



DRECT
Navigating in your skillset

Discover the best Talents

A **cutting-edge Assessment tool** to examine the **basic skills** of the persons and **start a proper path for personal development.**

Discover the hidden talents of everyone

- **Identify the strengths** and **define the strategy** to enhance them as much as possible.
- **Discover the gaps** and plan the necessary actions to cover them.
- **Use the powerful online tools** to analyze groups and perform selections and consultations.

Test DReCT vs Psychometric tests

Psychometric tests: old and easily falsifiable models

- **The models date back to 90 years ago**, at the dawning of human personality studies when the scientific analysis capability was different and, above all, people were different.
- They are **extremely easy to fake** because the questions should be answered by a choice among pre-formulated statements where different levels can be distinguished (I slightly agree, I very much agree, etc.).
- They are **much more difficult to be accepted** by the people tested because they give a judgment on the person.

DReCT: a reliable and complete Assessment

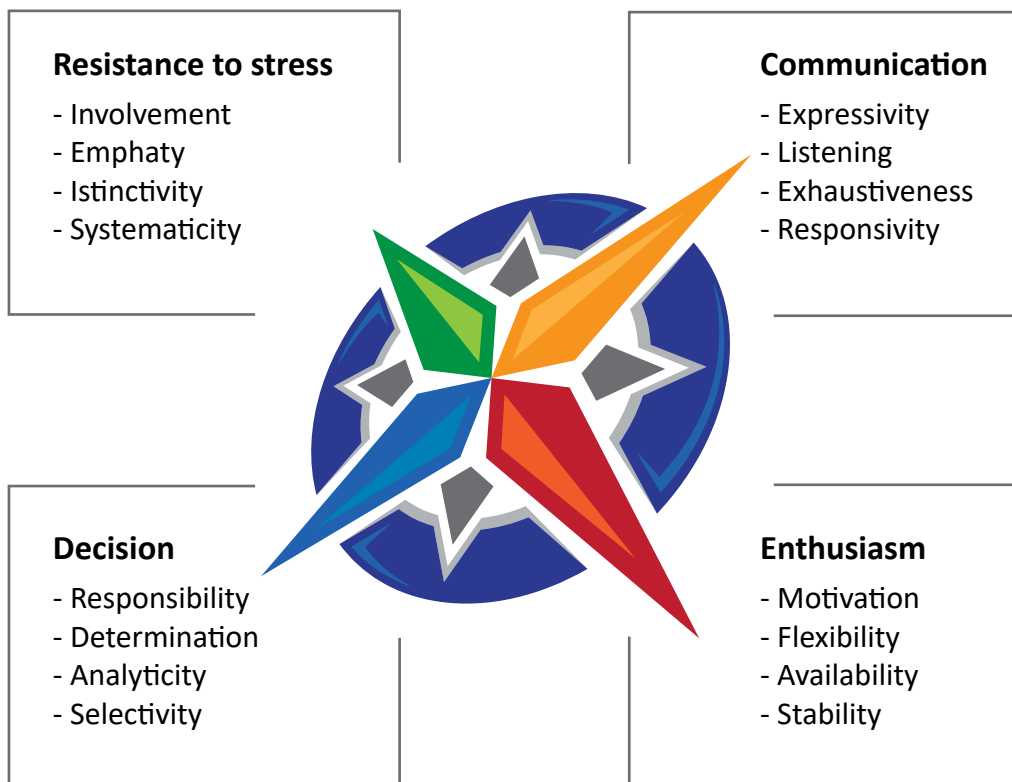
- It is a test **born from a twenty years research experience**, engineered to be effectively used in small and large organizations.
- It is an **immediate way to evaluate the “basic skills” of people**: their capability to make decisions, react to stressful events, receive and provide information, commit themselves with enthusiasm to achieving goals.
- It is a **software tool** that allows you to analyze the test data and compare them with the self-assessment of people and the evaluation performed by the assessor so as to have complete, reliable and really useful information.
- DReCT is a **complete system and integrated with the other solutions provided by Exagogica** to manage and develop human capital.

Drive, Skills and features

A detailed analysis of the potential of everyone

DReCT system performs **the evaluation of people on 16 basic competences** (Skills), organized in **4 areas** (Drives): **Decision, Resistance to stress, Communication, Enthusiasm** towards the change and it provides an overview of the strength, weakness, risks and professional opportunities of the person examined.

