Competence Mapping of
TIZIANA VILLA

- *Areas of expertise: Decision, Stress resistance, Communication, Enthusiasm.*

- *Analysis of the overall potential and of prevailing attitudes.*

- *Identification of strengths, weaknesses, employment opportunities and management risks.*

Assessment performed on 2018/05/17 through DReCT © method

INSTRUCTIONS

This analysis was automatically performed by DReCT system, designed to describe the soft skills of people in relation to the responses they provided to the questionnaire.

This is not a personality profile and, therefore, no personal assessment is given as such but the evaluation provided is only related to the current level of competence of the person in relation to the areas examined by the survey.

Furthermore, there are no results that can generally be defined as good or bad, since each area of competence is more or less required in the various professional activities as well as in the daily activities in which each of us is involved.

As well as the lack of some soft skills might preclude the optimal performing of some activities, similarly an overcapacity could evolve into frustration if the person has to operate in an environment not allowing the use of his/her skills.

This report, though resulting from a long research period and scientifically reliable, does not provide «irrefutable truths». It can be useful to know better about ourselves or the people we are working with and it is definitely a good starting point for reflections and inquiries that must be performed through the interview with the person being examined.

The results of this test, therefore, should not be used to come to significant decisions (hiring, change of job role, dismissals) without including them in a structured knowledge process of the resource.

The information included in this report can be classified into two categories: methodological pages (gray section) and report (coloured section).

The data included in the report are personal and sensitive with respect to the analyzed person. Therefore, the entire document must be handled with all the precautions concerning the current personal data protection policy.

The methods and tools described in the methodological pages are intellectual property of Exagogica srl and Andare Oltre - C. Palumbo & Co. and their use is therefore strictly confidential.

Report (version 2.4 – May 2018)

What's DReCT

A test developed thanks to over twenty years of experience of Andare Oltre, leader in the research and development of human resources management methodologies.

A web tool which is fast, easy to use, accurate and with high predictive capability, engineered by Exagogica to be used within large organizations, as well as for personal use.

An immediate way to assess the basic skills of people: their ability to make decisions, react to stress factors, receive and provide information, engage themselves with enthusiasm in achieving their objectives.


Why is DReCT a completely different method from the usual psychometric tests?

Because it is the combination of **4 precise and accurate tests** used for decades to evaluate four areas of competence: Decision, Stress resistance, Communication, Enthusiasm.

Because it, thanks to its **metamodel**, adds to the information provided by these tests many other information derived from the comparison of their results.

Because it evaluates the individual's soft skills also considering the comparison with the **time series** of the population that performed it and, in particular, with clusters of similar socio-demographic characteristics.

Because it is a **living and continuous improvement system** thanks to the assiduous feedback of users and their managers.

Differential analysis

- All profiles are correlated with the average of the total population and people with a similar profile (cluster) on the basis of the four factors analyzed: age, gender, working status, education level.

- DReCT is a unique method because it is a continuous improvement system. The assiduous analysis of the aggregate data of the profiles and the correlation with demographic clusters provide the constant refinement of tests interpretation rules.

