

POTENTIAL & PERFORMANCE

HUCAMA presents

**HUCAMA
FACTORS®**

**LEVEL 1
GENERAL
ASSESSMENT
SOLUTION**

**LEVEL 2
PROFESSIONAL
ASSESSMENT
SOLUTION**

**LEVEL 3
EXECUTIVE
ASSESSMENT
SOLUTION**

FOR RECRUITERS • HR • MANAGERS • COACHES

Validated and scalable tools across all levels and job roles

HUCAMA P•A•C

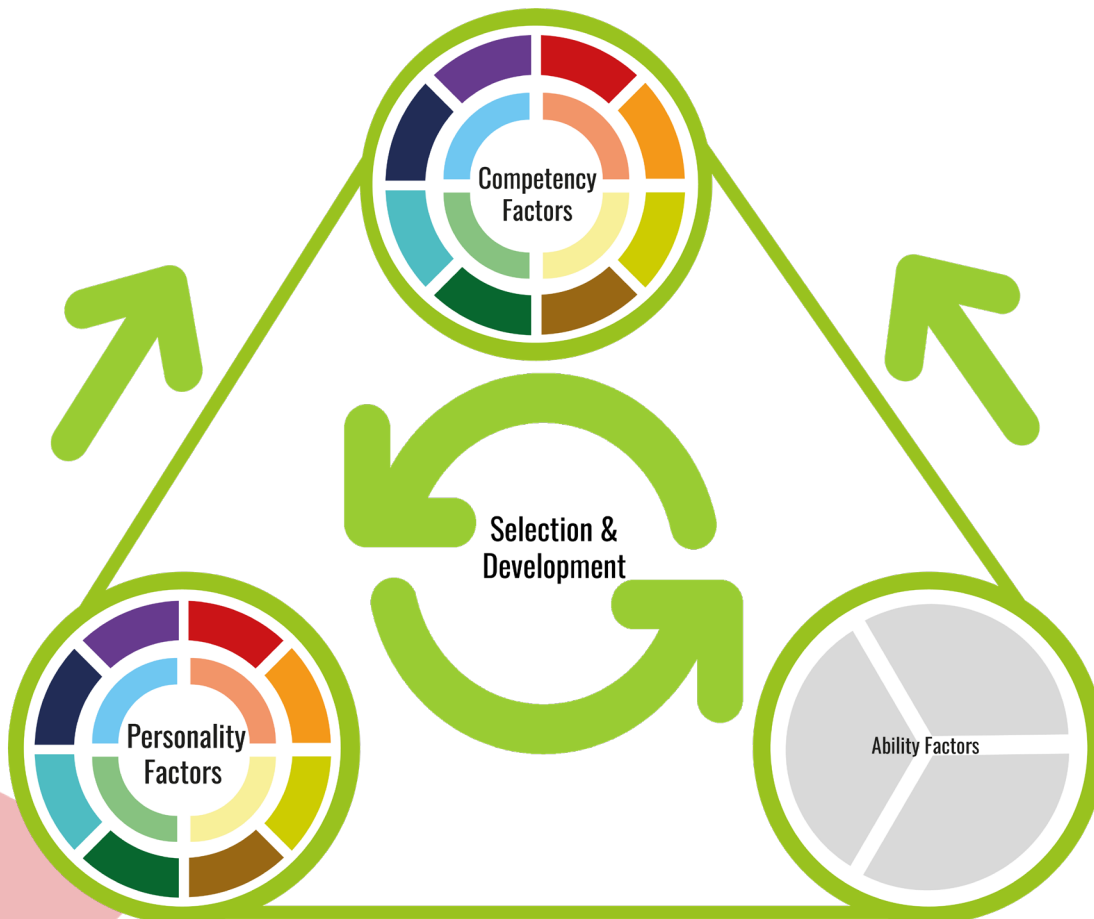
Personality - Ability - Competency

HUCAMA FACTORS® assessments are great predictors of future job performance.

Factors is a comprehensive tool set that covers the ground of the academically leading Big 5 Personality model and the Great 8 Competencies.

The PAC-model combines our unique Great 8 Personality, Ability and Competency assessments. Personality and ability variables are drivers of potential and performance. The authors of HUCAMA FACTORS® are Chief Psychologist Dr. Rainer Kurz and CEO Michele Guarini. The Model was unveiled at The Psychometric Forum in November 2020.

