



## WORK APPROACH AND BEHAVIOUR TEST (WABT 04)

### REPORT FOR MANAGERS COMPMETRICA COMPETENCY MODEL

**Candidate:**  
Participant, John

**Evaluation date:**  
2010/06/21



## INTRODUCTION

The Work Approach and Behaviour Test (WABT) is a personality inventory that was designed, validated, and standardized using a group of employees in private, public, and parapublic sector organizations. Each evaluation scale was designed to evaluate critical approaches and behaviours found in daily work situations. The WABT provides a fair estimate of certain characteristics when selecting or evaluating a person's potential.

For each assessed competency, you will find a brief description that characterizes someone who would have obtained a high or a low score for that competency. Consequently, the higher or the lower your result are, the more the description and adjectives used to describe the person having completed the test will or will not be applicable.

Each report must be interpreted according to the position for which the test was taken. The same personality profile may be optimal for one position, but less suitable to another type of work. Therefore, the WABT traits, as well as the position requirements, must be matched to correctly interpret the results obtained. Please note that a person does not necessarily have to possess all expected personality traits to adequately perform his duties in an organization. However, the more the personality profile matches the desired characteristics, the higher the probability that the person will deliver quality work that meets the employer's expectations. This link between personality traits and work performance is based on numerous scientific studies showing the importance of this factor on employment.

**THIS REPORT IS CONFIDENTIAL. All measures must therefore be taken to protect the confidentiality of the data. Only authorized people should have access to the report's content in order to ensure an adequate use and a fair interpretation. It is the responsibility of the person who has access to this document to ensure that it is not given to the candidate.**

**It should be noted that ONLY THE COMPETENCIES ANNOUNCED IN THE POSITION POSTING should be used for decision making. Any defense regarding competencies other than those foreseen in the profile could not be debated.**



### PLEASE NOTE

For each of the assessed competencies, the information provided in the "Details on the obtained results" section is presented on a complementary basis. This section ensures complete understanding of the assessed candidate's competency profile. To properly interpret this section, it is necessary to understand how the report was built. The competency's score represents the average of the obtained results for different traits that were associated with the definition of the competency. The indicators found in the "Details on the obtained results" section are there to guide you on specific elements of the competency.

To understand to what extent the candidate master each competency, you must first look at the obtained result on 5. This will enable you to position the candidate's profile according to the presented key. Then you can refer to the "Details on the obtained results" section to better understand the characteristics of the competency's score.

Indicators are preceded by signs (++, +, -) in order to facilitate the comprehension of the specific strengths and weaknesses. The signs reflect the following key:

- ++: The candidate demonstrates a strength for this indicator
- +: The candidate demonstrates an aptitude for this indicator
- : The candidate demonstrates a weakness for this indicator

It is possible that the described details do not seem to reflect accurately the results of the competency. For example, a competency indicating a score of 2 / 5 could have more positive indicators than negative ones. This means that the weaknesses presented are very important, but that they are characterized by positive indicators. Thus, there are no inconsistency between the details on the obtained results and the competency's score.

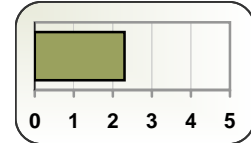


### RESULTS PER COMPETENCY (FOR MANAGERS)

**4 CREATIVITY / INNOVATION** **Result: 2,3 / 5**

**DEFINITION**

Able to propose original, imaginative, or ingenious ways of doing things or solving problems.



**DETAILS ON THE OBTAINED RESULTS:**

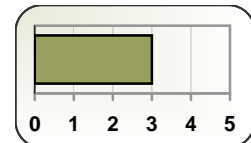
This result seems to indicate that, in a work environment, the individual might behave like someone who:

+	Proposes a few original solutions to problems that come up and sometimes seeks new ways to do his/her work.
+	Is able to demonstrate innovation in his/her work when needed and suggests some creative ideas.
-	Does not initiate many new approaches or new ways to do things, preferring to stick to pre-established methods.
-	Is not always open to changes or ideas.

