



Candidate ID TUAN004

IT Specialist

Amundsen International Staffing BV

TH-PI

Performance Indicator

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by Amundsen International Staffing B.V.

ABOUT THE PERFORMANCE INDICATOR

The Thalento® Performance Indicator (TH-PI) provides an apparent and detailed image of the respondent's professional functioning by, in total, 34 indicators on behaviour, functioning, preferences and motivation.

The Thalento® Performance Indicator measures and objectifies behaviour, motivation, attitude, working and interaction style in a relevant manner and presents the result through means of a behaviour and motivation profile.

BACKGROUND

The Thalento® Performance Indicator is based on the results generated by the respondent's answers to the Thalento® Performance Questionnaire (TH-PQ).

The TH-PQ is an online assessment instrument that inventarises reliable and detailed information on 30 Performance Indicators (functioning, behaviour, attitude and motivation indicators), having a proven influence on behaviour and the performances of the respondent within a professional context.

The Thalento® Performance Indicator is extremely suited to be used as a basis for assessment concerning selection, career and development issues. It is an objective basis for the assessment of the respondent with respect to functional and organisational expectations. The Thalento® Performance Indicator, however, does not replace a full Assessment Centre.

The TH-PQ and the TH-PI are the result of 3 years of development by the Research & Development Department of Thalento® NV. All Thalento® reports have been subject to extensive scientific evaluation. (For further information, we refer to the Technical Manual).

REPORT STRUCTURE

The Thalento® Performance Indicator consists of 4 complementary Performance Clusters; each of these clusters corresponds with a specific domain of functioning within a professional context. Each Performance Cluster consists of several unique Performance Indicators. The Thalento® Performance Indicator consists of 30 Performance Indicators (functioning, behaviour and motivation indicators).

The 4 Performance Clusters of the TH-PI are :

1. Decision pattern : consists of 7 indicators
2. Working method : consists of 6 indicators
3. Team orientation : consists of 8 indicators
4. Interaction & Relationships : consists of 9 indicators

HOW TO READ THE TH-PI REPORT?

The TH-PI behaviour and motivation profile is represented by means of specifically designed spider graphs. The Performance Clusters are scored in global. The individual Performance Indicators (part of the Performance Clusters) are scored, evaluated and explained separately. This, by means of a STEN ranking (1-10) where 1 represents a low and 10 a high score. In addition, each score is ranked (low - average - high).

RESPONSE CONSISTENCY SCALE

This scale is indicative of the extent to which the respondent consistently appraised items regarding the same Performance Indicator throughout the TH-PQ questionnaire. The response consistency is measured on a STEN ranking (1-10). The score shows the degree to which the respondent's score pattern differs from the typical score pattern of the selected norm group.

RESPONSE TENDENCY SCALE

This scale is an indication of potential over- or underestimation in the respondent's results. The response tendency gives an indication of the degree in which the score pattern of the respondent deviates from the average score pattern of the chosen norm group. This deviation can have one of three values : low (underestimation), average (balanced score pattern) or high (overestimation).

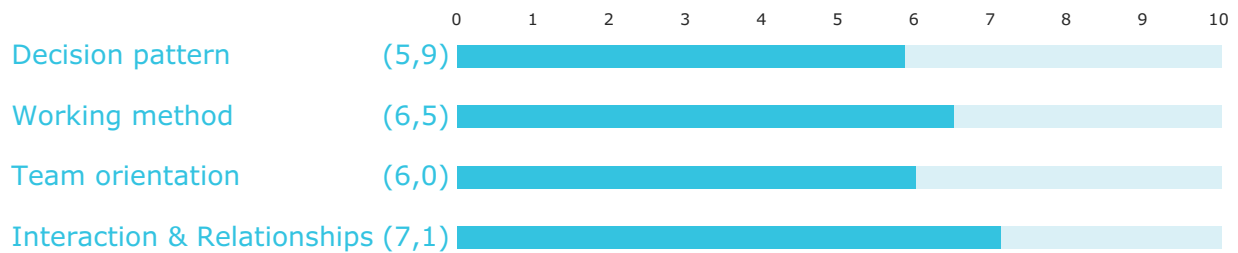
OPTIONAL - PREDEFINED TH-PI

Within a predefined TH-PI, these scores are compared to a previously determined set of competencies. For further information, we refer to our website www.thalento.com and the relevant interpretation guide.

