Cognitive Process Profile (CPP)

Cognitive Competency Report

for ABC Company

STRICTLY CONFIDENTIAL

NAME:
Antonio Sample

CPP NUMBER:
CPP00158 (Z767895)

ASSESSMENT DATE:
2015-12-06

PURPOSE OF ASSESSMENT
Development

REQUIREMENTS
Tactical Strategy

cognadev

SECTION 1

Introduction

The CPP

The Cognitive Process Profile (CPP) is a computerised exercise that has been designed to externalise and dynamically track a person's cognitive processes to give an indication of thinking preferences, capabilities and potential for growth. The thinking processes are interpreted using algorithms.The aim of the CPP report is to provide an understanding of a person's thinking skills and learning potential to inform decisions regarding selection, placement, team compilation, succession and development. The results are described narratively and graphically.

Please note that the scores in **this CPP report** reflects the use of the latest **2016 Norm Group** based on the results of a highly diverse, international sample. Do not compare CPP results based on different norm groups.

Biographical information

Full name:	Antonio Sample
Gender:	Male
Date assessed:	2015-12-06
Report date:	2018-09-13
Unique test number:	CPP00158 (Z767895)
Date of birth:	1989-05-29
Colour blind:	No
Previous CPP:	No

Disclaimer:

This report should be used for the intended purpose of the assessment only and should not be used for any additional purposes. A full CPP report, which is more in depth than this cognitive competency report, can be provided by Cognadev.

This report gives decontextualised competency scores, which should be integrated with other sources of information (such as interview, personality assessments and values assessments) before being used for selection purposes.

The CPP has a validity period of approximately 5 years, but this is subject to a number of factors. Cognadev could be contacted to verify whether re-assessment is required after 2 years.

This report was generated automatically by Cognadev. Due consideration should be given to limitations related to the interpretation and application of the results. The CPP is a measure of cognitive capability and does not measure knowledge of skills. The validity of the report may also have been affected by factors related to the administration of the assessment, external circumstances and the candidate’s motivation or general state of mind at the time of the assessment. The results from this assessment should not be viewed in isolation, but always integrated with impressions from interviews, track record and biographical information. Cognadev accepts no liability, of any kind, for the consequences of using this report.

SECTION 2

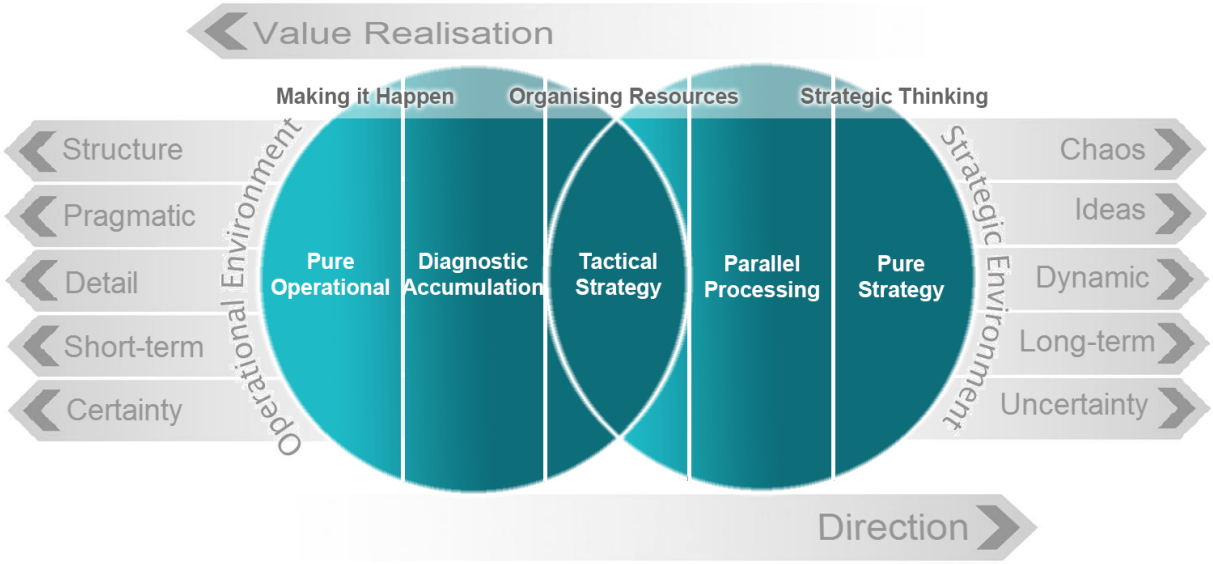
Work-related requirements: Tactical Strategy

