

RemoteWorkQ

Assessment Fact Sheet

Overview

Using the Apta™ Architecture to focus on the relevant competency behaviors in the Universal Competency Framework, SHL developed the RemoteWorkQ to measure self-reported behavioral tendencies in competency areas that are important to performing effectively in remote work environments across three competency areas:

- Work Relationships
- Work Habits
- Self-Development & Well-Being

The RemoteWorkQ is intended for use across job families and levels for which working in a remote environment is important for the role.

	Job Level	All	
	Job Family/Title	All	
Details	Platform	TalentCentral	
	Average Testing Time	10 minutes	
	Number of Questions	32	
	Designed for Unproctored Environment	Yes	
	Question Format	Forced-Choice Triplets	

Knowledge, Skills, Abilities and Competencies Measured

Maintains Good Working Relationships: This measures the extent to which a person puts effort into developing good relationships with others.

Offers Help: This measures the extent to which a person shares information and offers guidance to others.

Works Autonomously: This measures the extent to which a person will be successful when working without direct supervision or help from others.

Uses Time Efficiently: This measures the extent to which a person manages their own time and delivers work on schedule.

Stays Focused: This measures the extent to which a person concentrates on tasks over a long period of time without getting distracted.

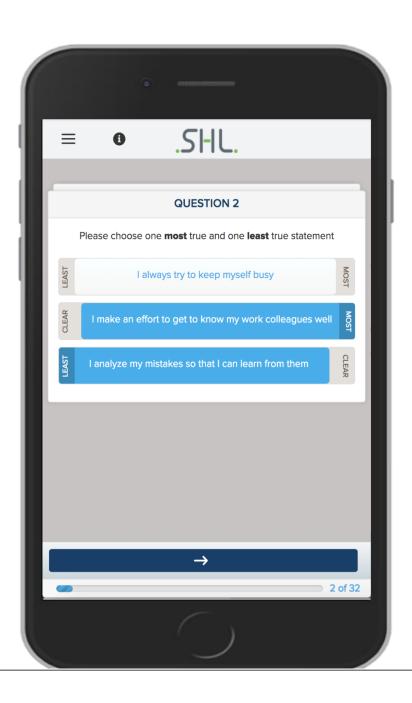
Adapts to Change: This measures the extent to which a person accepts and adapts to changes in their work environment without difficulty.

Focuses on Self-Development: This measures the extent to which a person seeks development opportunities in order to improve their own performance.

Takes Action: This measures the extent to which a person seeks additional work and enjoys taking on new responsibilities.



Sample Items -





Sample Report -

Summary of overall competency rating

Below is a summary table of your ratings for each of the RemoteWorkQ competencies. In the detailed section of this report you can find the definition of each of the competency titles.

Area	Competency	Competency ratings	
Work Relationships	Maintaining Good Working Relationships		
	Offering Help		
Work Habits	Working Autonomously		
	Using Time Efficiently		
	Staying Focused		
Self-Development and Well-Being	Adapting to Change		
	Focusing on Self-Development		
	Taking Action		

Maintaining Good Working Relationships

Potential area to develop



This measures the extent to which you put effort into developing good relationships with others at work.

Building strong working relationships may be difficult for you. You may need to put extra effort into building and maintaining personal relationships with your coworkers in a remote work environment.

Possible development activities for further discussion:



To avoid feeling isolated in a remote work environment, you will need to make socializing with your coworkers a priority.



Spend a few minutes before meetings to learn more about your coworkers. Relate to them on a personal level.



Be open to people who are trying to get to know you. Chat with them and be friendly.



Attend remote coffee breaks or happy hours to further strengthen your relationships.