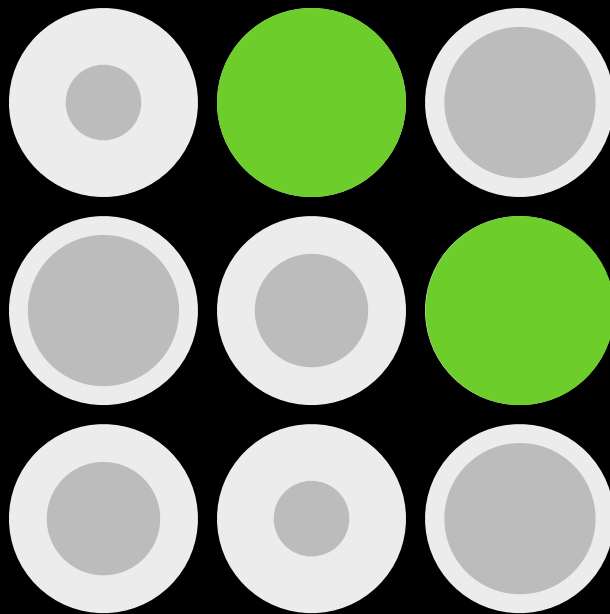


PRODUCT GUIDE

Talent cloud.





Introduction.

AssessFirst's **Talent Cloud** is an interactive representation of a person's behaviors. This tool gives you a quick and clear overview of a person's natural talents, strategic levers, areas of growth and areas of discomfort. Each user's Talent Cloud is displayed on their summary page once they've completed their SHAPE test. To make full use of the tool's features and analytic capabilities, users need to complete their DRIVE test as well.

In this product overview, we'll show you how to interpret and take advantage of Talent Cloud results. From tool structure to data interpretation, we've covered all the details so you can enjoy the best product experience.



Behaviors.

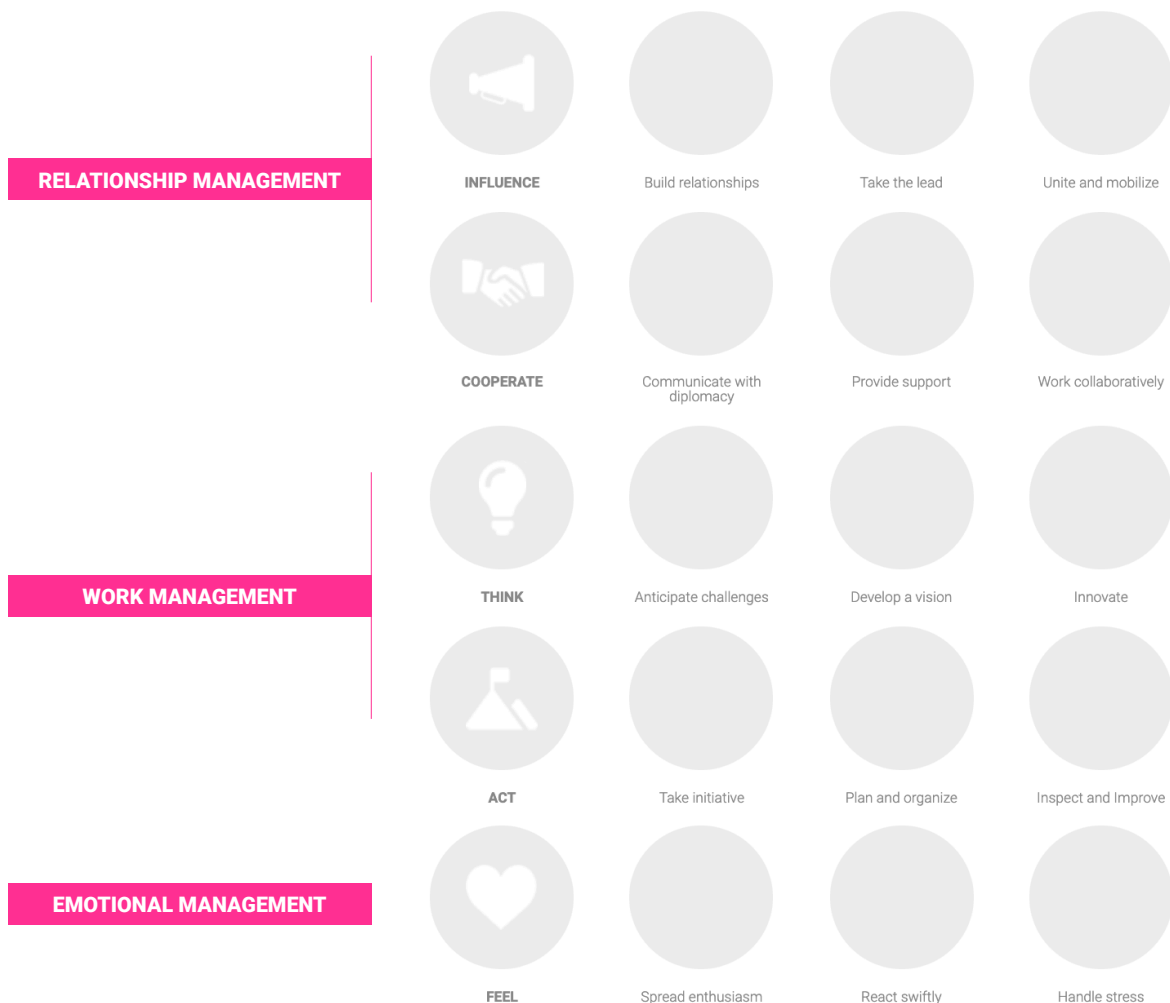
In this first section, we'll define the **behaviors** assessed in Talent Cloud, the way they are categorized, and how they are measured through a combination of dimensions from the SHAPE and DRIVE tests.



