

Development Report MCP assessment

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| Name candidate | : | Floor Wens |
| Date of birth | : |  |
| Position | : | ICP |
| Assessment date | : |  |
| Pool | : |  |

**Explanation of the report**

This report has been drawn up as a part of the Multicompany Traineeship based on the entire selection process and serves as a starting point for the development process. The content of this report is not intended for other purposes.

**Sources**

This report is based on the outcomes of the following components:

* Group exercise
* Cognitive capacity test
* Development-oriented interview
* Personality questionnaire
* Business Case discussion
* Roleplays

**Confidentiality**

This report is confidential and may not be shared with third parties without consent of the candidate.

**Validity and retention period**

This report remains valid for two years from the assessment day. The storage period of the file with this report and the test data is three years.

**Main question**

What talents and what development potential do we see concerning this candidate for the Ormit Talent Traineeship Program, in relation to the Ormit Talent vision on leadership and the corresponding profile?

**First impression**

Floor presents a calm, confident, friendly, and spontaneous vibe. She speaks calmly with a low voice, comes across as pleasant and enthusiastic, and occasionally makes a joke, creating an approachable initial impression.

**Personality**

Floor comes from a background in Sociology and is currently pursuing a Master's in Strategic HRM. She is motivated by the opportunity to transition into the working world while continuing to develop practical skills, particularly in areas like facilitation and organizational change. Floor connects easily with others, showing empathy and good listening skills, particularly noted during the role-play exercises where she made others feel heard. Her communication is generally clear and engaging, effectively using storytelling as seen in the business case presentation.

* She actively builds rapport and enjoys networking, aligning with her PAPI profile indicating a comfort in initiating contact and valuing personal connections with colleagues.
* While generally collaborative and friendly, as seen in the Curious Case, there is an opportunity to ensure her contributions consistently invite diverse perspectives, balancing her natural enthusiasm with creating space for others.
* Floor demonstrates a strong sense of ownership and accountability, often taking initiative naturally in group settings and appearing calm and confident under pressure. This aligns with her high self-rated leadership confidence in the PAPI assessment.
* She possesses good self-awareness and is genuinely open to feedback, actively reflecting on her performance and demonstrating a willingness to learn and adapt, as observed after the role-plays and during the PAPI discussion.
* A development point involves balancing her confidence to avoid making promises too readily, as noted in the first role-play, and instead sharing her thought process more openly, especially when navigating uncertainty.
* Her PAPI profile suggests a lower preference for directly influencing or asserting her views, which sometimes manifested as being more prudent; developing greater comfort with situational assertiveness will be beneficial.
* Floor shows a strong capability for planning and managing processes, demonstrating goal orientation and a drive to deliver results, evident in both the role-play and business case exercises. Her PAPI profile confirms a strong preference for planning and task completion.
* She adapts well to changing circumstances and feedback, showing agility in her approach, particularly noticeable in the improvement between the two role-play scenarios.
* To enhance her process management, focusing on thoroughly reading instructions and considering all aspects, like budget or potential risks, in her action plans will be valuable.
* Floor brings a creative and pragmatic approach, enjoying variety and new challenges, which aligns with her PAPI profile indicating a high need for change and practical innovation.
* She demonstrated good stakeholder awareness during the business case, showing potential in navigating complex interpersonal dynamics within projects.
* An area for growth is broadening her perspective to consistently see the bigger picture and consider wider implications beyond her immediate viewpoint or the initial solution, as noted during the business case.
* While motivated to learn, developing a deeper affinity for the specific business context (e.g., IT, finance) will support her effectiveness and ability to anticipate challenges in the traineeship role.
* Overall, Floor presents as a motivated and personable trainee with strong potential, showing enthusiasm for the role. Her key strengths lie in connecting with people, taking ownership, and managing processes, complemented by a reflective nature and openness to growth. Focusing on broadening her strategic perspective and refining her situational assertiveness will further enhance her impact.

**Cognitive capacity test**

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|  | **General ability** | Speed | Accuracy | Verbal | Numerical | Abstract |
| Results  in percentiles (% of people scoring same or less) | **46** | 92 | 21 | 46 | 30 | 70 |
| Remarks | Floor demonstrates average general cognitive ability. She shows a tendency to prioritize speed over accuracy, resulting in a higher work pace but a lower level of correctness compared to the norm. Her performance on the abstract subtest was above average, while her verbal and numerical skills were at the average level. | | | | | |

<10= well below average; 10-30= below average; 30-70= average;

70-90= above average; >90= well above average

The scores of the cognitive capacity test are shown up above. The ‘general ability’ score gives an overall picture of the level of cognitive abilities of the candidate in comparison to the normgroup. Cognitive capacities indicate how easily and quickly a person can solve different types of cognitive problems. The test consists of different parts, which are explained below.

* Numerical reasoning: ability to work with numerical material.
* Verbal reasoning: ability to work with written information.
* Abstract reasoning: ability to work with schematic information.