Disclaimer Thalento®

This TH-PI is generated directly out of the results of the online TH-PQ. Hence, the general subjective nature of judgements based on questionnaires has to be taken into consideration when interpreting these results. Thalento® NV accepts no liability regarding the variation in interpretation whilst judging these results nor for the consequences of the use of this report and the decisions formulated on basis of this report.

PERFORMANCE CLUSTERS



Decision pattern

The ability to decide timely and effectively, whilst also considering potential consequences.

The ability and motivation to solve problems and make decisions.
The degree of dedication and action in developing a plan of approach.
The need for approval or clarity versus the tendency to act and/or decide rapidly.

Team orientation

The ability to perform in teams and contribute to the overall team result.

The ability and/or need to cooperate in team versus individual performance.
The need for supportive relationships versus the necessity to influence people or teams directly.
The extent to which one prefers to act independently versus openness to others and their way of thinking.

Working method

The ability to initiate action in a (self-) organised and focused manner.

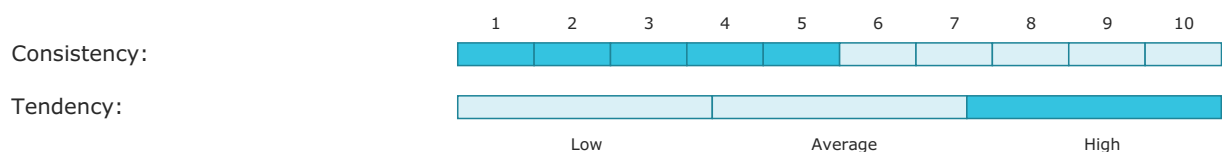
The degree of ones focus and desire to complete demanding assignments and responsibilities.
Stamina and thoroughness in actions.
The need to be given goals and instructions versus the ability to self-define goals and plan activities.

Interaction & Relationships

The ability and readiness to initiate contact and interact with others.

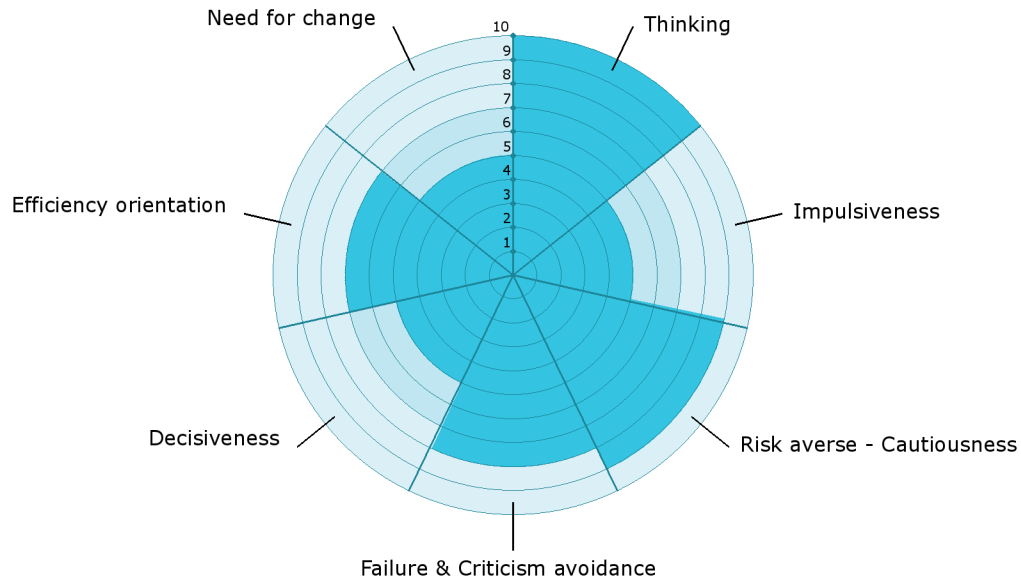
The need for social interaction and ability to initiate contacts.
Attitude and behaviour compliant versus directive and open versus restrained.
Attitude and composure in dealing/interacting with others.
The need to support and share with others.
The need to be respected or admired.

