

Assessment Report Data Chiefs

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| Name candidate | : | Marc |
| Date of birth | : |  |
| Position | : | DATA |
| Assessment date | : |  |
| Pool | : |  |

**Explanation of the report**

This report has been drawn up as a part of the Data Chiefs (development) Program based on the selection procedure 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:

* Cognitive capacity test
* Personality questionnaires
* Data Case discussion
* Presentation
* Roleplays
* Development-oriented interview

**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 human skills/ technical skills and the corresponding profile?

**First impression**

Marc presents as open, natural, and smiling, connecting smoothly with good eye contact. Initial nervousness can lead to very fast speech, creating a sometimes rushed or slightly over-the-top vibe.

**Personality**

Marc presents as a motivated individual, keen on pursuing a data-focused traineeship to develop his skills further and gain experience across different business environments. Marc shows a strong intrinsic motivation and eagerness to learn, particularly in the data field where he demonstrates genuine passion. This drive is evident in his proactive self-learning efforts, like taking Python courses and using tools like ChatGPT to accelerate his progress, and his willingness to tackle challenges head-on, as seen during the Ormitella case preparation.

* He possesses good self-awareness and is notably open to feedback, reflecting maturely on his performance and experiences. This was particularly clear in the role-play exercise where he significantly adjusted his approach after receiving feedback, demonstrating coachability and a genuine desire for personal development.
* Interpersonally, Marc generally comes across as open, spontaneous, and positive, connecting easily with others in informal settings like the Curious Case. He values teamwork and contributes to a positive group atmosphere, although his enthusiasm and focus might occasionally lead him to take up significant space.
* He demonstrates creativity and enjoys thinking 'out of the box' to find solutions, seeing data challenges as engaging puzzles. This innovative drive was noted during the Ormitella case and supported by his self-description during the PAPI discussion.
* Marc has high confidence in his leadership abilities, reflected in the PAPI, and isn't afraid to take initiative, such as suggesting structure during the Curious Case or leading initiatives during his studies. He is persistent and works hard to achieve the goals he sets for himself.
* A key development area is balancing his strong results orientation with interpersonal sensitivity and process awareness. In the first role-play and parts of the Curious Case, he appeared focused on driving towards a solution, sometimes potentially overlooking emotional cues or the need for group consensus before acting.
* While adaptable, Marc shows a preference for spontaneity over structured planning, as indicated in the PAPI results and observed in his approach. This might require attention in roles demanding significant foresight and detailed project management, ensuring thoroughness isn't sacrificed for speed or flexibility.
* His communication can be impacted by nerves, particularly in higher-stress situations or when speaking English, leading him to speak quickly. While generally open and direct, he should be mindful of ensuring his communication remains considerate, especially given his tendency towards transparency with emotions (low E score on PAPI) combined with resilience (higher Y score on PAPI).
* Finding a consistent and effective influencing style is another growth point. His low preference for directing others (PAPI) sometimes contrasts with his confidence and drive, requiring conscious effort to involve others consistently and seek input proactively, avoiding the 'bubble' mentioned in feedback.
* In summary, Marc is a highly motivated, open, and creative individual with a strong passion for learning and data. His key development journey will involve refining his interpersonal approach to better balance results with collaboration, enhancing planning skills, and ensuring consistently impactful communication.

**Cognitive capacity test**

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| --- | --- | --- | --- | --- | --- | --- |
|  | **General ability** | Speed | Accuracy | Verbal | Numerical | Abstract |
| Results  in percentiles (% of  people scoring same or less) | **76** | 92 | 46 | 82 | 70 | 50 |
| Remarks | Marc demonstrates above-average general reasoning ability, indicating mental agility. He prioritizes speed over accuracy, completing questions quickly but with average precision. Marc shows strengths in verbal and numerical reasoning, but performs at an average level in abstract reasoning. | | | | | |

<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 norm group. 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.

**Conclusion**

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

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

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| **Strengths** | **Development Points** |
| • Eager learner, driven developer: Marc actively seeks learning opportunities, welcomes feedback, and shows a strong will to grow throughout the assessment.  • Passionate about data analysis: He expresses a clear preference for data, enjoys solving data puzzles, and demonstrated this during the Ormitella case.  • Strong interpersonal connector: Marc naturally builds rapport in conversations and group settings, creating a positive and friendly atmosphere.  • Creative out-of-the-box thinker: He generates original ideas for problem-solving and demonstrated this during assessment tasks.  • Effectively applies feedback: Marc listens to feedback and adjusts his approach, notably improving his listening skills during the roleplay exercise.  • Positive and optimistic outlook: He generally presents a positive demeanor, expecting good outcomes, which can be energizing for others.  • Proactive, takes initiative: Marc demonstrates initiative by suggesting structure in group tasks and launching ideas, like in his student role. |  |

