



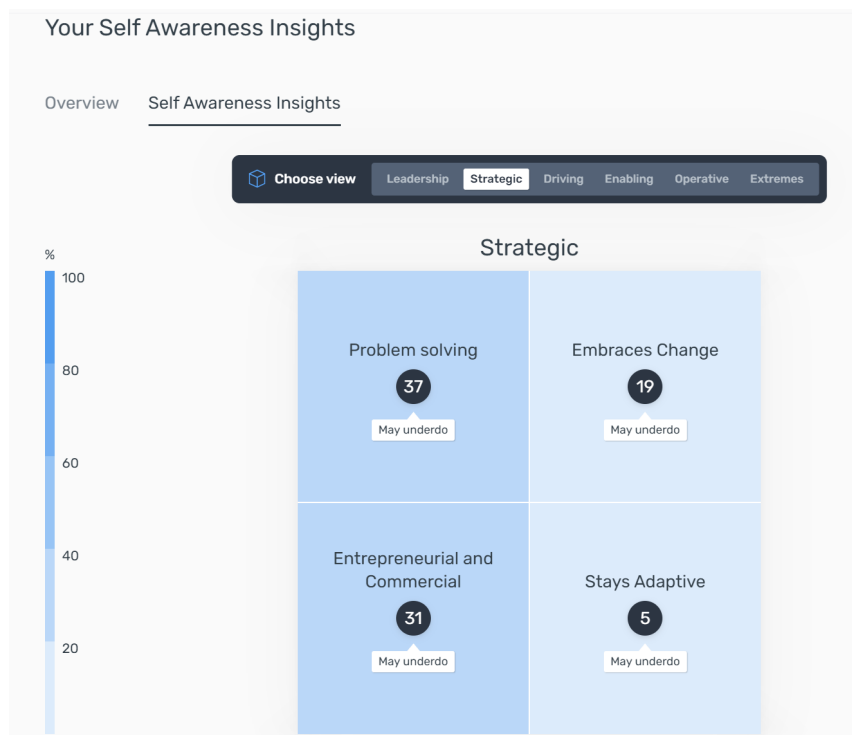
Self-awareness Insights (SAI) and development goals.

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In the Development module of the Assessio platform, you, as an employee, have the option to take an assessment to gain insights into your talents and use this as input for your development. We have named these insights Self-awareness Insights (SAI).

A personal SAI assessment is intended to support insights on development. It answers the question whether a person can develop competencies and provide tips on how. SAI maps talent using two scientific assessments: MAP, a 20-40 minute personality questionnaire, and Matrigma, a 12 minute logical reasoning test.

SAI provides a holistic understanding of individual talent; all competencies available in the zero-talent-waste Assessio Platform are displayed. This way, strengths and development points are revealed and employees can be deployed based on their talents. In contrast to the limited view of a specific job profile.



SAI thus provide insights into predisposition (for competencies), creating awareness of this predisposition which can ensure that behavior is recognized and, if necessary/wanted, can be adjusted. It indicates which behavior (belonging to the competency) is more or less natural. And thus shows how likely it is that a person will show this behavior.

However, the fact that certain behavior is less natural does not mean that this behavior cannot be exhibited. It will, however, take more effort to demonstrate and



sustain the behavior. For example, someone who is not naturally into planning and structuring may have learned to use Excel, list and color schemes in the calendar to plan and structure.

What comes naturally to a person is usually easier to do. But again, that doesn't mean you automatically exhibit that behavior. It just means that it requires less attention and effort/energy to develop in it. Thus, a person with a talent for planning and structuring need not always be busy planning and structuring everything. Even this person can make a double appointment or just forget about it. It does mean that it will not take as much effort to plan and structure things when it is desired or necessary.

This insight into talent can then, depending on whether the behavior is essential to a job, be used to initiate development.

If the behavior belonging to a competency is important, then it is wise to pay attention to it. If this is not the case, then it might be an idea not to pay attention to it because it does not directly contribute to the effectiveness of the employee. So sometimes it is not at all bad if an employee has less talent for a competency.

How to SAI.