Behavioral model.

AssessFirst's behavioral model was designed around **five broad behavior categories**: Influence, Cooperate, Think, Act and Feel. These categories allow you to explore and understand the different yet complementary talents that a person possesses. Each category is made up of 3 distinct behaviors, providing a more detailed picture of potential. In total, the model comprises **15 behaviors**.

In the following pages you'll find definitions for all 5 categories and for the 3 behaviors linked to each one, as well as the list of traits from SHAPE and DRIVE used to measure each behavior.





Influence.

Behaviors in the **Influence** category are linked to providing direction. They include developing a professional network, managing teams, making decisions and being motivated to get ideas across. These behaviors provide insight on a person's natural ability to mobilize others and the way they establish relationships.

The Influence category comprises the 3 following behaviors:

Behavior	Definition
Build relationships	Spontaneously approach others, build relationships and expand their network
Take the lead	Assert themselves through leadership, setting the course and deciding on behalf of the team
Unite and mobilize	Rally others to their cause, bringing people together around a shared goal or vision

Example from the web application:



INFLUENCE



Build relationships



Take the lead



Unite and mobilize



Cooperate.

Behaviors in the **Cooperate** category are linked to facilitating collective work. They include mediating interactions between people, solving conflict, making use of the team's resources, and providing support for others. These behaviors provide insight on a person's natural ability to evolve within a group.

The Cooperate category comprises the 3 following behaviors:

Behavior	Definition
Communicate with diplomacy	Adapt their speech and behavior to the expectations and sensitivities of their audience
Provide support	Help and support others with an altruistic spirit
Work collaboratively	Promote the team's wellbeing by ensuring everyone is heard and reconciling divergent opinions

Example from the web application:



COOPERATE



Communicate with
diplomacy



Provide support



Work collaboratively



Think.

Behaviors in the **Think** category are linked to conceiving projects. They include designing strategies, identifying project risks, evaluating tasks and activities, and contributing new ideas. These behaviors provide insight on a person's natural ability to process abstract rather than practical concepts.

The Think category comprises the 3 following behaviors:

Behavior	Definition
Anticipate challenges	Objectively analyze projects, anticipate constraints, and avoid wishful thinking
Develop a vision	Develop strategies by looking at the big picture and planning ahead
Innovate	Think outside the box and implement ground-breaking solutions that challenge the status quo

Example from the web application:



THINK



Anticipate challenges



Develop a vision



Innovate



Act.

Behaviors in the **Act** category are linked to obtaining results. They include launching projects, implementing action plans, monitoring outcomes, or controlling production quality. These behaviors provide insight on a person's natural ability to understand practical rather than abstract concepts.

The Act category comprises the 3 following behaviors:

Behavior	Definition
Take initiative	Take initiative beyond their scope of work and devote themselves to seeing things through
Plan and organize	Work methodically by planning projects and structuring tasks
Inspect and Improve	Aim for accuracy and precision by checking and fine-tuning each aspect of their work

Example from the web application:



ACT



Take initiative



Plan and organize



Inspect and Improve



Feel.

