

Introduction

Talent 4.0 helps employers prepare for the Fourth Industrial Revolution by measuring skills that predict success at work. The results can be used to identify candidates who fit a certain job or industry, as well as to measure current employees' skills as a guide to talent development.



About Talent 4.0

Talent 4.0 measures nine behavioural competencies and six success factors. Each of the success factors is composed of two to four of the behavioural competencies. On each of these behavioural competencies and success factors, test takers receive a score in the form of scaled-scores ranging from 0 to 100.

6 Success Factors

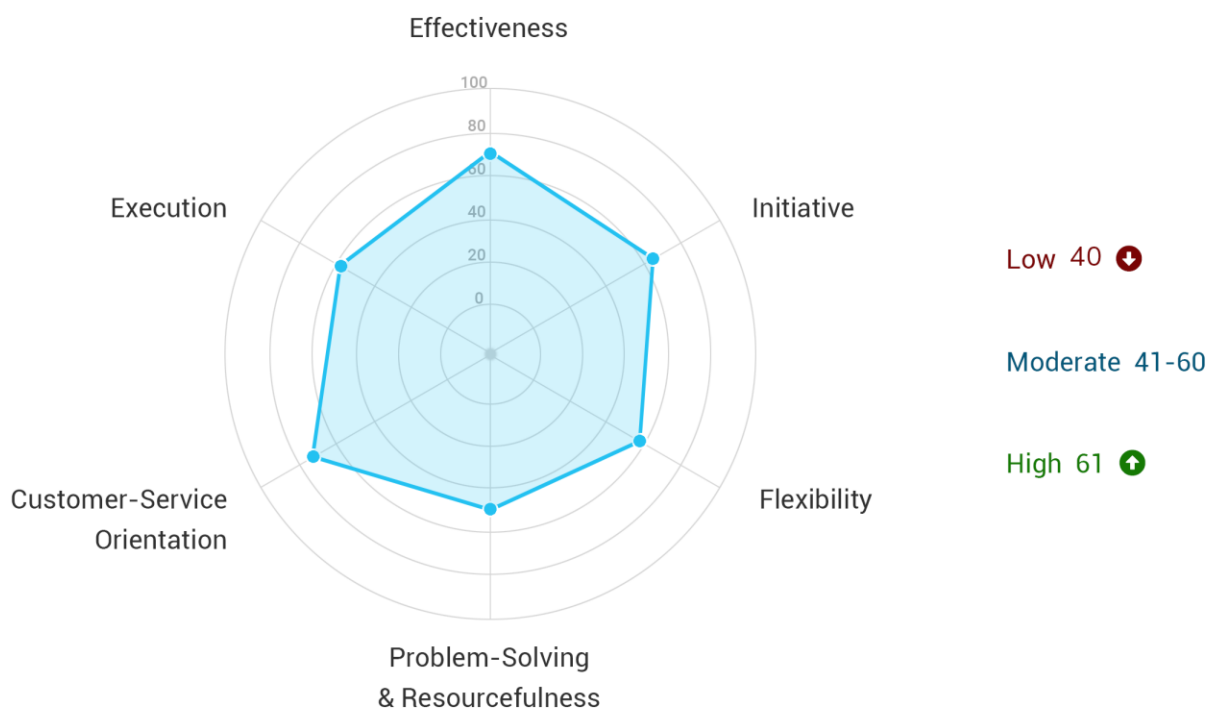


This report gives the candidate's results for each success factor. Under each factor, the candidate's scores on the behavioural competencies that make up that factor are reported and interpreted.