**5 OPEN-MINDEDNESS** **Result: 3 / 5**

**DEFINITION**

Has many 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:

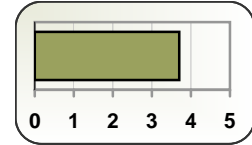
-	Is not always open to new ideas and new ways of doing things, preferring to stick to what he/she is familiar with.
-	May sometimes have difficulties being open to suggestions made by others as he/she does not tend to value the exchange of ideas.
-	Does not always demonstrate curiosity towards various aspects of his/her work, as he/she has a limited field of interest.
+	Generally accepts criticism as he/she does not take it personally.



**8 LEARNING-ORIENTED** **Result: 3,7 / 5**

**DEFINITION**

Aspires to learn and improve upon his abilities with a view to continuous personal development.



**DETAILS ON THE OBTAINED RESULTS:**

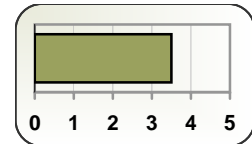
This result seems to indicate that, in a work environment, the individual might behave like someone who:

<b>+</b>	Accepts feedback given by others regarding his/her performance and aspects that he/she should improve, reacting well to criticism.
<b>-</b>	Does not always seek to use the resources made available to improve his/her competencies. He /she prefers to stick to his /her field of expertise.
<b>-</b>	Does not always carry out the necessary steps in order to keep up to date on recent developments in his/her line of business, thus maximizing his/her competencies.
<b>++</b>	Gets involved in many activities in order to surpass him/herself, to improve competencies, and to develop new horizons.

**11 ABILITY TO LISTEN** **Result: 3,5 / 5**

**DEFINITION**

Listens carefully and thoughtfully to people to allow them to express their views freely and confidently and to convey a desire to understand them.



**DETAILS ON THE OBTAINED RESULTS:**

This result seems to indicate that, in a work environment, the individual might behave like someone who:

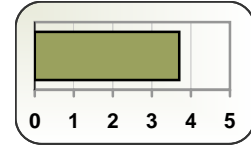
<b>+</b>	When necessary, knows how to listen attentively to the needs expressed by others.
<b>+</b>	Shows a certain level of interest in comments expressed by others.
<b>+</b>	Does not tend to judge his/her interlocutors due to the fact that he/she is generally open to difference of opinions.



14 INTERPERSONAL COMMUNICATIONS Result: 3,7 / 5

DEFINITION

Shows consideration, understanding, and respect for people in the work environment.



DETAILS ON THE OBTAINED RESULTS:

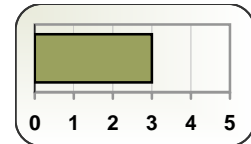
This result seems to indicate that, in a work environment, the individual might behave like someone who:

Table with 2 columns: Significance (+/-) and Description. Rows include: Shows consideration and respect towards others; Uses a tactful and diplomatic approach; His/her impulsive manners could make it difficult to establish relationships based on trust; Manages to keep a certain level of control when expressing his/her feelings at work.

15 SOCIABILITY Result: 3 / 5

DEFINITION

Adopts a cordial attitude towards others and builds positive social relationships.



DETAILS ON THE OBTAINED RESULTS:

This result seems to indicate that, in a work environment, the individual might behave like someone who:

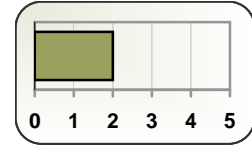
Table with 2 columns: Significance (+) and Description. Rows include: Is generally at ease when meeting those around him/her and sometimes creates strong relationships with them; Usually participates in social activities at work because he/she likes to socialize with colleagues; Generally favours friendly and positive relationships at work when needed or appropriate; Sometimes seeks the company of others from his/her working environment.



**16 TAKES CARE OF OTHERS** **Result: 2 / 5**

**DEFINITION**

Helps people in need in the work environment.



**DETAILS ON THE OBTAINED RESULTS:**

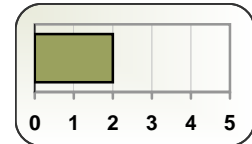
This result seems to indicate that, in a work environment, the individual might behave like someone who:

-	Does not always offer a helping-hand to others, preferring to focus on his/her own tasks.
-	Does not tend to worry about the well-being of others, does not always feel concerned by the difficulties they are facing.
-	Does not tend to put his/her work aside in order to help a colleague in difficulty, does not feel very concerned by others' problems.

