Competency profile
(including the links to the administered program)

Cornée de Ruyter

Program: Software engineer (sr)
Administration: 19 November 2015, 26 February 2018

Reader

This report provides for *each competency* a system score and the names of concepts that contribute to this score.

This assessment report is based on the results of the psychometric tests that Cornée de Ruyter completed:

Program part	Measurement of	Abbreviation
shapes (executive)	Work-related Behaviour	p
scales verbal (consumer)	Verbal Reasoning	t1
scales numerical (consumer)	Numerical Reasoning	t2
scales cls	Inductive-logical Thinking	t3
scales lst	Deductive Logical Thinking	t4
scales lt-nl	Language Skills (Dutch)	t5

In order to make a meaningful judgement the potential of Cornée de Ruyter is compared with the norm groups for *trainee, (young) professional or manager — eqf 7*.

The **Legend** explains the display of scores and symbols used.

The **system score** gives an overview of all scores of Cornée de Ruyter on the competences measured. For each competency measured you'll find a ball in one of the three fields. Associated competency names are underneath the fields. The color of the ball indicates whether there is limited potential (risk factor; red), extra effort required (orange) or enough potential (green).

Thereafter each **competency** is reported.
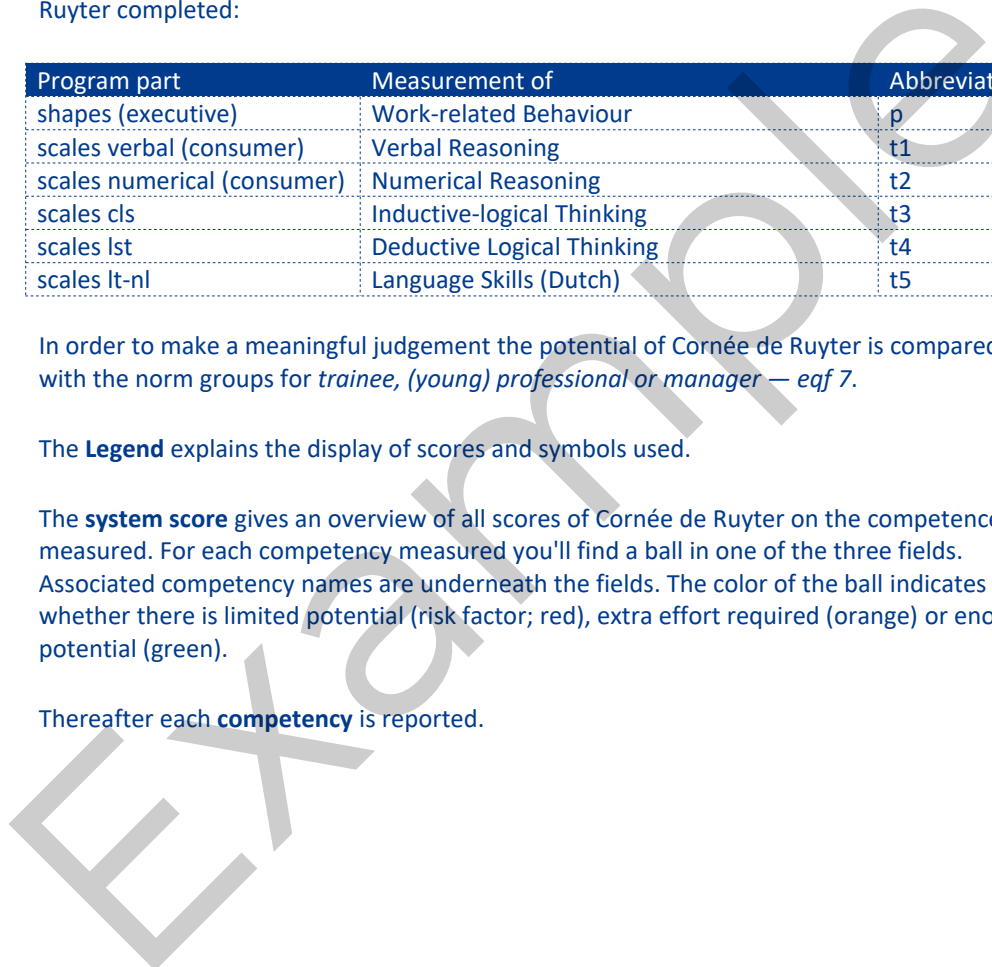
Legend

Not all competencies are equally easy to develop. For example *presenting* is generally easy to learn, whereas *analysing* is hard to develop. In this report this is visualised with these symbols:

● easy to develop
■ developable
▲ hard to develop

The result is expressed using a 5 point scale. Directly below the score the result is expressed in terms of development potential. Below are the names of scales and tests that contribute to the standard competency score.

	weak	moderate	proper	good	excellent
Calibrated score 'competency				●	

The potential to fulfil this competency at the desired level is more than sufficient available.

