

Demo

30/04/2022



This Report is a product of PDA International.
PDA International is the leading provider of applied behavioural assessments for the selection,
management and development of talent.

List of people included in the analysis

Number	Full Name
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- | | |
|---|----------------|
| 1 | Doe, Jane |
| 2 | Griffing, Jeff |
| 3 | Wragge, Ora |



Definition of the competencies assessed

This section contains a list with the definitions and descriptions of the competencies that the organisation selected to assess this group's performance. By competency, we mean the aptitude a person has to do something. "Set of know-how, abilities, skills and attitudes that, when applied at work, translate into better performance, thus contributing to the achievement of business objectives" (Navio, 2013).

00

Self-Confidence

The assurance/knowledge that one is capable of doing a good job, completing the assigned mission with the appropriate focus – for the role and the organisation – in order to overcome problems. This includes tackling new and growing challenges with an attitude of confidence in one's own skills, decisions and points of view.

01

Self-Control

The capacity to stay calm and in control when facing difficult situations in order to achieve personal or organisational objectives. It implies the ability to handle constant stress with energy and motivation.

02

Pursuit of Information

The desire and curiosity to know more about issues, matters or people related to the function, recognising and respecting the confidentiality of some data which might be of interest. It implies going beyond asking purely routine or normal workday questions. It equally implies searching in depth or pressing for more precise information, in order to resolve variances by questioning and looking around for opportunities or information that may be useful in the future.

03

Business Skills

The capacity to close difficult deals, establish long-term and mutually beneficial alliances and business partnerships. It implies identifying with the other side's interests, knowing how to communicate in a timely manner and identifying common areas to produce win-win agreements. It requires the capacity to control emotions in favour of negotiations.

04

Communication

The capacity to generate and share assertive, timely and two-way communication, adapting the verbal and non-verbal language to different audiences, in order to attain established objectives.

05

Developing Others

It implies a genuine effort to support the development, involvement and training of others, backed by an appropriate analysis of their needs with the organizational context in mind. It is not about routinely having people attend training classes or programmes, but rather a systematic effort to develop others according to those needs.

06

People Management

This implies the appropriate and effective use of authority conferred through a position to gain the commitment of others in order to make them do what is needed to benefit the organisation. It implies providing adequate direction in some cases and holding people accountable for their performance within the organisation, as well as confrontation, when necessary.

07

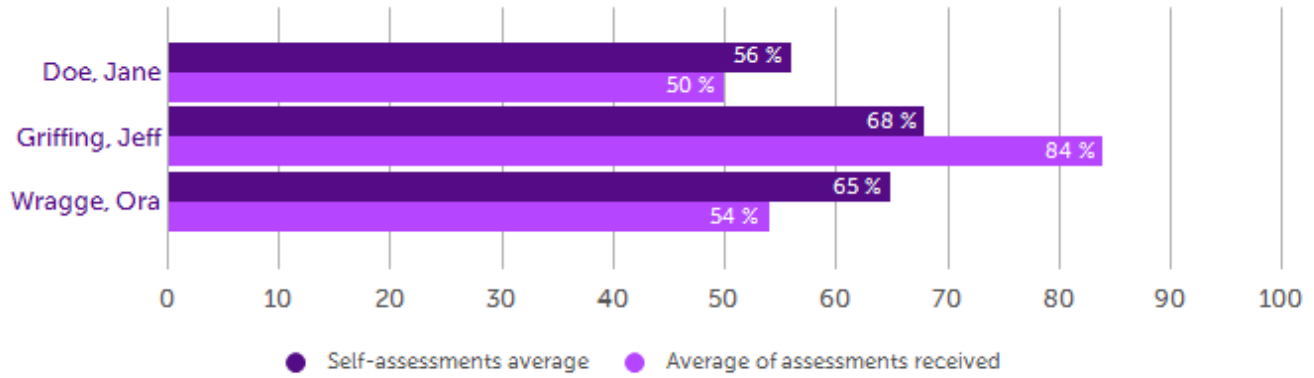
Flexibility

The capacity to adapt and work effectively with diverse groups in different situations. The person who has this competency will be able to understand and value different positions or opposing points of view, will adapt his/her own focus as demanded by changing situations and will promote changes imposed by the organisation or the responsibilities of the position.