Behaviors in the **Feel** category are linked to controlling one's emotions. They include managing stress, investing one's energy, and radiating a positive vibe. These behaviors provide insight on a person's natural ability to express and channel their emotions in different contexts.

The Feel category comprises the 3 following behaviors:

Behavior	Definition
Spread enthusiasm	Are naturally optimistic about the future and create a energizing work environment
React swiftly	Are high energy and adapt quickly to change
Handle stress	Remain calm under pressure and cope well in stressful situations

Example from the web application:



FEEL



Spread enthusiasm



React swiftly



Handle stress

Behavior	Shape Trait #1	Shape Trait #2	Shape Trait #3	Drive Trait # 1	Drive Trait # 2	Drive Trait # 3
Build relationships	Approaches others spontaneously	Expresses their emotions		Meeting new people		
Take the lead	Is assertive with others	Seeks to persuade others	May react to criticism	Having influence		
Unite and mobilize	Approaches others spontaneously	Is open to other people's ideas	Seeks to persuade others	Working as part of a team	Having a positive impact on the world	
Communicate with diplomacy	Demonstrates diplomacy	Accepts criticism		Being recognized by others		
Provide support	Connects emotionally	Does not seek to lead others		Helping others	Having a positive impact on the world	
Work collaboratively	Is open to other people's ideas	Consults others before making decisions		Working as part of a team	Meeting new people	
Anticipate challenges	Keeps an emotional distance	Is interested in abstract ideas	Keeps strictly to the facts	Analyzing data	Not worrying about how others see them	
Develop a vision	Is interested in abstract ideas	Demonstrates inventiveness	Focuses on the overall picture	Creating new things	Having a global objective	
Innovate	Demonstrates inventiveness	Adapts to change		Creating new things	Working in a permissive environment	
Take initiative	Goes beyond assigned tasks	Likes to make decisions alone		Excelling every day	Seeks competition	
Plan and organize	Organizes work methodically	Seeks stability		Having autonomy	Working in a disciplined environment	
Inspect and Improve	Pays attention to detail	Perseveres when confronted with obstacles		Focusing on aesthetics	Focusing on quality	Having clearly defined tasks
Spread enthusiasm	Focuses on the positive	Expresses their emotions		Working in a fun environment		
React swiftly	Adapts to change	Demonstrates responsiveness		Excelling every day	Devoting themselves to their career	
Handle stress	Has a calm demeanor	Focuses on the positive	Does not hesitate to take risks	Working in an unpredictable environment	Having autonomy	



Assessment scale.

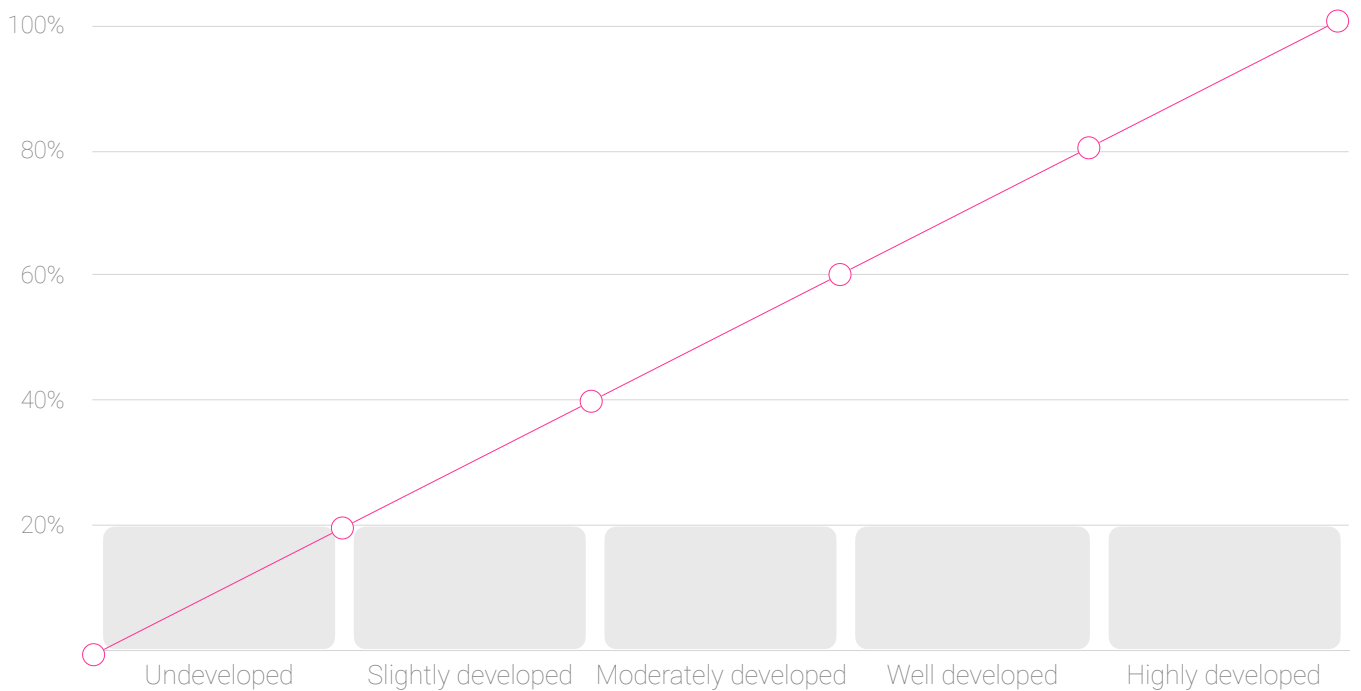
In this section we introduce the assessment scale used to rank individuals for each of the behaviors in the model. The scale allows you to accurately interpret the colors used in Talent Cloud and better understand each individual's true potential.