Tests

name concept measured (-)*(abbreviation)

* if (-) is shown: a high score on this concept gives a low score on the competence and vice versa.

This symbol emphasizes the need to further investigate the actual level of competence.

Systemscore

Summary of potential on competencies of Cornée de Ruyter		
Limited potential (1)	Extra effort required (1)	Potential (8)
🔴	🟠	🟢🟢🟢🟢🟢🟢🟢🟢
- communicate proactively	- act customer oriented	- act professionally skilled - analyse - gather information - monitor time - supply solutions - think broadly - think systematically - work systematically

competency ● **act customer oriented**

Provides swift and personal service to customers; works hard to ensure customer satisfaction.

	weak	moderate	proper	good	excellent
result Calibrated score act customer oriented		●			

Some risk of failure; a longer period of development is probably necessary.

Tests
sociable (p)
agreeable (p)
behavioural (p)
prudent (p)

competency ● **act professionally skilled**

Ensures optimal results by utilising professional and latest specialised knowledge, skills and attitude. Identifies and applies the most effective (technological) tools.

	weak	moderate	proper	good	excellent
result Calibrated score act professionally skilled				●	

The potential to fulfill this competency at the desired level is more than sufficient available.

Tests
focused on results (p)
conscientious (p)

competency   ▲ **analyse**

Makes a distinction between main- and side issues, reasons logically and works thoroughly.
Draws valid conclusions from the available information.

result

	weak	moderate	proper	good	excellent
Calibrated score analyse				●	

Sufficient basis to develop to the desired level.

Tests
analytical (p)
conceptual (p)
prudent (p)
inductive logical thinking (t3)
numerical reasoning (t2)
verbal reasoning (t1)
deductive logical thinking (t4)

competency   ■ **communicate proactively**

Raises interest, influences opinions or behaviour from own initiative.

result

	weak	moderate	proper	good	excellent
Calibrated score communicate proactively	●				

Limited potential; it is unlikely that this competency can be fulfilled at the desired level.

Tests
persuasive (p)
socially confident (p)
sociable (p)

competency **● gather information**

Collects relevant data and background information and consults others. Verifies facts.

result

	weak	moderate	proper	good	excellent
Calibrated score gather information				●	

The potential to fulfill this competency at the desired level is more than sufficient available.

Tests
conscientious (p)
analytical (p)
inductive logical thinking (t3)
numerical reasoning (t2)
verbal reasoning (t1)
deductive logical thinking (t4)

competency **● monitor time**

Monitors time according to progress. Estimates required time for completion effectively. Adjusts.

result

	weak	moderate	proper	good	excellent
Calibrated score monitor time			●		

Sufficient basis to develop to the desired level.

(!)

Tests
directing (p)
focused on results (p)
conscientious (p)

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competency ▲ **supply solutions**

Generates adequate solutions, even in difficult circumstances.

	weak	moderate	proper	good	excellent
Calibrated score supply solutions				●	

result

Sufficient basis to develop to the desired level.

Tests
conceptual (p)
imaginative (p)
optimistic (p)
inductive logical thinking (t3)
numerical reasoning (t2)
verbal reasoning (t1)
deductive logical thinking (t4)

competency ▲ **think broadly**

Addresses issues from sufficient perspectives. Thinks outside the box when looking for solutions.

	weak	moderate	proper	good	excellent
Calibrated score think broadly					●

result

Potential strength; growing to a higher than the initially required level is possible.

Tests
behavioural (p)
analytical (p)
conceptual (p)
prudent (p)
imaginative (p)
open to change (p)
inductive logical thinking (t3)
numerical reasoning (t2)
verbal reasoning (t1)
deductive logical thinking (t4)

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competency ▲ **think systematically**

Understands context and assesses cause-effect relationships realistically. Takes this into account when making decisions.

result

	weak	moderate	proper	good	excellent
Calibrated score think systematically					●

Potential strength; growing to a higher than the initially required level is possible.

Tests

forward-planning (p)
analytical (p)
conceptual (p)
prudent (p)
inductive logical thinking (t3)
deductive logical thinking (t4)

competency ■ **work systematically**

Works methodically and effectively. Adjusts the way of working if that yields 'profit'.

result

	weak	moderate	proper	good	excellent
Calibrated score work systematically				●	

The potential to fulfill this competency at the desired level is more than sufficient available.

Tests

forward-planning (p)
flexible (p)
conscientious (p)
analytical (p)
prudent (p)
inductive logical thinking (t3)
numerical reasoning (t2)
verbal reasoning (t1)
deductive logical thinking (t4)