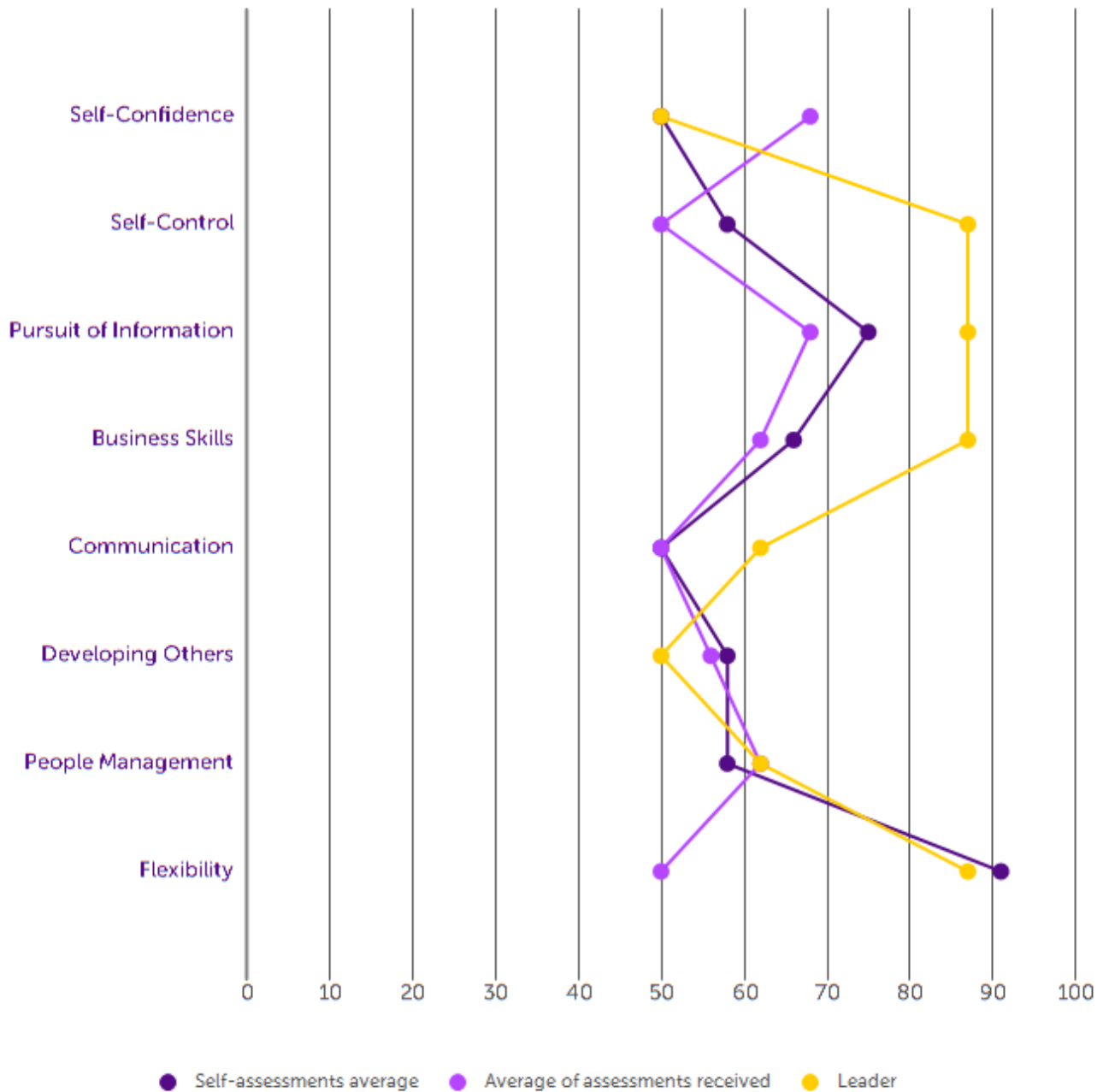
General averages by assessee

This section contains the average of the self-assessment and the average of the total assessments received by assessee.