In this report, **Antonio 's results are compared to the requirements of a Tactical Strategy work environment.**

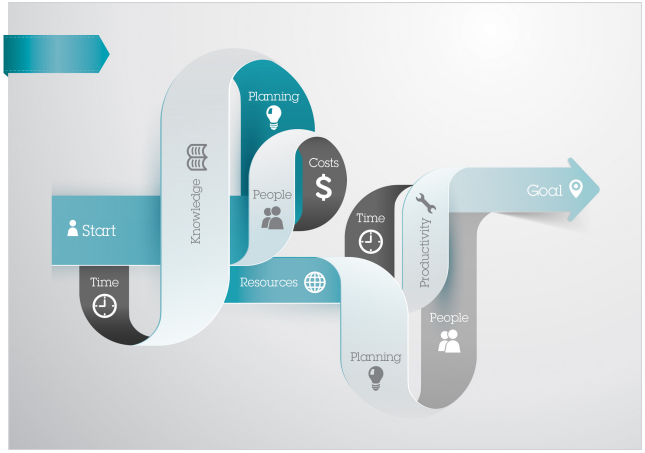
Suitable work environments

The CPP measures a person's cognitive preferences and capabilities and the results are linked to the Stratified Systems Theory (SST). In the image below, the complexity of work can primarily be described in terms of operational and strategic requirements. Operational environments (on the left) are characterised by detail, structure, order and certainty. Strategic environments (on the right) tend to focus on ideas, chaos and uncertainty. These two types of environments overlap and can be subdivided into five distinct work environments: Pure Operational, Diagnostic Accumulation, Tactical Strategy, Parallel Processing and Pure Strategic.

These work environments differ in terms of the quantitative (amount of complexity) and qualitative (types of skills or approaches) required. The results indicate the best work environment that suits a person's cognitive preferences, capabilities and potential. Both a current and a potential work environment may be indicated. The person's cognitive development areas may need to be addressed to meet the requirements of a potential work environment.



SST environment used for comparison: Tactical strategy



- A time frame of approximately 1 to 2 / 3 years
- First level of organisational improvement
- Middle and senior management, senior specialist and professional roles in the organisation
- Manage direct operating systems
- Evaluate practices and systems to identify and co-ordinate optimal methods
- Consider alternative routes to maximise the goal achievement of the functional unit
- Find paths that satisfy the short-term requirements yet pave the way for long-term solutions
- Predict future decisions that would have to be taken, should a particular route be followed
- Consider alternative options if difficulties are encountered (pre-planned alternative paths)
- Resource allocation and budgeting to meet targets
- Translate the whole process into a goal-directed plan
- Language usage is symbolic (consumables, equipment, resources)

SECTION 3

Summary of cognitive competency results

The competency requirements used reflect the broad requirements of the role being used for comparison and are not selected to be specific to the requirements of the position. Note: Only reports that have been compared to the same environment can be used to compare individuals.

