



Competency profile including test scores Cornée de Ruyter

Example

Program: Programma voor Software engineer

Administration: 03 August 2026

Assessment information

For explanation of the report, please download the 'Reading guide and interpretation competency profile including test scores'.

Programma voor Software engineer

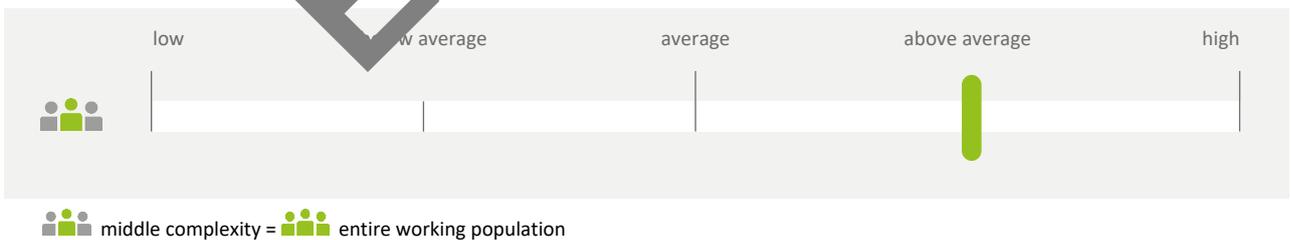


Preset norm group middle complexity
Supporting or managing tasks. Deploying specialist knowledge. Influencing other people's work. Reflection and self-management.

Ability	Result	Component
Verbal Reasoning		scales verbal (consumer compact)
Numerical Reasoning		scales numerical (consumer compact)
Inductive-logical Thinking		scales cls
Deductive Logical Thinking		scales lst
Language Skills (Dutch)		scales lt-nl

Questionnaire	Consistency	Component
Work-related Behaviour		shapes (executive)
Work-related Interests and Motives		views