Group information by competence

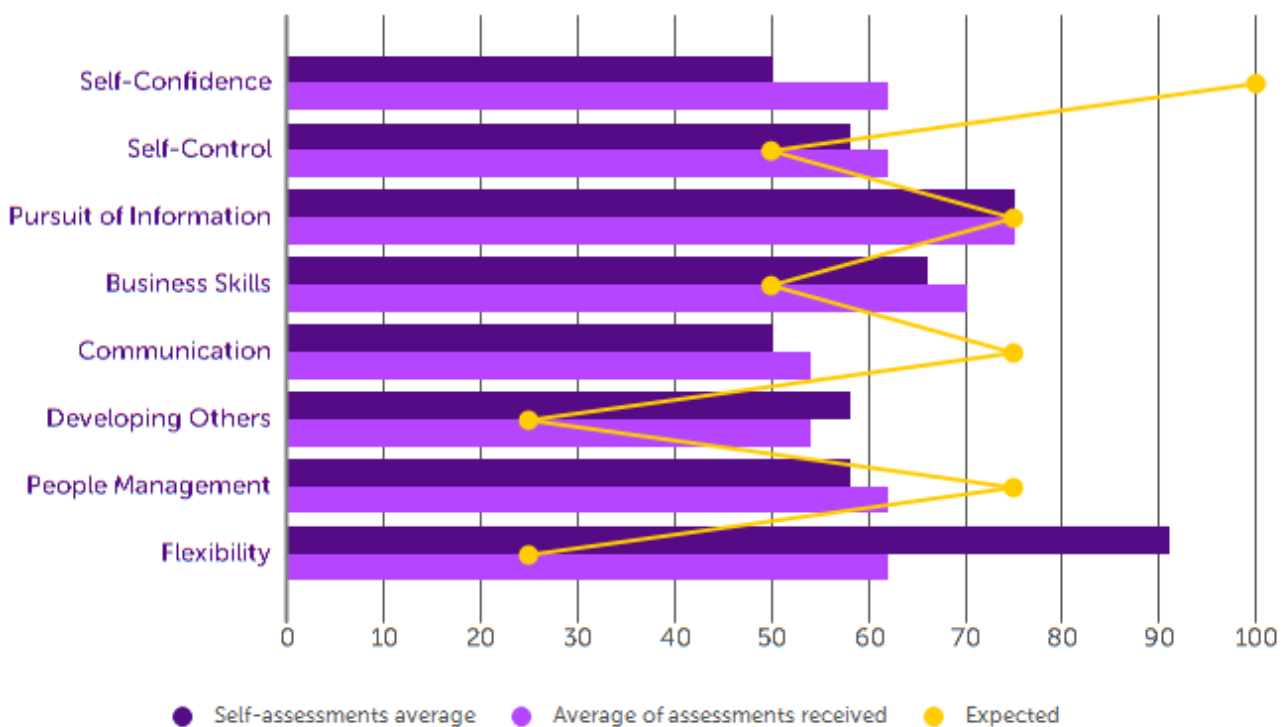
This section contains a graph where you can see the comparison between the averages of self-assessments and the general averages by competence based on gaps.



Assessments in relation to expected values

When indicating which competencies are required for successful performance, the organisation also indicated to what degree the group would have to demonstrate them in order to achieve that success.

