



HUCAMA

Competency Factors



Alex Master

Details of Participant

Name Alex Master

Assessment Data

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Test ID VQNS-1864-e858191c7ced03ae8b03bc3a218a82b3
Profile name Future Leaders

Respondents

Self 1
Other 4

Introduction

The purpose of this report is to provide you with results feedback on the Competency Factors (CF48) inventory which identifies competencies at work.

The assessment covers 8 factors that are applicable to most professional and managerial roles.

Competency Model

Competencies are components of performance that are instrumental in the delivery of desired results or outcomes. Competency Factors features 48 competencies grouped into 8 factors that form 4 clusters. The internationally validated model combines the 'Great 8 Competencies' (Kurz & Bartram, 2002) with advances in personality research such as the 'Big 5' personality factors and the higher-order factors identified by DeYoung (2015). Each cluster is defined through two factors, and each factor is defined through its competencies.

GETTING IT RIGHT

EVALUATING INFORMATION

STRUCTURING WORK

GETTING ALONG

SUPPORTING INDIVIDUALS

COPING WITH PRESSURE

GETTING AHEAD

DRIVING SUCCESS

CREATING SOLUTIONS

GETTING ALIGNED

INTERACTING WITH PEOPLE

EXERTING INFLUENCE

Competency Assessment

Your competencies were rated on a scale of 1 to 9. The degree of leniency in ratings can vary considerably. Some raters are harsh and others are lenient. Below the ratings are averaged across all competencies to provide an overall rating. Where a rater category has more than 1 rater, the results are averaged and displayed with their highest and lowest values.

		Raters	
		Self	Other
Overall Rating	Highest	--	7.77
	Average	6.58	6.74
	Lowest	--	5.00

The various report sections that follow are briefly introduced below. Reflect on the following points:

- How do Self and Other ratings compare?
- What differences are displayed across rater categories?
- How do Highest and Lowest value compare?
- What is the importance of these competencies in the current and future roles?

Factor Profile

In this section you can see the average rating for Self and Other respondents. What are your highest and lowest rated factors?

Factor Graphs

In this section you can see the average rating for each respondent group. What views are common? What drives differences between rater groups?

Competency Data

This report section indicates the ratings on each separate competency by respondent group. What did you already know? What is new to you? What would you like to reflect on and talk about?

Strengths

This section shows what competencies constitute a strength (averaged across Self and Other categories). How can you leverage these strengths in current or future roles?

Weaknesses

This section shows what competencies constitute a weakness (averaged across Self and Other categories). How can you work around these weaknesses and address them through developmental action?

The information in this report specifies where your main points of strength and development lie. What actions could strengthen your performance and potential? Write them down for future reference and reflection e.g. in a Personal Development Plan.

Factor Profile

EVALUATING INFORMATION

Developing Expertise; Solving Problems; Showing Flexibility; Applying Technology; Documenting Facts; Quantifying Issues

STRUCTURING WORK

Completing Tasks; Planning Activities; Demonstrating Competence; Ensuring Quality; Maintaining Discipline; Adhering to Rules

SUPPORTING INDIVIDUALS

Showing Empathy; Perceiving Emotions; Identifying Service Needs; Acting with Consideration; Upholding Standards; Empowering People

COPING WITH PRESSURE

Projecting Confidence; Coping with Stress; Showing Objectivity; Maintaining Composure; Overcoming Setbacks; Showing Self-Control

DRIVING SUCCESS

Acting with Determination; Applying Expertise; Projecting Self-Esteem; Achieving Goals; Pursuing Advancement; Creating Momentum