RESPONSE INDICATOR



DECISION PATTERN

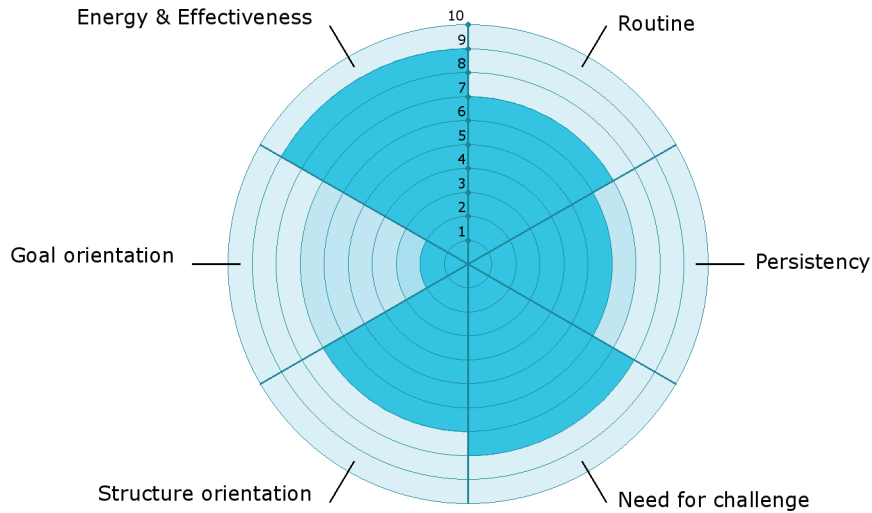
The ability to decide timely and effectively, whilst also considering potential consequences.



Indicator	Score	Definition	Ranking
Thinking	10	Reflective disposition, interest in problem solving.	High
Impulsiveness	5	Tendency to act quickly. Reactiveness.	Average
Risk averse - Cautiousness	9	Need for clarity. Avoiding risks. Takes care when deciding.	High
Failure & Criticism avoidance	8	Need to avoid failure and criticism.	High
Decisiveness	5	Will to decide quickly.	Average
Efficiency orientation	7	Desire to get the most value out of efforts or investments.	High
Need for change	5	Need to experience new and different situations.	Average

WORKING METHOD

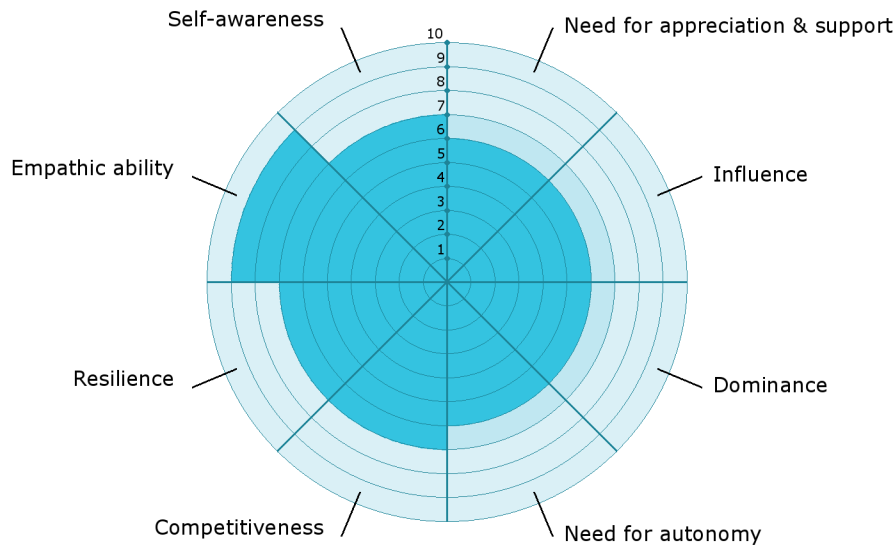
The ability to initiate action in a (self-) organised and focused manner.



