



# Assessio's Managers Guide

In our partnership, Assessio is focused on making you successful in the use of our platform and the results. The use of assessments is intended to get an objective – data-driven – picture of candidates.

We have compiled this guide for you as a guideline, as a starting point, as a help for interpreting the results in the Assessio Platform.

Assessio recommends the following step-by-step plan to read results:

1. [Match score](#)
2. [Competencies scores](#)
3. [Additional competencies](#)
4. [Compare candidates](#)
5. [Interview questions](#)
  
6. [Extra](#)
7. [Extremes \(Information about coaching direction\)](#)
8. [Switch lens \(Information about other roles\)](#)
9. [Candidate report](#)

Assessio works with lenses, which should be seen as competency profiles. Prior to the assessment, a lens was chosen for the recruitment. Through this lens, the results of the candidates are viewed. Just as lenses in glasses help you see more clearly, Assessio's lenses help you better understand the results.



## 1. Match score

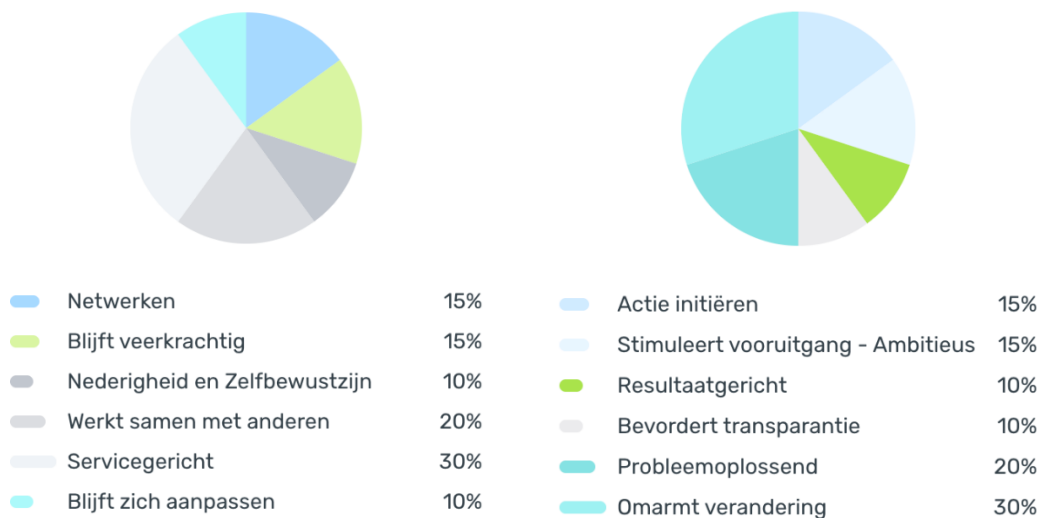
When reviewing the results, always start with the match score. This score is the starting point. If this score is high, it is likely that the candidate will show the desired behavior in practice. The potential to the essential behavior is present.

It is important to realize that the match score reflects potential to behavior. A candidate with a high match score (60 – 100) has a lot of aptitude for behavior, but a candidate with a lower match score can still perform the function. With an average match score (40 – 60), more coaching and training time is – likely – needed to learn and show the desired behavior.

Match score	Match with desired behavior
80 – 100	very strong match
60 – 79	strong match
40 – 59	average match
0 – 39	lower match

After completing the assessment, a match score per candidate is visible. This score indicates the match between the candidate's potential and the position. The higher the Match score, the more likely a candidate is to perform behaviors necessary for success at work. This behavior is determined in the lens selected for the recruitment. A Match score is calculated on the basis of all scores of the competencies in the lens, but also taking into account the weight of each competency in the lens. These weights are visible in the lens information.

Examples of lenses and the associated competencies with the weight in percentages.

