



**DReCT**  
*Navigating in your skillset*

# 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

## **Exagogica Assessment Tools**

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## **DReCT Method**

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## **DReCT Method**

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## **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 2.3 – May 2017)**

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## 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.



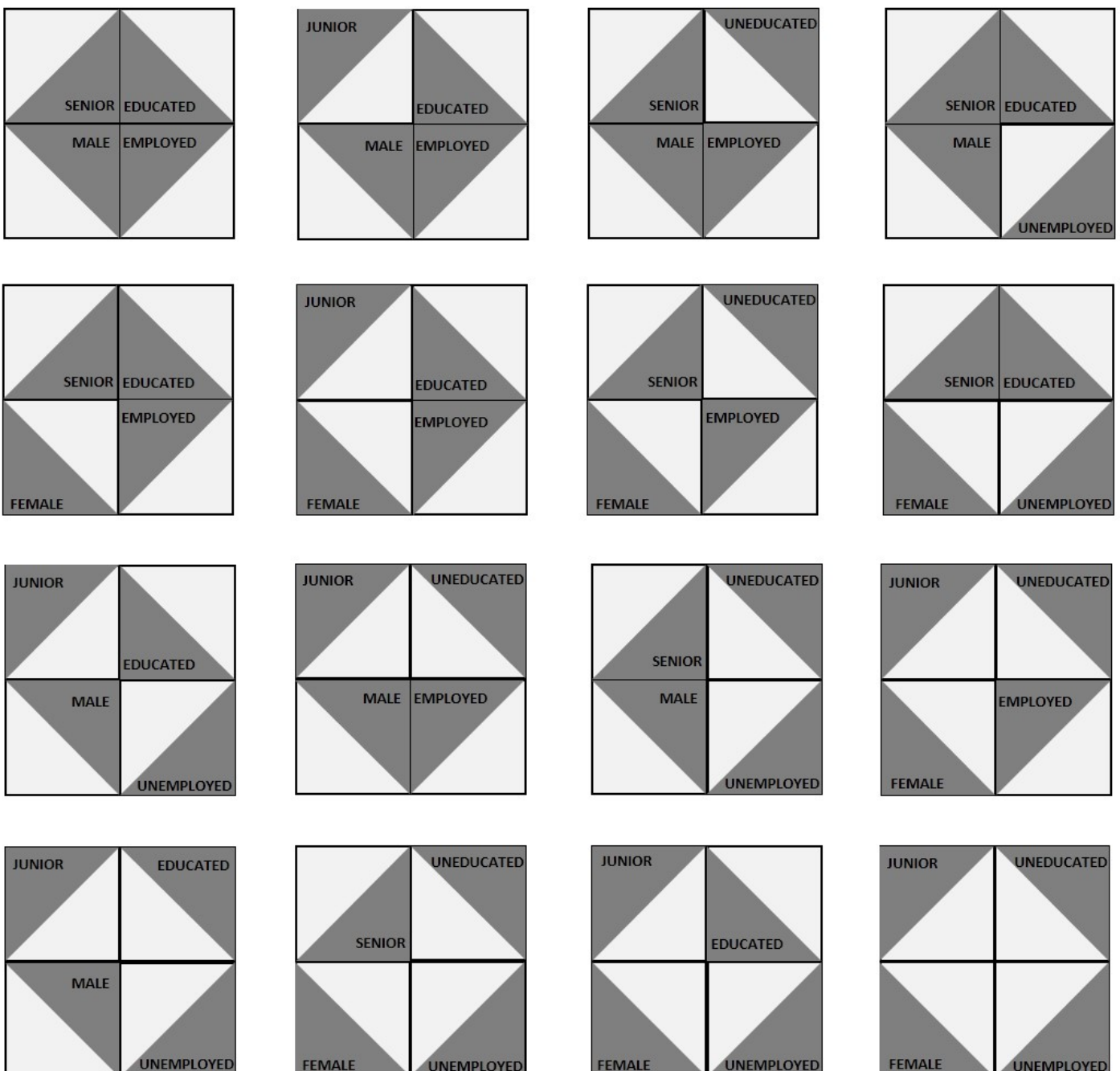
## Why is DReCT a completely different method from the usual psychometric tests?

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

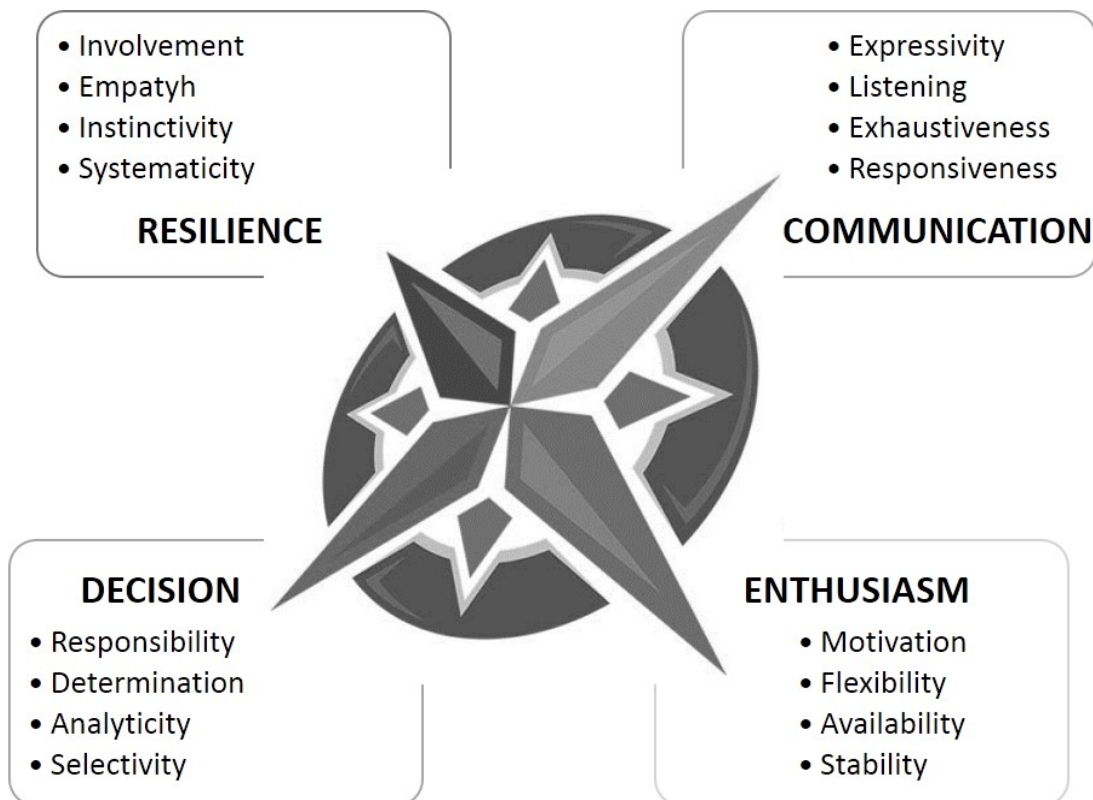
## The 16 clusters analyzed by the DReCT method