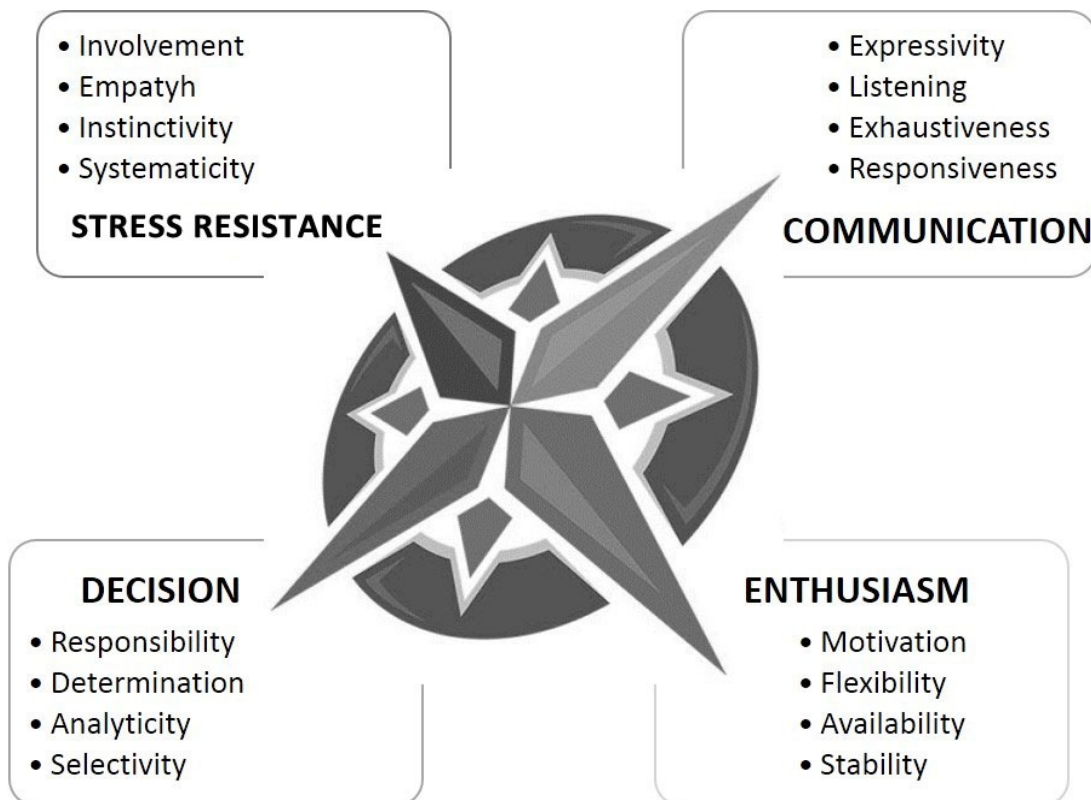- A high-profile scientific committee is constantly working to improve analytical models.

The 16 clusters analyzed by the DReCT method
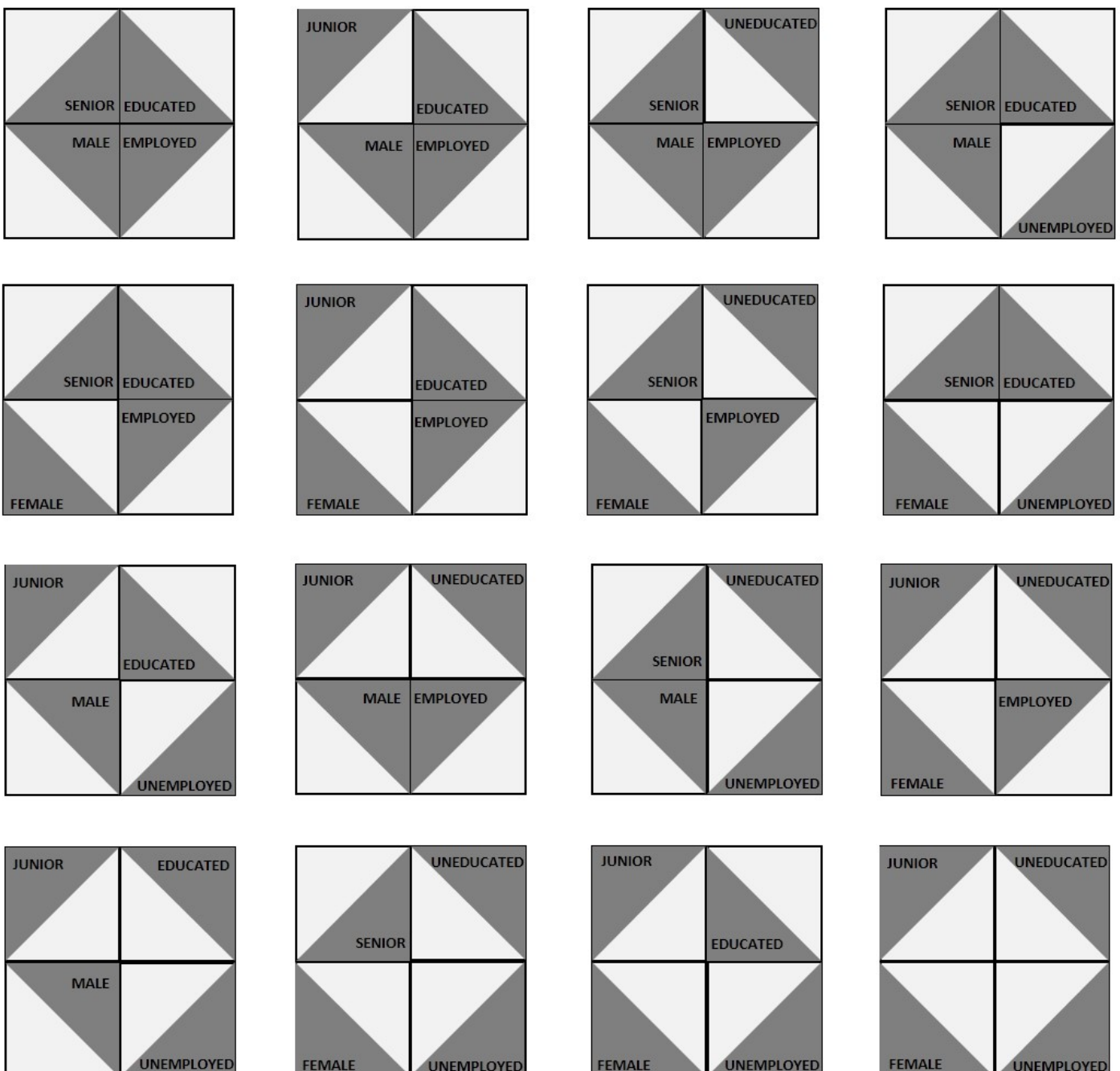
Drive, skills and characteristics