**The Data Chiefs 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 |

*Human Skills*

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| **Personal Leadership** | |
| AA | **Motivation:** Passionate about data, driven to work on various projects related to data. Wanting to create an added value and make organizations more data driven. By doing so, helping to build the Ormit Talent Data Chiefs program. |
| AA | **Guts:** Dares to form own opinion, question things and to articulate this actively when engaged in discussions with others. |
| AA | **Self-aware & aiming at learning:** Growth mindset, being open to feedback and input of others, eager to keep on learning and improving; Self-aware, focusing on using his/her talent and increasing impact with it. |

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| **Connect people** | |
| AA | **Enthusiast & inspiring:** Enthusiastic, looking for opportunities and improvements; Able to get people on board by involving people and actively share ideas. |
| AA | **Interested and open:** Shows interest in others; seeks to understand others by asking open questionsand by being open & transparent in his/her communication. |
| AA | **Communication:** Communicates effectively (right amount, content and form); Able to tailor the message to the recipient. By doing so, becoming the ideal connection between all stakeholders. |
| AA | **Collaborative:** Shows a cooperative and helpful attitude.Puts the common goal at the center of his / her own actions, ensures timely information sharing and involves others. |

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| **Know what matters** | |
| AA | **Curious perseverance:** Strong curiosity and eagerness to learn and to understand (concerning data tools and techniques & in data content); Search mentality, not settling too quickly, persevere. |
| AA | **Analytical:** A strong cognitive ability to approach complex (data) issues in a logical and structured manner; Knows how to grasps the essence, sees connections and possible causes and is able to convert the issue into practical solutions. |
| AA | **Critical (solution focused) mindset:** Able to analyse information in a critical way; daring to question and to challenge. |
| AA | **Business perspective:** Understands/sees the added value of data for the business/customer;  Able to translate a business problem into an adequate data solution useful for the business. |

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| **Manage the process** | |
| AA | **Thorough**: Accurate and thorough in working with data, quickly recognizes errors, digs deeper and double checks his/her work. |
| AA | **Delivers results/PM:** 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. |
| AA | **Flexibility:** Open and flexible towards the unexpected/unknown, exploring possibilities; Can deal well with uncertainty and ambiguity, helping to set up or improve data processes and ways of working. |
| AA | **Stakeholder Management**: Not only focuses on the content of a project but knows who to involve and how. |

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| **Think and act outside in** | |
| AA | **Service oriented**: Service oriented; Works in co-creation with the business/client, understands its needs, puts the interests from business/clients and important other stakeholders centrally. |
| AA | **Creative & Innovative drive:** Can think out of the box; Keeps up with trends and new developments in the world of data; uses the power of data analysis and other technological possibilities for workable solutions. |
| AA | **End-to End/Bigger picture:** Able to see the big picture; increases insight by being aware of and taking into consideration the different perspectives/aspects and the consequences of own actions on the entire process. |

*Green = must haves*

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

*Technical Skills*

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| **Analytics Project Management** | |
| AA | Being capable of translating a business goal into realistic project steps and priorities. Understands how an analytics project works, and how stakeholders are involved in this |

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| **Knowledge of Business & IT** | |
| AA | Having a business sense, by creating a realistic business idea that creates a clear added value (more profit, less queuing, …) and is capable of defining relevant business/IT stakeholders |

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| **Visualizing data** | |
| AA | Capable of creating attractive and relevant visualizations that speak for a business audience |

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| **Analyzing data** | |
| AA | Data Analytics: having the capability to select the relevant data and correctly analyse these raw/scattered data sets. |

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| **Data Science Models** | |
| AA | Models: having an active knowledge of data science models and capable of applying the relevant one(s) in the case. |

**Extra input for the matching process**

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| **Language Skills** | |
| **A1** **Beginner**: can ask a few basic questions and ideas, but with a lot of mistakes  **A2** **Elementary**: able to participate in basic conversations with some help. Limited vocabulary, still a lot of mistakes  **B1** **Intermediate**: can converse in many situations, with less serious errors  **B2** **Upper-intermediate**: Able to interact fluently in most situations, with still some mistakes  **C1** **Advanced**: Comfortable in most situations, strong vocabulary, few errors  **C2** **Proficient**: Fluent, pretty much mother tongue. Extremely comfortable, has complete control over the language | |
| **C2** | **Dutch level** |
| **A1** | **French level** |
| **C1** | **English level** |

Other languages: ....

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| **Data Tools** | |
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| N/A | **Excel and/or VBA** (Analytics, Automation)  • ............. |
| N/A | **Power BI and/or Tableau and/or Qlik Sense** (Data Visualization)  • .... |
| N/A | **Python and/or R** (Programming, modelling, ML, advanced analytics)  • ... |
| N/A | **SQL** (Database Management)  • ... |
| N/A | **Azure Databricks** (Cloud based big data processing)  • ... |

Other tools: ....

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| **Interests** |
| Strong passion and affinity for data, Interest in coding and programming (Python), Viewing data analysis as puzzle-solving, Proactive self-learning in data |

We wish Marc good luck with the Data Traineeship!

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