# 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.



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.

Before introducing the skills analysis of each Drive, this report presents, in a specific page, all the skills to be analyzed explaining the related meaning. Moreover, the possible consequences of the minimum and maximum values on the person's behaviour are reported for each skill.

These details are presented in a diagram like the following:

**Skill:** overall meaning explanation of the analyzed skill



**NEGATIVE CHARACTERISTIC:** explanation of the negative characteristic that the person can assume in the absence of this competence (level 1).

**POSITIVE CHARACTERISTIC:** explanation of the positive characteristic that the person can assume in the presence of this competence (levels 4 and 5).

# The structure of the report

*For each Drive (Decision, Resilience, Communication, Transport) an analytical report is presented on the values that the person has achieved in each competence and on the meaning of this value with respect to the reference population. There are 3 types of graphical analysis on the report page.*



## 1. General profile

The overall results achieved by the person are reported in this section of the report.

The reports presented are:

- DReCT Drive
- DReCT Compass
- DReCT Quadrant

## 2. Details of the skills

The skills analysis of each DReCT drive (4 in total) is explained and presented in this section.

The reports presented are:

- Decision Drive Skills
- Resilience Drive skills
- Communication Drive skills
- Enthusiasm drive skills



## 3. Risks and Opportunities

In this section, the main focus shifts to the most likely consequences that the levels of basic skills and, more generally, of the 4 DReCT Drives may have on the behaviour of the person examined.

The reports presented are:

- Professional opportunities
- Management risks
- SWOT Analysis



# Tools of the area General Profile

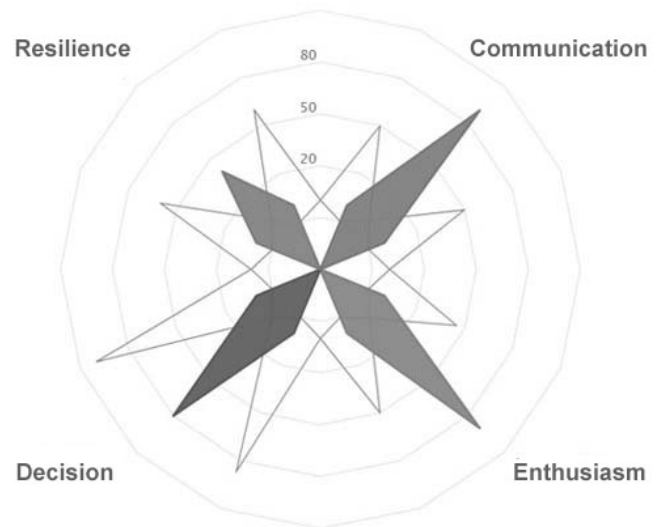


1. The first tool is the indicator of the value related to DReCT Drive. Use this tool to answer the following questions:

- Which is the overall level of competence achieved by the person in the 4 DReCT drives: Decision, Resilience, Communication and Transport?
- Which is the reliability index of this data (coherence index)?
- Which are the main consequences we can expect from the behaviour of the person in relation to the skills level achieved in the test?

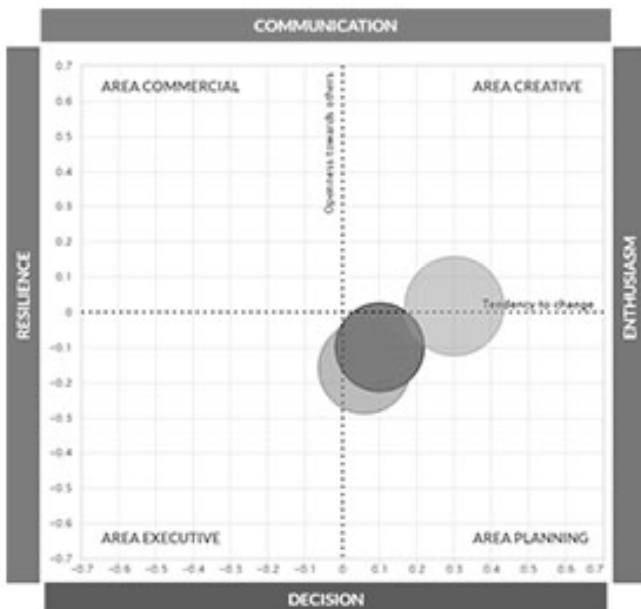
2. The second tool is DReCT Compass. Use this tool to answer the following questions:

- How relevant is the overall value shown on each area of competence in relation to the average value shown on the same area by the total population?
- How relevant is the same value in relation to the population of the reference cluster of the person being examined?