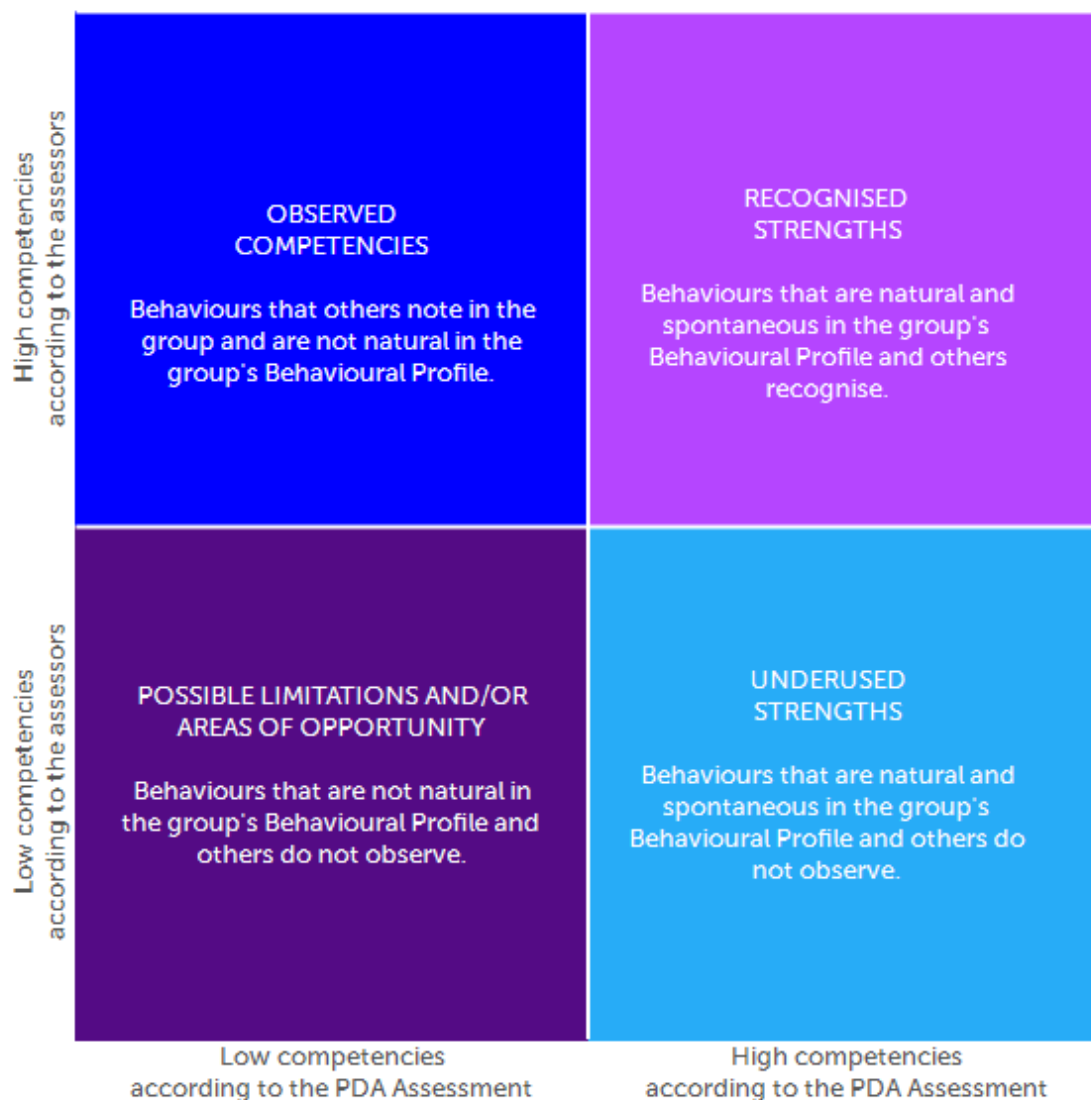
This graph presents the average of self-assessments and assessments of others compared to the scores required by the company.