Assessment scale.

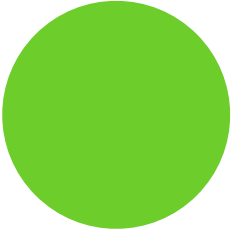
Talent Cloud's assessment scale is divided into **5 levels of potential**: highly developed, well developed, moderately developed, slightly developed, and undeveloped behaviors. To determine an individual's level for each of the behaviors, we first establish a raw score based on the traits from SHAPE and DRIVE (see recap table above). Raw scores are then linearly standardized so that they can be interpreted. As a result, each level on the scale is a position relative to the reference population. This means that an *undeveloped behavior* corresponds to the 20% of the population with the lowest raw scores for that behavior, whereas a *highly developed behavior* corresponds to the 20% of the population with the highest raw scores for that behavior. For reference, see the chart below.

Level distribution across the population



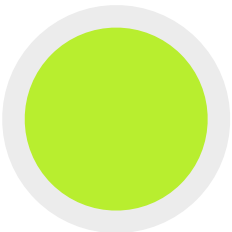


Highly developed.



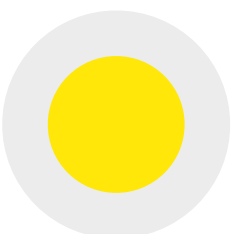
A **highly developed behavior** means the candidate scored higher than 80% of the population: they are among the top 20% of candidates for that behavior. This corresponds to a behavior that comes completely naturally to the candidate, and which sets them apart. Highly developed behaviors are represented by a dark green circle.

Well developed.



A **well developed behavior** means the candidate scored higher than 60% of the population: they are among the top 40% of candidates for that behavior. This corresponds to a behavior that the candidate demonstrates with relative spontaneity and which can make them stand out from the rest of the population. Well developed behaviors are represented by a bright green circle.

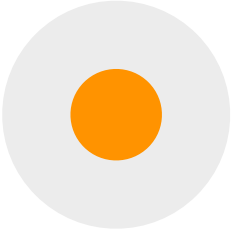
Moderately developed.



A **moderately developed behavior** means the candidate scored higher than 40% of the population: they are among the top 60% of candidates for that behavior. This corresponds to a behavior that is not spontaneous or distinguishing, but which the candidate may demonstrate occasionally. Moderately developed behaviors are represented by a yellow circle.



Slightly developed.



A **slightly developed behavior** means the candidate scored lower than 60% of the population: they are among the bottom 40% of candidates for that behavior. This corresponds to a behavior that is not spontaneous or distinguishing for the candidate, but which they may succeed in demonstrating in the long term. Slightly developed behaviors are represented by an orange circle.

Undeveloped.



An **undeveloped behavior** means the candidate scored lower than 80% of the population: they are among the bottom 20% of candidates for that behavior. This corresponds to a behavior that goes against the candidate's natural preference. Undeveloped behaviors are represented by a red circle.