DReCT Drives are the overall results of each of the 4 tests on which DReCT method is based. The values are expressed in hundredths and can range from a minimum of 40/100 (very low drive) to a maximum of 100/100 (very high drive).

Each assessment of a DReCT Drive is the result of the analysis of the levels achieved by the person on the 4 competences (DReCT skills) related to it. DReCT method, in fact, is based on a set of 16 overall skills that are analyzed and evaluated through the test.

STRESS RESISTANCE
- Involvement
- Empatyh
- Instinctivity
- Systematicity

COMMUNICATION
- Expressivity
- Listening
- Exhaustiveness
- Responsiveness

DECISION
- Responsibility
- Determination
- Analyticity
- Selectivity

ENTHUSIASM
- Motivation
- Flexibility
- Availability
- Stability

Each level of competence is defined through a level ranging from 1 (very low) to 5 (very high). The potential weaknesses are associated to the skills on which a very low level has been achieved. The strengths, on the contrary, are associated with the highest levels.

DECISION

96

TIZIANA VILLA: displays an excellent capability to make decisions in relation to the information in-hand and subsequently put it into practice. Seems interested in gathering all the necessary information while they do not seem to be able to select only the necessary information, distinguishing it from other information which is of no particular interest. Seems very inclined to take responsibility for making decisions and, at the same time, seems quite capable of pursuing long-term goals. Therefore, the decision-making skills aretruly remarkable.

Percentage of overlap of the result with respect to the theoretical model: 90.5%

STRESS RESISTANCE

82

TIZIANA VILLA: displays a significant capability to resist stress and return to a situation of balance in the fact of destabilizing factors Does not seem to be able to react to unexpected events without feeling tension while it seems that they are able to build up patterns and habits that support it every day. Seems very inclined to have no barriers to feeling empathy towards others and, at the same time, it appears possible that they'll use much lower energy than that which is required by the stimuli to which they are being subjected. so the capability for resistence isremarkable.

Percentage of overlap of the result with respect to the theoretical model: 84.5%

COMMUNICATION

92

TIZIANA VILLA: displays an optimum capability to shares information with others and acquires information shared by others. Seems able to give correct feedback to the person they are talking to and seems to be able to request feedback from the person they are sharing information with. Seems very willing to open up and listen to those who stand up against them to share what they know and think and, at the same time, they seem capable and interested in being an active part in the communcation process. Therefore, the communication skills aredefinitely remarkable.

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

ENTHUSIASM

92

TIZIANA VILLA: displays an optimum capability to face the difficulties inherent to change to reach a condition which is different from the current one. Seems able to accept frequent changes while it does not seem possible to focus on the main objectives without interference from unexpected situations. Appears very inclined to accept the costs and sacrifices required by change and, at the same time, seems reasonably convinced that they can aspire to anything more than what they currently have. The commitments and enthusiasm in addressing new opportunities presented to him aredefinitely remarkable.

