OCM

Report

Candidate Name : MS MS

Date : 9-08-2020 10:28:59

Organization

ASSESS Occupational Competency Measurement (OCM) assessment identifies MS's tendency to demonstrate the relevant competencies and work-related behaviours critical for the job. This is generated from ASSESS PersonalityPlus model that covers 32 personality traits. It assesses MS's knowledge of the measured competencies as well as her/his tendency to possess the critical relevant skills.

The OCM Model reports on 12 competency clusters, measuring 30 individual competencies. It captures 4 main competency domains representing 4 broad areas of competence; namely: Cognitive; Management and Leadership; Execution; and Interpersonal. Each of these domains consists of clusters, reflecting the groups of competencies which are similar in terms of the skills and behavioral abilities needed to demonstrate them effectively.

Interpreting the Report

This report describes MS's level of demonstrating each of the measured competencies through identifying her/his score as (Poor, Marginal, Moderate, Good, or Excellent). This scale reflects MS's percentile's position/rank (her/his position within the norm group). The chosen relevant competencies to be measured are likely to differ from one candidate to another, based on the specific job description, and the skills and behavioral abilities critical to perform the job effectively.

This report has a shelf-life of 24 months and should be treated confidentially. The accuracy of this report depends on the frankness with which the candidate answered the questions as well as their self- awareness. Major personal or work-related events may invalidate the candidate's report, and accordingly a new assessment should be completed.

Report Indicators

Score/Color	1	2	3	4	5
Indicator	Poor	Marginal	Moderate	Good	Excellent

Domains Categories

Executive Summary

The Best MS can do is to

"Create and lead strategies that put people first"

He does that with the following competency level:

Below Average	Average	Above Average

Competency Cluster	Behavioral Brief
Communicating and Influencing	MS possesses high competence in communicating generally well with others. he tends to be able to carry meaningful conversations in diverse settings and situations; to convince others of their view points and influence their opinions; and/or in handling effective negotiations that likely result in a satisfactory outcome for all involved parties.
Managing and Controlling Performance	MS tends to be proficient in managing and controlling performance. he is likely to provide others with focus and direction through setting goals and establishing plans; and/or to drive and redirect their performance by aligning it with set goals and predetermined objectives.
Personal Effectiveness	MS has a high level of personal effectiveness, which tends to drive him to initiate actions without being asked to, and/or makes him put high level goals and work consistently towards their achievement. It is, therefore, expected that s/he assumes ownership and holds her/himself accountable for accomplishing the assigned objectives.
Future Orientation	MS has high level of future-orientation. he tends to identify future possibilities and opportunities, create a vision, and establish strategies to capture on these opportunities; and/or is likely to act as a change agent who would promote for it and manage others to change.
Deciding	MS demonstrates very good decision-making and/or problem-solving skills. he tends to make logical and unbiased decisions and choices with confidence; and/or to tackle problems with effective solutions in a responsive manner.
Building Teams and Driving Engagement	MS tends not to be competent when it comes to getting people to work together effectively and harmoniously. he is likely to be unable to organize their collective efforts and tasks, and to harness their diverse knowledge and skills synergistically; and/or might lack the capability to manage the emerging conflicts in a functional manner.
Networking and Cooperating	MS tends not to show a highly cooperative spirit in collaborating and/or in partnering with internal and external stakeholders. This might be demonstrated in his lack of willingness and/or ability to build trusting and sustainable relationships with key business partners; and/or to work collectively with others to serve the shared goals and objectives.

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Competencies Definitions & Scores

Cluster (1): Personal Effectiveness

1.1 Action Orientation — 5

Initiating and originating action. Maintaining a sense of urgency in keeping things happening and moving.

1.2 Accomplishing and Achieving — 4

Setting high level goals and putting persistent and continuous effort to reach them.

1.3 Ownership and Accountability — 4

Being accountable in the sense of demonstrating full commitment to achieving objectives. Accepting ownership and responsibility of accomplishing own and/or assigned tasks, and in meeting performance expectations.

Cluster (2): Future Orientation

2.1 Strategic Thinking — 3

Foreseeing potential and future possibilities. Developing a long-term vision of the future that exploits the existing and potentially available resources creatively and that is aligned with the internal and external contextual factors.

2.2 Driving Change — 4

Planning for and initiating change that embraces contextual dynamics, proactively tackles changing circumstances, and prepares for seizing future possibilities.

2.3 Enterprising and Opportunity Seeking — 4

Spotting opportunities, seizing, and capitalizing on them creatively and resourcefully.

2.4 Intrapreneurship — 4

Demonstrating the behavior of an entrepreneur inside the organization. Identifying and capturing opportunities that serve accomplishing organizational objectives, and are potential for improving the business and performance of the organization.

2.5 Cultivating Innovation — 4

Sponsoring, encouraging, promoting for, and embracing the implementation of new ideas, and fresh practices, and methods and techniques.

C

Competencies Definitions & Scores

Cluster (3): Managing and Controlling Performance

3.1 Goal-setting and Planning

			4	

Setting long-term goals; and creating and establishing feasible plans that provide direction, focus, and order.

3.2 Driving and Monitoring Performance

				5

Stimulating action and driving results. Aligning performance with set goals and benchmarks.

Cluster (4): Deciding

4.1 Problem-solving

		3		

Analyzing causal relationships between inputs and outputs; and coming up with, and providing, rational and objective solutions, during certain and uncertain situations, and while maximizing the use of available resources. Responding timely and promptly to arising problems.

4.2 Decision Making

			4	

Making rational and objective decisions assertively. Responding timely and promptly to arising issues.