Group natural profile in relation to the assessments received

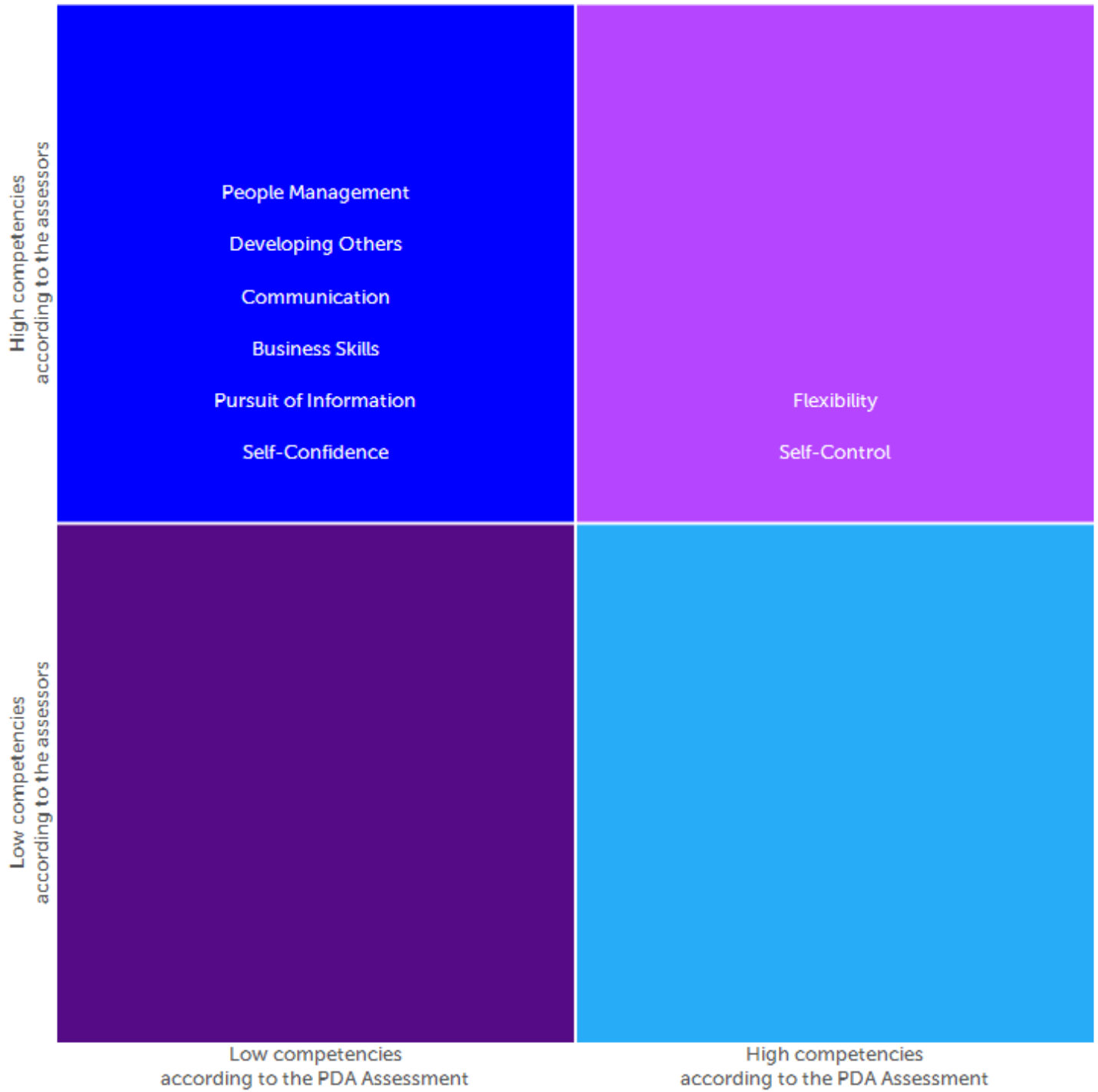
In this section, you can compare the average compatibility of assesseees with each competency and the average of assessments of others. This information allows you to identify, according to the results of the PDA Assessment, which competencies require more or less effort from the team based on its natural profile.

The competencies are distributed by quadrant based on their compatibility with your behavioural profile and your assessors' observations. The graph below explains what each quadrant represents.



The natural profile describes the repertoire of behaviours that the individual usually displays in situations, no matter the impact the environment has on them. Although our usual behaviours can change, this profile maintains some aspects throughout time.

The following matrix presents the results:



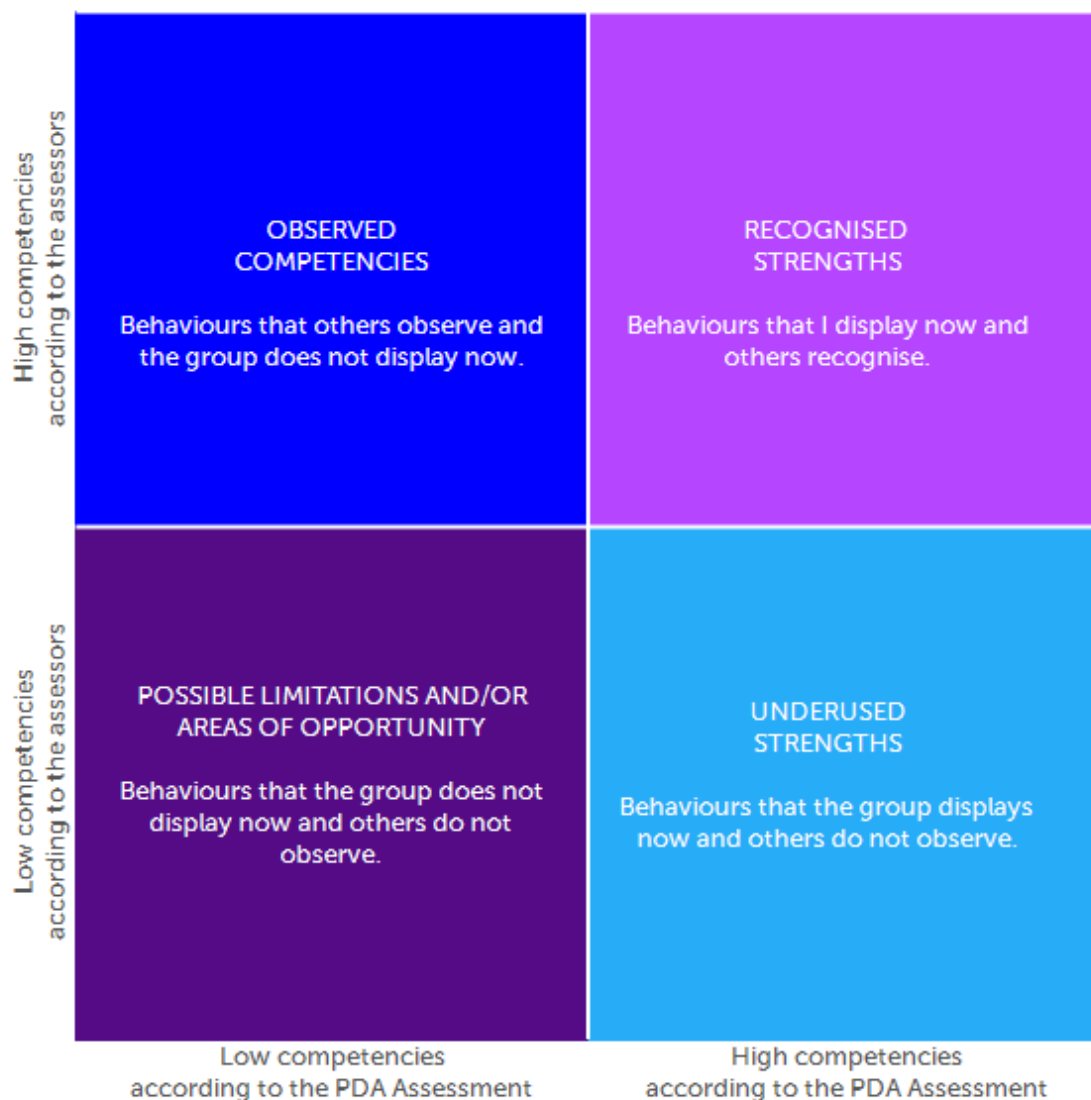
	Natural Profile	Collaborator	Leader	Peer	Average
Business Skills	42	100	87	25	70
Communication	49	75	62	25	54
Developing Others	36	75	50	37	54
Flexibility	91	75	87	25	62
People Management	49	100	62	25	62
Pursuit of Information	48	87	87	50	75
Self-Confidence	45	100	50	37	62
Self-Control	51	62	87	37	62