3. The third tool is DReCT Quadrant. Use this tool to answer the following questions:

- How high is the overall potential of the person in relation to that of the total population and the related cluster?
- Which is the person's position on the Conservation / Change axis?
- Which is the person's position on the Focusing / Relation Axis?
- Which is the reference area identified by the skills among the 4 areas: commercial, creative, design and executive?
- How significant are the deviations of the person being examined in relation to the total population and the related cluster?





# Tools of the area Skills details

For each Drive (Decision, Resilience, Communication, Transport) an analytical report is presented on the values that the person has achieved in each skill and on the meaning that this value implies considering the reference population. Each of the 4 reports contains 3 types of graphs.

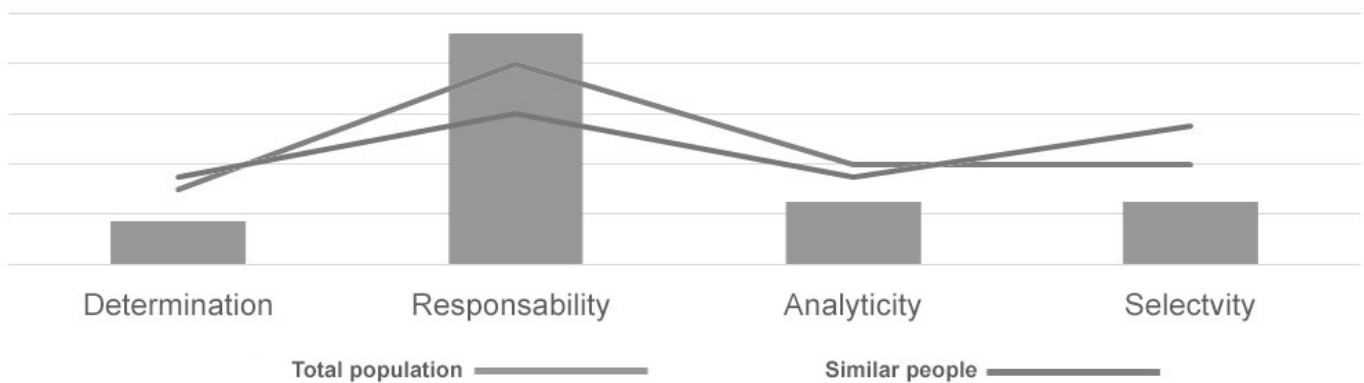
1. The first tool is the indicator of the value related to the DReCT Drive of reference. Use this tool to answer the following question:

- Which is the overall skill level assigned by DReCT to the set of skills highlighted by the test in the area concerned?

DECISION - Overall Score: 60/100

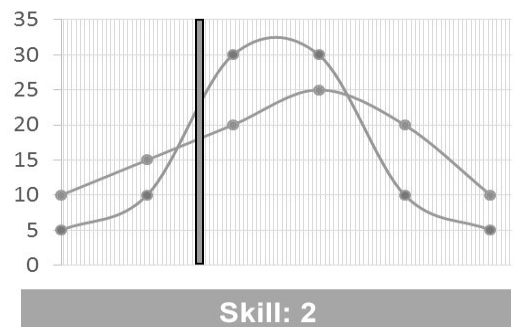
2. The second tool is the histogram of the levels achieved on the 4 skills of DReCT Drive in comparison with the total Population and Specific Cluster. Use this tool to answer the following questions:

- Which levels did the person get in the 4 specific skills of DReCT Drive?
- On average, which levels have been achieved by the total population that has already performed DReCT test?
- Which are the levels achieved by the population of the cluster to whom the person belongs?

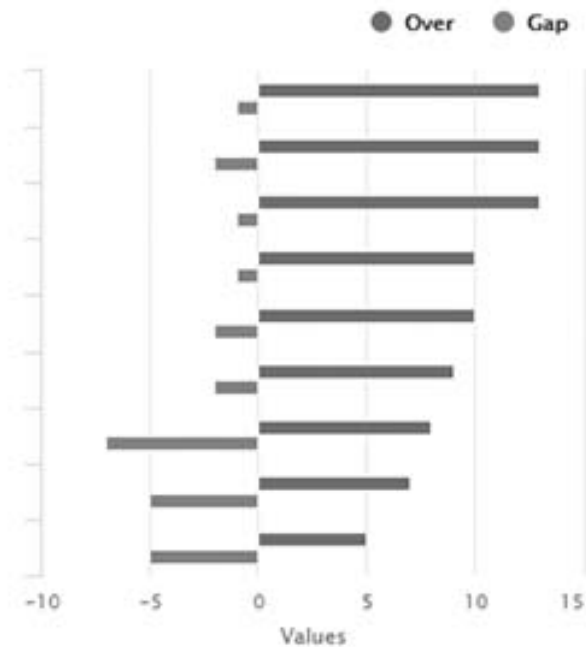


3. The third tool is the Gaussian distribution of total population and cluster levels. Use this tool to answer the following questions:

- Which is the meaning of the achieved level on each basic skills (16 in total) analyzed by DReCT method?
- Which is, on average, the level achieved most frequently by the entire population that performed the test?
- Which are the frequency percentages of other possible values?
- Which is the distribution of frequencies related to the cluster of the person?
- How common is the result achieved in absolute terms and with reference to the cluster and how, instead, does it represent a distinctive element of the person being examined?



# Tools of the area Risks and Opportunities



1. The first tool is the indicator of compatibility with the major professional groups according to the standard ISCO 2008. You can use this tool to answer the following questions:

- Which is the professional group requiring the level of competence most similar to that shown by the person?
- Which are, in each professional group, the skills gaps of the person?
- And which are the skills where the person would achieve a level higher than the expected one, instead?

2. The second tool is the risk management indicator. You can use this tool to answer the following questions:

- Which are the possible risks in the management of the person on the basis of DRecT test results?
- Which could be the consequences of these risks?
- Which is the riskiness index of each identified risk?