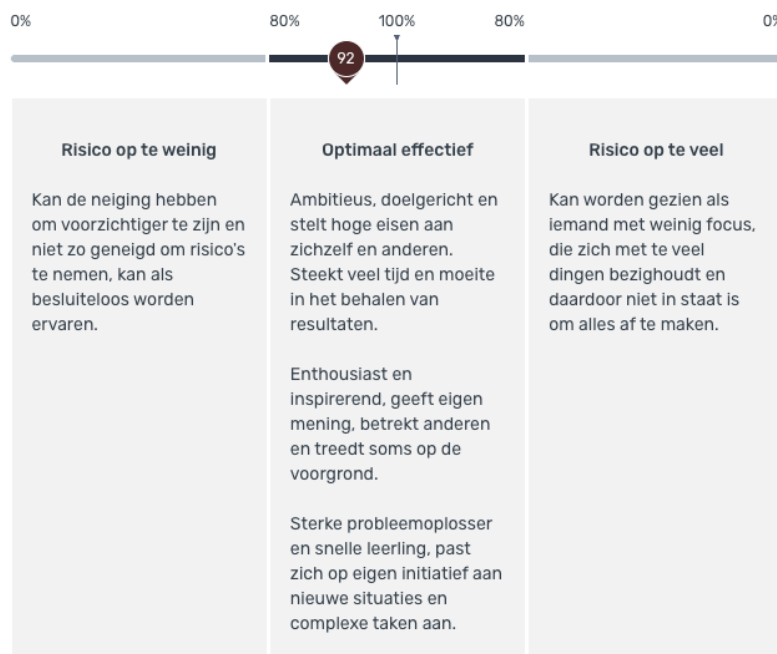




## 2. Competency scores

Competency scores indicate aptitude for behavior, or how likely someone is to perform essential behaviors. Higher scores indicate that the corresponding behavior of the competency is easier for a person, it is something that they tend to do anyway and it takes them less energy to do. The behavior is visible even under more difficult circumstances.

The potential for behavior, and therefore the competency score, is based on personality and general mental ability. Each competency, measured by a combination of aspects from the personality questionnaire and the intelligence test is described in three levels:



1. May underdo – the score indicates that there is a risk that the candidate does not show this behavior enough.
2. Just right – the score indicates that there is a good chance this behavior is natural for the candidate.
3. May overdo – the score indicates that there is a risk that the candidate will overshadow this behavior.

The competency score is the most important indication of potential and behaviour in practice. However, because the assessment is constructed from different aspects, it can happen that there are descriptions in multiple columns. Remember: An expectation of high scores on all aspects is not realistic.



### 3. Additional competencies

The chosen lens provides insight into the potential for the essential competencies required for the position. If a candidate has less potential for those, some coaching and time to develop will be needed.

Sometimes it can be useful to add additional competencies afterwards. For example: the potential for behavior within the position of account manager is the same in the teams, but different additional behavior is desired at different locations; for example, there may be more attention for Ambition or Collaboration.

These additional competencies can be added to the result overview afterwards:

Competenties	Risico op te weinig	Optimaal effectief	Risico op te veel
> Sturend Leiderschap		AVV 92	
> Operationeel Leiderschap	AVV 58		
> Faciliterend Leiderschap		AVV 91	
> Strategisch Leiderschap	AVV 46		
> Stimuleert vooruitgang - Ambitieuus		AVV 95	