CREATING SOLUTIONS

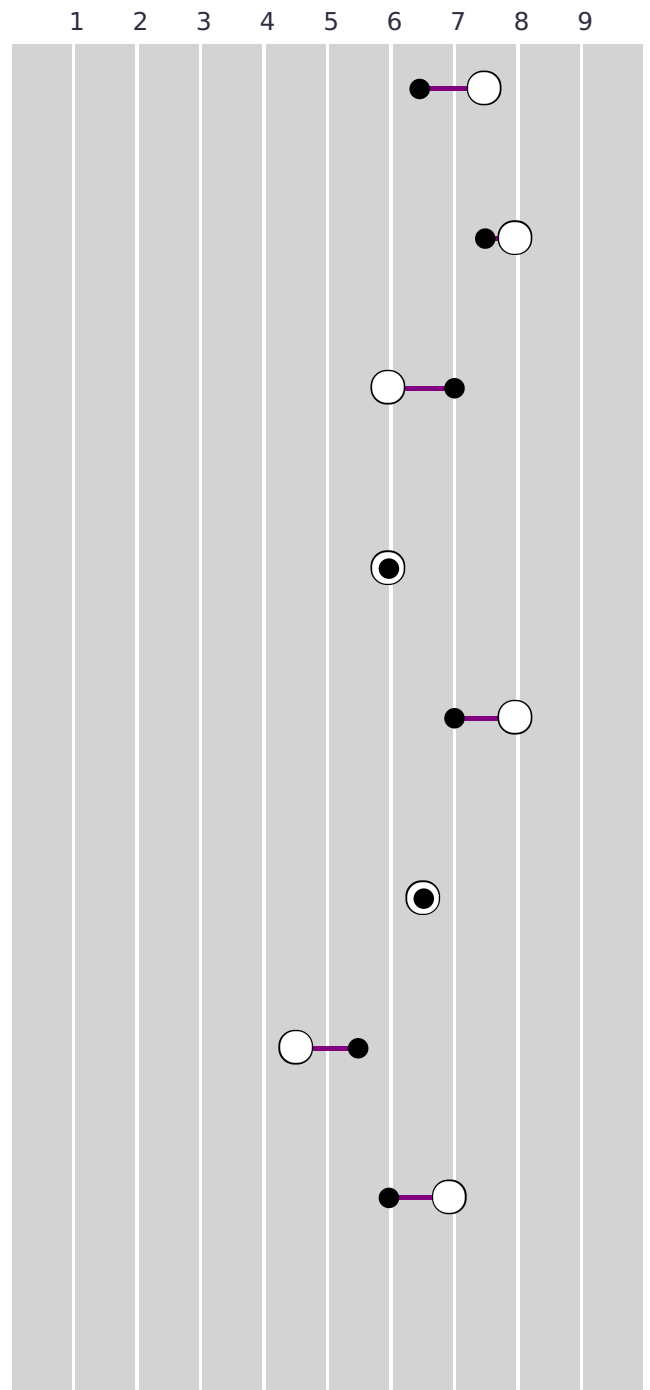
Producing Innovations; Taking Initiatives; Creating Appealing Impact; Developing Concepts; Showing Independence; Shaping Performance

INTERACTING WITH PEOPLE

Engaging Individuals; Team Working; Building Trust; Developing Relationships; Showing Enthusiasm; Attracting Attention

EXERTING INFLUENCE

Taking Charge; Persuading People; Seizing Opportunities; Presenting with Impact; Challenging Views; Making Decisions



● Self
○ Other

Factor Graphs

EVALUATING INFORMATION



DRIVING SUCCESS



STRUCTURING WORK



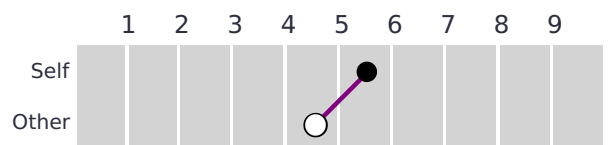
CREATING SOLUTIONS



SUPPORTING INDIVIDUALS



INTERACTING WITH PEOPLE



COPING WITH PRESSURE



EXERTING INFLUENCE



GETTING IT RIGHT

		Raters	
		Self	Other
EVALUATING INFORMATION			
Effective at Developing Expertise Researching Issues; Acquiring Knowledge; Developing Skills; Pursuing Learning Opportunities	Highest Average Lowest	-- 7.00 --	9.00 8.75 8.00
Effective at Solving Problems Critical Reasoning; Identifying Issues; Probing Arguments; Developing Solutions	Highest Average Lowest	-- 8.00 --	9.00 8.00 6.00
Effective at Showing Flexibility Embracing Uncertainty; Adapting to Change; Adjusting Perspectives; Reframing Issues	Highest Average Lowest	-- 5.00 --	9.00 6.00 3.00
Effective at Applying Technology Practical Reasoning; Operating Equipment; Finding Faults; Developing Technical Solutions	Highest Average Lowest	-- 6.00 --	7.00 7.00 7.00
Effective at Documenting Facts Verbal Reasoning; Collecting Information; Reading Materials; Writing Documents	Highest Average Lowest	-- 6.00 --	9.00 8.25 8.00
Effective at Quantifying Issues Numerical Reasoning; Gathering Data; Interpreting Tables and Graphs; Performing Calculations	Highest Average Lowest	-- 7.00 --	8.00 7.75 7.00
		6.50	7.63