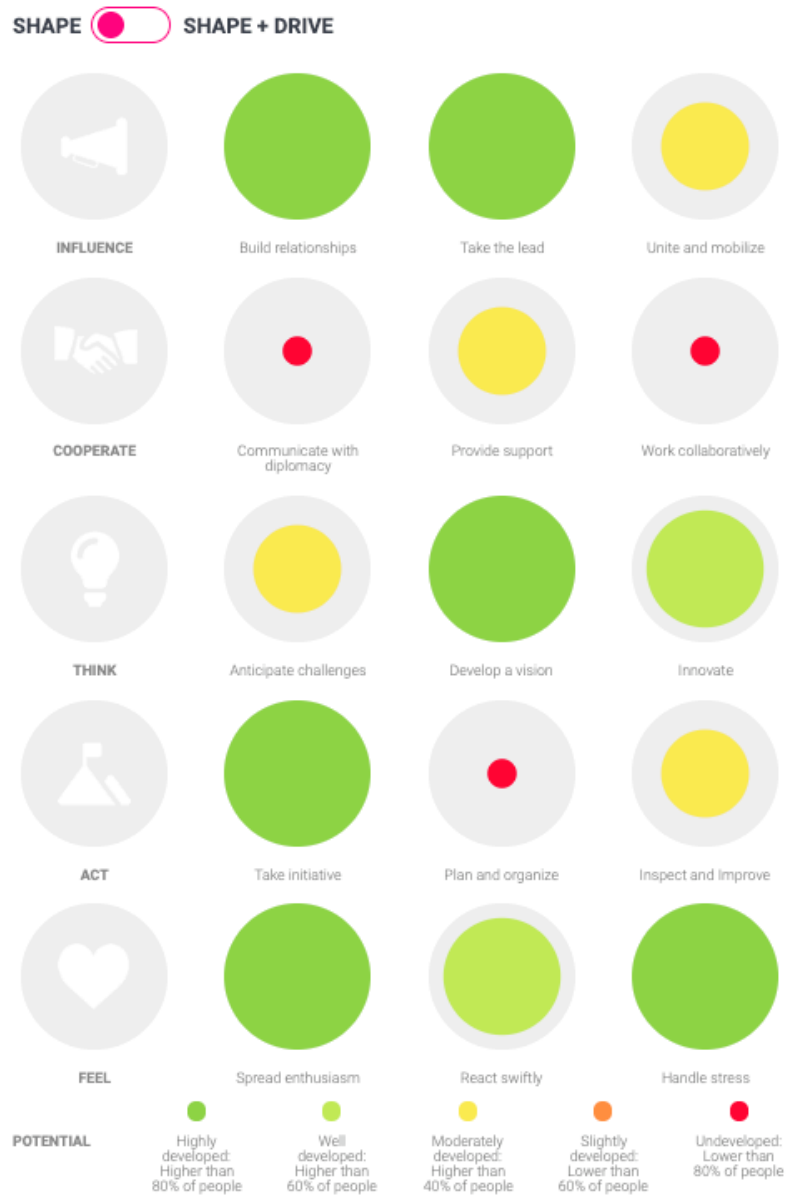
SHAPE View.

Talent Cloud has two different views: the *SHAPE* view, which takes only *SHAPE* test results into account, and the *SHAPE + DRIVE* view, which cross-references data from both tests. In this section we'll explain how to read and interpret results in the *SHAPE* view, how to interact with the dynamic elements, and how *SHAPE* results can be complemented with data from *DRIVE*.



Overview.

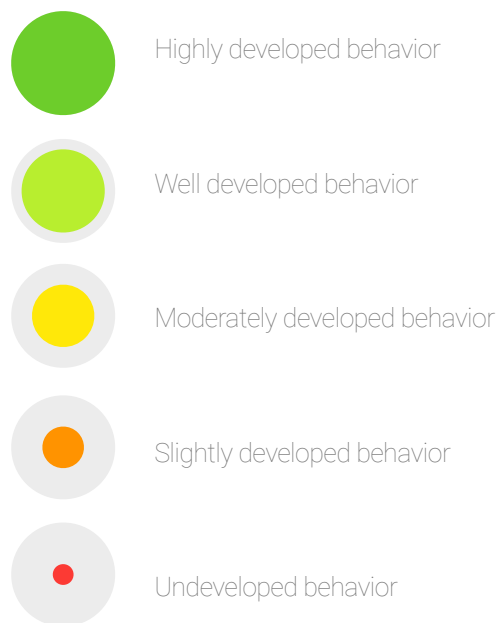
Talent Cloud displays the **SHAPE view** by default (the pink toggle switch is set to the left). The elements in this view—including the size and color of the circles—illustrate the result of traits assessed in the SHAPE test only. *SHAPE Traits considered for each of the 15 behaviors in Talent Cloud can be found in the recap table in the Behaviors section above.*





Interpreting results.