- **Scope of application:** Soft Skills.
- **Number of questions:** 192 (yes/no/I don't know).
- **Test duration:** 35-40 minutes.
- **Individual Report:** the user can download a **Standard report** (13 pages) and his/her own **soft skills certificate**.
- **Analysis system:** DReCT Team.



Distribution of the Test

A simple and immediate system

DReCT personal test is provided online through the web portal: **www.exagogica.com**.

The test can be performed in a single session, or subdivided into its 4 sections.

Once the test has been completed, the user can provide a feedback, highlighting the major deviations from his/her self-perception.

This self-assessment will be an element of the overall assessment in the DReCT Team system.

The screenshot displays the Exagogica website's DReCT test interface. At the top, there is a navigation bar with the Exagogica logo and menu items: ASSESSMENT, SOLUTIONS, TECHNOLOGIES, PEOPLE, SOCIAL RESPONSIBILITY, and CONTACTS. A banner features a woman with her arms crossed in front of a chalkboard with muscular arm drawings, with the text: "Discover our Assessments to identify and know the best talents". Below the banner is a coupon activation section with the text "Do you have a coupon? Enter the code and activate it today." and an "Activate a Coupon" button.

DReCT test

The DReCT test comprises four areas. You can download the partial results when you have completed each area and the final result once all four areas are completed. You can complete a single area by clicking the "Start" button below inside the related box. Alternatively, you can click the "Start the overall test" button to complete the entire test at once. You can stop the test at any time and continue from the same point at a later date.

100%

REPORT PREVIEW SUMMARY REPORT STANDARD REPORT STANDARD + METHOD

Area	Progress	Action
DECISION	100%	REPORT PREVIEW
STRESS RESISTANCE	100%	REPORT PREVIEW
COMMUNICATION	100%	REPORT PREVIEW
ENTHUSIASM	100%	REPORT PREVIEW

Detailed reports

Detailed reports to start a personal development path.

At the end of the test, the system presents **two different individual reports**: the complete report (composed of 13 pages) and a summary report or certificate showing the overall balance of the analyzed skills.

Moreover, you can also download the partial reports related to each Drive. All reports are available and accessible on Exagogica website **until the end of the twelfth month** from the activation date of the test.

The system also generates a report including methodological notes for the assessor available in the DReCT Team system.

DReCT comp
TIZIAN

TIZIANA. Currently Revealing a low degree of responsibility with difficulty to undertake to achieve goals, however adequate ability to select targets and pursue them consistently and to analyze the information for decision-making goals, abilities that can be furtherly highlighted by assigning their responsibilities gradua difficulties in responding to unexpected events despite presenting a balance in relation to the other aspec sensitivity and involvement in relations with others, the organization of everyday life and the ability to exp mental and physical energy. Revealing a good ability to propose a communication in which the amount of communication in the strict sense is consistent with the quality of feedback (output feedback). Revealing ability to transpose an input communication recovering in most cases the meaning of the real help (input). Revealing a good flexibility, availability and motivation to improve oneself both in terms of high skills and ones.

Professional compatibility analysis

The professional compatibility of the person with a professional group is determined by analyzing the differences between the expected levels of each basic skill.

If the expected level of a skill is higher than that of a person, a gap is created reducing the percentage of compatibility to a degree directly proportional to its value in relation to the required level (e.g., if level 4 is required and the person gets Level 2, the compatibility level registers a decrease of 2/4 in that specific skill, or rather, since the basic skills are 16, of 1/22 of the total).

The same calculation mechanism is used for those skills where a higher level than the expected one is achieved by the person.

Communication: The profile of TIZIANA VILLA

The Communication drive is subdivided into 4 skills, which are evaluated on a scale from 1 to 5. The result achieved allows you to define the level of competence of the person and compare it to that of the general population and of his/her specific cluster.

EXHAUSTIVENESS
Ability to ensure that one's own communication have been useful and effective.

EXPRESSIVITY
Aptitude for sharing with others the information and opinions.

LISTENING
Attitude to receive the communication of other people.

RESPONSIVENESS
Aptitude for selecting and using the received information.

4

4

3

3

Added Value: Good: it indicates a good capability to make sure that one's own communication has been useful and effective.

Added Value: Good: it indicates a good tendency to share one's own information and opinions with others.

Added Value: Moderate: it indicates a moderate aptitude to receive the information provided by others.

Added Value: Moderate: it indicates a moderate tendency to select and use the received information.