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

Total population — Similar people
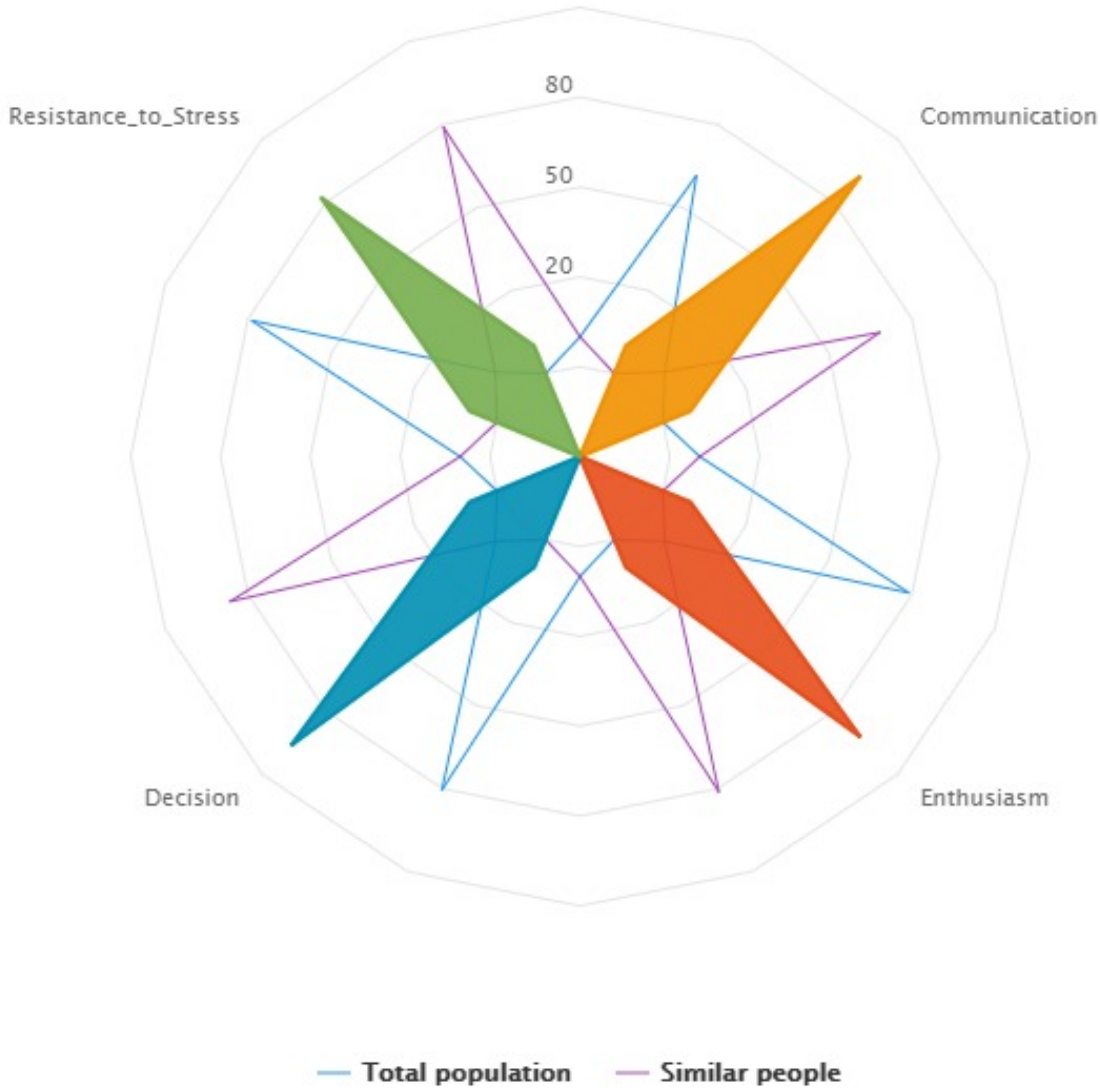
Comparative analysis

	DECISION	STRESS RESISTANCE	COMMUNICATION	ENTHUSIASM
TIZIANA VILLA	96%	82%	92%	92%
Total population	80.47% 🟢	78.71% 🟢	61.61% 🟢	78.83% 🟢
Specific Cluster	86.46% 🟢	79.03% 🟢	68.4% 🟢	81.2% 🟢

TIZIANA VILLA

The Decision drive is subdivided into 4 skills, which are evaluated on a scale from 1 to 5. The result is used to define the level of competence of the person and compare it to that of the general population and of the specific cluster.

ANALYTICITY
Ability to gather information and assess the prevailing variables for decision-making.