Competencies Definitions & Scores

Domain 2: Execution

Cluster (5): Performing and Executing

5.1 Optimizing Resources

		3		

Using, arranging, organizing, and maximizing the utilization of the available resources efficiently and creatively to respond to and match the pre-set needs and established goals.

5.2 Customer Orientation

	2			

Providing individualized and responsive service, attention, and consideration to the diverse clients and customers.

5.3 Balancing Stake-holders

1				
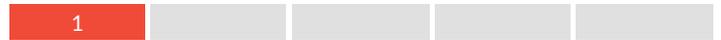
Meeting and responding to all internal & external stakeholders' needs promptly, responsively, and objectively. Honoring agreements with all relevant stakeholders.

5.4 Result Orientation

				5

Delivering the required results consistently, reliably, efficiently, and responsibly. Focusing on the end result.

Cluster (6): Dealing with Change

6.1 Adapting and Coping

				5

Responding to, and welcoming change, and the risk, uncertainty or ambiguity it might entail, with a positive attitude, confidently and resiliently.

Competencies Definitions & Scores

Domain 3: Interpersonal

Cluster (7): Networking and Cooperating

7.1 Building Networks

		3		

Establishing and maintaining successful and trusting relationships, networks, and contacts with diverse internal and external stakeholders and business partners.

7.2 Collaborating

1				

Working collectively with others in a productive and supportive manner to achieve shared objectives and goals.

Cluster (8): Building Teams and Driving Engagement

8.1 Coordinating and Integrating

	2			
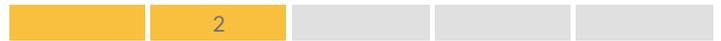
Synchronizing, harmonizing, and orchestrating the collective efforts, tasks, activities. Bringing people together to leverage and exploit their knowledge, capabilities, and skills to achieve a common purpose. Coordinating and organizing collective action.

8.2 Managing Conflicts

		3		

Handling and resolving conflicts effectively while addressing the concerns and needs of all involved parties.

Cluster (9): Communicating and Influencing

9.1 Communicating

			4	

Conveying the message across in an understandable and a clear manner.

9.2 Negotiating

				5

Handling negotiations effectively with diverse parties, using the influencing tactics, to reach the desired intended result/outcome.

9.3 Influencing

				5

Swaying the opinions and/or actions of others in an intended direction. Convincing and persuading others with own argument.

Cluster (10): Managing and Developing Talents

10.1 Motivating and Empowering

				5

Inspiring others to act. Pushing others forward. Driving employee engagement and performance. Delegating authority and power to accomplish tasks, and achieve results. Enabling others to use their power and skills autonomously and independently to reach goals.

10.2 Developing Talents

1				
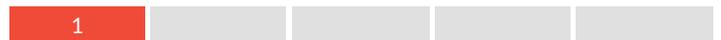
Spotting the potential in others, capitalizing on their strengths, and coaching and guiding them to work on their areas of development.

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Competencies Definitions & Scores

Cluster (11): Processing and Interpreting Information

11.1 Analytical Thinking

	2			

Thinking systematically. Breaking down the big picture into smaller components. Identifying underlying patterns across different situations and contexts. that are not obviously related. Spotting key issues in complex situations.

11.2 Willingness To Learn

		3		

Having an inquisitive spirit, eagerness, and willingness to continuously gaining new information and knowledge.

Cluster (12): Creating and Innovating

12.1 Creating and Originating

			4	

Having fresh insights and perspectives to apply old ideas in new ways creatively and originally.

12.2 Innovative Thinking
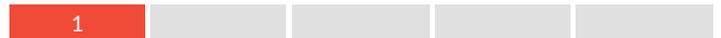
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Having fresh insights and perspectives to apply old ideas in new ways creatively and originally.

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Important Considerations

This section provides general considerations and reminders to interviewers with respect to use of ASSESS OCM Report.

1. Chance

Assessment is occasionally subject to chance. Assessees may occasionally misunderstand the question, may interpret the meaning of words incorrectly, or may choose by mistake a response she/he did not intend to choose. If there are doubts about whether the person has had adequate understanding of the assessment instructions, then a complete reassessment is required, given that the reassessment does not provide the assessee with an unfair advantage. Alternatively, other evidence gathered from interview, academic achievement, experience, behavioral or situational performance can provide assistance in decision making. In all cases great care must be exercised in interpretation of all evidence.

2.Extreme Highs and Lows

Extreme high or low scores are uncommon and may involve irregularity. When the profile of assessment scores shows one or more pronounced highs or lows, then some inconsistency may be evident. A skillfully conducted interview is necessary to find out the reason for inconsistency, without upsetting the candidate by inadvertently suggesting that the assessee did not provide frank or genuine responses. Where an extreme score is scrutinized for validity and reliability, an interview must be considerately handled to avoid giving the impression that a single assessment has been sufficient to disqualify the candidate for a job or impair his development potential.

3. General Recommendations on Fair Practice

It is important to explain procedures and practices before administering ASSESS OCM, and ensure that the candidate understands these procedures and practices. Assessments results should not be offered as a reason for non-acceptance of a candidate. ASSESS assessments and the question inventories should never be used in isolation to justify redundancy decisions. Such use could be construed as unfair.

Validity Indicators

The below measures indicate the extent to which the report can be relied on to interpret results. Some patterns of answers may invalidate results (e.g. random or neutral answers to all questions).

Impression Management:

Respondent social desirability (I.e. tendency to create a positive self-image)

Compliance:

The tendency of the respondent to agree with the statements regardless of its content.

Irregularity:

Respondent tendency to answer "neutral" to most of the statements.