Key to interpreting the results

Colour	Interpretation
1	does not meet requirements
2	meets few of the requirements
3	meets the requirements
4	exceeds some of the requirements
5	exceeds the requirements

Broad competency results (compared to the requirements of Tactical Strategy):

Inspirational leadership	Showing the required skill, confidence and insight to exert social influence to accomplish certain professional or business goals by formulating tactical strategies, by managing projects and by providing information and inspiration.	3
Innovation	Applying an enterprising and original approach to initiate change by exploring and formulating new ideas and tactical strategies to continuously improve systems functioning, professional application or business unit performance.	3
Project and programme management	Pursuing excellent execution of professional and business unit projects through planning, structuring, resource allocation, budgeting, communication, inspiration, delegation, coordination, monitoring and performance feedback.	4
Learning agility	The necessary curiosity, flexibility and self-awareness to acquire new insights, coping strategies and understanding through investigation, experimentation, application and the integration of feedback within management and professional contexts.	3
Judgement and decision-making	The confidence and capability to identify, clarify, prioritise and contextualise vague issues to inform business and professional decisions in complex and unfamiliar operational environments where different theoretical options may apply.	4
Logical problem-solving	The application and follow through of rigorous rule-based reasoning processes to deal with tangible, interrelated or unfamiliar systems within the operational environment.	4
Technical orientation	Depth of understanding of a specific theoretical discipline through educational and practical exposure and expertise in its application.	3
Communication	Showing listening skills, effectively expressing oneself and conveying intended message in a clear, interesting, accurate and interpersonally appropriate manner.	3
Overall total of broad competencies		3

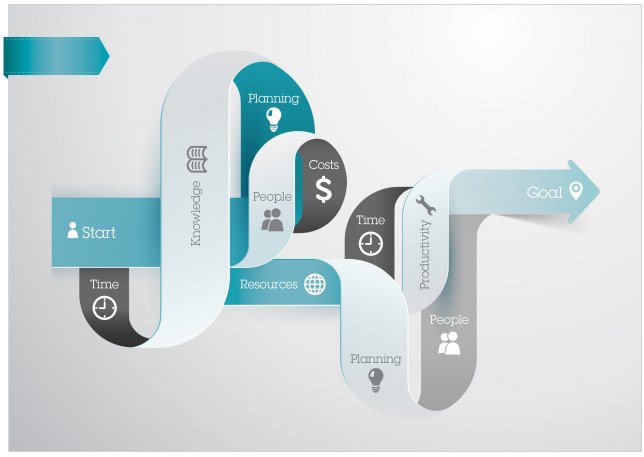
Please note: the above scores are informed by the CPP only and should ideally be based on additional sources of information including other psychometric assessment, performance appraisal, 360 and / or interviews results.

SECTION 4

Antonio 's results

Current work environment

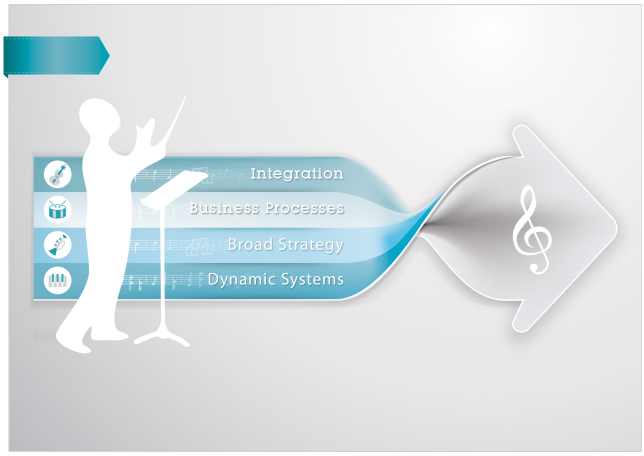
Tactical strategy



Antonio 's cognitive profile currently appears to best match the requirements of the Tactical Strategy work environments. These contexts involve management and professional work. Within a business milieu, it may entail the application of a theoretical knowledge base, planning, budgeting, project management and resource allocation. Operational systems are evaluated and improved. New systems are implemented to optimise operational efficiencies. Alternative tactical strategies are formulated to maximise the goal achievement of a functional unit in the organisation. The focus is on tangible systems. The time frame for most tasks (from the time a decision are made to when feedback becomes available) ranges from two to three years.

