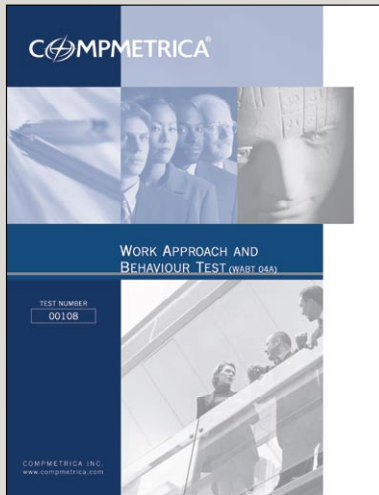


COMP METRICA Work Approach and Behaviour Test



The **Work Approach and Behaviour Test (WABT)** is a personality inventory. It has been designed, validated, and standardized using test groups from private, public, and parapublic organizations. Each evaluation scale was designed to evaluate critical behaviours found in daily work situations. The **WABT** may be used in selection processes or potential appraisal processes to draw an accurate profile of the candidates' personal characteristics.

Description

- This exercise contains three hundred (300) statements a person might use to describe himself/herself in a work environment.
- The WABT measures twenty-five (25) personality traits that can be grouped together under various competencies or according to the five major personality dimensions (extroversion, agreeableness, conscientiousness, emotional stability, and openness).
- A comparison between the traits in the WABT and the requirements of the position must be made in order to correctly interpret the obtained results.
- Each report contains three scales that measure the validity of the candidates' responses. These scales are: the social desirability scale, the infrequency scale and the consistency index.

Targeted Clientele

Applicable to all levels within the organization (entry-level, professional, supervisor, and management)

Qualification Level

Level C:

- Three (3) reports are available, including the **Basic Report**, **Quotient Report**, and the **Psychometric Report**. In order to purchase and interpret the Quotient Report and the Psychometric Report, one must work in a HR-related position or have qualifications as a psychologist or a counsellor. Individuals who do not occupy such positions must complete a one-day training offered by Compmetrica.

Conditions

Duration

- Approximately one (1) hour and fifteen (15) minutes

Correction Times

- Paper-Pencil Administration: Two (2) business days
- Web Administration: Instant report

Available Languages

- English
- French
- Spanish



Types of Reports

Available WABT Reports

Basic Report:

- The **Basic Report** incorporates the competencies found in the **Compmetrica Competency Model**. Each of these competencies have been selected and defined in a way that will allow non-certified professionals to easily interpret the evaluation report. At the same time, this report will provide psychologists, counsellors, and HRM professionals enough depth to interpret the results to their clients. This report does not require any specific certification.

Quotient Report:

- The **Quotient Report** uses the five major personality factors (Big Five) model as well as the competencies found in the **Compmetrica Competency Model**. The results found in this report link the Compmetrica Competency Model to competencies found in the Big Five model. Additionally, a correlation is made between an individual's results and the profiles of various employment groups, such as managerial, administrative or related to creative work. This report also includes a 'Three (3) Quotient' model that outlines the ideal social, emotional, and work environment that would suit the candidate's profile. This report can only be purchased and interpreted by certified HR professionals, consultants, and career counsellors.

Psychometric Report:

- The **Psychometric Report** uses the five major personality factors (Big Five) model as well as the competencies found in the **Compmetrica Competency Model**. The results found in this report link the Compmetrica Competency Model to competencies found in the Big Five model. Furthermore, results are presented in accordance with each of the traits assessed by the WABT based on non-normalized data (raw score, percentile, T-score) which is commonly used by psychologists.

Basic WABT Report

WORK APPROACH AND BEHAVIOUR TEST

CANDIDATE: Smith, John
DATE: 2008/05/20

8
LEARNING-ORIENTED
Result: 4,7 / 5

DEFINITION
Aspires to learn and improve upon his abilities with an approach to continuous personal development.

DETAILS ON THE OBTAINED RESULTS:
This result seems to indicate that, in a work environment, the individual might behave like someone who:

++	Seeks and appreciates feedback from others regarding his/her performance and aspects that he/she should improve, accepts criticism well.
++	Uses resources made available in order to improve his/her competencies, thus gaining new fields of expertise.
++	Is up to date with recent developments in his/her line of business in order to maximize his/her competencies.
+	When the situation requires it, gets involved in certain activities in order to improve his /her competencies and to develop new horizons.