<b>STRENGTH</b>	<b>WEAKNESS</b>
<b>OPPORTUNITY</b>	<b>RISK</b>

3. The third tool is the final table of the SWOT Analysis. You can use this tool to answer the following questions:

- Which are the strengths of the person being examined?
- Which are, instead, his/her weaknesses?
- Which are the opportunities that his/her professional employment could offer?
- And which are, instead, the probable risks related to his/her management?



# 1. General profile

In this section of the report the overall results of the subject being examined can be visualized.

These are based on four indicators respectively describing the overall coverage of the four areas of competence of DReCT method.

In each area the subject can achieve a coverage percentage up to the 100% (the maximum level).

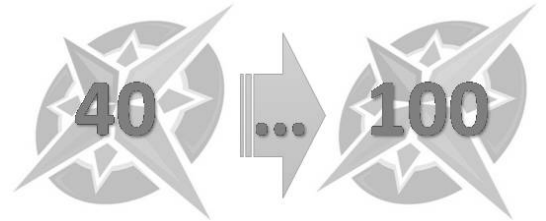
The results related to the coverage of the areas (Drives) are graphically displayed through DReCT Compass tool, which indicates the different development of the 4 drives and, consequently, the actual «direction» of the person.

DReCT Quadrant provides an analysis of the relationship among these 4 indicators. This tool allows to verify the areas where the person could develop his potential as much as he/she can based on his/her actual soft skills.

1	DReCT Drive
2	The DReCT Drives of TIZIANA VILLA
3	DReCT Compass
4	The DReCT Compass of TIZIANA VILLA
5	DReCT Quadrant
6	DReCT Quadrant of TIZIANA VILLA

# 1. DReCT Drive

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 value, in addition to defining the overall level of competence in the specific drive, determines a precise Drive Profile that is described in the DReCT Drive report. Each Drive Profile, in fact, is developed through DReCT model considering all the aspects emerging during the test and constituting the first information presented in the personal profile, a sort of person's basic skills overview summarized in a single page.

In order to get to a correct comprehension of each DReCT profile, it is fundamental to know in detail the four drives (area of competences) analyzed by the test, as explained here below:

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## DECISION



*DECISION drive expresses the capability of decisions-making by overcoming the controversy inherent in all unexpected situations. It consists of the capability to understand the relevance of the information gathered and the willingness to make choices even if the information is not exhaustive. It includes the aptitude to assume the responsibility of the decisions taken, the capability to persevere, but also to choose the priority goals.*

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## RESILIENCE



*RESILIENCE drive expresses the capability to manage the tensions arising from the exposure to the surrounding environment, with particular reference to the management of interpersonal relationships. It consists of the person's tendency to engage his own psychophysical energies in the relationship with the outside world, the capability to react to unexpected events, the capacity for empathy and the capability to give order and meaning to the elements of the surrounding human environment.*

---

## COMMUNICATION



*COMMUNICATION drive expresses the assessment of the overall communicative competence and its impact on interpersonal relationships. It consists of the aptitude to share one's own information and opinions and receive those transmitted by others, but also the capability to use the information received and to verify that one's own communication has been useful and effective.*

---

## ENTHUSIASM



*The drive Enthusiasm defines the level of motivation to the change and personal improvement in relation to the satisfaction for the results and competences already acquired. It consists of the tendency to take challenges to acquire new capabilities and the will to reach new goals, opposed to the conditionability by the outside world and the tendency to feel satisfied of the position achieved.*

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### DECISION



**TIZIANA VILLA:** Currently Revealing a low degree of responsibility with difficulty to undertake to achieve goals. Possesses 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 gradually.

Coherence Index: 82.29%

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### RESILIENCE



**TIZIANA VILLA:** Revealing difficulties in responding to unexpected events despite presenting a balance in relation to the other aspects or emotional sensitivity and involvement in relations with others, the organization of everyday life and the ability to express one's mental and physical energy.

Coherence Index: 89.85%

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### COMMUNICATION



**TIZIANA VILLA:** 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 also a good ability to transpose an input communication recovering in most cases the meaning of the real help (input feedback).

Coherence Index: 93.75%

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### ENTHUSIASM



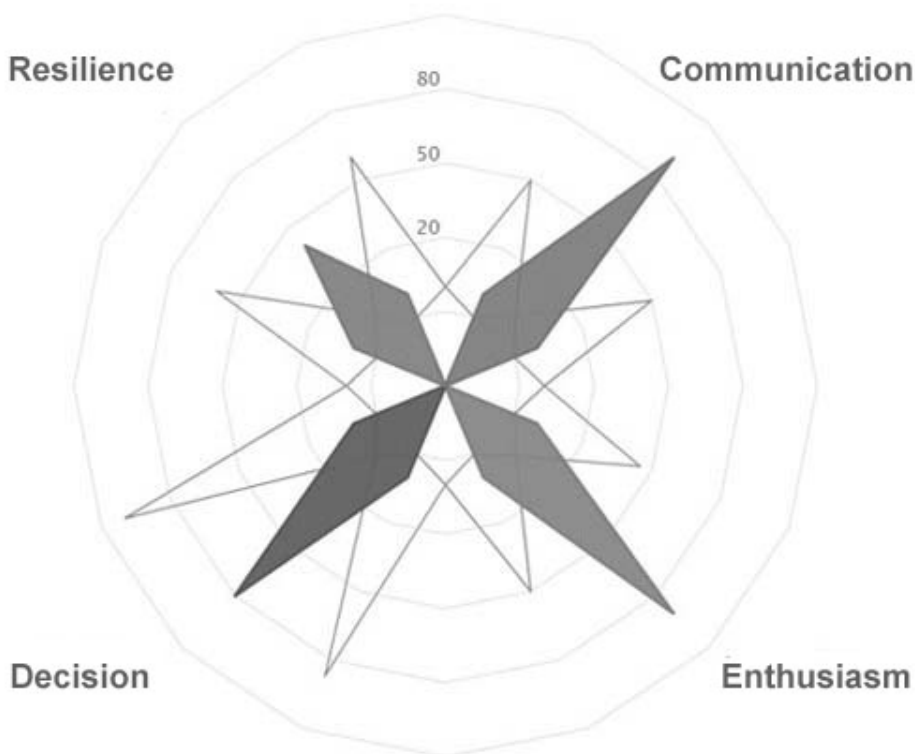
**TIZIANA VILLA:** Revealing a good flexibility, availability and motivation to improve oneself both in terms of high skills and the inferior ones.

