Assessor *Two*

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Technology Enabled Assessment

Assessor *Two* is the latest version of the Assessor system. It provides a number of features which are well established in the assessment market place, such as online questionnaire completion and the collection of biographic information, with novel features which include the instant reporting of competency, psychometric and Career Advice information. The main upgrades are outlined in this factsheet.

Instant reporting

The Internet system will automatically produce and email the requested reports. This will eliminate any delays that may occur as a result of the current manual process. *Report delivery in minutes not hours.*

New Reporting Structure

The reporting structure will use our new framework. This means that there will be two kinds of report; one for Assessment, which contains psychometric score charts and other more technical data, and another for Feedback purposes and provision to the candidate and unqualified readers. Each report will contain a number of modules, which may be selectively ordered from a menu to suit the particular assessment requirement.

Assessment report	Feedback (Careers Advice) [Narrative] report
Type	Type - Enhanced
Relationships	Type – Short
Values	Relationships
Big5	Values
Mental State	Personality Summary
Work Competencies	Big5
	Mental State
	Work Competencies
	Job Preferences

This means that the same Psychometric information is available (with some changes and improvements to the Competency Reports), but that it will be possible to construct reports which will be far more closely matched to specific user requirements. This should provide benefits in terms of some reductions in report charges, as well as increases in user-friendliness.

'World of Work' competency framework

We will be using the new occupationally orientated 'World of Work' competency framework in the new reporting structure.

The 'World of Work' model:-

Group	Work Competencies	
Applied/Practical	Practicality	Prefers to avoid the novel to achieve achievable solutions.
	Realist	Only sets out if goal can be reached.
	Pragmatist	Pursues optimum solution.
	Structure	Prefers to work with clear status and objectives.
Original	Exploration	Keen to pursue novel routes to achieving goals.
	Open-minded	Open to diverse approaches to a problem.
	Originality	Willing to initiate novel approaches.
	Tolerance of Ambiguity	Can work effectively in uncertain and unfamiliar situations.
Social/Communications	Diplomacy	Takes care to keep others informed.
	Approachability	Communicates easily at all levels.
	Communication style	Understood by most people, influential and informal.
	Detachment	Some reserve when interacting with others.
	Shyness	Prefers others to initiate contact
	Personal relations	Develops strong and long-lasting relationships.
Managing/Leading	Leadership style	Moves steadily towards desired target; leads others to follow.
	Initiative	Frequently suggests ideas and actions to others.
	Management style	Decisive and critical approach to leadership.
	People development	Keen to help people achieve their potential.
	Team development	Works hard to foster team work.
	Status	Values visible success.

Analytic	Complexity	Finds the unravelling of the complicated a positive challenge.
	Evidence based	Needs a practical reason to change what they do.
	Clarity	Keen to achieve a well-structured organisation with clear goals.
	Planning & organising	Plans and structures activity well in advance.
Decisive	Reliability	Will not change plans once agreed.
	Responsiveness	Quick to act to resolve issues.
	Consulting orientation	Assists with decision, clarifies issues but does not take decision.
	Judgement	Evaluates options to reach decision.
	Decisiveness	Values decision-making over most other considerations.
	Firm but fair	Requires high standards from others; a tough colleague.
Commercial	External relations	Develops and maintains effective external relations.
	Sales orientation	Values making sales and doing business very highly.
	Customer relations	Maintains reciprocal relations which customers value.
	Commercialism	Will respond to work pressure and keen to seek new opportunities.
Drive/Ambition	Self discipline	Does not place higher expectations on others than on self.
	Personal standards	Values high standards. Resists second best.
	Responsibility	Delivers commitments and takes them seriously.
	Stamina	Drive for achievement is sustained for long periods.
	Persistence	Ambition is undiminished by setbacks.
	Confidence	Relatively unaffected by pressure and is aware of own limitations.

We believe that this new competency framework provides a more robust coverage of the work domain using 8 groups. This should make it far easier to select the competencies which are relevant for specific job roles.

Additional information

We will now be able to provide additional psychometric information in the form of Big5 and Mental State. Big5 is a well established framework for the description of Personality and Mental State provides information about Emotional Intelligence.

Existing Competencies

We have also retained the existing 102 Assessor competencies for those who are comfortable using them. We continue to be able to implement new competencies to match client specific requirements. We have tried hard to make the new reporting system highly flexible. So, for example, the competency reports can now contain competencies which are selected from our standard listing of 142 as well as tailored and client specific competencies'

Existing reports

We are retaining a number of the existing reports to ease transition to Assessor *Two:-*

Score Chart
Type – Full
Type – Short
Relationships
Personality – Full
Personality – Summary
Competencies – High/Low
Competencies - Full
Careers Advice – Short

These will just require one click to select.

Norms

Using the large amount of data collected over the last 3 years we have re-normed Assessor and there are now norms available for:-

General population
Administration/Support
Directors
Managers
Graduates
Specialist
Supervisor

We have a total database of over 3,000 completions so we can extract additional norms. The standard norms listed above are based on the 'Position' specified by the candidate. However we collect a number of other items of information by which candidates can be classified:-

Industry		
Accountancy	Corporate Finance	Hotels and catering
Aeronautics and Shipping	Cosmetics & toiletries	Insurance
Agriculture & horticulture	Courts, magistrate, probation	Land & estate agents
Architecture	Dentistry	Law firm
Armed Forces	Detergents	Local government
Auctioning	Education	Logistics/Planning
Building and Construction	Engineering - Aeronautical	Manufacturing
Building Societies	Engineering - Chemical	Medical including medicine
Central Government	Engineering - Civil	Merchant Banking
Charities	Engineering - Electrical	Metal extraction
Chemicals & pharmaceuticals	Engineering - Electronics	Motor vehicles
Coal	Engineering - Materials	Museums
Commerce, trade & retail	Engineering - Mechanical	Non-profit association
Communications	Entertainment and Leisure	Nursing
Computing/IT manufacturing	Extraction Industries	Oil & Gas production
Computing/IT services	Fire	Police
Conglomerates	Food, drink and tobacco	Politics
Consultancy - Actuarial	Forestry and fishery	Publisher
Consultancy - Computer	General Management	Radio, TV., advertising
Consultancy - Design	Health authorities & trusts	Telecommunications
Consultancy - Finance	High street banking	Trading/Dealing/Equities
Consultancy - Management	Housing associations	Transport and travel
Consultancy - PR	Holding companies	Utilities (gas/water/electricity)
Consultancy - Recruitment	Hospitals	Veterinary

Activity	Ethnicity	Gender
Administration	White - British	Male
Customer services	White - Irish	Female
Design	White - Other	
Export	Mixed - White & Black Caribbean	**Country**
Finance	Mixed - White & Black African	A very long list
General Management	Mixed - White & Asian	
Human Resources	Mixed - Other	
IT	Asian or Asian British - Indian	
Legal	Asian or Asian British - Pakistani	
Logistics/Planning	Asian or Asian British - Bangladeshi	
Marketing	Asian or Asian British - Other	
Engineering	Black or Black British - Caribbean	
Production	Black or Black British - African	
Purchasing	Black or Black British - Other	
Research and Development	Chinese	
Secretarial	Other	
Sales		
Technical		
Other		

If you have a need for a particular norm group then please let us know and we can examine the database to determine if there is enough data available to create one for you. There will of course be no charge for this service.