To accurately interpret the scores for each behavior in the SHAPE view, you can refer to the color code introduced in the *Assessment Scale* section above. As a brief reminder, the 5 levels of the scale are as follows:



Dynamic interactions.

You can interact with the elements in the SHAPE view to obtain additional information: hover the circles or labels of behaviors and behavior categories to display a tooltip with a detailed definition for that element. Tooltips will automatically close when you hover out of the element. You can see an example of a tooltip in the illustration below.



SHAPE SHAPE + DRIVE



INFLUENCE



Build relationships



Take the lead



Unite and mobilize



COOPERATE



Communicate with diplomacy



Provide support



Work collaboratively



THINK

DEFINITION

Anticipate challenges / Develop a vision / Innovate

Behaviors in the "think" category are linked to conceiving projects. They include designing strategies, identifying project risks, evaluating tasks and activities, and contributing new ideas. These behaviors provide insight on a person's natural ability to process abstract rather than practical concepts.



ACT



Take initiative



Plan and organize



Inspect and improve



FEEL



Spread enthusiasm



React swiftly



Handle stress

POTENTIAL

Highly developed: Higher than 80% of people

Well developed: Higher than 60% of people

Moderately developed: Higher than 40% of people

Slightly developed: Lower than 60% of people

Undeveloped: Lower than 80% of people

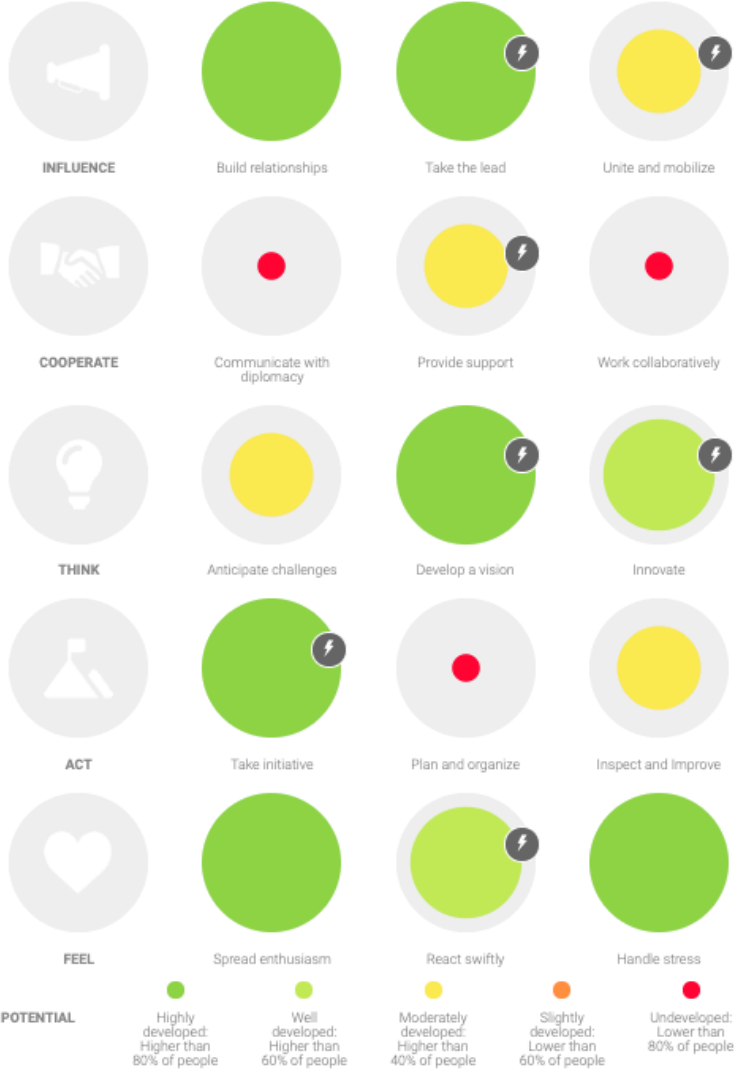
Complementary indicators.

When a person has taken both the SHAPE and DRIVE tests, an additional indicator will be displayed in the SHAPE view: behaviors that the person finds highly motivating will be marked with a gray lightning icon (see illustration below). A legend for that icon will be displayed. **Please note:** even when the lightning icon is displayed, the results and assessment in the SHAPE view of Talent Cloud are based exclusively on SHAPE traits.