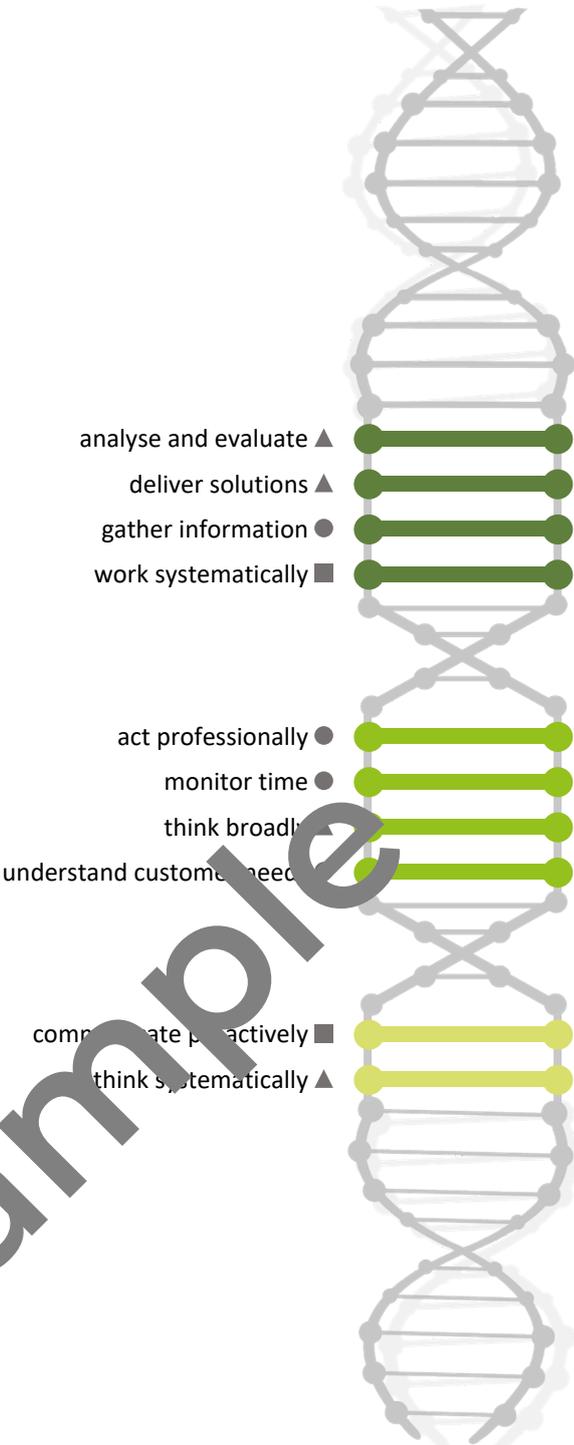
Level indicator



The general intellectual level and learning ability are determined by Verbal Reasoning, Numerical Reasoning and Inductive-logical Thinking.



Competency DNA



Example

- talent
- development opportunity
- pitfall

- Developability competency
- easy to develop
 - developable
 - ▲ hard to develop



Competencies

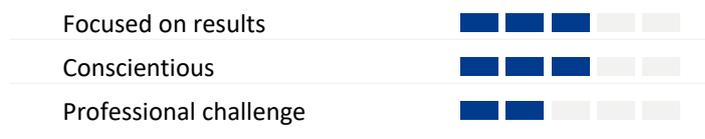
Act professionally

Ensures optimal results by utilising professional and up-to-date specialist knowledge, skills and attitude. Identifies and applies the most effective technological tools.

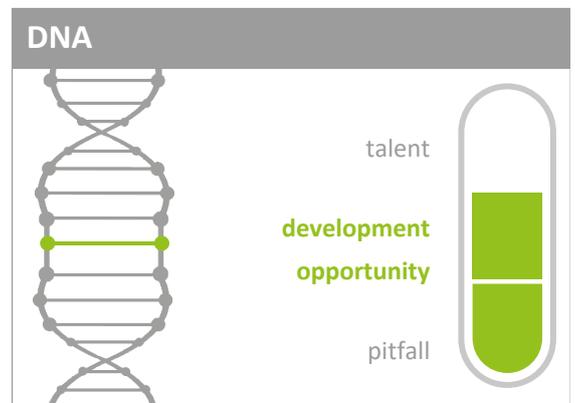
- easy to develop

Composition

Questionnaire



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



Further questioning can lead to additional insight

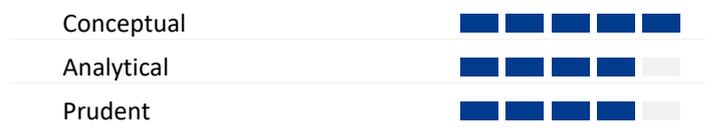
Analyse and evaluate

Effectively distinguishes between important and minor issues. Evaluates information thoroughly and draws valid conclusions. Analyses complex problems in a logical manner.

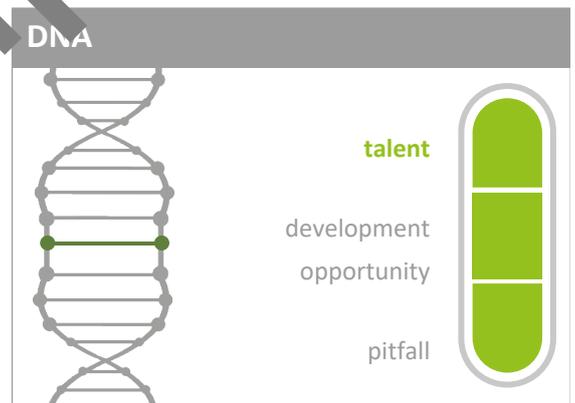
- ▲ hard to develop

Composition

Ability



Sufficient basis for developing the desired level.



Example



Communicate proactively

Arouses interest in issues, influences opinions and behaviour of others from own initiative.

■ developable

Composition

Questionnaire



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



Further questioning can lead to additional insight

Deliver solutions

Generates adequate solutions, even in difficult circumstances.