		Raters	
		Self	Other
STRUCTURING WORK			
Effective at Completing Tasks Following Instructions; Producing Agreed Output; Meeting Timescales; Maintaining Order	Highest Average Lowest	-- 8.00 --	9.00 8.25 8.00
Effective at Planning Activities Identifying Tasks; Setting Priorities; Making Work Plans; Monitoring Progress	Highest Average Lowest	-- 8.00 --	9.00 7.50 6.00
Effective at Demonstrating Competence Implementing Solutions; Making Things Work; Establishing Credibility; Showing Self-Belief	Highest Average Lowest	-- 6.00 --	9.00 7.00 4.00
Effective at Ensuring Quality Checking Details; Spotting Mistakes; Correcting Errors; Inspecting Quality	Highest Average Lowest	-- 8.00 --	9.00 8.75 8.00
Effective at Maintaining Discipline Demonstrating Diligence; Ensuring Workplace Safety; Challenging Counterproductive Actions; Highlighting Risks	Highest Average Lowest	-- 7.00 --	8.00 7.50 7.00
Effective at Adhering to Rules Following Procedures; Applying Rules; Confronting Rule Breakers; Ensuring Compliance	Highest Average Lowest	-- 7.00 --	9.00 8.00 7.00
		7.33	7.83

GETTING ALONG

		Raters	
		Self	Other
SUPPORTING INDIVIDUALS			
Effective at Showing Empathy Listening to People; Respecting Feelings; Acting with Compassion; Showing Interpersonal Sensitivity	Highest Average Lowest	-- 7.00 --	9.00 5.50 2.00
Effective at Identifying Service Needs Understanding Individuals; Respecting Individual Preferences; Providing Personal Services; Pursuing Service Satisfaction	Highest Average Lowest	-- 8.00 --	8.00 5.75 2.00
Effective at Perceiving Emotions Observing People; Sensing Tensions; Using Intuition; Interpreting Reactions	Highest Average Lowest	-- 8.00 --	8.00 5.75 3.00
Effective at Acting with Consideration Acknowledging Individuals; Giving Encouragement; Helping People; Showing Tolerance	Highest Average Lowest	-- 4.00 --	9.00 5.25 2.00
Effective at Upholding Standards Adhering to Ethical Principles; Acting with Integrity; Keeping Promises; Fostering Fairness	Highest Average Lowest	-- 8.00 --	9.00 8.25 7.00
Effective at Empowering People Inspiring Confidence; Motivating People; Consulting Stakeholders; Resolving Conflicts	Highest Average Lowest	-- 7.00 --	9.00 6.75 3.00
		7.00	6.21

		Raters	
		Self	Other
COPING WITH PRESSURE			
Effective at Projecting Confidence Showing Optimism; Thinking Positively; Countering Negativity; Giving Hope	Highest Average Lowest	-- 6.00 --	7.00 4.50 3.00
Effective at Coping with Stress Handling Stressful Situations; Overcoming Adversity; Coping with Pressure; Handling Emergencies	Highest Average Lowest	-- 6.00 --	8.00 6.25 4.00
Effective at Showing Objectivity Grasping Situations; Gathering Evidence; Testing Reality; Comparing Perspectives	Highest Average Lowest	-- 8.00 --	8.00 7.75 7.00
Effective at Maintaining Composure Controlling Emotions; Reducing Tensions; Avoiding Outbursts; Accepting Criticism	Highest Average Lowest	-- 6.00 --	8.00 4.50 2.00
Effective at Overcoming Setbacks Recovering after Mistakes; Rebounding from Failure; Learning from Adversity; Pursuing Growth Opportunities	Highest Average Lowest	-- 4.00 --	8.00 7.00 6.00
Effective at Showing Self-Control Managing Impulses; Resisting Temptations; Anticipating Consequences; Avoiding Mistakes	Highest Average Lowest	-- 7.00 --	8.00 6.25 4.00
		6.17	6.04