SHAPE ● SHAPE + DRIVE

This aspect is highly motivating for you!





SHAPE + DRIVE view.

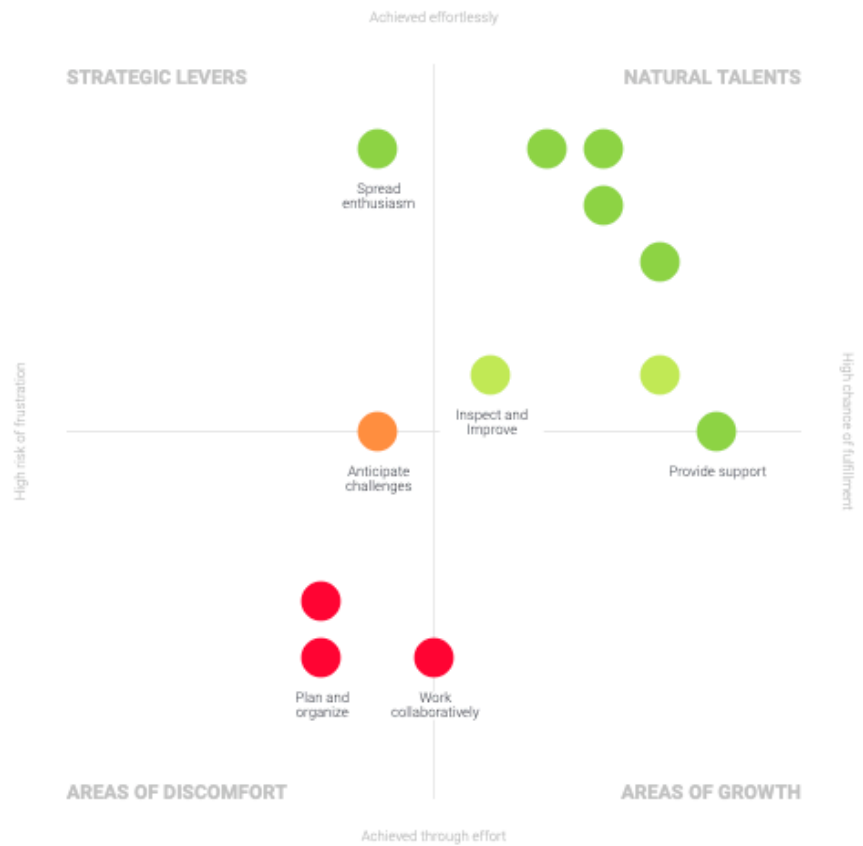
Talent Cloud has two different views: the *SHAPE* view, which takes only *SHAPE* test results into account, and the *SHAPE + DRIVE* view, which cross-references data from both tests. In this section we'll explain how to read and interpret results in the *SHAPE + DRIVE* view, and how to interact with the dynamic elements in this view.



Overview.

The **SHAPE + DRIVE view** can be accessed by sliding the pink toggle switch to the right (see illustration below). As indicated by its name, this view cross-references personality traits and motivational factors for each of the 15 behaviors in the model. This view is only available when the user has completed both the SHAPE and DRIVE tests. When either test is missing, a reminder message is displayed instead. *SHAPE and DRIVE traits considered for each of the 15 behaviors in Talent Cloud can be found in the recap table in Behaviors section above.*

SHAPE SHAPE + DRIVE










Interpreting results.

The SHAPE + DRIVE view displays results along **two axes**. The vertical axis indicates if a behavior will be *achieved effortlessly* (top of the graph) or *achieved through effort* (bottom of the graph). The position of each behavior on this axis depends on SHAPE test results, with scores going from 1 (achieved through effort) to 10 (achieved effortlessly). The horizontal axis indicates whether displaying that behavior will lead to a *high chance of fulfillment* or a *high risk of frustration*. The position of each behavior on this axis is based on DRIVE results, with scores going from 1 (high risk of frustration) to 10 (high chance of fulfillment). These two axes divide the chart into **four distinct quadrants**: natural talents, strategic levers, areas of growth, and areas of discomfort

Quadrant	Definition
Natural Talents Achieved effortlessly, with a high chance of fulfillment	Natural talents are what a person is best at and what they do better than most other people. These are areas where they succeed without effort and which they find highly fulfilling.
Strategic Levers Achieved effortlessly, with a high risk of frustration	Strategic levers are a person's innate skills that require little effort but are not particularly fulfilling. They can be mobilized sporadically as needed, but might become a source of frustration if required heavily in the long term.
Areas of Growth Achieved through effort, with a high chance of fulfillment	Areas for growth are behaviors that do not come naturally to a person, but which they find motivating and fulfilling. Succeeding in these areas requires that the person go against their nature.
Areas of Discomfort Achieved through effort, with a high risk of frustration	Areas of discomfort are behaviors that are neither intuitive nor motivating. Displaying them requires significant effort, and high expectations in these areas may lead to the person becoming disengaged.



