments where they are not frequently challenged to use their skills.
- ❓ Could you please provide me with an example of seeing an improvement opportunity in working on repetitive tasks? How did you make use of this opportunity?

(5) High

Priority Medium



Behavioural traits

Problem solving style

- ✔ More likely to analyse the whole problem thoroughly before making a move to solve it.
- ⚠ Might overthink ill-defined problems that lack clear structures instead of trying out different approaches.
- ❓ Can you think of a situation in which you had to solve an unexpected problem with little information and if so, what did you do in order to solve it efficiently?

(5) Very systematic

Priority  Low

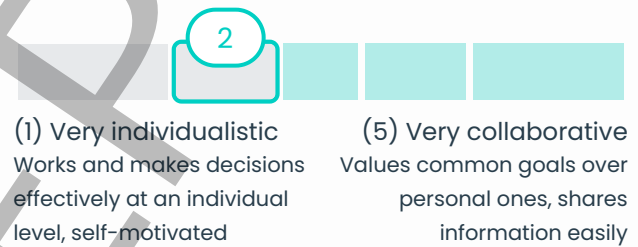


Collaboration

- ✔ Good at working and making decisions individually in an effective manner.
- ⚠ Might struggle with asking for and receiving feedback from colleagues.
- ❓ Tell me about a project/task you were accountable for where you asked for help to achieve the desired results?

(2) Somewhat individualistic

Priority  Medium

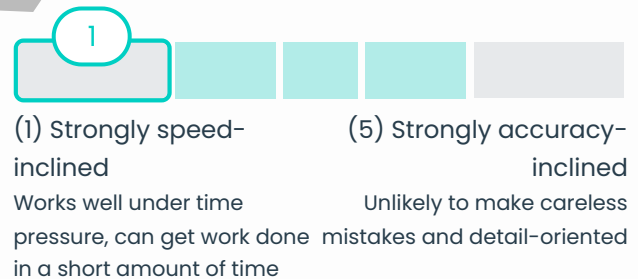


Speed-accuracy tradeoff

- ✔ More likely to get work done effectively in a short amount of time and under time pressure.
- ⚠ Might make more errors than those who are accuracy-inclined.
- ❓ What methods do you use to check for quality, especially when you have to meet tight deadlines?

(1) Strongly speed-inclined

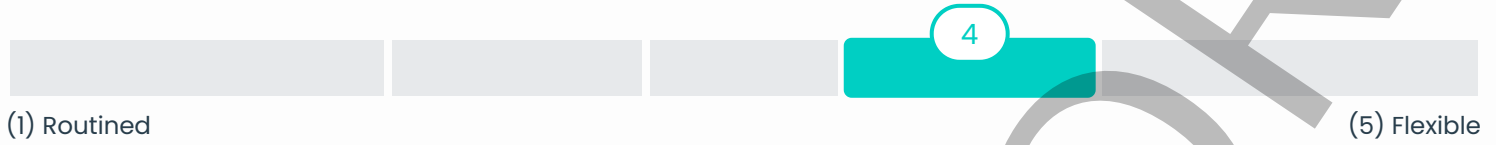
Priority  Low



The Racer game measures cognitive flexibility which refers to how flexibly we can adapt our thoughts and behaviors to new or unexpected situations in a constantly changing environment.

This candidate is **somewhat more flexible** than average.

**(4) Somewhat flexible**



**Strengths**

- ✔ Able to adapt their thoughts, communication styles, and behaviours to new environments or changes.
- ✔ Has tolerance towards errors, undesirable changes, and disagreements.
- ✔ Can easily take different points of view when evaluating a situation.
- ✔ More likely to change strategies to find the optimal solution and can come up with creative solutions to problems.

**Challenges**

There are no challenges for applicants who fall under this bucket.

**Responsibilities that might fit**






- ✔ Working in fast-paced and frequently changing environments.
- ✔ Working with multiple teams and departments.
- ✔ Managing several tasks simultaneously.

**Responsibilities that might not fit**

This candidate can perform any task related to cognitive flexibility.

**Team and company comparison**

Jane Doe

	(1) ROUTINED	(2) SOMEWHAT ROUTINED	(3) NEUTRAL	(4) SOMEWHAT FLEXIBLE	(5) FLEXIBLE
Customer Success					
	(20%) 1/5	(20%) 1/5	(20%) 1/5	(20%) 1/5	(20%) 1/5
Equalture Demo	(12%) 1/8	(12%) 1/8	(25%) 2/8	(37%) 3/8	(12%) 1/8

## Candidate's recommendation

Individuals who belong to the 'flexible' bucket are well equipped to handle frequently changing environments.

They are likely to handle tasks well that are related to strategic decision-making, management, and creativity (out of the box thinking).