**Skills**

* Language Skills (C2, C1, B2, B1, A2, A1)
  + Dutch C2
  + French A2
  + English C1

**Conclusion**

Below you can find a summary of the most important qualities and areas of attention of Floor in relation to the profile:

*(5-7 qualities, 3-5 development points)*

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| **Qualities** | **Points of attention** |
| • Calm Under Pressure: Floor maintains composure and confidence, even in challenging situations like the roleplay.  • Takes Ownership and Initiative: She readily accepts responsibility for tasks and naturally takes the lead when needed.  • Careful Planner: Floor plans her work meticulously and pays close attention to detail, as seen in her PAPI results.  • Empathic Team Player: She connects well with colleagues, listens actively, and fosters collaboration within groups.  • Clear Communicator: Floor expresses ideas effectively and builds connections easily through good communication and storytelling skills.  • Reflective and Eager to Learn: She is open to feedback, reflects on her actions, and shows a desire to grow and improve.  • Adaptable and Embraces Change: Floor enjoys variety, adapts well to new situations, and is open to different approaches, welcoming new challenges. | • Thorough Preparation and Instruction Focus: Floor demonstrates strong planning abilities and drive. To maximize this, focusing on thoroughly reading and absorbing all instructions and background information before starting, as noted during the business case exercise, will be beneficial. This ensures her actions are perfectly aligned with objectives from the outset, allowing her natural organizational skills to shine even brighter. (Keywords: Preparation, Instructions, Context, Planning, Alignment, Efficiency)  • Realistic Commitment and Expectation Management: Floor shows great ownership and confidence. A development opportunity lies in balancing this confidence with realistic commitments, especially regarding outcomes involving others or external factors, as observed during the roleplay. Clearly communicating potential challenges when making commitments will build even stronger trust with stakeholders. (Keywords: Commitments, Expectations, Realism, Confidence, Communication, Stakeholders)  • Developing Assertiveness and Influence: Floor has a naturally collaborative style and respects others input. She can further develop her impact by finding opportunities to voice her own well-considered opinions more proactively, even when they might differ, as noted in the PAPI and roleplay feedback. Building confidence in sharing her perspective will allow her insights and leadership potential to contribute more fully. (Keywords: Assertiveness, Influence, Voicing Opinions, Confidence, Collaboration, Impact)  • Broadening Strategic Perspective and Risk Awareness: Floor excels at planning and detail. To complement this, cultivating a broader strategic view will be valuable. This involves consistently stepping back to consider the bigger picture, potential risks, and the wider business context of tasks and solutions, an area noted during the business case. Developing this outside-in thinking will enhance her ability to anticipate challenges. (Keywords: Strategic Thinking, Big Picture, Risk Assessment, Business Acumen) |

**The MCP profile**

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| Gieter | Point of improvement; skills can be further developed | Plant | Sufficient in potential, shows good practical skills | Bloem in pot | Strongly developed |

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| **Personal Leadership** | |
|  | **Motivation:** is driven to develop oneself, to work in different roles and organizations and to contribute to solutions for different business challenges, change projects and (digital) transformations. |
|  | **Personal development:** shows a growth mindset, applies self-reflection and feedback. Has the intrinsic motivation to improve oneself. |
|  | **Gut/Toughness:** shows resilience when facing resistance, criticism or setbacks, controls his/her own emotions in stressful situations; shows himself/herself to be an equal conversation partner and has the guts to express his/her own vision, opinion and feelings. |
|  | **Ownership:** takes responsibility to achieve the goal, autonomously directs the process towards the goal and organizes help if needed. |

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| **Connect people** | |
|  | **Positive & Inspiring attitude:** : inspires and motivates others with an enthusiastic and positive attitude; is transparent and sincere; creates an atmosphere of trust. |
|  | **Involved**: asks questions out of genuine interest; listens and wants to understand the other and thus creates safety and trust. |
|  | **Collaborative**: has a collaborative attitude; is helpful and actively contributes to the effectiveness and atmosphere in the team in order to achieve common results. |
|  | **Communication skills:** communicates effectively (right amount, content and form) by tailoring the message to the recipient; uses appropriate arguments to get people on board or to convince them. |

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| **Know what matters** | |
|  | **Autodidact/ learning agility:** is curious and intrinsically motivated to acquire new knowledge, skills and tools, eg. in the field of digital, data & technology. |
|  | **Complexity management:** knows how to quickly oversee, understand and simplify a large amount of complex information, makes connections, grabs the essence and structure and is able to communicate it in a simple and understandable way. |
|  | **Thinking flexibility**: knows how to analyse an issue in depth and as a whole, continues to integrate new information into its own analysis and conclusions. |
|  | **Multiple thinking**: is able to think in different possibilities in every situation and takes into consideration the consequences of different choices. |

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| **Manage the process** | |
|  | **Proactive:** takes initiative and takes the first step to understand, to take action, to approach someone, to anticipate chances, to look ahead. |
|  | **Delivers results:** translates the goal into realistic steps & priorities, monitors progress and, if necessary, sets new priorities, works efficiently and achieves concrete results on time through targeted actions and decisions. |
|  | **Agile worker:** dares to experiment and make 'mistakes', is able to adapt and improve things when something doesn’t work , has a fast cycle of reflection to keep moving forward quickly, continuously adapts planning to new circumstances without losing sight of the goal. |
|  | **Stakeholder management:** is able to identify relevant stakeholders, proactively aligns with them, shares information, uses knowledge and expertise of others and knows how to get them on board for the benefit of the objectives. |

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| **Think and act outside in** | |
|  | **Innovative & creative:** keeps up with trends and new developments, uses them to propose innovative and creative ideas/solutions and contributes to the continuous innovation of the business. |
|  | **Perspective thinking:** is able to see the big picture and aware of different stakeholders with their interests & perspectives, and takes this plurality into account in his/her actions. |
|  | **Customer oriented attitude:** willing to exceed customer expectations, works in co-creation with the customer, understands the customer's needs and puts the objectives of the customer centrally. |
|  | **(Informal) networker**: easily establishes and maintains (new) contacts inside and outside the organisation, actively involves others in order to achieve objectives. |

*Green = must haves*

*Blue = to be developed by the end of traineeship*

We wish Floor good luck with the Multicompany Traineeship!

CATHERINE BREMS