In the SHAPE + DRIVE view **the color assigned to each behavior** depends on a composite score that combines both SHAPE and DRIVE traits (unlike the SHAPE view, where the color is based only on SHAPE results). This means that it is possible and normal for the color of behaviors to change from one view to the other. However, the interpretation of results is the same for both views, as described in the *Assessment Scale* chapter above. **Please note:** in the SHAPE + DRIVE view, all circles are the same size independent of the level of development. As a reminder, the 5 levels of the scale are as follows:

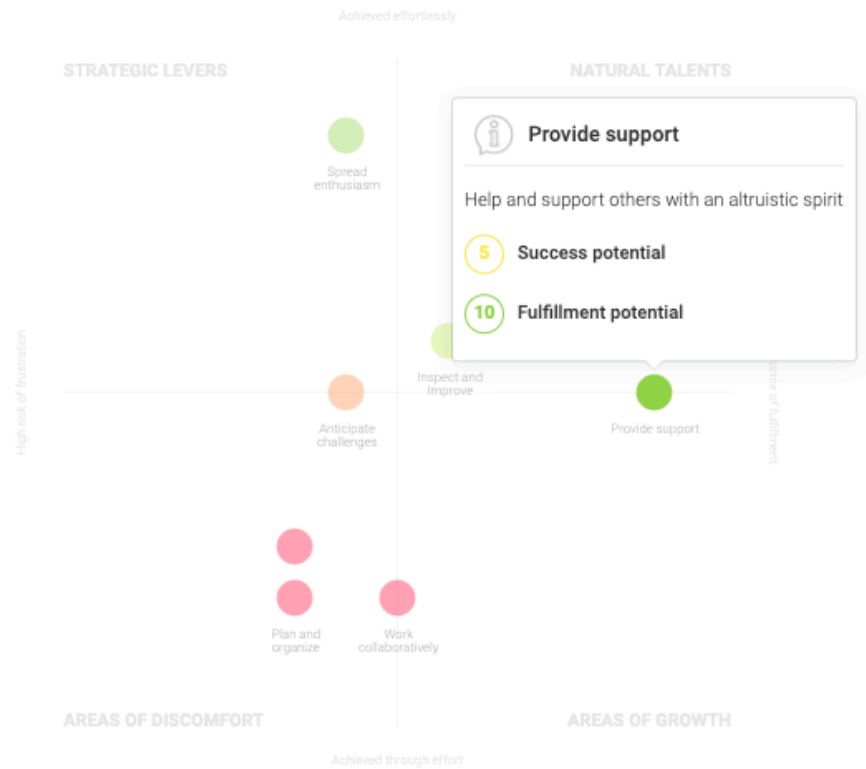
-  Highly developed behavior
-  Well developed behavior
-  Moderately developed behavior
-  Slightly developed behavior
-  Undeveloped behavior

Dynamic interactions.

You can interact with the elements in the SHAPE + DRIVE view to obtain additional information: hover the behavior circles or quadrant labels to display a tooltip with a definition of that element. Tooltips will automatically close when you hover out of the element. You can see an example of a tooltip in the illustration below.



SHAPE  SHAPE + DRIVE



Please note: SHAPE + DRIVE tooltips for each behavior display two scores, both on a scale from 1 to 10. The first one corresponds to Success Potential, which is represented by the position on the vertical axis (*achieved effortlessly vs achieved through effort*). The second one corresponds to Fulfillment potential, which is represented on the horizontal axis (*high chance of fulfillment vs high risk of frustration*).

About AssessFirst

AssessFirst has developed a predictive recruitment solution allowing companies to predict how well candidates and employees will succeed and thrive in their job. The AssessFirst solution analyses data on over 5,000,000 profiles, whether candidates, employees or recruitment professionals. Today, over 3,500 companies use the AssessFirst solution to raise their performance by up to 25%, drive down their recruitment costs by 20% and reduce their employee turnover rate by 50%.

Find out more: www.assessfirst.com