Coherence Index: 91.67%

# DReCT Compass

DReCT Compass is the compass indicating the direction of the user in relation to the four basic Drives of competence of DReCT Method: Decision, Communication, Resilience and Enthusiasm. It highlights the areas where the resource can better express his capabilities providing additional information resulting from the comparison between the results achieved and those of the cluster to which the user himself belongs to.

The dimension of the 4 indicators refers to the overall results on each drive already reported in the previous report. DReCT Compass is introduced by a summary text that can be considered as a comprehensive synthesis of the person's general profile.



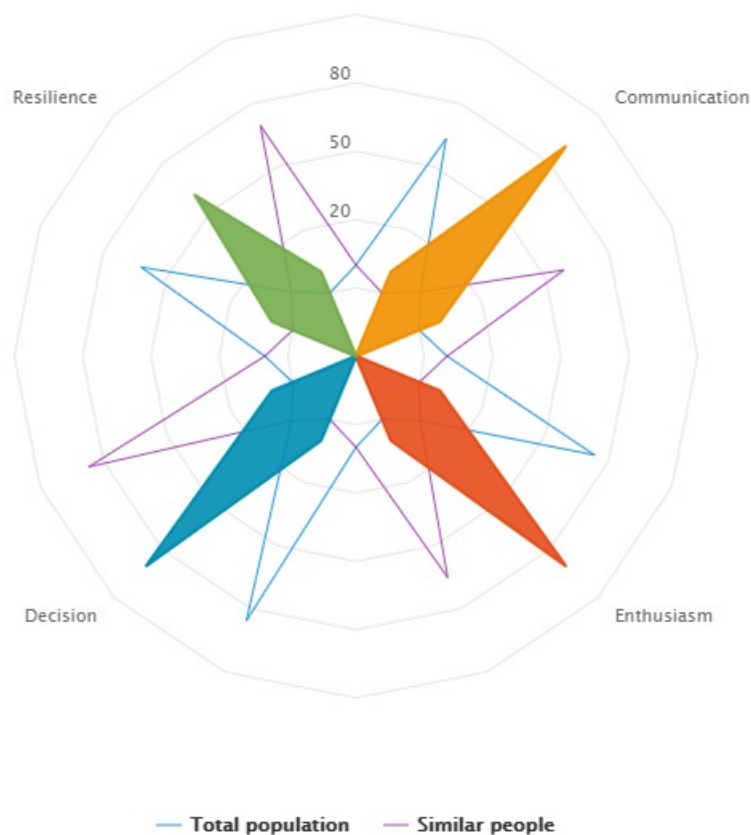
DReCT Compass highlights the development of the person in each area comparing it to the levels achieved by the total population (blue line) and the cluster to which the user himself belongs to (magenta line). For each of the 4 drives, it can be easily verified if the competence level is higher or lower than the average of the entire population by comparing the coloured indicator with the marker represented by a yellow line immediately next (counter clockwise). If you want to compare the indicator with the average of the cluster to which the person belongs to, you need to compare it with the marker represented by the magenta line immediately next (clockwise).

## COMPARATIVE ANALYSIS

	DECISION	RESILIENCE	COMMUNICATION	ENTHUSIASM
<b>Mario Rossi</b>	80%	70%	60%	70%
<b>Total population</b>	82% ●	82% ●	82% ●	82% ●
<b>Specific Cluster</b>	81% ●	81% ●	81% ●	81% ●

The comparative analysis summarizes the same information used to develop DReCT Compass. Green lights indicate the values for which the control populations are lower (the person being examined has a higher value). Red lights, on the other hand, indicate the values for which the control populations are higher (the person has a lower value). In case of identical values, the light shown is yellow.

TIZIANA: Currently Revealing a low degree of responsibility with difficulty to undertake to achieve goals. Possesses 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 gradually. Revealing difficulties in responding to unexpected events despite presenting a balance in relation to the other aspects or emotional sensitivity and involvement in relations with others, the organization of everyday life and the ability to express one's 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 also a good ability to transpose an input communication recovering in most cases the meaning of the real help (input feedback). Revealing a good flexibility, availability and motivation to improve oneself both in terms of high skills and the inferior ones.



### Comparative analysis

	DECISION	RESILIENCE	COMMUNICATION	ENTHUSIASM
TIZIANA VILLA	90%	60%	90%	90%
Total population	85.66% ●	62.11% ●	63.28% ●	73.34% ●
Specific Cluster	86.94% ●	69.6% ●	58.71% ●	65.16% ●

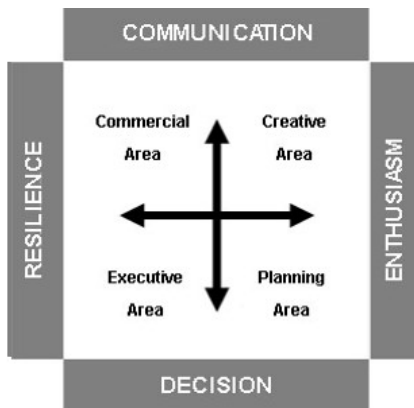
# DReCT Quadrant

DReCT Quadrant shows the overall potential and the possible area of use of the person. The values reported are significant especially in comparison with the general trends of the total of the population and with general trends of the reference clusters.