− 3 +

Added Value: It indicates a moderate level of predisposition to the analysis of the collected information for decision-making purposes.

DETERMINATION
Perseverance in reaching goals.

− 5 +

Added Value: It indicates an excellent capability to pursue one's own goals.

RESPONSIBILITY
Ability to take decisions and to assume the resulting responsibilities .

− 4 +

Added Value: It indicates a good level of responsibility and consequently a good willingness to assume the responsibility of the decisions taken.

SELECTIVITY
Ability to select targets based on urgency and importance.

− 2 +

Added Value: It indicates an insufficient capability to properly prioritize the activities and objectives.

OVERALL AREA RESULT

DECISION - Overall Score: 96/100

Percentage of overlap of the result with respect to the theoretical model: 90.5%

STRENGTHS	IMPROVEMENT OPPORTUNITY
Determination He/she has an excellent capability to pursue his/her own goals. **Responsibility** He/she has a good level of responsibility and consequently a good willingness to assume the responsibility of the decisions taken.	-

Resistance to Stress: The profile of

TIZIANA VILLA

The Stress resistance drive is subdivided into 4 skills, which have been evaluated on a scale from 1 to 5. The result allows you to define the level of competence of the person and compare it to that of the general population and of the specific cluster.

EMPATYH
Emotional sensitivity and empathy with others.

2

Added Value: It indicates an insufficient capacity for empathy.

INSTINCTIVITY
Instinctivity, ability to handle unexpected situations.

1

Added Value: It indicates a limited capability to face unexpected situations.

INVOLVEMENT
Ability to espress one's psychic and physical energy.

4

Added Value: It indicates a good energy and expression capability of one's own personality in the social context.

SYSTEMATICITY
Attitude for the classification of phenomena in organized systems.

4

Added Value: It indicates a good aptitude for classification of phenomena in structured systems.

OVERALL AREA RESULT

RESISTANCE TO STRESS - Overall Score: 82/100

Percentage of overlap of the result with respect to the theoretical model: 84.5%

STRENGTHS	IMPROVEMENT OPPORTUNITY
Involvement He/she has a good energy and expression capability of his/her own personality in the social context. **Systematicity** He/she has a good aptitude for classification of phenomena in structured systems.	**Instinctivity**

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.

− 4 +

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

EXPRESSIVITY
Aptitude for sharing with others the information and opinions.

− 4 +

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

LISTENING
Attitude to receive the communication of other people.

− 3 +

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

RESPONSIVENESS
Aptitude for selecting and using the received information.

− 3 +

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

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 He/she has a good capability to ensure that his/her own communication has been useful and effective. **Expressivity** He/she has a good tendency to share his/her own information and opinions with others.	-

TIZIANA VILLA

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

AVAILABILITY
Capability and interest totake up the opportunities for improvement.

— 4 +

Added Value: Good: it indicates a good level of interest to seize the opportunities for improvement.

FLEXIBILITY
Aptitude to be satisfied of the skills and status acquired.

— 4 +

Added Value: Good: it indicates a low level of satisfaction.

MOTIVATION
Attitude to consider one's own skills not yet fully deployed.

— 4 +

Added Value: Good: it indicates a good tendency to consider one's own capabilities not completely employed.

STABILITY
Tendency to undergo the conditioning of the outside world.

— 4 +

Added Value: Good: it indicates a low level of conditionability by the outside world.

OVERALL AREA RESULT

ENTHUSIASM - Overall Score: 92/100

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

| STRENGTHS	IMPROVEMENT OPPORTUNITY
Availability He/she has a good level of capability and interest to seize the opportunities for improvement.	-
Flexibility He/she has a moderate level of satisfaction.	
Motivation He/she has a good tendency to consider his/her own capabilities not completely employed.	
Stability He/she is moderately influenced by the outside world.	