Available in multiple languages • Online 24/7 • Scalable • GDPR compliant



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HUCAMA FACTORS®
integrates leading science and practice in personality, ability and competency assessment to power interventions across the employee life cycle.

Dr. Rainer Kurz

HUCAMA FACTORS®

POTENTIAL | PERFORMANCE

ASSESSMENT SOLUTIONS

HUCAMA FACTORS® is the ideal coaching and conversation starter - an attractive system to unlock and develop personality, competence, self-awareness and motivation.

Personality is central to how we behave, and perform at the workplace. Abilities underpin learning and critical thinking at work.

Personality and Ability Factors can be used to evaluate both your current employees as well as applicants in order to identify potential. Competency Factors is used to gather 360 feedback and develop performance. Our test suite HUCAMA FACTORS® is ideal for recruiters but also provides tools for companies to identify and develop top performers in their existing workforce.

HUCAMA FACTORS® SUITE

<p>PERSONALITY FACTORS</p> <p>(PF16, PF32, PF48)</p>	<p>ABILITY FACTORS</p> <p>(AF, AF-A & AF-B)</p>	<p>COMPETENCY FACTORS</p> <p>(CF16, CF32, CF48)</p>
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Scalable and flexible

HUCAMA FACTORS® is a super flexible and easy-to-use system that allows you to scale the solution for a perfect match across all levels in your organisation - with added sophistication for expert users.

Scalable for general, professional and executive level.

PERSONALITY & COMPETENCY TOOLS

<p>EXECUTIVE</p> <p>Personality Factors (PF48) & Competency Factors (CF48)</p>
<p>PROFESSIONAL</p> <p>Personality Factors (PF32) & Competency Factors (CF32)</p>
<p>GENERAL</p> <p>Personality Factors (PF16) & Competency Factors (CF16)</p>

- Assessment solutions across all levels and job roles.
- Enables interviewers to assess existing performance as well as predict future job performance.
- Sophisticated in-depth reporting of potential and performance.
- Integrates Great 8 competencies.
- Integrates Emotional Intelligence, Leadership & derailment risk.
- Available in multiple languages, online, 24/7.

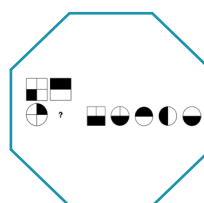
HUCAMA FACTORS® ABILITY TESTS

(non-verbal, universally applicable)

<p>ABILITY FACTORS (AF)</p> <p>60 questions / 24 minutes</p>		
<p>ABILITY FACTORS (AF-A)</p> <p>30 questions / 12 minutes</p>	<p>ABILITY FACTORS (AF-B)</p> <p>30 questions / 12 minutes</p>	

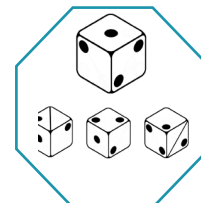
Diagrammatic Matrice

20 items/8 mins



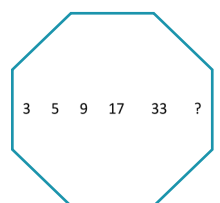
Spatial Reasoning

20 items/8 mins



Number Series

20 items/8 mins



POTENTIAL ASSESSMENT

HUCAMA

Beyond the Big 5

HUCAMA proudly presents the Great 8

The Great 8 Success Factors

Our tools make use of *the Great 8*, which is a comprehensive assessment model that goes beyond the academically leading Big Five.

Personality Factors features 48 underlying facets that measure the Great 8 which in turn form four quadrants. General, Professional and Executive Assessment Solutions operate with 16, 32 or 48 facets which makes the suite both scaleable and very accurate.

Science

Our model was developed from the Big 5 together with decades of global research by Chief Psychologist, Dr. Rainer Kurz at HUCAMA Analytics.

It is continuously being developed and validated which secures a scientific, reliable and data-driven approach. Our validity track record is already impressive for the General Assessment Solution powered by 16 facets. Scale up to 32 or 48 facets for even more detail and precision.

Emotional Intelligence

We experience an increased need to measure emotional aspects from companies and organisations all over the world. We operate with up to 48 personality facets - far more dimensions than any other assessment in the market. 20 of the 48 facets in the Personality Factors deal with emotional aspects. Thereby we can finally meet the growing need for emotional intelligence assessment as an integral part of our HUCAMA FACTORS® suite.