GETTING AHEAD

		Raters	
		Self	Other
DRIVING SUCCESS			
Effective at Acting with Determination Implementing Plans; Persisting with Tasks; Correcting Mistakes; Showing Tenacity	Highest	--	9.00
	Average	8.00	8.50
	Lowest	--	8.00
Effective at Applying Expertise Using Expert Skills; Applying Specialist Knowledge; Drawing on Experiences; Sharing Expertise	Highest	--	9.00
	Average	8.00	8.50
	Lowest	--	7.00
Effective at Projecting Self-Esteem Promoting Accomplishments; Acknowledging Shortcomings; Celebrating Successes; Displaying Professionalism	Highest	--	8.00
	Average	7.00	7.25
	Lowest	--	6.00
Effective at Achieving Goals Satisfying Role Requirements; Setting Targets; Contributing to Team Performance; Accomplishing Personal Objectives	Highest	--	9.00
	Average	8.00	8.25
	Lowest	--	7.00
Effective at Pursuing Advancement Demonstrating Ambition; Seeking Wider Responsibilities; Showing High-level Thinking; Evidencing Potential for Promotion	Highest	--	8.00
	Average	5.00	7.75
	Lowest	--	7.00
Effective at Creating Momentum Investing Energy; Expediting Activities; Clearing Blockages; Outperforming Competitors	Highest	--	9.00
	Average	7.00	7.00
	Lowest	--	4.00
		7.17	7.88

		Raters	
		Self	Other
CREATING SOLUTIONS			
Effective at Producing Innovations Originating Ideas; Improving Work Methods; Challenging Conventions; Pioneering New Approaches	Highest	--	8.00
	Average	7.00	7.00
	Lowest	--	5.00
Effective at Taking Initiatives Using Initiative; Initiating Change; Aligning Initiatives to Strategy; Sustaining Initiatives under Pressure	Highest	--	9.00
	Average	7.00	6.75
	Lowest	--	3.00
Effective at Using Imagination Exploring Abstract Ideas; Creating Designs; Developing a Vision; Anticipating Audience Reactions	Highest	--	8.00
	Average	5.00	4.75
	Lowest	--	1.00
Effective at Developing Concepts Applying Theories; Exploring Relationships; Developing Strategies; Resolving Complex Issues	Highest	--	9.00
	Average	8.00	8.00
	Lowest	--	7.00
Effective at Showing Independence Establishing Independent Views; Showing Self-Reliance; Challenging Majority Views; Acting Independently	Highest	--	9.00
	Average	7.00	6.75
	Lowest	--	4.00
Effective at Shaping Performance Coaching People; Advising Individuals; Clarifying Expectations; Attracting Talent	Highest	--	9.00
	Average	6.00	6.50
	Lowest	--	2.00
		6.67	6.63

GETTING ALIGNED

		Raters	
		Self	Other
INTERACTING WITH PEOPLE			
Effective at Engaging Individuals Welcoming People; Starting Conversations; Showing Receptiveness; Building Relationships	Highest Average Lowest	-- 5.00 --	7.00 4.50 2.00
Effective at Team Working Contributing to Team Activities; Developing Collaboration; Addressing Team Issues; Promoting Inclusion and Diversity	Highest Average Lowest	-- 6.00 --	7.00 5.00 3.00
Effective at Building Trust Investing Time; Building Confidence; Establishing Mutual Trust; Furthering Dialogue	Highest Average Lowest	-- 8.00 --	7.00 4.75 3.00
Effective at Developing Relationships Contacting People; Deepening Conversations; Sharing Information; Establishing Networks	Highest Average Lowest	-- 6.00 --	7.00 5.25 4.00
Effective at Showing Enthusiasm Showing Commitment; Expressing Passion; Projecting Cheerfulness; Inspiring People	Highest Average Lowest	-- 4.00 --	8.00 4.25 2.00
Effective at Attracting Attention Stimulating Interest; Creating Anticipation; Generating Excitement; Producing Engagement	Highest Average Lowest	-- 5.00 --	7.00 4.50 2.00
		5.67	4.71