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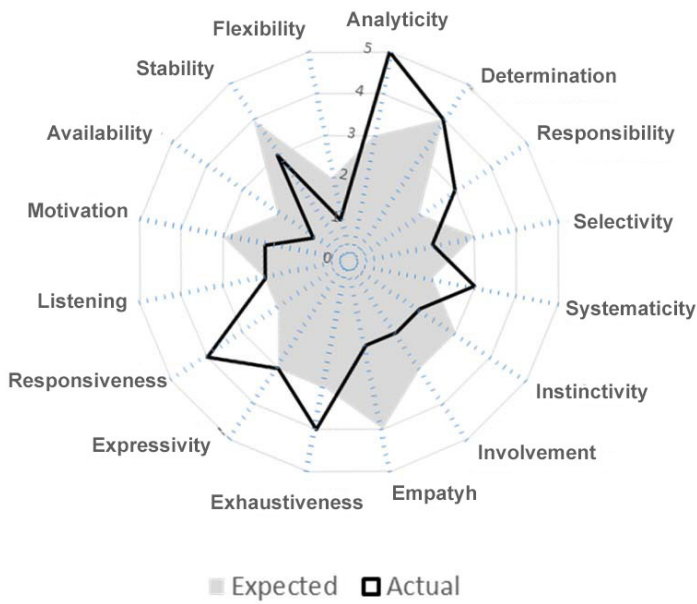
The professional compatibility of the person with a professional group is determined by analyzing the differences between the expected levels of each basic skill.

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 1/32 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.

■ Expected ▢ Actual

This analysis makes use of the 9 major groups of occupations classification, according to the professional standard ISCO 2008. The expected values are shown in the following radar charts:
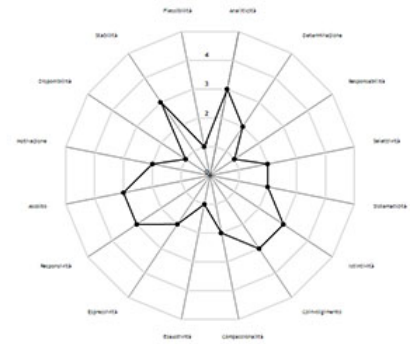

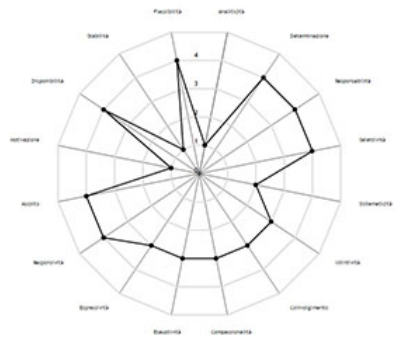**Craftsmen, Skilled Workers And Farmers**
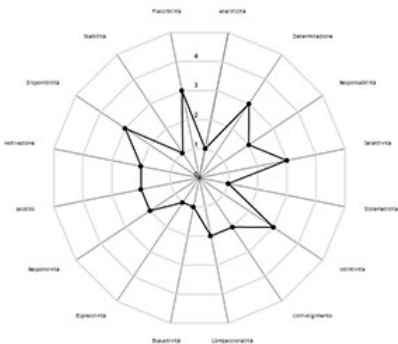
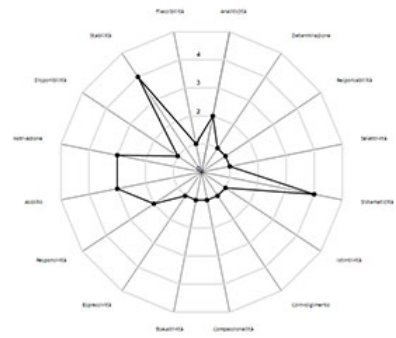**Plant Operators, Stationary And Mobile Machine Operators And Vehicle Drivers**
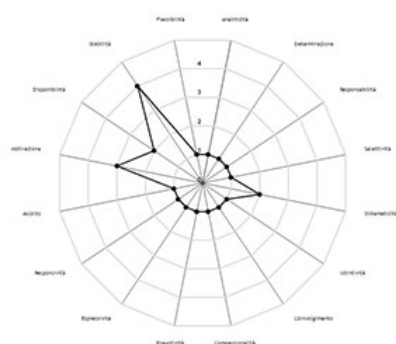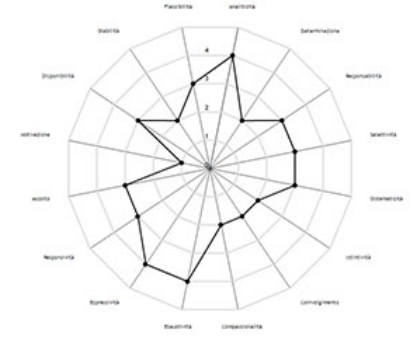
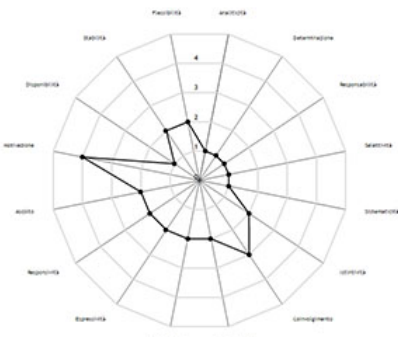**Armed Forces**