The analysis is useful to summarily identify the level of competence of the person and which is the area where he could perform at his/her best.

- The overall potential expresses the potentiality in relation to the development level of analyzed soft skills (average of the 4 drives). The greater it is the diameter of the circle referred to the resource (in gray colour), the higher it will be the overall potential indicated by skills assessment.

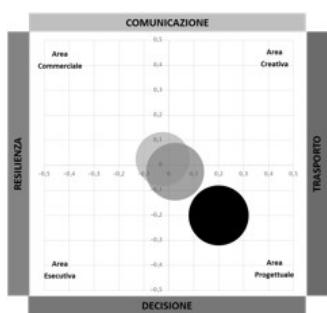
- The focusing expresses the balance with respect to the two axes Conservation/Change and Focus/Relationship which are respectively expressed by the areas Resilience/Enthusiasm and Decision/Communication. If the values of the two opposed drives are equal, regardless of their level, the person is positioned in the centre of the axis. If, instead, there is a difference, the person is positioned towards one of the two extremities, moving away from its centre in relation to the value of the difference between the two drives.



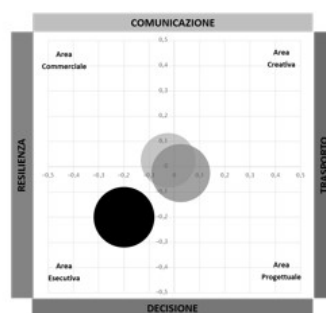
The quadrant represents the two axes, crossing at its center, and identifies four trend areas:

1. **Commercial** (prevalence of preservation and relationship).
2. **Creative** (prevalence of relationship and change).
3. **Planning** (prevalence of focusing and change).
4. **Executive** (prevalence of focusing and preservation).

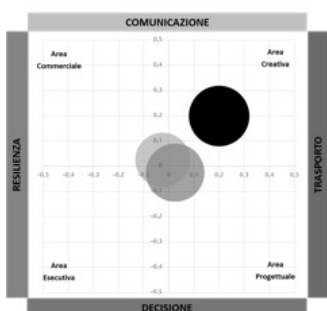
## Example of calibration and focusing chart



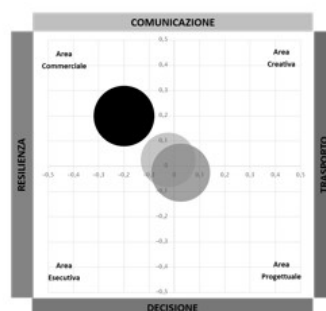
In this example, the person is placed in the planning area because his decision-making capability is higher than the ability to communicate (closure to others) and his motivation is higher than resilience (motivation to change).



In this example, the person is placed in the executive area because his/her decision-making capability is higher than the communication capability (closure to others) and his resilience is higher than the motivation (resistance to change).



In this example, the person is placed in the creativity area because his/her communication capability is higher than the decision-making capability (openness to others) and his/her motivation is higher than the resilience (motivation to change).



In this example, the person is placed in the commercial area because his/her communication skills are higher than the decision-making capability (openness to others) and his/her resilience is higher than the motivation (resistance to change).



# DReCT Quadrant of TIZIANA VILLA

Calibration: 82.5%

**What expresses:** Overall potential in relation to the level of development of analyzed soft skills .

**Added Value:** TIZIANA has a high overall potential resulting from highly developed soft skills.

Centring: +0.3, 0

**What expresses:** Balance with respect to the two axes Preservation / Change and Focus / Relationship.

**Added Value:** TIZIANA has a significant tendency to change and innovation with respect to preservation of the existing balances. TIZIANA has a significant tendency to prefer the development of the relational sphere with respect to the focusing on his own personal goals.

Area of use

**What expresses:** The type of activities in which highlighted soft skills would be more useful.

**Added Value:**



**TIZIANA**  
Change 0.3   Openness 0

**Total population**  
Change 0.1   Openness -0.2

**Similar people**  
Change 0   Openness -0.3



## 2. Details of the skills

The skills analysis of each DReCT drive (4 in total) is explained and presented in this section.

Each Drive, in fact, consists of four distinct skills whose level is certified while performing the test. The level of each skill is defined by a scale ranging from 1 (very low) to 5 (very high).

If the achieved level of a skill is the lowest one a weakness of the person is identified. On the contrary, if the level is the highest one, a strength is identified.

Not all the skills have the same levels distribution, or rather it's easier that some skills achieve a low level and other ones a high level with reference both to the total population and the specific cluster.

The analytical report shows the distribution in the population and cluster of each of the 16 skills analyzed. In this way, it is possible to define how much the value reported in the test is actually significant.



# Decision Drive: competences

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.



**SELF-REFERENTIAL:** has a exaggerated tendency to delegate, to use and exploit others for one's own purposes and to seek excessive information slowing down the decision-making process.

**ANALYTICAL:** has an excellent level of predisposition to the analysis of the collected information for decision-making.

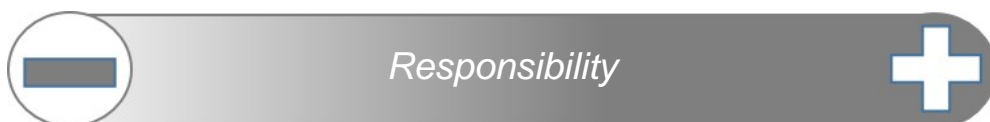
**DETERMINATION:** Perseverance in reaching goals.



**UNRESOLVED:** has a tendency to underestimate one's own work (if combined with an analyticity lower than the excellence value), or underestimate the work of others (if combined with an analyticity higher than the excellence value).

**DETERMINED:** has an excellent capability to pursue one's own goals.

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



**NOT COMMITTED:** has a tendency not to assume one's own responsibility and consequently difficulty to undertake oneself to achieve goals.

