ASSESS Development Report Overview

The ASSESS Development Report provides an in-depth evaluation of a candidate's strengths and development areas in relation to competencies needed for a given role. The report provides the candidate with development suggestions, books to read and courses to take in order to improve performance.

Although the development report is designed to stand alone, a coaching session will help candidates to identify and prioritize their developmental needs.

The Development Report contains the following sections:

1. Introduction

A brief overview on how to use the report and the confidential nature of the assessment process.

2. Competency Overview (Job Effectiveness Model)

Job success in an area is the result of many factors working together, which include **innate** characteristics (natural ability, personality) and **learned** characteristics (knowledge, experience and skills) as is presented in the following chart. People who have the needed innate and/or learned characteristics or who have a good potential for developing these characteristics will be able to do the right things (behaviors) to produce the desired results (effective outcomes).
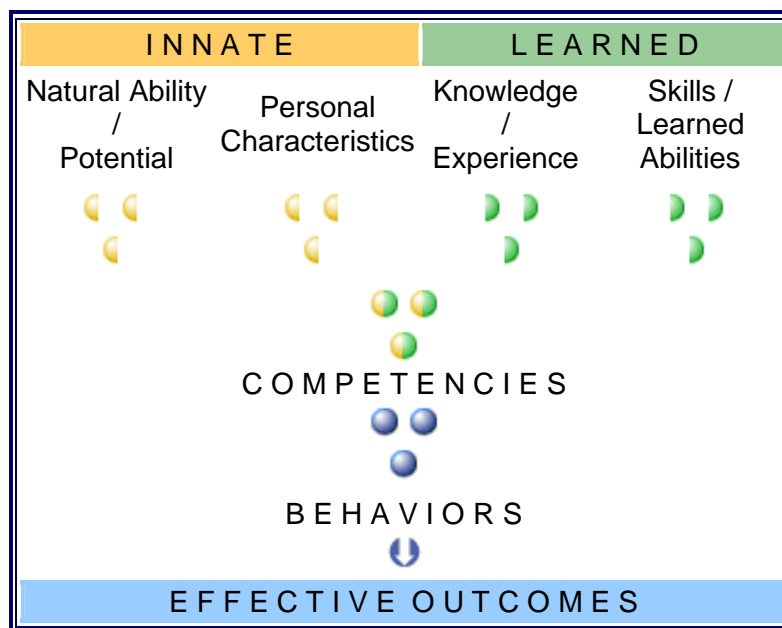
Reading the ASSESS Development Report

This section provides candidates with some insight on how to interpret their report and how to take an open, non-defensive approach when reviewing material.
Debriefs (a full explanation of the report and implications) are conducted by a professional certified by Optimal Assessments and Consulting Inc.
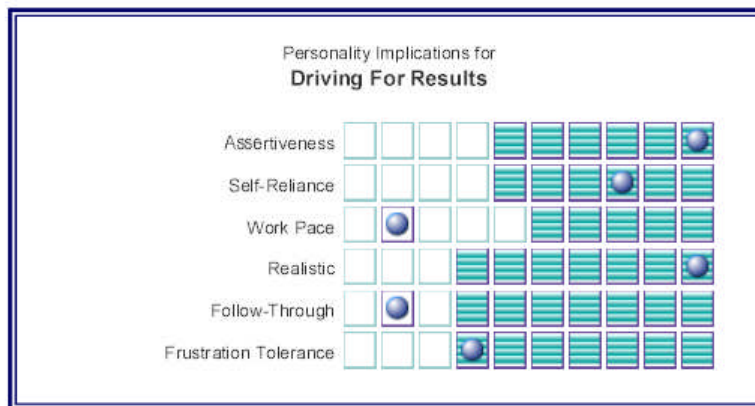
The Model
Shows a snapshot of the model against which the candidate was measured.

Reading the Competency Graph
This section explains how to read the competency graph (see driving for results example under personality detail below)

Personality Detail
This portion of the report provides an in-depth analysis of the candidate's results, by competency.

The candidate's score is shown by a blue circle. The "blue zone" indicates desirable ranges – when the circle falls within the blue zone (Assertiveness, Self-Reliance) the trait is likely to help the candidate demonstrate the competency and when the scores fall outside the blue zone, the traits are likely to hinder the demonstration of the competency. When scores fall outside the desirable range, Developmental suggestions are provided later in the report.

Comments (excerpt from Development Report)
Helps
- Capable of being assertive, you should be able to influence others to achieve results.
- Self- Reliant, you should be comfortable establishing goals and taking personal responsibility for their achievement with little support or direction from others.
- Generally practical and pragmatic in your approach, you should be able to focus on achieving tangible results.
- Resilient in the face of frustration, you should be able to remain positive in difficult and challenging situations.

Potential Concerns
- At times you may need to elevate your normal work pace and overall energy level in order to be able to meet challenging goals.
- For various reasons you may not be able to complete all of the tasks to which you commit. In order to be effective at this competency, you should learn to be more disciplined and dependable about completing projects.

Developmental Suggestions

For each of the personality traits that fall outside of the desired range for a given competency, the candidate will receive detailed development suggestions, books to read and courses to take in order to improve in this particular area. A certified consultant can provide additional developmental suggestions and create an in-depth coaching plan.

Action Planning Guide

This section provides insight on how to capitalize on strengths, set goals, and develop a comprehensive action plan to improve performance.

Graphic Profile

This is a snapshot of the candidate's ASSESS results for all 24 personality traits. By reviewing the profile you can see where there are large differences in results. When reading your report keep in mind that high is not necessarily good and low is not necessarily bad.