



Integrated Competency Report (ICR)

Holistic. Integrated.
Contextualised.



cognadev

Who is Cognadev?

And how can we help you?

Cognadev addresses a need in the talent management market for fair and valid ways to holistically and cross-culturally assess the psychological functioning, competencies and cognitive potential of individuals in the work context and in higher educational environments. With a focus on the skills and undeveloped potential of people, the contextual requirements of work, gap analyses and people development, the aim is to optimise the matching of people and work, and thereby organisational viability and socio-economic or societal impact.

Through innovative, world first, interactive and cloud-based assessment techniques we offer cost effective on-line psychological evaluation, scoring and reporting. Our products aim to assist organisations to improve their talent management initiatives including: recruitment, selection, placement, performance management, team compilation, succession, people development, remuneration and data analytics, all of which are aimed at leadership identification and development, organisational culture management, job- and organisational structuring, intellectual capital management, and virtual talent pool solutions.

“ There is, however, a company called Cognadev, which has done fantastic work in creating instruments to put people management decisions on solid ground, and if you have good people there is no limit to what you can achieve. ”

- Johan Gevers, Founder and CEO Crypto City, Zug Switzerland



Cognitive
Process Profile



Learning
Orientation Index



Value
Orientations



Motivational
Profile



Performance Risk
Profile



Contextualised
Competency Mapping



Integrated
Competency Report



Integrated Competency Report (ICR)

The ICR integrates a test candidate's psychological results from a number of assessments including the CPP, MP, VO and compares the results with the competency requirements of a position or work role. In doing so, it capitalises on 44 competencies which are all defined in detail for five levels of work complexity. The ICR is used for purposes of quick and easy integration and reporting of assessment results to guide person-job matching and people development.

“ Our aim it to represent the often complex and diverse psychological profiles of individuals in a clear, holistic, integrated and contextualised manner to inform people placement and development practices. ”

Applications



Reporting and feedback to candidates and HR on integrated psychological assessment results as linked to the job-related competency requirements.





Features



- Automated generation of an integrated psychological report
- Integrate and contextualise the results of the CPP plus any one or more of 13 assessment techniques available on the market
- Automated calculation of competency scores
- Describes competencies in terms of behavioural requirements for all levels of work complexity

“ *The ICR offers quick, easy, comprehensive and cost effective psychological report generation.* **”**

Benefits of the ICR



Advantages to using the ICR include:

- Integrates a wide variety of psychological assessment results
- Saves report writing time and effort
- Reduces subjectivity in report interpretation by providing standardised scores based on algorithmic calculations
- Assessment results are contextualised in terms of the level of work complexity and the competency requirements of a position
- Practitioners can adapt scores in the MS Word text report based on additional information or as they see fit
- Holistic as various sets of assessment results can be synthesized
- Accommodates a wide variety of assessments
- Summarises and interprets the reports of different test providers

An example of the Competency scores of an individual as based on their CPP, VO and MP results

The assessments that can be integrated by the ICR in terms of job-related competencies are:

- Cognitive Process Profile (CPP) – required to generate the report in combination with at least one or more other assessments, including:
- Motivational Profile (MP)
- Value Orientations (VO)
- Myers-Briggs Type Indicator (MBTI)
- Belbin Team Roles
- Fifteen Factor Questionnaire Plus (15FQ+)
- Occupational Personality Questionnaire (OPQ)
- Giotto
- Emotional Quotient Inventory 2.0 (EQ-i 2.0)
- Hogan Development Survey (HDS)
- Hogan Personality Inventory (HPI)
- Motives, Values, Preferences Inventory (MVPI)
- WAVE Personality Test
- Independent competency scoring 360 Degree Performance Evaluation / Interview / Assessment Center / CV

Application of the ICR:

- Indicates the strengths, development areas and learning potential of the candidate
- Links a person's skills and preferences to specific job requirements
- Identifies developmental needs of the candidate
- Tracks competency proficiency gains
- Graphically visualises the degree of person-job-profile matching

Innovation	Applying an enterprising and original approach to initiate change by exploring and formulating new ideas and tactical strategies to continuously improve systems functioning, professional application or business unit performance.	CPP*  MP  VO  TOTAL 
Confidence	Understanding oneself, believing in own capabilities and showing the willpower and intention to achieve personal, professional and business unit goals.	CPP*  MP  VO  TOTAL 
Results orientation	An action orientation and commitment to the productivity, goal achievement and value creation for a specific professional or business unit, by capitalising on the diverse behavioural skills of self and others.	CPP*  MP  VO  TOTAL 
People development	Directing, coordinating, training and mentoring others to ensure continuous personal development, productivity and goal achievement, job satisfaction and employee engagement.	CPP*  MP  VO  TOTAL 
Compliance and risk awareness	Alertness to the potential impact of operational and business risks, the creation and disciplined implementation of measures to prevent loss and adherence to the necessary regulations, policies, control systems and ethical standards.	CPP*  MP  VO  TOTAL 



Practicalities



Duration

15 – 30 minutes for a practitioner to specify the level of work complexity, associated competencies, enter or link the results of the CPP and up to 13 different commercially available assessments, as well as generate and edit the report.



Information needed:

To generate an Integrated Competency Report (ICR), four sources of information are required:

1. The person's Cognitive Process Profile (CPP) results plus at least one, but preferably several, sets of assessment results
2. The level of work complexity of the position as estimated by the Contextualised Competency Mapping (CCM) or an informed practitioner.
3. The ICR user must select the 10-12 most critical job-specific competency requirements associated with job performance from the 44 available competencies.
4. Non-Cognadev assessment results can be added manually.

“ Automated report generation saves the HR professional unnecessary time and effort while ensuring objective algorithmic scoring and integrated reporting. ”

Contact Us

www.cognadev.com

info@cognadev.com