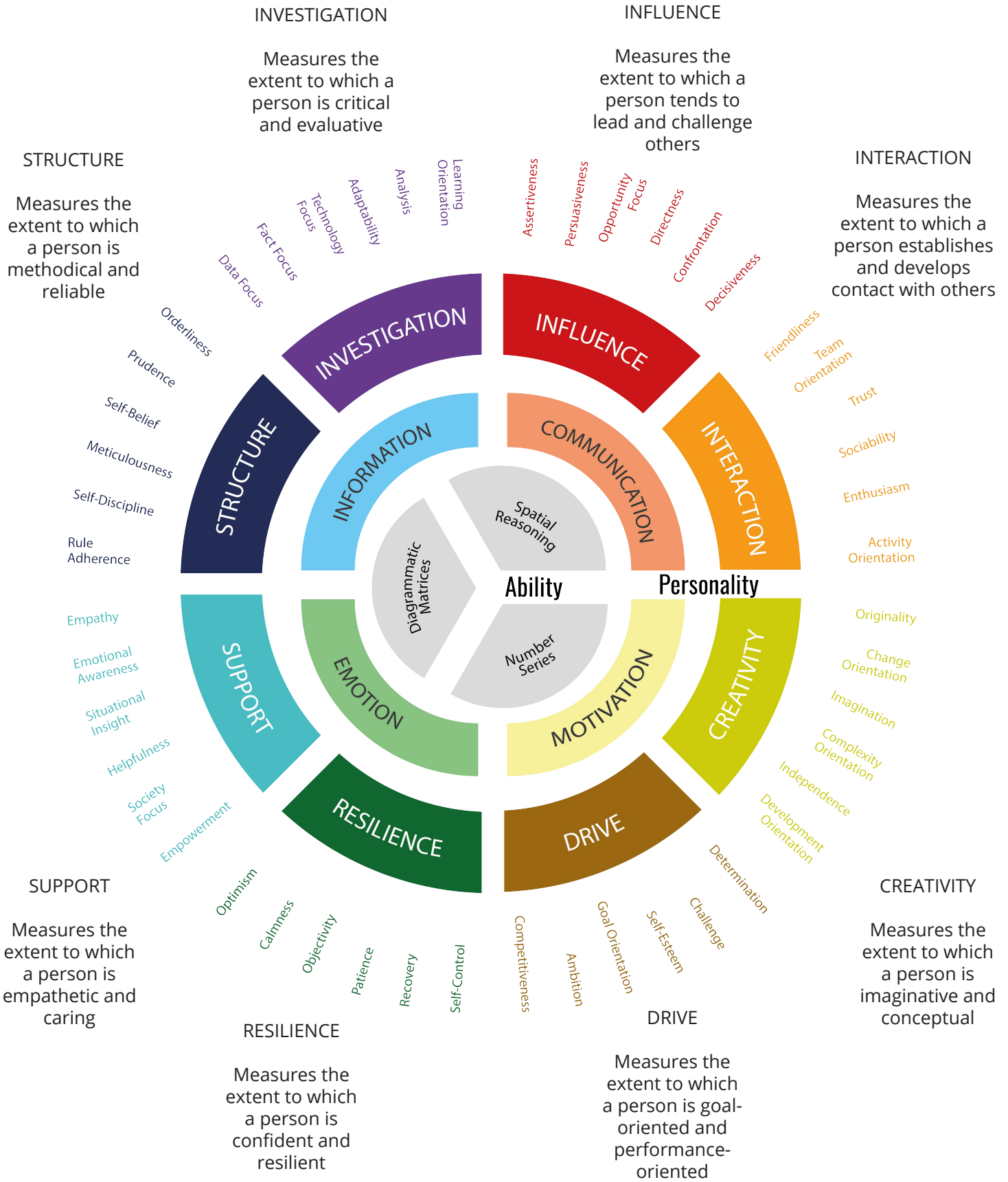
Prediction of Performance

Personality questionnaires and ability tests assess dispositional characteristics that are fairly stable, underpin how people behave, and thus enable prediction of performance components through competencies.

In recruitment settings we can use personality and ability measures to predict performance.