If you want to hire someone who will likely have to face various people, complex decision-making, and needs to often adjust to changing environments, then a person in the 'flexible' bucket will probably fit your needs.

## Task related abilities

### ! Reaction to changes

They may be more comfortable with changes and more easily work with tasks that involve uncertainty. This is due to their ability to recognize hidden relationships and see the same situation from a different point of view. Thus, a change does not necessarily have a negative impact on them since they can quickly adapt to new patterns.

### ! Adaptive strategies

They are mentally ready to adapt their thoughts and behaviour when the task demands have changed. This is due to their ability to capture different dimensions of reality. Thus, they might be able to quickly adapt their strategies to reach desired outcomes.

### ! Task complexity

High-complexity tasks often need consideration from multiple angles or viewpoints. They are more likely to handle high-complexity tasks well as they could easily switch their mindset and understand multiple perspectives.

### ! Decision-making

They may be able to consider different options more quickly and find an optimal decision also when facing new situations. This may especially give them an advantage when having to make on the spot decisions. They may also consider more innovative and out of the box approaches.

## Natural preference

### ! Workflow

When being assigned to a new task, they might not need to have a specific (structured) workflow to follow. They likely feel at ease working in a very flexible or frequently changing workflow.

### ! Workload

They are likely to handle having to quickly switch between several tasks well. Managing several tasks simultaneously may not overwhelm them as they can consider each task from different perspectives.

### Interaction with work environments

#### ! Tolerance level

With their cognitive flexibility, they may have a high tolerance for undesirable changes. This might further lead to a sufficient tolerance for error or disagreements with working with others.

#### ! Communication

Across different work situations and groups of audiences, they might choose different communication styles or strategies. They might be capable of switching their communication strategies to fit different groups of audiences (i.e., talking to colleagues vs customers).



# INTERVIEW

---

## GUIDE

### Explanation:

With Equalture's Interview Guide, interviews are structured and bias-free, resulting in a more efficient hiring process. These guides are personalised based on individual assessment outcomes and include in-depth interview questions aimed at revealing valuable information about candidates' task management skills, problem-solving strategies, work preferences, and more.



## COGNITIVE TRAITS

## Learning ability/Working memory (4) Higher average

These interview questions will help you to get more information regarding the **strategy they developed for preventing underperforming under high-pressure situations** and whether your team can accommodate those when completing tasks.

- ? What's the most stressful situation you've faced at work so far? How did you handle it?
- ? How do you usually prepare yourself for an (extremely) important presentation to the key stakeholders?
- ? How do you keep stress from your personal life from spilling over into your work life?

## Cognitive flexibility (4) Somewhat flexible

These interview questions will help you to get **some concrete examples of how they apply their high cognitive flexibility in the work context** and whether your team can accommodate their preferences when completing tasks.

- ? How do you react when a new person joins your team?
- ? How do you usually react when others resist or reject your ideas or actions?
- ? What was the biggest change that you had to deal with throughout your career?
- ? How do you stay motivated when taking on a new project or task?

## Problem solving ability (5) High

These interview questions will help you to get more information regarding **how they would handle a less challenging or boring (to them) task** and whether your team can accommodate their preference when completing tasks.

- ? Could you please provide me with an example of seeing an improvement opportunity when working on repetitive tasks? How did you make use of this opportunity?
- ? How would you approach a task that is less challenging because you worked on something similar before?



# TALENT

---

# DEVELOPMENT

## Explanation:

Equalture's Talent Development Report provides science-based insights into effectively guiding and nurturing new employees, tailored to their unique traits. This strategic approach aims to foster their professional growth and accelerate their career advancement.

**Cognitive flexibility** (4) Somewhat flexible

This person is more flexible than average, which is a great characteristic when working in an environment that is for example more dynamic. However, even with a high level of flexibility, there are still best practices to further improve productivity. Please find below some suggestions for you to help also more flexible individuals to work effectively.

**1 Clarification for the tasks assigned**

Individuals in the 'flexible' bucket might be comfortable with task uncertainty and changes. However, giving more clarification of the task goals always helps to ensure both of you are working in the same direction.

**2 Communicate upfront if multitasking is needed**

Individuals in the 'flexible' bucket might be capable of handling several tasks at the same time. Even so, when there's a longer period of time when they need to manage several tasks simultaneously, it is always nice for them to know what to expect.

**3 Respect their time**

Individuals in the 'flexible' bucket do not necessarily need to have a specific (structured) workflow to follow. However, if there's a change in task demand, it's still good to let them know as soon as possible so that they consider the importance of the tasks and rearrange their priority lists.

**4 Make room for them to make decisions**

Individuals in the 'flexible' bucket might easily look at things from different perspectives. This might lead to a good decision-making process. Giving them enough room to explore new ideas might enhance their creativity and lead to innovation that transcends typical decision-making routines.