		Raters	
		Self	Other
EXERTING INFLUENCE			
Effective at Taking Charge Outlining Goals; Directing Others; Coordinating Activities; Taking Control	Highest Average Lowest	-- 7.00 --	9.00 7.00 4.00
Effective at Persuading People Shaping Opinions; Influencing Others; Negotiating Agreements; Convincing Stakeholders	Highest Average Lowest	-- 6.00 --	9.00 6.25 2.00
Effective at Seizing Opportunities Identifying Trends; Exploring Possibilities; Exploiting Opportunities; Enabling Success	Highest Average Lowest	-- 6.00 --	9.00 6.50 4.00
Effective at Presenting with Impact Presenting Ideas; Explaining Information; Responding to Audiences; Creating Impact	Highest Average Lowest	-- 6.00 --	7.00 5.75 2.00
Effective at Challenging Views Expressing Opinions; Challenging Assumptions; Contradicting Others; Expressing Criticism	Highest Average Lowest	-- 7.00 --	9.00 8.25 8.00
Effective at Making Decisions Reviewing Options; Deciding Approaches; Making Commitments; Taking Responsibility	Highest Average Lowest	-- 5.00 --	9.00 8.25 7.00
		6.17	7.00

Strongest Competencies

STRUCTURING WORK	Effective at Ensuring Quality Checking Details; Spotting Mistakes; Correcting Errors; Inspecting Quality	8.38
DRIVING SUCCESS	Effective at Acting with Determination Implementing Plans; Persisting with Tasks; Correcting Mistakes; Showing Tenacity	8.25
DRIVING SUCCESS	Effective at Applying Expertise Using Expert Skills; Applying Specialist Knowledge; Drawing on Experiences; Sharing Expertise	8.25
DRIVING SUCCESS	Effective at Achieving Goals Satisfying Role Requirements; Setting Targets; Contributing to Team Performance; Accomplishing Personal Objectives	8.13
STRUCTURING WORK	Effective at Completing Tasks Following Instructions; Producing Agreed Output; Meeting Timescales; Maintaining Order	8.13
SUPPORTING INDIVIDUALS	Effective at Upholding Standards Adhering to Ethical Principles; Acting with Integrity; Keeping Promises; Fostering Fairness	8.13
CREATING SOLUTIONS	Effective at Developing Concepts Applying Theories; Exploring Relationships; Developing Strategies; Resolving Complex Issues	8.00
EVALUATING INFORMATION	Effective at Solving Problems Critical Reasoning; Identifying Issues; Probing Arguments; Developing Solutions	8.00
COPING WITH PRESSURE	Effective at Showing Objectivity Grasping Situations; Gathering Evidence; Testing Reality; Comparing Perspectives	7.88
EVALUATING INFORMATION	Effective at Developing Expertise Researching Issues; Acquiring Knowledge; Developing Skills; Pursuing Learning Opportunities	7.88

Weakest Competencies

INTERACTING WITH PEOPLE	Effective at Showing Enthusiasm Showing Commitment; Expressing Passion; Projecting Cheerfulness; Inspiring People	4.13
SUPPORTING INDIVIDUALS	Effective at Acting with Consideration Acknowledging Individuals; Giving Encouragement; Helping People; Showing Tolerance	4.63
INTERACTING WITH PEOPLE	Effective at Engaging Individuals Welcoming People; Starting Conversations; Showing Receptiveness; Building Relationships	4.75
INTERACTING WITH PEOPLE	Effective at Attracting Attention Stimulating Interest; Creating Anticipation; Generating Excitement; Producing Engagement	4.75
CREATING SOLUTIONS	Effective at Using Imagination Exploring Abstract Ideas; Creating Designs; Developing a Vision; Anticipating Audience Reactions	4.88
COPING WITH PRESSURE	Effective at Maintaining Composure Controlling Emotions; Reducing Tensions; Avoiding Outbursts; Accepting Criticism	5.25
COPING WITH PRESSURE	Effective at Projecting Confidence Showing Optimism; Thinking Positively; Countering Negativity; Giving Hope	5.25
EVALUATING INFORMATION	Effective at Showing Flexibility Embracing Uncertainty; Adapting to Change; Adjusting Perspectives; Reframing Issues	5.50
COPING WITH PRESSURE	Effective at Overcoming Setbacks Recovering after Mistakes; Rebounding from Failure; Learning from Adversity; Pursuing Growth Opportunities	5.50
INTERACTING WITH PEOPLE	Effective at Team Working Contributing to Team Activities; Developing Collaboration; Addressing Team Issues; Promoting Inclusion and Diversity	5.50