▲ hard to develop

Composition

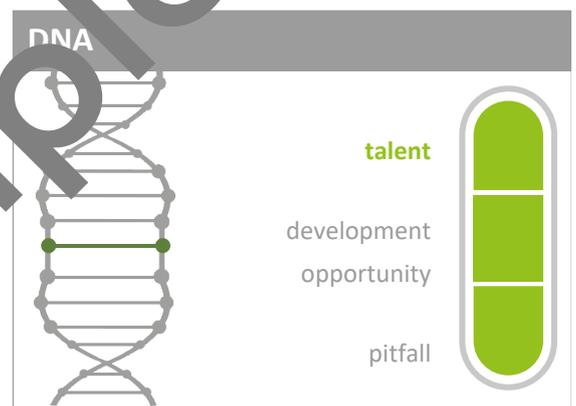
Ability



Questionnaire



Sufficient basis for developing the desired level.



Example



Gather information

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

- easy to develop

Composition

Ability



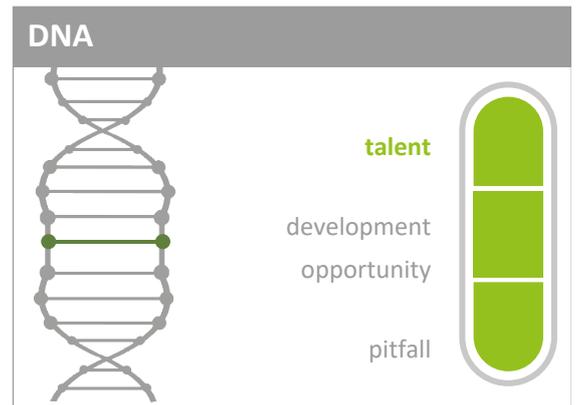
Questionnaire



Competency score



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



Monitor time

Monitors time according to progress. Estimates the required time for the effective completion of a project. Adjusts accordingly.

- easy to develop

Composition

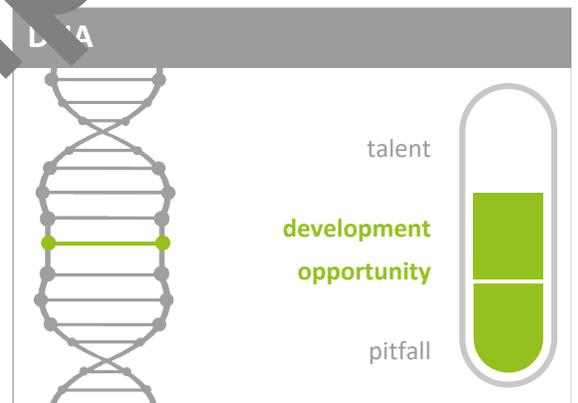
Questionnaire



Competency score



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



Further questioning can lead to additional insight



Think broadly

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

▲ hard to develop

Composition

Ability

Verbal reasoning	■ ■ ■ ■ ■
Numerical reasoning	■ ■ ■ ■ ■
Inductive logical thinking	■ ■ ■ ■ ■
Deductive logical thinking	■ ■ ■ ■ ■

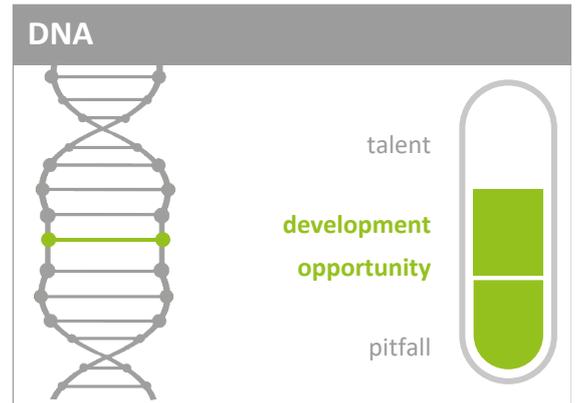
Questionnaire

Conceptual	■ ■ ■ ■ ■
Analytical	■ ■ ■ ■ ■
Prudent	■ ■ ■ ■ ■
Imaginative	■ ■ ■ ■ ■
Open to change	■ ■ ■ ■ ■
Behavioural	■ ■ ■ ■ ■

Competency score

Competency score	■ ■ ■ ■ ■
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Risk of failure with immediate deployability; additional attention to its development is necessary.