**36 ABILITY TO BALANCE WORK / PRIVATE LIFE** **Result: 2 / 5**

**DEFINITION**

Able to maintain a harmonious balance between the demands of one's professional life and those of one's personal life.



**DETAILS ON THE OBTAINED RESULTS:**

This result seems to indicate that, in a work environment, the individual might behave like someone who:

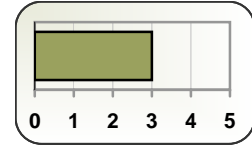
+	When needed, knows how to differentiate personal and professional engagements.
+	Generally manages to put in the effort needed when faced with unforeseen personal and professional circumstances.
-	Has certain difficulties maintaining a balance between his/her professional and private life; favours private life or work.



**37 BEING ORGANIZED** Result: **3 / 5**

**DEFINITION**

Is methodical and ensures that things are planned, structured, and organized.



**DETAILS ON THE OBTAINED RESULTS:**

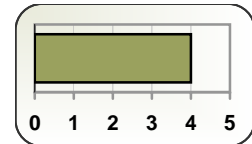
This result seems to indicate that, in a work environment, the individual might behave like someone who:

+	Shows a certain level of discipline when carrying out tasks.
+	Generally manages to plan and organize work to be done, being quite efficient.
+	Generally knows how to define his/her work schedule and carry out the work planned.
+	Generally assures order in his/her work environment.

**38 ADAPTABILITY** Result: **4 / 5**

**DEFINITION**

Welcomes change and adjusts behaviour in a functional manner.



**DETAILS ON THE OBTAINED RESULTS:**

This result seems to indicate that, in a work environment, the individual might behave like someone who:

-	Is not always open to changing priorities or ways of doing things in order to meet changing circumstances.
-	May sometimes have difficulty accepting the organization's directions if they do not correspond to his/her way of seeing things, preferring to stick to his/her initial position.
-	Is not ready to modify strategies, priorities or behaviour in order to adapt to new circumstances.
++	Adopts a positive and confident attitude in the face of change.
++	Shows a high level of efficiency even if unpredictable changes occur at work.

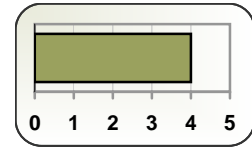




**43 PERSEVERANCE** **Result: 4 / 5**

**DEFINITION**

Shows steady persistence on tasks in order to achieve objectives despite difficulties and obstacles.



**DETAILS ON THE OBTAINED RESULTS:**

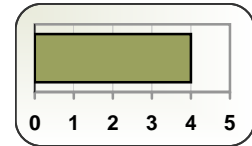
This result seems to indicate that, in a work environment, the individual might behave like someone who:

+	Works quite consistently to meet objectives and face difficulties or obstacles on the way.
+	Is occasionally willing to work long hours in order to complete a task, but prefers medium or short-term mandates.
+	Generally seeks to finish what he/she starts as he/she shows determination.

**44 STRESS RESISTANCE** **Result: 4 / 5**

**DEFINITION**

Remains calm, objective, and effective under very difficult or stressful circumstances.



**DETAILS ON THE OBTAINED RESULTS:**

This result seems to indicate that, in a work environment, the individual might behave like someone who:

++	Stays very calm under pressure in intensely stressful situations.
++	Maintains a high level of performance or concentration even in difficult or stressful situations.
++	Remains calm and is not disturbed in the face of adversity, tolerates stress very well.
+	Is quite calm when faced with difficulties at work, as he/she does not tend to worry much.
+	Is able to take a step back when the stakes are high.



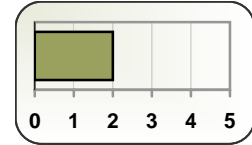
55 INITIATIVE / ENTREPRENEURSHIP

Result:

2 / 5

**DEFINITION**

Initiates action and, if required, takes calculated risks to face a problem, improve a situation or seize an opportunity.



**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 like to take risks or initiate action in order to solve a problem when the results are not guaranteed.
-	Does not always manage on his/her own to get things moving in order to improve his/her work efficiency, sometimes lacking the necessary initiative.
-	Rarely seizes opportunities that are presented to him/her and sometimes hesitates before going ahead.