PERF ECHO

Behavioural inventory at work

OUR EXPECTATIONS AND REQUIREMENTS

You want:

- **Objective and reliable** information about your colleagues' and candidates' skills?
- **Secure decision-making** for recruitment or skills management?
- An open and participative **relational approach** during your assessment interviews?
- **Traceability, equity and non-discrimination**?

>> Our behavioural skills assessment tools are based on concepts taken from the **systems approach, which considers the interactions between the individual and their environment.** These concepts are applied from the construction of the questionnaire to how the feedback interview is conducted (based on the **Palo-Alto school** method). The PerformanSe model is based on the "**Big Five**" model which describes personality in terms of five factors. It also incorporates the analysis of motivations, additional factors in determining behaviour.

AN OPERATIONAL TOOL

A self-assessment questionnaire

1

- **70 "forced-choice" suggestion pairs**: each proposition is linked to several personality traits, which gives a great precision in the analysis
- **10 minutes evaluation**, on the **internet**
- Items exclusively associated with the **professional sphere**
- **Can be accessed by all populations,** with appropriate vocabulary levels
- Constructed so that the person being assessed cannot apply a reply strategy.

A personal appraisal is generated immediately

2

- **Natural language text intended for the respondent**
  Our base containing 2 500 pages of text enables us to describe each observed behaviour with great accuracy. This rich and nuanced appraisal creates a climate of objectivity and trust during the feedback interview.

- **Charts for the assessor**
  They enable the assessor to go further in the analysis and help them to construct the interview.

The feedback interview, at the heart of the assessment approach

3

The report centres the interview on behaviour and help to establish a real dialogue with the person being assessed.

A PERSONALISED APPRAISAL

SUPPORTING FACTORS

- Wants to make important conquests
- Is extremely resourceful
- Is direct and spontaneous
- Avoids pretense
- Implicates himself totally
- Also knows how to take a break
- Has a knack for improvising
- Adapts to changing circumstances
- Expresses his opinions forcefully
- Takes the opinion of others into account

WARNING FACTORS

- Tends to give in to impulse
- Tends to lack restraint
- May appear to be insistent
- Tends to perturb shy people
- Could lack flexibility
- Tends to be hostile to any kind of planning
- May sometimes become agitated
- Could sometimes seem intrusive
- Tends to have too much self-confidence

WORKING ENVIRONMENT

Right off the bat, you seem to be energetic and resourceful and closer observation confirms this first impression. You'd never consider progressing in a "timid" or "stifling" environment.
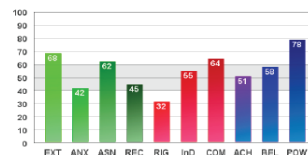
Nevertheless, you try not to be aggressive with people around you because, although you're straightforward and spontaneous, you don't like to shock people. Communication is of great importance to you.

You're all the more efficient because you can alternate between periods of hard work with periods of rest and relaxation. This lets you keep your energy so that you can face any situation.
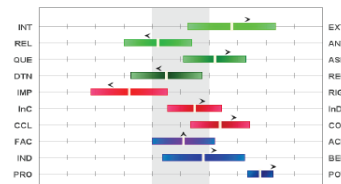
If you find yourself in an environment with too much supervision, whether traditionalist or protectionist, you'll probably succeed in pushing your own ideas on changes that need to be made because it's difficult for you to stay quiet when you don't agree with something. This would seem like quitting to you. You're not one of those people who shuts up just to keep his peace of mind. GENERAL

IMPRESSION: The things you do are often characterized by considerable force, but they also risk coming across as a little "cut and dried" and sometimes even a little iffy. You have some characteristics which are unpredictable and undefinable.

Flow chart representing the ten behavioral dimensions

Graph representing the ten bipolar behavioral dimensions

Text: Supporting and warning factors + 6 detailed chapters: First impressions / Activity / Sociability / Relationship to hierarchy / Reactions to stress / Working Environment

Charts: Representing the 10 behavioural dimensions of the person being assessed

SHARED BENEFITS

COLLEAGUES

ASSESSOR

COMPANY

> **Better knowledge** of their potential and self-awareness

> **Involvement** in their personal development

> Relationship based on **trust and exchange** with the company

> **Reliable information** on the candidates

> **Guided and easier** assessment interviews

> **Professionalization** of these assessment practices

Secure decision-making

> Elimination of recruitment errors, **reduction of turn-over**

> **Harmonised and more productive** assessment processes

> Valued corporate image for the employer