By using SAI, an employee learns more about talent and how to use this to develop behavior. It provides insights into competencies in the following areas: Leadership, Strategic, Driving, Enabling and Operative. Extremes (Risk Behavior potentially displayed under pressure) is also identified. Each employee receives a holistic insight and therefor has information on all competencies.

Regarding development for a leadership role, the four domains within Leadership in particular provide interesting information.

Assessio recommends starting by focusing on competencies for which there is already some (average) talent. After all, the quickest results (and thus development) can be achieved in these areas, which motivates people to continue their development. When starting to develop competencies for which there is little talent, this will take a lot of time and effort and may also be accompanied by the necessary setbacks and disappointment. This is, in the context of development, less desirable.

Logically, therefore, focus first on the competencies that are important for the job, then look at the competencies for which there is average talent and only then on the competencies for which there is less talent. Because we are talking about talent here, and not behavior, it can also be useful for employees who score high to see whether there is still room for (further) development. Perhaps there is talent, but the person has not made (or very little) use of it.

Scores within SAI range from 1 to 100 - just as within the Recruitment module - and indicate whether certain behaviors will be exhibited "little," "optimally," or "too much." Note that this is not the same as right or wrong. There is no judgment in the SAI, as



only the job/context determines whether behavior is desirable. Behavior is easier to develop when the score on the competency, and therefore the talent, is higher.

Development goals.

The Assessio platform offers, for each competency, 3 tips for development. They are suggestions to pay attention to development on the competency. The idea is to make use of the natural talent, or try out different/new behavior, and experience how this feels and what it brings. Discussing the tips with colleagues or manager can then accelerate development. Assessio advises making concrete agreements (who is going to do what and when) and keeping track of progress during periodic meetings.

May underdo

Problem solving development suggestions

How can I better understand the problem and the context surrounding it? When faced with a difficult problem, what resources can I draw on to help me work through the challenge? How can I ensure that I am using the right strategies and seeing the bigger picture when it comes to problem solving?

Current goals Completed goals

2 [View goals](#) 0 [View goals](#)

ADD DEVELOPMENT GOAL

May underdo

Tip #1 - Brainstorm and mind map problems together with others


- Use brainstorming and mind mapping techniques to solve problems collectively.
- Gather a diverse group of people and spend a set period of time generating ideas related to potential solutions.
- Try creating a visual representation of the problem with relevant data to help organize your ideas.

Tip #2 - Break down complex problems into smaller tasks

- Set aside time for challenging problem-solving tasks. Break complex problems down into smaller, more manageable tasks.
- Set aside 30 minutes each day to work on a specific problem and create a to-do list or

In the Assessio platform, it is also possible to choose a development goal and add it to the Development Goals section of the development module. These development goals, using SAI and (if applicable) insights from Leadership Feedback sessions, help you make tangible agreements with yourself about what exactly you are going to do to track growth in skills. By naming, per competency and development goal, concrete and clear actions, it is possible to get started immediately to take steps towards the desired development.



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Add Development Goal

Add this competency to your Development Goals page. Once added, you can set actions and manage them.

Competency
Problem solving

Goal focus
Enhance ability to tackle complexity, innovation, and a strategic perspective.

Desired outcome
I want to develop the ability to see the broader context of problems and engage proactively with solutions.

CANCELCONFIRM

In the added development goal you then have the opportunity to choose target actions. Concrete actions with which you can immediately start to shape your development. Whenever the suggested actions are not suitable enough, the Assessio platform offers the option to ask the AI assistant to generate new actions. This way there are always actions to be found that are suitable and that can help to set development in motion.

Not started

Brainstorm and mind map problems together with others: Organize monthly brainstorming sessions with your team to discuss ongoing issues and explore potential solutions.

Generate at least two new ideas per session to address the discussed problems.

Not started


Break down complex problems into smaller tasks.: Identify key components of a major problem and assign teams to tackle each part.

Achieve 70% resolution for sub-tasks within a month and review the impacts on the overall problem.

Not started

Develop a systematic approach to analyze problems: Use a standard procedure for problem analysis, including steps for data gathering and evaluation.

Apply this approach in major problem-solving efforts over the next quarter.



Add more actions
Use AI Assistant to generate three more actions.

GENERATE ACTIONS