Potential work environment

Parallel Processing



Antonio 's cognitive profile indicates that he likely has the potential to work with the complexity of Parallel Processing work environments. This means that he appears to show the potential to manage complex, vague, interactive and dynamic systems within a three to five year time frame. Parallel Processing work may involve the formulation of broad strategy, integration of broad strategy with operational strategy, conceptualisation and modelling of business processes, integration of value chains incorporating internal and external factors, organisational transformation initiatives and the development of new functionalities. These functions are all aimed at ensuring organisational viability. Executive roles involving the coordination of various functional units and chief specialist roles may be involved.

Cognitive style and approach to unfamiliar information

REFLECTIVE

Antonio seems to carefully consider information and take time to check his facts and conclusions. This is indicative of a **Reflective** approach to information processing.

HOLISTIC

Antonio tends to use a **Holistic** approach. He is likely to look at the big picture as well as integrate and generalise information in terms of certain relevant detailed elements.

ANALYTICAL

His results indicate a preference for an **Analytical** approach, which involves a focus on detailed elements. He is likely to apply a rule-based and systematic approach to subdivide issues and identify interrelationships between the elements.

INTEGRATIVE

Antonio is inclined to deal with cognitive challenges in an **Integrative** manner by meaningfully interpreting incoming information, synthesising discrepant information and conceptualising coherent information structures.

Learning potential

- Antonio shows an above average to high level of learning potential.
- Antonio has a well-developed repertoire of cognitive skills and these are likely to serve as a basis for acquiring new skills.
- Antonio may become bored relatively easily - especially when information is presented slowly, the material is unchallenging or highly structured. It appears that he would be more motivated and thrive in stimulating and fast changing work environments.

Noteworthy findings in Antonio 's results

- Antonio shows a high level of intellectual functioning.
- According to his profile, Antonio is likely to be able to work in relatively structured or unstructured environments.
- Considering the degree of detail he prefers to work with, Antonio seems to make insufficient use of his memory capacity. This may be due to a tendency to check information and a need for precision rather than to work with boldness. This careful approach is required in particular work environments but may be unsuitable in more generalised or more strategic environments.
- Antonio had a relatively lower score on verbal conceptualisation as compared to the his overall scores. He may want to improve his ability to formulate abstract ideas. His general work performance may benefit from the development of creative and interesting conceptual skills.
- He seems to have equally well-developed skills regarding both the analysis (subdivision) and integration (synthesis) of information.
- Antonio 's results show that he may benefit greatly from applying more effective memory strategies as this will improve the information he can retain.

Processing skills (compared to the requirements of Tactical Strategy):

Analysis	Working systematically, independently. Detailed and precise in differentiating between, and linking, elements	3
Complexity	The preferred level of complexity and the unit of information used	4
Integration	Synthesis of ambiguous / discrepant / fragmented information	4
Logical reasoning	The disciplined, logical following through of reasoning processes	4
Verbal conceptualisation	Unusual / flowery / creative and / or abstract verbalisation and conceptualisation	2
Judgement	Capitalising on intuitive insights to clarify unstructured and vague information	4
Quick insight learning	A tendency to grasp new concepts and acquire knowledge and understanding relatively quickly	3
Overall total of skills		3

Speed and quick insight scores (compared to Tactical Strategy):

Speed of work	The speed or pace by which unfamiliar cognitive tasks are completed	2
Quick insight	The rate of grasping and understanding concepts	3
Pace control	The tendency to spend most time on the most difficult task requirements	3
Considered approach*	The tendency to avoid jumping to conclusions and making assumptions	4
Overall total of speed and quick insight scores		3

**Note: Considered approach is based on the Quick Closure score, but is reversed.*