9 Behavioural Competencies

Creativity	Thinking outside the box
Innovation	Trying new things and introducing improvements
Entrepreneurship	Seeking opportunity and taking risks
Productivity	Working industriously and producing good results
Problem-Solving & Resourcefulness	Synthesising information and making wise decisions
Self-Confidence	Feeling comfortable with oneself and keeping a positive attitude
Empathy	Being kind, cooperative, and persuasive
Emotional intelligence	Recognising and managing one's own emotions
Resilience	Adapting in the face of adversity

Summary Profile



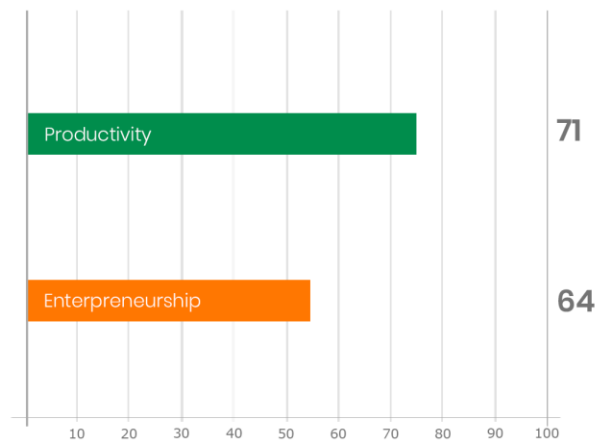
Effectiveness Factor



Workers are most effective when they understand the operations and goals of the organisations they work for and when they are determined to do their jobs as well as they can. The Effectiveness factor includes two behavioural competencies: Productivity and Entrepreneurship.

Here are some follow-up questions to consider:

- Explain about a risk that has paid off for you. How were you involved and what was your contribution?



Productivity

HIGH 71

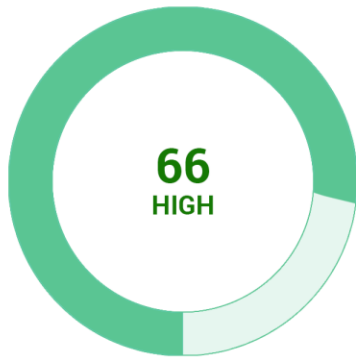
The candidate is hard-working, resourceful, and reliable. He or she follows procedures, works efficiently, and does not waste time, but may be reluctant to deviate from plans. For jobs in which productivity is paramount, this is the ideal candidate. Keep in mind that in extreme cases, high productivity may sometimes be achieved by neglecting other virtues, such as empathy and innovation.

Entrepreneurship

MODERATE 64

You have some enthusiasm and initiative but may lack the ability to reliably spot commercial opportunities. You are likely to have only a moderate grasp of entrepreneurial skills such as concentration, organisation, innovation, and communication, perhaps with significant deficiencies in some areas.

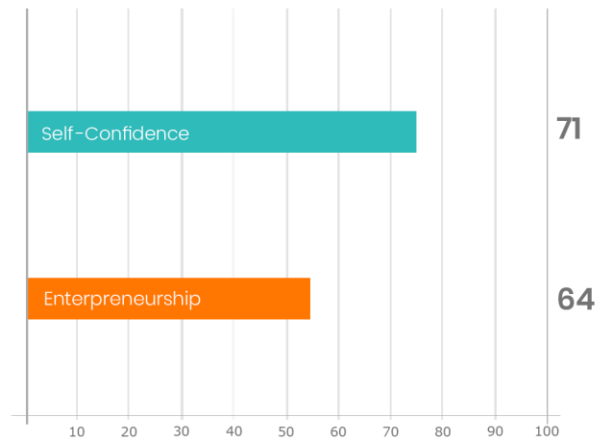
Initiative Factor



Leaders inspire others to solve problems and be effective workers. Doing this takes self-confidence and insight into the goals of the organisation. The Initiative factor includes two behavioural competencies: Self-Confidence and Entrepreneurship.

Here are some follow-up questions to consider:

- Can you think of ways to inspire your co-workers?



Self Confidence

HIGH 71

You are decisive and socially confident. You enjoy socialising and can communicate and network effectively. However, you should make sure to take time out now and then for reflection and to take a step back at appropriate times. The fear of appearing arrogant sometimes makes highly confident people reluctant to show their skills. If you suffer from this fear, you should be assured that justified self-confidence will be accepted and even admired.

Entrepreneurship

MODERATE 64

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