Group role profile in relation to the assessments received

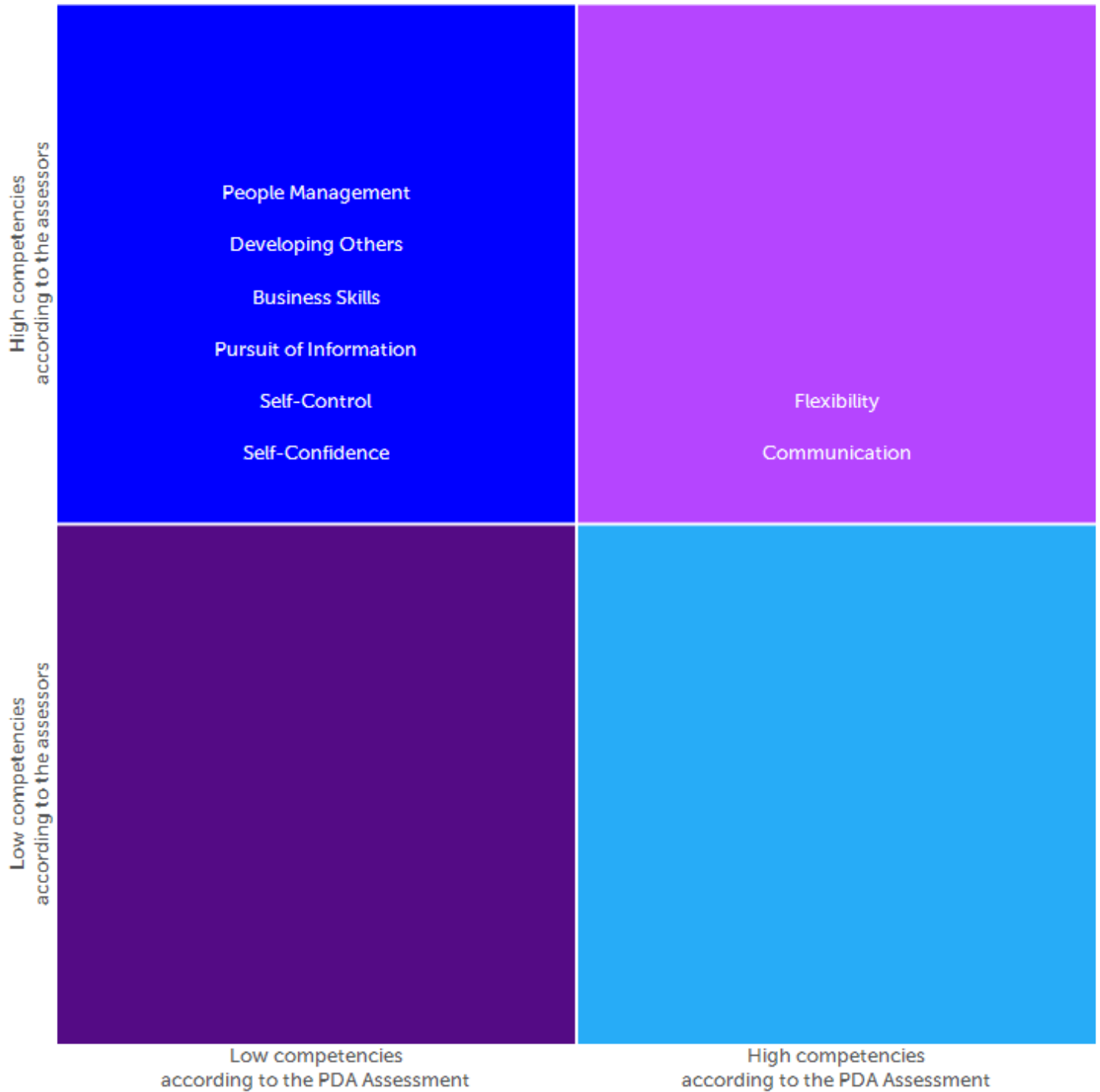
In this section, you can compare the average compatibility of assesseees with each competency and the average of assessments of others. This information allows you to identify, according to the results of the PDA Assessment, which competencies require more or less effort from the team.

The competencies are distributed by quadrant based on their compatibility with your behavioural profile and your assessors' observations. The graph below explains what each quadrant represents.



The role profile shows the adjustments the individual is making to adapt to the needs they perceive from the environment. Since labour conditions are subject to change, the role profile -in contrast to the natural profile- is more fluctuating in time.

The following matrix presents the results:



	Role Profile	Collaborator	Leader	Peer	Average
Business Skills	48	100	87	25	70
Communication	60	75	62	25	54
Developing Others	46	75	50	37	54
Flexibility	89	75	87	25	62
People Management	46	100	62	25	62
Pursuit of Information	42	87	87	50	75
Self-Confidence	49	100	50	37	62
Self-Control	48	62	87	37	62