Legislators, Entrepreneurs And Top Management
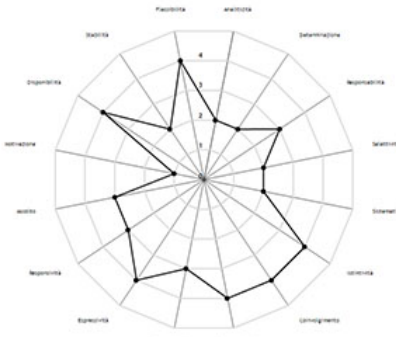
Clerical Support Workers
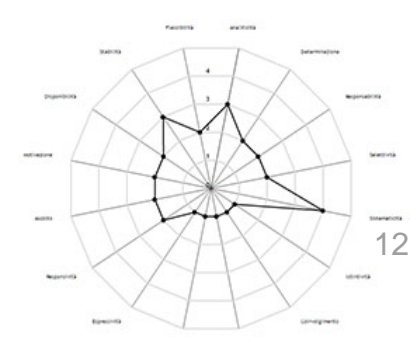
Intellectual, Scientific And Highly Skilled Professions

Unskilled Professions

Highly Qualified Professions In Business Activities And Services

Technical Professions

TIZIANA VILLA

The following chart highlights the comparison among the levels registered forTIZIANA VILLAof each skill and those required by the 9 standard roles defined by ISCO 08. For each major group of the international standard, gaps are expressed (skills achieving a lower level than the expected one) as well as overachievements (excellences).

A percentage of compatibility with the person's profile can be defined for each of the roles analyzed. The results are presented here below, with the expression of compatibility in percentage (100% occurs when the expected level required by a specific professional group is achieved in all the skills) and with the list of skills with gaps or overachievements.

72% - Intellectual, Scientific And Highly Skilled Professions

Gap: Analyticity, Instinctivity, Selectivity.

Over: Flexibility, Involvement, Stability, Determination, Availability, Motivation, Responsibility, Systematicity.

72% - Highly Qualified Professions In Business Activities And Services

Gap: Empatyh, Instinctivity.
Over: Analyticity, Stability, Determination, Exhaustiveness, Motivation, Responsibility, Systematicity.

64% - Legislators, Entrepreneurs And Top Management

Gap: Listening, Empatyh, Instinctivity, Responsiveness, Selectivity.

Over: Analyticity, Involvement, Stability, Determination, Exhaustiveness, Expressivity, Motivation, Systematicity.

60% - Technical Professions

Gap: .
Over: Flexibility, Listening, Involvement, Empatyh, Stability, Determination, Availability, Exhaustiveness, Expressivity, Motivation, Responsibility, Responsiveness.

60% - Armed Forces

Gap: Instinctivity.
Over: Flexibility, Involvement, Stability, Determination, Availability, Exhaustiveness, Expressivity, Motivation, Responsibility, Systematicity.

54% - Clerical Support Workers

Gap: .
Over: Analyticity, Flexibility, Involvement, Empatyh, Determination, Availability, Exhaustiveness, Expressivity, Motivation, Responsibility, Responsiveness, Selectivity.

52% - Unskilled Professions

Gap: Instinctivity.
Over: Analyticity, Flexibility, Listening, Involvement, Stability, Determination, Availability, Exhaustiveness, Expressivity, Responsibility, Responsiveness, Selectivity, Systematicity.

51% - Craftsmen, Skilled Workers And Farmers

Gap: Instinctivity, Selectivity.
Over: Analyticity, Flexibility, Listening, Involvement, Stability, Determination, Availability, Exhaustiveness, Expressivity, Motivation, Responsibility, Responsiveness, Systematicity.

44% - Plant Operators, Stationary And Mobile Machine Operators And Vehicle Drivers

Gap: .
Over: Analyticity, Flexibility, Listening, Involvement, Empatyh, Determination, Availability, Exhaustiveness, Expressivity, Motivation, Responsibility, Responsiveness, Selectivity, Systematicity.