**RESPONSIBLE:** has a high level of responsibility and consequently a remarkable willingness to assume the responsibility of the decisions taken.

**SELECTIVITY:** Ability to select targets based on urgency and importance.

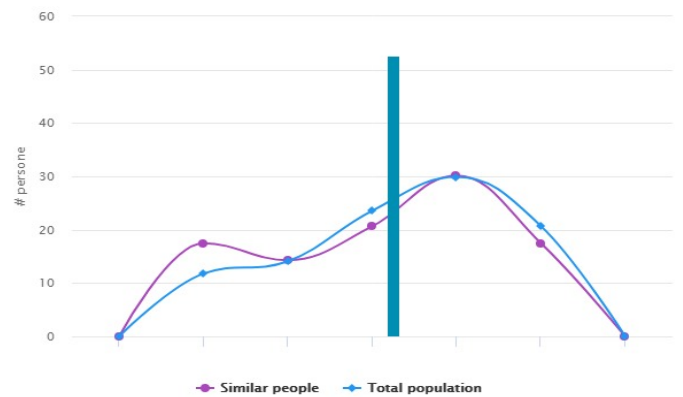
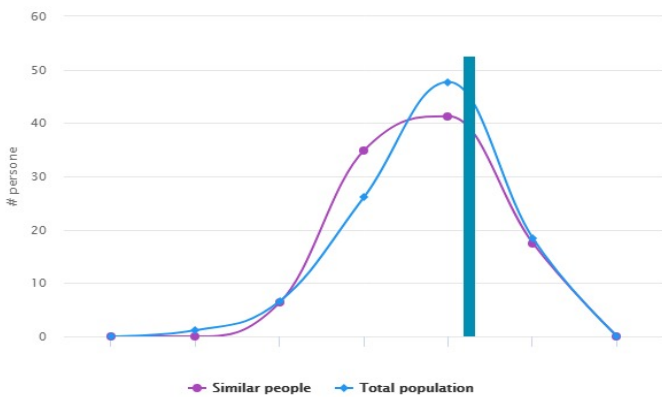
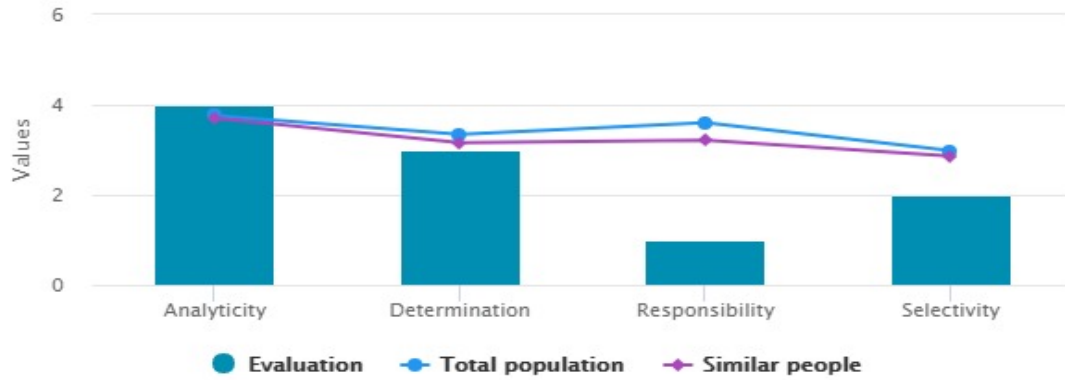


**INDISTINCT :** has a defensive tendency to evade commitments and not to get involved in achieving objectives.

**SELECTIVE:** has an excellent capability to pursue one's own goals.

# Decision: The profile of TIZIANA VILLA

**DECISION - Overall Score: 90/100**

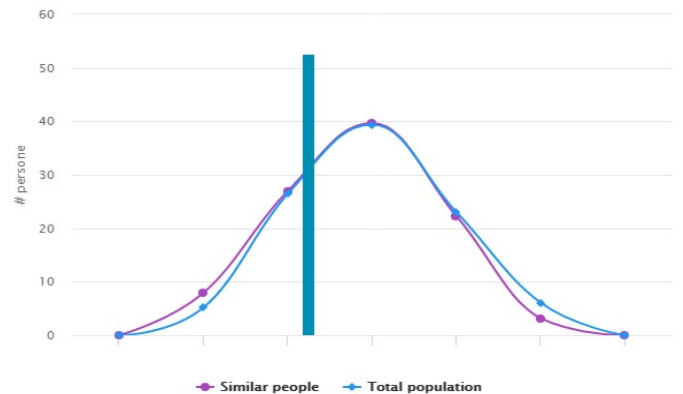
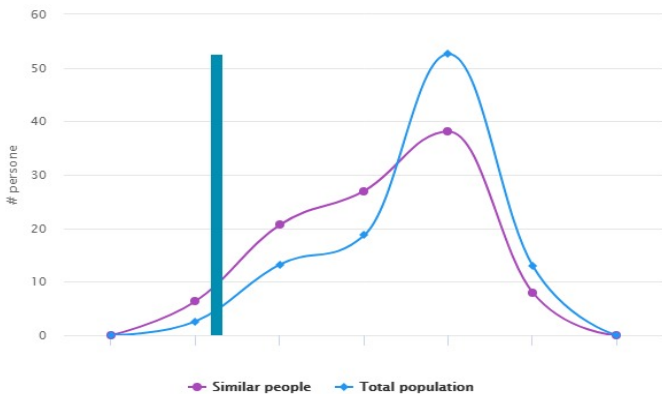


**Analyticity: 4/5**

**Added Value:** Revealing a good level of predisposition to the analysis of the collected information for decision-making.

**Determination: 3/5**

**Added Value:** Revealing a moderate capability to pursue one's own goals.



**Responsibility: 1/5**

**Added Value:** Revealing a limited level of responsibility and consequently a limited willingness to assume the responsibility of the decisions taken.

