



## Cliquidity Competency report

### Brief report for **Michael Sample**

This report is based on the following assessment results:

- Cliquidity Adaptive Reasoning Assessment (CARA)
- Cliquidity Personality Assessment
- Cliquidity Motivation Assessment
- Cliquidity Vocational Interest Assessment (VI)

Report date: 11 December 2020

*These results are confidential. Cliquidity will not share them with anyone without your permission.  
This report is valid for 6 months. The candidate can update an assessment's scores if one of the results is older than 6 months.*





### About This Report

This report can be used for:

- Talent auditing
- Job and organisational structuring
- Selection and placement
- The identification of potential
- Diversity management
- Capacity building
- Succession planning and career pathing
- Personal and group development
- Intellectual capital management

### Description of Assessments Used

The competency scores reflect the results of more than one assessment tool. Broad competency dimensions are indicated on a 5-point scale. Some of the assessment tools used for competency reporting reflect conventional psychometric scoring procedures while others are calculated through qualitative, algorithmic and/or content analysis procedures. Please note that norm-based assessment results are subject to regular automated re-norming as the test populations grow and become more diverse. This may have a marginal impact on the scores of an individual, but is unlikely to significantly affect their competency scores.

<i>Assessment</i>	<i>Description</i>	<i>Report Date</i>
 Cliquidity Personality Assessment	The Personality Assessment reports on the qualities associated with a person's character. It describes the way in which one can be expected to respond to situations and other people, the types of things, people and activities one enjoys and one's emotional orientation.	18 December 2019 (10:19 AM UTC)
 Cliquidity Motivation Assessment	The Motivation Assessment is an atypical computerised technique which involves the selection of well-known metaphors, "archetypes" or roles to describe one's functioning in the contexts of work, relationships and life in general.	16 October 2017 (11:45 AM UTC)
 Cliquidity Vocational Interest Assessment (VI)	The VI measures and reports on a person's interests in terms of Holland's categories. Their Holland code (and a description of the characteristics associated with that code) and a unique profile of insights.	07 November 2017 (02:11 PM UTC)
 Cliquidity Adaptive Reasoning Assessment (CARA)	The CARA measures cognition, which refers to the speed a person processes information, their following a step-by-step logical process to reach conclusions and their ability to learn or acquire new information and apply it.	31 October 2019 (11:59 AM UTC)

## Key to interpreting the results

<i>Colour</i>	<i>Interpretation</i>
1	underdeveloped / not prioritised / avoided area
2	moderately underdeveloped / not prioritised / avoided area
3	developed / prioritised / preferred area
4	well developed / prioritised / preferred area
5	highly developed / prioritised / preferred area



### 1. Intra- and Interpersonal Orientation

Your results on the above-mentioned assessments indicate the following psychological and behavioural tendencies:

<b>Collaborative</b>	A tendency to relate to others in a cooperative, respectful and compassionate manner; to value human dignity and diversity; understand and accept human nature; support common goals and personally contribute to the effectiveness and the welfare of others.	
<b>Conative</b>	The mental faculty of purpose, desire and the will to perform certain actions as well as the necessary energy, flexibility, motivation, commitment, action orientation, goal direction and self-management skills to sustain vigorous mental and physical activity.	
<b>Conceptual</b>	The mental perception, analysis, interpretation and understanding of information to effectively guide personal perspectives, feelings, behaviour and decisions.	
<b>Consciousness &amp; Integrity</b>	A transcendent state of awareness of internal and external existence, or of self, life and the universe. It is further characterised by ethical awareness, maturity as well as the wisdom and the moral courage to act accordingly.	



### 2. Work-related orientation

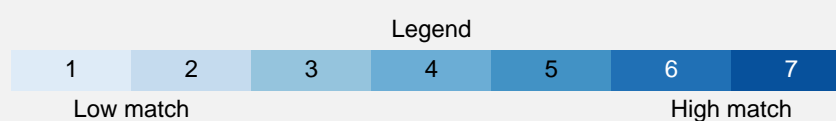
Your results on the above-mentioned assessments indicate the following work-related tendencies:

<b>Leadership</b>	The required capacity, skill, confidence and insight to exert social influence in a discerning manner to accomplish common goals.	
<b>Management</b>	Pursuing and achieving work-related goals through planning, structuring, coordination, action, monitoring, commitment and communication.	
<b>Team</b>	A tendency to rely on and to support the group; to collaborate with diverse group members and to achieve complex work-related goals.	
<b>Technical</b>	A tendency to pursue an in-depth understanding of, and the skillful application of a specific knowledge- and skills base to analyse problems, design solutions and achieve the desired practical goals.	
<b>Strategic</b>	A preference and capability to deal with vague, dynamic, interactive and complex concepts or information to achieve sustainable long term goals.	

### 3. Soft Skills Matrix

You have achieved the following profile on the Soft Skills Matrix:

	Collaborative	Motivated	Conceptual	Mindful
Structured	3	4	2	3
Competitive	3	4	4	3
Technical	2	3	4	3
Strategic	4	3	6	4
Theoretical	5	4	5	2
Integrative	4	3	6	4
Transcendent	4	4	5	2



#### Cultural / work contexts

The following seven cultural / work contexts reflect those specified by the Spiral Dynamics model.

The various cultural / work environments	Description of contexts and work requirements
Structured	Routine operational, team functioning
Competitive	Operational drive for results, energetic, tangible focus, goal directed
Technical	Technical depth, maintenance, compliance, structured, coordination of support and services
Strategic	Entrepreneurial, flexible, resilient, opportunity spotting, perception management, win-win value creation
Theoretical	Open-minded, intellectual, humanistic, environmentally aware, balancing of complexity
Integrative	Learning oriented, systems thinking, values functionality and simplicity-after-complexity, trend spotting, intentionality, potentiality
Transcendent	Holistic, non-attached, existential awareness, ecosystems

### Disclaimer

*This report should be used for the intended purpose of the assessments only and should not be used for any additional purposes. Full CARA, Personality, Motivation and VI reports, which are more comprehensive than this integrated competency report, can be provided by Cliquidity. The different psychometric assessments have different validity periods, which should be considered when interpreting the results.*

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