

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 initially appeared nervous but quickly showed a friendly vibe with a smile and easy connection. He communicates smoothly, although his enthusiasm can sometimes seem slightly over the top during the initial interaction.

**Personality**

Marc comes across as a mature individual with a realistic self-image, bringing experience from an active student life and various jobs. He expressed a clear motivation for a traineeship focusing on data and personal development, seeing it as an ideal environment to start his career. Marc shows a strong eagerness to learn and develop himself, which was evident during the PAPI interview where he reflected openly on feedback. He actively seeks opportunities to grow, isn't afraid of challenges, and demonstrated during the role-play exercises that he can quickly adapt his approach based on constructive input. His high score on conceptual orientation in the PAPI aligns with this curiosity and drive to understand things more deeply.

* He connects easily with others in an open, spontaneous, and friendly manner, making a positive impression during interactions like the Curious Case group activity. This aligns with his PAPI results suggesting a high need for personal relationships and comfort in social settings (high O and Q scores). He generally contributes to a positive group atmosphere.
* Marc is result-oriented and works hard towards his goals, taking ownership and showing persistence, as mentioned in the assessment notes. He is proactive, like when he initiated activities during Covid in a previous role, and tries to bring structure to tasks, for example by suggesting a shared document during the Curious Case. This drive is supported by his high PAPI score for need to achieve (A).
* This strong focus on results is a great asset for getting things done. At times, like during the first role-play, this drive could come across as a bit hurried or overly focused on his own solution, potentially leaving less space for exploring the other person's perspective fully. His PAPI profile indicates a lower preference for influencing others (low P), suggesting this directness might emerge more under pressure. However, his significant improvement in the second role-play highlights his ability to adjust and adopt a more listening, empathetic stance when aware of it.
* He possesses a creative mindset, often thinking 'out of the box' to find solutions, a quality he recognizes in himself and was observed during the Business Case. This is consistent with his PAPI results showing a preference for innovation (high R) and flexibility with rules (low W), allowing him to approach problems from fresh angles.
* Marc demonstrates good self-awareness, as seen in the PAPI interview where he could realistically discuss his strengths and areas for improvement. An area to keep developing is consistently maintaining awareness of group dynamics; sometimes, as noted in the assessment feedback and during the Curious Case, he might get focused and forget to explicitly check in or solicit opinions from others. This might relate to his very low need for recognition indicated in the PAPI (low X), perhaps making him less naturally focused on drawing attention to or from the group. His openness means he is well-positioned to enhance this aspect.
* Overall, Marc presents as a positive and optimistic person, which can be inspiring for those around him, aligning with his high PAPI score for positivity (J). He shows adaptability and resilience, taking feedback onboard and demonstrating growth even within the assessment day itself.
* Marc's strong motivation, eagerness to learn, positive connecting style, and result-driven nature make him a valuable addition. His self-awareness and openness to feedback provide a solid foundation for his development journey during the traineeship. We hired Marc because we see great potential in his drive combined with his capacity for reflection and growth.

**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, suggesting mental agility in various contexts. He tends to work quickly, as his speed score is well above average, while maintaining average accuracy. Marc shows above-average performance in verbal and numerical sub-tests, indicating strong abilities to understand written and numerical information, but his abstract reasoning skills are 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 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, Open to Feedback: Marc actively seeks learning opportunities and uses feedback effectively for growth, as seen in the roleplay.  • Passionate about Data: He shows genuine enthusiasm and a strong drive to work with data, viewing it as a puzzle.  • Connects Easily, Open Communicator: Marc is spontaneous and builds rapport quickly in conversations and group settings.  • Reflective and Self-Aware: He demonstrates maturity in understanding his own strengths and areas for development.  • Creative Problem-Solver: Marc thinks outside the box to generate and implement novel solutions to challenges.  • Proactive and Result-Driven: He takes initiative, like organizing events, and focuses on achieving set goals. | • Balance results focus with team collaboration: Marc is strongly results-driven. To enhance collaboration, focus on actively seeking and integrating team input before finalizing solutions, ensuring everyone feels involved.  • Expand data analysis techniques and tool proficiency: Marc shows passion for data. Building deeper expertise in analysis methods and broadening proficiency with tools like Power BI alongside Python will strengthen his capabilities.  • Enhance communication impact and listener-focused sensitivity: Marc connects easily but can sometimes focus inward. Practicing active listening, moderating pace, and consciously considering others perspectives will increase his impact and influence.  • Improve French language proficiency for professional use: Marc shows willingness to learn French. Consistent practice will build confidence and effectiveness in bilingual professional environments common in Belgium. |

**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** |
| Passion for data and its applications, Interest in data coding and programming, Self-motivated learning in data, including Python, Viewing data analysis as enjoyable puzzle-solving |

We wish Marc good luck with the Data Traineeship!

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