

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
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Job Family/Title	All
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Details

Platform	TalentCentral
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Average Testing Time	10 minutes
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Number of Questions	32
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Designed for Unproctored Environment	Yes
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Question Format	Forced-Choice Triplets
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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 -

QUESTION 2

Please choose one **most** true and one **least** true statement

LEAST	I always try to keep myself busy	MOST
CLEAR	I make an effort to get to know my work colleagues well	MOST
LEAST	I analyze my mistakes so that I can learn from them	CLEAR

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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	<div><div></div><div></div><div></div></div>
	Offering Help	<div><div></div><div></div><div></div></div>
Work Habits	Working Autonomously	<div><div></div><div></div><div></div></div>
	Using Time Efficiently	<div><div></div><div></div><div></div></div>
	Staying Focused	<div><div></div><div></div><div></div></div>
Self-Development and Well-Being	Adapting to Change	<div><div></div><div></div><div></div></div>
	Focusing on Self-Development	<div><div></div><div></div><div></div></div>
	Taking Action	<div><div></div><div></div><div></div></div>

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.