Indicator	Score	Definition	Ranking
Routine	7	Continuous efforts in routine tasks.	High
Persistency	6	Perseverance in tasks and responsibilities.	Average
Need for challenge	8	Engaging and exceeding professional challenges.	High
Structure orientation	7	Preference for a structured approach.	High
Goal orientation	2	Need to have clear and defined goals.	Low
Energy & Effectiveness	9	Level of energy and efficiency.	High

TEAM ORIENTATION

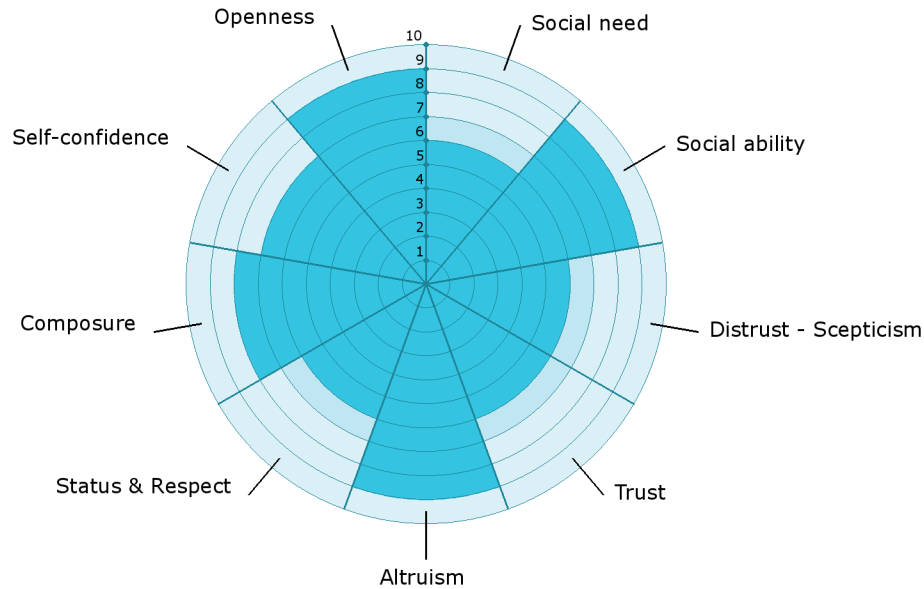
The ability to perform in teams and contribute to the overall team result.



Indicator	Score	Definition	Ranking
Need for appreciation & support	6	Need for constructive and supportive relations.	Average
Influence	6	Desire to affect other's opinions and actions.	Average
Dominance	6	Desire to have a powerful position.	Average
Need for autonomy	6	Need to be independent and free from rules.	Average
Competitiveness	7	Desire to win and be more successful than others.	High
Resilience	7	Will to put more effort when setbacks are encountered.	High
Empathic ability	9	Involvement in other people's way of thinking.	High
Self-awareness	7	Aware of one's ideas and emotions and their influence on actions and decisions.	High

INTERACTION & RELATIONSHIPS

The ability and readiness to initiate contact and interact with others.



Indicator	Score	Definition	Ranking
Social need	6	The need for social interaction and ability to initiate contact.	Average
Social ability	9	The ability to establish and develop relationships.	High
Distrust - Scepticism	6	Critical of people and their views, the motives and capabilities of others.	Average
Trust	6	Degree of openness with people.	Average
Altruism	9	Tendency to support and share with others.	High
Status & Respect	6	Need for recognition and respect. Prestige and/or norm awareness.	Average
Composure	8	Tendency to stay calm under stress. Emotional stability.	High
Self-confidence	7	Trust in one's own abilities.	High
Openness	9	Sincerity and frankness in dealing with others.	High