A SHORT INTRODUCTION TO ASSESSOR

Assessor Product Guide

Careers guidance, competency and personality reports from one questionnaire

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Version 2.0
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Introduction

This guide provides a short introduction to the Assessor questionnaire.

The Assessor questionnaire produces detailed, straightforward and jargon-free careers-guidance, career-development, competency and personality reports from a single assessment product. It is valid for all levels of seniority, and both the questionnaire and the reports are available in English and French. It is normative, and a large selection of norms is available for use in report selection.

Number of questions	190
Typical completion time	20 minutes

Qualification requirement

The qualification requirements are specific to each report. In summary:

Feedback (Careers Advice)	No qualification required
Competencies	Bronze or B.P.S. Level A
Assessment (Psychometric)	Gold or B.P.S. Level B

Psychometric dimensions

Primary dimensions

Assessor measures personality across three primary sets of dimensions.

Type

Based on Jung's Theory of Types (1923), this indicates the person's preferred work, management and decision-making style. Type is well understood in the workplace, and this measure provides it in normative form for selection, development and counselling.

Relationships

These scales relate to the quality and nature of the social interactions and personal relationships that occur in a typical work environment. The first six are core scales reflecting the underlying dynamics of social interaction; the next three are composite scales, calculated from the core scales, that let the practitioner and candidate look at practical situations directly.

Values

Fourteen values — such as Work Ethic, Responsibility and Innovation — that are key to influencing behaviour at work. Each is measured as a single dimension; the scores indicate the extent to which the value is held and the activity patterns the individual is likely to exhibit.

Secondary dimensions

From these three primary sets, two secondary groups are derived: the **Big 5** (the OCEAN model — Openness, Conscientiousness, Extroversion, Agreeableness, Nervousness) and **Mental State (Emotional Intelligence)**, ten factors that summarise how the person approaches work and the kind of work and organisation that might suit them.

Competencies

Assessor evaluates the person against 130 competencies, derived from our work with clients over the last four decades. Any job role can be profiled by selecting a set of competencies from the directory of 130. Our occupationally-orientated 'World of Work' framework organises them into eight groupings:

Applied / Practical	Original	Social / Communications	Managing / Leading
Adaptable	Change Maker	Approachability	Attitude To Authority
Administration	Curious	Assertive	Charisma
Hard Working	Exploration	Business Orientation	Coach
Loyalty	Flexibility	Communication Style	Delegation
Organisational Acceptance	Innovation	Communications	Discipline
Perfectionism	Open Minded	Detachment	Impressive
Practicality	Originality	Diplomacy	Initiative
Pragmatism	Quick To Learn	Empathetic	Leadership
Realism	Tolerance Of Ambiguity	Good Humour	Management Style
Security		Influential	People Development
Stress Tolerance		Interpersonal Skills	Persuasive
Structure		Personal Relations	Team Development
Vigilance		Sensitive	Teamwork

Analytic	Decisive	Commercial	Drive / Ambition
Clarity	Consulting Orientation	Business Development	Ambition
Complexity	Decisive	Business Judgment	Commitment
Corporate Awareness	Firm But Fair	Commercial Awareness	Confidence
Cost Control	Incisive	Commercialism	Copes With Pressure
Deductive Reasoning	Independent	Commercially Astute	Determined
Detail Conscious	Integrity	Customer Relations	Drive
Impartial	Judgement	External Relations	Energy
Logic And Analysis	Negotiation	Risk Taking	Goal Orientation
Planning & Organising	Problem Solving		Motivation
Priority Management	Reliability		Persistent
Risk Assessment	Responsiveness		Self-Discipline
Self-Directed			Work Ethic
Strategic Awareness			

Please refer to our Directory of Competencies, downloadable from our website, for the full listing with definitions.

Reports

Feedback (Careers Advice) reports give the test-taker detailed feedback on preferred career direction. **Assessment (Psychometric)** reports give the counsellor or qualified user a score chart plus descriptive text for each module. Both are modular. **Competency** reports show, for each competency, the Sten score and a behavioural description of how that score would be displayed.

Competency reports

REPORT	DESCRIPTION
Full (Alphabetical)	Scores for all 130 competencies in alphabetical sequence.
Full (World of Work)	Scores for all 130 competencies in the World of Work grouping.
High / Low	The 10 highest- and 10 lowest-scoring competencies.
Selective & Client	A chosen set of competencies, or the client's own competency definitions.
Job Role	Standard competency sets for a range of frequently-required job roles, with four interview questions per competency.

> One-click Combination reports let you order a pre-defined bundle of the reports above in a single step.

Norms

Norms are available in four groups — Position/Status, Activity, Industry and Country. We hold a large database of completions and can extract additional norms; if you need a particular reference group, let us know and we will create one where enough data exists, at no charge.