

***Name of Company***

**Sales Assistant**

**Assessment Report: Kris Sample**

**March 2024**

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## Introduction

This report provides a summary of the candidate's assessment results in relation to their application for the role including:

- strengths
- potential concerns
- suggested interview themes

## Assessments

The candidate completed the following assessments:

- **The HUCAMA Personality Factors (PF 32)** measures a candidate's personality traits and preferences in the workplace that are relatively stable over time.

## Strengths



This section outlines clear strengths related to the HUCAMA Personality Factors assessment and job role:

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### **Analysis / Learning Orientation**

Kris prefers to critically evaluate information and challenge assumptions. She tends to enjoy learning new skills and is likely to develop expertise quickly.

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### **Persuasiveness**

Kris tends to persuade and influence others and is likely to be confident in negotiations.

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### **Empathy / Helpfulness**

Kris prefers to help others and is likely to be sensitive and attuned to people's needs.

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## Potential Concerns



This section outlines clear development areas related to the HUCAMA Personality Factors assessment and job role:

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### **Assertiveness / Directness**

Kris may prefer to let others lead and dislikes telling people what to do. She is likely to hold back her opinions and express her thoughts diplomatically.

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### **Goal Orientation**

Kris tends to be unclear about her goals and may lack a sense of purpose.

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### **Self-Discipline**

Kris tends to prefer to work in bursts of inspiration and may have difficulty sticking to or starting tasks.

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## Interview Themes



Based on the candidate's assessment results, it is suggested that the following areas are explored further within an interview:

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### **Assertiveness / Directness**

Explore how Kris feels sharing her opinion. In which situations does Kris feel comfortable sharing her thoughts with others? When is it important for Kris to be direct?

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### **Goal Orientation**

Discuss what drives Kris. How does Kris define success? How does Kris make the time to achieve her goals?

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### **Self-discipline**

Explore Kris' working style. How does Kris maintain the motivation to follow a task through to the end? How does Kris prioritise her workload?

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## Appendix A HUCAMA PF 32 Factors and Facets

<b>Investigation</b>	the extent to which individuals are critical and evaluative
Learning Orientation	Interest in studying and self-improvement
Analysis	Inclination to evaluate and challenge arguments
Technology Focus	Interest in technology use and applications
Fact Focus	Interest in reading and writing

<b>Structure</b>	the extent to which individuals are methodical and dependable
Orderliness	Inclination to keep things tidy
Prudence	Tendency to plan and think ahead
Meticulousness	Inclination to check details and perfect things
Self-Discipline	Facility for starting work tasks promptly

<b>Support</b>	the extent to which individuals are sympathetic and considerate
Empathy	Interest in others and their feelings
Emotional Awareness	Facility for sensing own feeling and emotions
Helpfulness	Inclination to focus on other people's needs
Society Focus	Interest in pursuing social responsibilities

<b>Resilience</b>	the extent to which individuals are self-confident and resilient
Optimism	Inclination to adopt a positive attitude
Calmness	Tendency to remain calm under pressure
Patience	Tendency to retain composure
Recovery	Inclination to recover quickly from setbacks

<b>Drive</b>	the extent to which individuals are purposeful and achievement striving
Determination	Motivation to execute demanding tasks
Challenge	Motivation to succeed
Goal Orientation	Motivation to achieve goals
Ambition	Motivation to advance career

**Creativity** the extent to which individuals are imaginative and conceptual

Originality	Facility for generating ideas
Change Orientation	Preference for variety over routine
Complexity Orientation	Liking for conceptual thinking
Independence	Need for autonomy and freedom

**Interaction** the extent to which individuals establish and develop contact with others

Friendliness	Tendency to act in a welcoming manner
Team Orientation	Preference for working in groups
Sociability	Need to connect and be noticed
Enthusiasm	Inclination to express positive emotions

**Influence** the extent to which individuals are inclined to lead and challenge others

Assertiveness	Need for power and control
Persuasiveness	Inclination to persuade and convince others
Directness	Facility for articulating information
Confrontation	Inclination to confront others