A modern online personality assessment range: 80 questions in 10 minutes get you started in identifying potential and personal motivation. Use an extended version with 160 questions in 20 minutes or the full version with 240 questions in 30 minutes to broaden coverage.

HUCAMA Personality FACTORS®



PERFORMANCE ASSESSMENT

Strong benchmarking

We help you measure and track your employee's performance. HUCAMA Development Tracker is our online 360-feedback system measuring employee performance focused on specified development areas. It is designed to be integrated with your regular development and training activities. In short, it is the answer to HR's basic ROI needs.

Job Factors

Job Factors is the ultimate assessment tool for a great job-match. By combining performance data with personality assessment data it selects six to ten competencies essential for successfully fulfilling the job in question. The HUCAMA job profiling tool includes an online questionnaire of 48 questions and collects the role requirement assessments from multiple stakeholders such as job holders, colleagues, managers, employees and customers.

Stability + Plasticity = Growth

The HUCAMA FACTORS ASSESSMENT FRAMEWORK equally covers stability and plasticity meta-factors which jointly underpin growth, and balances people and task concerns.

HUCAMA FACTORS® for Recruiters

Choose the right people for the right job.

- Identify your top candidates and leadership potential early in the hiring process.
- Choose between similar candidates with our data-driven insight into personality, ability and capability.
- Screen and select new job candidates. Make sure they really possess the traits and skills they claim to have.
- Avoid mis-hire and extra onboarding expenses.
- Our platform is great at handling big volume hiring because of our pre-screening method.

HUCAMA FACTORS® for HR and Managers

Manage and develop your employees, your team and the success of your company.

- Help your company hire the right person for the right position.
- Identify potential leaders. Use the same model to predict potential in your existing workforce across all levels.
- Test existing employees and identify the blind spots and skill gap among your employees and team members. Identify your best performers by using objective and fair measurement.
- Identify what specific personality traits make a great team.
- Integrate emotional intelligence.
- Identify leadership & derailment risk.
- Identify where special training or education is needed and track the development.

HUCAMA FACTORS® for Coaches

Coach and develop individuals and teams.

- Identify strengths and development areas.
- Identify blind spots and areas that need training or education.
- Develop leadership potential.
- Track development.
- Predict suitability for a specific job role.
- Identify what motivates individuals.
- Develop self-awareness, insight and reflection.
- Use the Personality Report as a great dialogue starter.

HUCAMA Competency FACTORS®

Competency Assessment

Our HUCAMA Competency rating tools (talent audit scores) facilitate development and ongoing validation of the overarching framework, whether deployed for job analysis or for conducting 360 feedback ratings. We enable you to conduct objective feedback

sessions with employees to strengthen their motivation and overall well-being at the workplace.

The tools apply across the entire employee life cycle from recruitment and selection through development and redeployment. By using Competency Factors, you gain the valuable key insights

on employee's behaviours at work with our sophisticated in-depth reporting.

The report highlights the top and bottom competencies.



HUCAMA FACTORS ASSESSMENT SUITE

PERSONALITY FACTORS® REPORT

- The Great 8 HUCAMA Personality FACTORS® mapped out in detail.
- A Factor Profile describing each personality trait in a score in an easy to use graphic overview.
- Key strengths and overuse risks, linked to the associated Factor and each facet.
- The personality characteristics compared with how closely they match the competencies the employee will need at work.

COMPETENCY FACTORS® REPORT

- Top/bottom competencies feature (identify blind spots, development areas or where training is needed).
- General results, including the personal scores set against the average score of all respondents.
- Detailed account of the results, including the personal scores set against those of the various groups of respondents separately (managers, colleagues, employees, customers).
- Scores for each description of behaviour for the competency in question.
- Analysis of strengths and weaknesses: An account of the behavioural aspects that are strongly developed and those that need to be improved for each competency.
- Development tips for improving top/bottom competencies.
- Individual Development Plan with specific actions.