	DECISION	STRESS
TIZIANA VILLA	90%	
Total population	85.66%	6
Specific Cluster	86.94%	

OVERALL AREA RESULT

COMMUNICATION - Overall Score: 92/100

Percentage of overlap of the result with respect to the theoretical model: 89.5%

STRENGTHS

IMPROVEMENT OPPORTUNITY

Exhaustiveness
Ho/she has a good capability to ensure that his/her own communication has been useful and effective.

Expressivity
Ho/she has a good tendency to share his/her own information and opinions with others.

According to the professional standard

Armed Forces

Intellectual, Scientific And Highly Skilled Professions

Technical Professions

DReCT: a complete method

A modular system as well as integrated with the other solutions provided by Exagogica to effectively manage human capital.

DReCT is not just an online tool for analyzing fundamental skills, it is also a **complete method for managing the assessment of the organization's resources in relation to a specific job position.**

The team manager has at his disposal features and tools for the **complete management of all the activities related to the assessment and development of people.** The "Assessment Team Management" system actually is a version of the **Exagogica Panoptikon platform**, on which numerous modules and extensions are available allowing a 360° human resources management.

Tools and functionalities

The access to the system is performed within Exagogica environment, that can be reached through the **exagogica.com** website or the link: **app.exagogica.com**.

Once you log in, you can access to the home page of the system.



Team Manager Profile

The **Team Manager** can manage the tests and the subsequent calibration of his team members through numerous tools and functionalities.

1. Assessment activities and competence mappings

The assessor, through the DReCT Manager profile, can insert his own evaluation and have a **complete and in-depth analysis of the person examined**, also thanks to the self-assessment results.

2. Assessment Processes

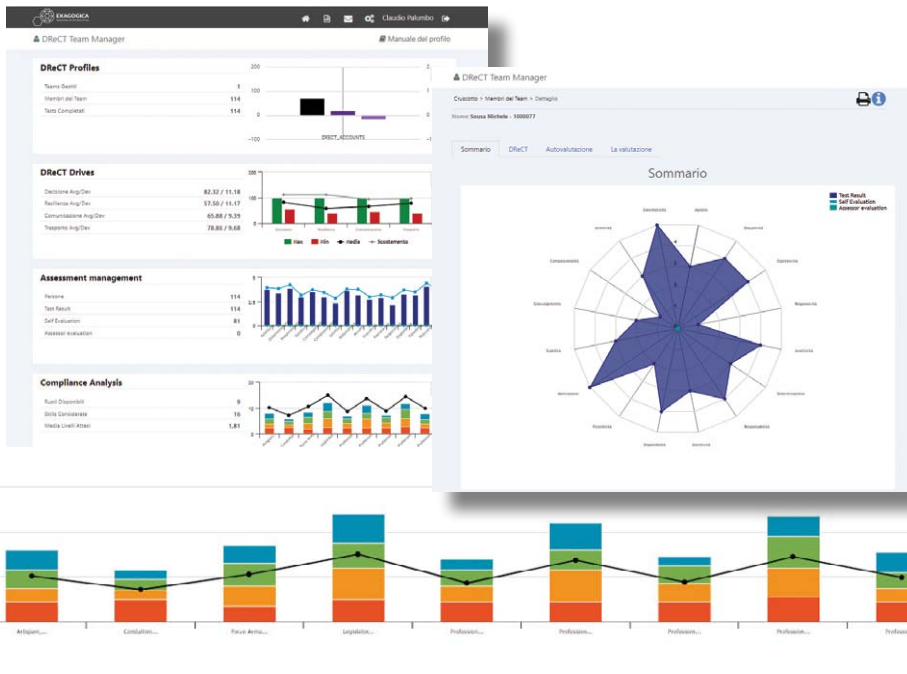
The system provide **comparison tools**, particularly useful for identifying those who have specific characteristics and who stand out if compared with the other members of the same group.

3. Organisational climate analysis

The **analysis tools** of the system are useful for **highlighting general trends within teams** and preparing improvement actions.

4. Training requirements analysis

The Skill Level Diffusion tool allows to **analyze the development level of skills and attitudes** in the whole group examined.



Let your **business grow**
through **our solutions.**



EXAGOGICA

Squeezing out the best of you

Sales Management

Strada del Drosso, 33/7 | Torino, Italia

Phone: 392 0639219 | sales@exagogica.com

www.exagogica.com