11
ABILITY TO LISTEN
Result: 3,5 / 5

DEFINITION
Attentively listens to people to allow them to express themselves freely and confidently.

DETAILS ON THE OBTAINED RESULTS:
This result seems to indicate that, in a work environment, the individual might behave like someone who:

-	Does not always listen attentively to the needs expressed by others.
-	Does not always show an interest in comments expressed by others.
++	Is open to difference of opinion and does not judge those who have an opinion that differs from his/her own.

WORK APPROACH AND BEHAVIOUR TEST

CANDIDATE: Smith, John
DATE: 2008/05/20

5
OPEN-MINDEDNESS
Result: 5 / 5

DEFINITION
Has numerous interests and is open to new ideas and ways of doing things.

DETAILS ON THE OBTAINED RESULTS:
This result seems to indicate that, in a work environment, the individual might behave like someone who:

++	Is open-minded to new ideas and new ways of doing things.
++	Is open towards suggestions made by others as he/she values the exchange of ideas.
++	Demonstrates curiosity in various aspects of his/her work, as he/she has a wide field of interest.
++	Easily accepts criticism as he/she sees it as being an opportunity of personal development.

6
PROBLEM-SOLVING
Result: 2,5 / 5

DEFINITION
Identifies problems, possible solutions, as well as the best strategies to solve them.

DETAILS ON THE OBTAINED RESULTS:
This result seems to indicate that, in a work environment, the individual might behave like someone who:

+	Generally succeeds in identifying main issues related to a problem as he/she conducts an overall analysis of the information he/she has.
+	Collects the required information to make certain links between elements of a situation, which in turn allows him/her to present an overview of the situation.
+	Conducts a general analysis of the possible impacts of his/her decisions or positions.
-	Makes decisions based on a limited perspective and does not usually take into account the complexity of the problem.
-	Can have difficulties in solving complex issues as he/she does not take into account the nature and severity of problems when developing an action plan.

Personality

COMPMETRICA WORK APPROACH AND BEHAVIOUR TEST

www.compmetrica.com

1-888-776-1194

Abridged Description of the COMPMETRICA Competency Model

The shaded boxes represent the competencies from the Compmetrica Model that can be measured by the WABT.

Thinking Skills	Leadership Skills	Management Skills
01 Cognitive Ability	20 Acute Awareness of the Environment	45 Ability to Manage Change
02 Analytical Ability	21 Strategic Thinking	46 Project Management Skills
03 Ability to Synthesize	22 Ability to Mobilize	47 Ability to Manage Human Resources
04 Creativity/Innovation	23 Persuasion	48 Ability to Manage Material Resources
05 Open-mindedness	24 Ability to Command	49 Ability to Manage Financial Resources
06 Problem-solving	25 Ability to Establish Effective Teams	50 Planning Skills
07 Decision-making/Judgment	26 Ability to Develop Others	51 Ability to Organize/Orchestrate
08 Learning-oriented	27 Ability to Manage Conflicts	52 Ability to Delegate
		53 Ability to Control
Communications	Technical and Professional	Entrepreneurship
09 Oral Communication	28 Technical and Professional Skills	54 Business Acumen
10 Written Communication	29 Detail-oriented	55 Initiative/Entrepreneurship
11 Ability to Listen	30 Clerical Abilities	56 Networking Skills
12 Ability to Transmit Information	31 Thoroughness	57 Partnership Skills
13 Ability to Manage Communications		58 Client-oriented
		59 Results-oriented
		60 Negotiation Skills
Interpersonal Relationships	Personal Qualities	
14 Interpersonal Communications	32 Autonomy	
15 Sociability	33 Need to Achieve	
16 Takes Care of Others	34 Self-confidence	
17 Empathy	35 Self-control	
18 Tolerance	36 Ability to Balance Work/Private Life	
19 Ability to Work in a Team	37 Being Organized	
	38 Adaptability	
	39 Independence of Mind	
	40 Integrity	
	41 Self-motivated	
	42 Action-oriented	
	43 Perseverance	
	44 Stress Resistance	