EMOTIONAL ASPECTS (EA)

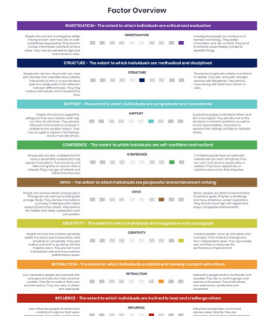
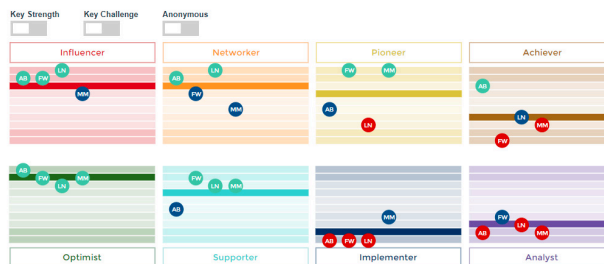
- Key strengths and overuse risks of the 20 facets in Personality Factors that cover emotional aspects.

TEAM REPORT

- Get an individual report on relative preferences to take on a specific role.

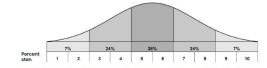


- Get a graphic representation of team roles across a group. Use it to set or develop the right team.



Introduction
The overview of the results is provided on each individual and on responses to the HUCAMA Personality Factors questionnaire, which identifies your personality and behaviour in a simple way.

Personality Assessment
The Personality Factors are based on a series of 1000 questions, designed to identify key personality traits. The questions do not have right or wrong answers. The placement of the marker shows your preference in comparison to other people. The number indicates how well you match the trait in a specific area.

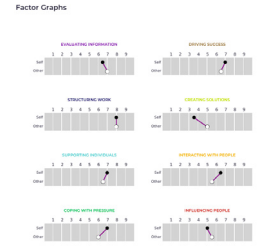


The questions do not have right or wrong answers. The placement of the marker shows your preference in comparison to other people. The number indicates how well you match the trait in a specific area.

- Personality Factors**
The HUCAMA Personality Factors model consists of 8 different factors. These factors are:
- INTROVERSION** - The extent to which individuals are self-contained and reserved.
 - EXTROVERSION** - The extent to which individuals are outgoing and sociable.
 - SENSITIVITY** - The extent to which individuals are sensitive to others' feelings.
 - INSSENSITIVITY** - The extent to which individuals are insensitive to others' feelings.
 - CARE** - The extent to which individuals are careful and conscientious.
 - INDIFFERENCE** - The extent to which individuals are indifferent and unconcerned.
 - IMPULSIVITY** - The extent to which individuals are impulsive and spontaneous.
 - INFLUENCE** - The extent to which individuals are influential and persuasive.



- Based on your answers you are most likely a person who:
- Is a team player and works well with others.
 - Is a leader and motivates others.
 - Is a risk taker and is open to new ideas.
 - Is a detail oriented and organized person.
 - Is a big idea person and is open to new ideas.
 - Is a team player and works well with others.



HUCAMA

HUCAMA is a global assessment provider helping clients to improve everyday performance through evidence-based people solutions.

How to get started

HUCAMA provide you with supporting materials to assist you as much as you need in the day-to-day assessment of your staff and clients.

Our aim is for organisations to be able to work on their own with our instruments as soon as possible.

Accreditation

Learn how to administer and interpret the assessments. Certification workshops and training are available online or in person. This will enable you to administer the assessments entirely in-house.

How we stay relevant

Our entire assessment suite is based on data from a broad group of professionals and managers.

We stay relevant by continuously updating our research. The data from our research projects are incorporated into our tools, to ensure they stay validated and relevant.

Curious?

Curious to know how we can help your company identify potential and develop performance? Please don't hesitate to reach out to CEO Michele Guarini at mg@hucama.com.

If you have questions or need more details on our validation study results, please contact HUCAMA Analytics Ltd. hucama@hucama.com

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Better
has no
finish
line

About HUCAMA

HUCAMA is a worldwide provider of evidence-based, cutting edge HR-tools specialised in making organisations better at what they do best.

Our tool suite HUCAMA FACTORS® is developed by Chief Psychologist Dr. Rainer Kurz and CEO Michele Guarini.

We draw on expertise, imagination, visionary technology and data science to drive shared progress within our industry and clients.

Our tools provide valuable insight to individuals, teams and companies thus linking your organisation's ambitions to your employees' potential and performance.

HUCAMA

HUMAN CAPITAL MANAGEMENT

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**We discover
what your
winning
formula is
and help you
get more of
it!**

Michele Guarini,
CEO and founder of
HUCAMA



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