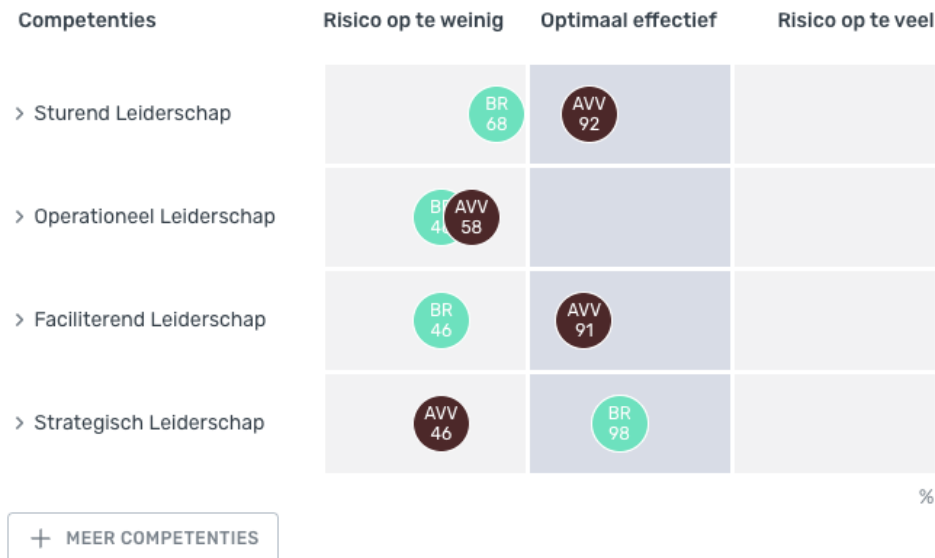
%

+ MEER COMPETENTIES



## 4. Compare candidates

It is possible to compare candidates on both the chosen lens and the additional competencies. This way, the best candidates can be compared at a detailed level.



## 5. Interview questions

Finally, we have the option research potential even more. Assessio uses a match score from 40 and up as sufficient aptitude to do the job. A match score of 40 indicates that candidates have the required potential to show the desired behavior. To help you research potential, Assessio has put together interview questions you can ask candidates.

Interview questions help you asking the right questions during a job interview. Interview questions are based on a lens, with a set of competencies, and only ask questions about these competencies.

Sturend Leiderschap

**Kun je een situatie beschrijven waarin je uitdagende doelen stelde voor jouw team?**

- Hoe heb je ingeschat welk uitdagingsniveau geschikt was voor het team?
- Hoe heb je de doelen aan je team gecommuniceerd?
- Hoe heb je je team gemotiveerd en gestimuleerd om de doelen te bereiken?
- Heeft het team de doelstellingen gehaald en wat was het resultaat?

**DOELGEDRAGINGEN**  
\*Stelt uitdagende doelen en motiveert mensen.

**Kun je een situatie beschrijven waarin je jouw team aanwijzingen gaf en hen leidde door het goede voorbeeld te geven?**

- Hoe zorgde je ervoor dat teamleden de instructies begrepen?
- Heb je ondersteuning of middelen geboden om teamleden te helpen de instructies op te volgen?
- Hoe demonstreerde je het gedrag dat je van het team vroeg?
- Wat was de uitkomst?

**DOELGEDRAGINGEN**  
\*Geeft aanwijzingen en wijst de weg.



Extra:

Additional information is available to complete the picture of a candidate. These data and results are intended as supplementary. This is not information to base a hiring decision on.

6. Extremes (Information about coaching direction)

Everyone has extremes in behavior under extreme circumstances; big amounts of pressure, a lot of deadlines, stressful environment. Assessio maps out what that behavior looks like. The extremes map out which behavior will be shown in extreme situations. It is important to realize that this does not happen on a random Tuesday afternoon with a lot of meeting in the calendar. It is also smart to investigate whether the extreme behavior is a risk within the position. In general, these results indicate a direction of coaching and guidance.



7. Lens change (Information about other roles)

The chosen lens provides information about the potential on the essential competencies. The match score indicates to what extent this behavior can be expected in practice. However, sometimes it is important to also map out additional roles, sometimes a candidate has to fulfill the role of innovator in addition to the position of account manager. Or is a motivator/coach role expected from a team member. Then you can choose to look at the same data with a different lens. This way, the potential for the extra role is also mapped out.



## 8. Candidate report

The candidates will also have access to their results. This report provides an overview of various personality aspects and general mental ability. The representation is neutral and because it deals with personality aspects there is no correct or incorrect score.



We hope this document will help to interpret the results within the Assessio Platform. If you want even more detailed information, please let your HR person know. This is available in the platform's Help Center.

The Assessio Team