Example



Think systematically

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

▲ hard to develop

Composition

Ability

Inductive logical thinking	■ ■ ■ ■ ■ ■ ■ ■ ■ ■
Deductive logical thinking	■ ■ ■ ■ ■ ■ ■ ■ ■ ■

Questionnaire

Conceptual	■ ■ ■ ■ ■ ■ ■ ■ ■ ■
Analytical	■ ■ ■ ■ ■ ■ ■ ■ ■ ■
Prudent	■ ■ ■ ■ ■ ■ ■ ■ ■ ■
Forward-planning	■ ■ ■ ■ ■ ■ ■ ■ ■ ■

Competency score

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



Understand customer needs

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

● easy to develop

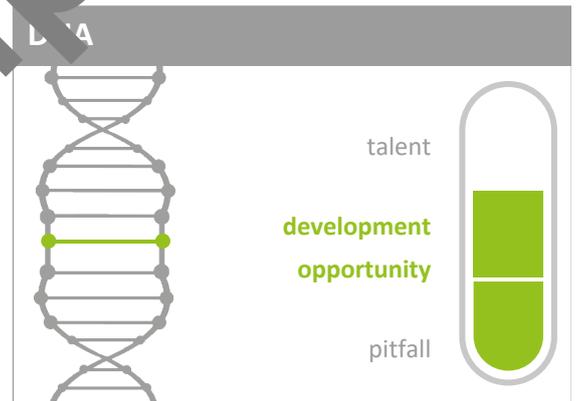
Composition

Questionnaire

Prudent	■ ■ ■ ■ ■ ■ ■ ■ ■ ■
Agreeable	■ ■ ■ ■ ■ ■ ■ ■ ■ ■
Influence possibilities	■ ■ ■ ■ ■ ■ ■ ■ ■ ■
Sociable	■ ■ ■ ■ ■ ■ ■ ■ ■ ■
Behavioural	■ ■ ■ ■ ■ ■ ■ ■ ■ ■
Harmony	■ ■ ■ ■ ■ ■ ■ ■ ■ ■
Cooperativeness	■ ■ ■ ■ ■ ■ ■ ■ ■ ■

Competency score

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



Further questioning can lead to additional insight



Work systematically

Works methodically and effectively. Adjusts working methods to achieve better results.

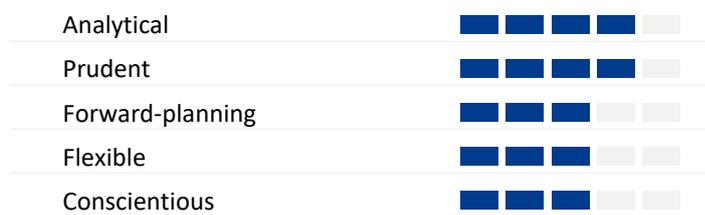
■ developable

Composition

Ability

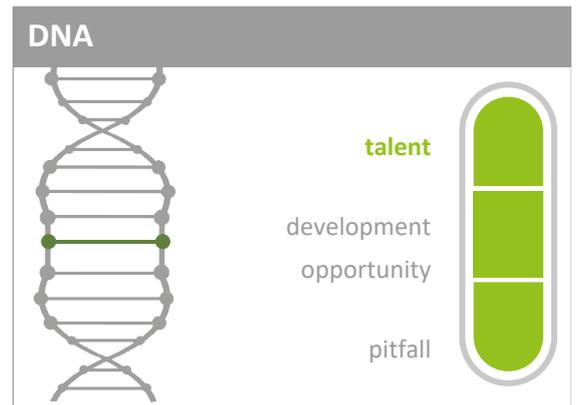


Questionnaire



Competency score

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



Example

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