

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 appears natural, open, and spontaneous, often smiling and making good eye contact. However, initial nervousness was observed, and he tends to speak quickly, sometimes impacting clarity, especially in Dutch.

**Personality**

Marc shows a clear motivation for a data traineeship, seeing it as an ideal way to develop his passion for data and start his career. He comes from an academic background and currently works part-time, bringing a desire to explore the business world. Marc possesses a strong intrinsic drive for personal development and learning, particularly evident in his passion for data where he actively seeks ways to learn and fill knowledge gaps identified during the assessment. This eagerness to learn and improve is a significant asset for the traineeship.

* He demonstrates good receptiveness to feedback and the ability to adapt his behavior accordingly, as clearly shown by the marked improvement between his first and second role-play exercises where he shifted from pushing his own solution to active listening and exploring the other person's needs.
* Marc has a reasonable level of self-awareness and is open to discussing his personality traits, as observed during the PAPI discussion. However, his self-reflection could benefit from more depth, sometimes focusing more on the process he followed rather than fully exploring the impact of his actions or alternative approaches, which was noticeable after the initial role-play.
* He is strongly result-driven and works hard towards achieving goals, demonstrating ownership by taking initiative, such as organizing events or proactively learning Python. This focus is generally positive but can become a pitfall, occasionally leading him to push forward without sufficiently involving others or considering their perspectives first, as seen initially in the role-play.
* Marc generally connects easily with others in an informal, spontaneous, and positive manner, contributing to a good atmosphere in group settings like the Twinkletown game. This aligns with his PAPI profile suggesting comfort in building relationships (high O score).
* While aiming to collaborate, he sometimes initiates actions, like creating a shared document during the game, without explicitly checking for group consensus first. This tendency might relate to his high confidence in leadership (PAPI L score) combined with a lower innate need to direct others (PAPI P score), leading him to take initiative somewhat independently.
* He tends to state his opinion but avoids pushing it strongly, preferring harmony, which aligns with a moderate PAPI score on assertiveness (K). A point of attention is that he can sometimes get absorbed in his own thoughts and may need prompting to actively solicit input from others around him.
* His communication can sometimes be hindered by speaking quickly, particularly when nervous or communicating in English, which was noted during his presentation. Focusing on pace and clarity will be beneficial.
* Marc sees himself as creative and enjoys thinking 'out of the box' to find solutions, a trait confirmed during the assessment and supported by his PAPI profile (high R score).
* He shows a preference for a spontaneous, reactive approach over detailed forward planning, preferring to handle issues as they arise (low PAPI H score). While adaptable, developing more structured planning habits will be important for managing larger projects effectively.
* Consistent with his PAPI profile (low I score), Marc tends towards a more cautious and considered decision-making style, weighing options carefully. This thoroughness is valuable but might slow him down in situations requiring rapid choices.
* He naturally prefers to operate more in the background rather than seeking the spotlight (very low PAPI X score), contributing when he feels he adds specific value. While this supports teamwork, developing comfort with a greater presence could enhance his impact.
* Marc presents as a highly motivated and eager learner with a genuine passion for data and considerable potential. His key strengths lie in his drive, adaptability, and positive interpersonal approach. Development opportunities centre on balancing his strong result-focus with increased sensitivity to group dynamics, enhancing communication clarity, and cultivating more proactive planning skills.

**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 | [76, 92, 46, 82, 70, 50] | | | | | |

<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 with growth mindset: Marc actively seeks opportunities to develop, learns independently, and sees challenges as chances to improve.  • Passionate about data: He shows a strong affinity and enthusiasm for data, enjoying coding and seeing data work as solving puzzles.  • Open to feedback and coachable: Marc listens to feedback thoughtfully and demonstrates the ability to adapt his approach based on it, as seen in the roleplays.  • Creative problem-solver: He enjoys thinking outside the box and generating original ideas to find solutions.  • Approachable and connects well: Marc interacts smoothly and easily with others, building rapport through his friendly and open manner.  • Positive and optimistic outlook: He maintains a generally positive attitude and expects good outcomes, which can be energizing for others.  • Self-aware and reflective: Marc has a realistic understanding of himself and reflects on his actions and areas for improvement. | • Balancing results with team input: Marc is driven, yet can grow by actively seeking and integrating team perspectives before finalizing solutions.  • Pacing communication for clarity: Practicing a more measured speaking pace will help ensure Marcu2019s valuable ideas are fully understood by diverse audiences.  • Developing structured planning approach: Enhancing forward-planning skills for larger projects will help anticipate challenges and manage timelines more effectively.  • Expanding data analysis toolkit: Continuing to build proficiency in current tools and exploring new ones like Power BI will strengthen Marcu2019s analytical capabilities.  • Improving French language proficiency: Consistent practice will build confidence and enable smoother communication in bilingual work environments. |

**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** | |
|  | **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. |
|  | **Guts:** Dares to form own opinion, question things and to articulate this actively when engaged in discussions with others. |
|  | **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** | |
|  | **Enthusiast & inspiring:** Enthusiastic, looking for opportunities and improvements; Able to get people on board by involving people and actively share ideas. |
|  | **Interested and open:** Shows interest in others; seeks to understand others by asking open questionsand by being open & transparent in his/her communication. |
|  | **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. |
|  | **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** | |
|  | **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. |
|  | **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. |
|  | **Critical (solution focused) mindset:** Able to analyse information in a critical way; daring to question and to challenge. |
|  | **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** | |
|  | **Thorough**: Accurate and thorough in working with data, quickly recognizes errors, digs deeper and double checks his/her work. |
|  | **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. |
|  | **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. |
| N/A | **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** | |
| N/A | **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. |
|  | **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. |
| N/A | **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** | |
|  | 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** | |
|  | 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** | |
| N/A | Capable of creating attractive and relevant visualizations that speak for a business audience |

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| **Analyzing data** | |
| N/A | 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** | |
| N/A | 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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|  | **Excel and/or VBA** (Analytics, Automation)  • ............. |
|  | **Power BI and/or Tableau and/or Qlik Sense** (Data Visualization)  • .... |
|  | **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** |
| Python coding and development, Performing data analysis, Self-directed learning of data skills, Solving data puzzles |

We wish Marc good luck with the Data Traineeship!

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