**Selectivity: 2/5**

**Added Value:** Revealing a partial lack of commitment with regard to the objectives to be achieved.

# Resilience drive:competences

The Resilience 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.*



**UNEXPRESSED:** *has a limited capacity for empathy.*

**EMPATHIC:** *has a high capacity for empathy.*

**INSTINCTIVITY:** *Instinctivity, ability to handle unexpected situations.*



**INTOLERANT:** *has a limited capability to manage unexpected situations.*

**UNINHIBITED:** *has a high capability to manage unexpected situations.*

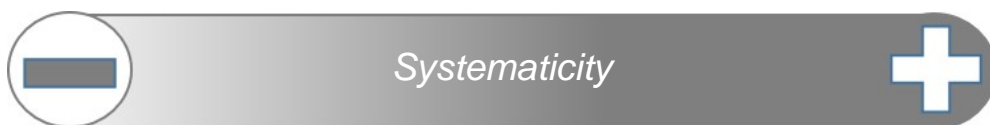
**INVOLVEMENT:** *Ability to espress one's psychic and physical energy.*



**DISTANT:** *has a limited energy and expression capability of one's own personality in the social context.*

**INVOLVED:** *has a high lenergy and expression capability of one's own personality in the social context.*

**SYSTEMATICITY:** *Attitude for the classification of phenomena in organized systems.*

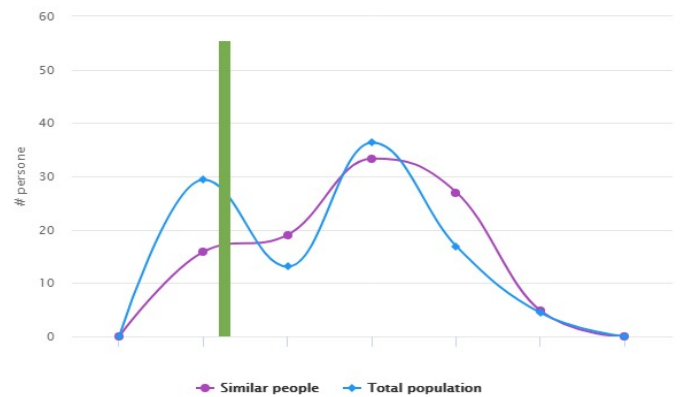
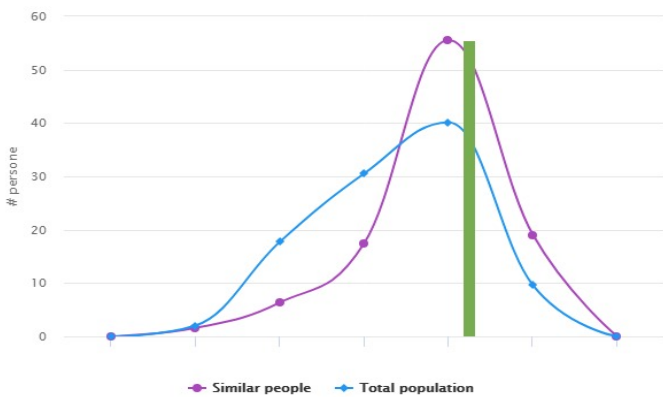
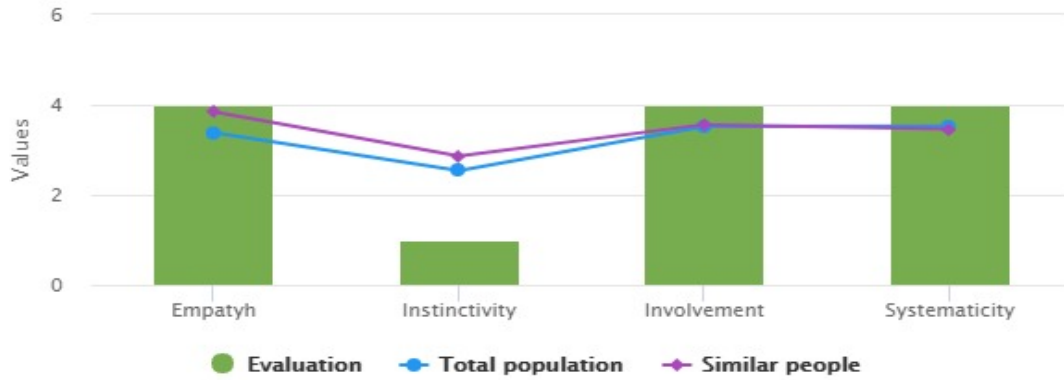


**EXTEMPORANEOUS:** *has a limited aptitude for classification of phenomena in structured systems.*

**SYSTEMATIC:** *has a high aptitude for classification of phenomena in structured systems.*

# Resilience: The profile of TIZIANA VILLA

## RESILIENCE - Overall Score: 60/100

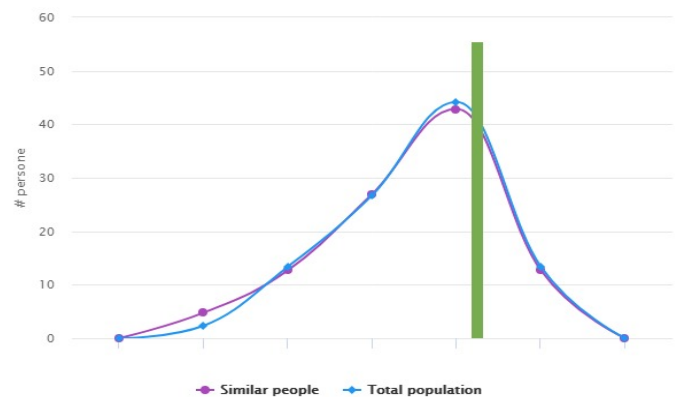
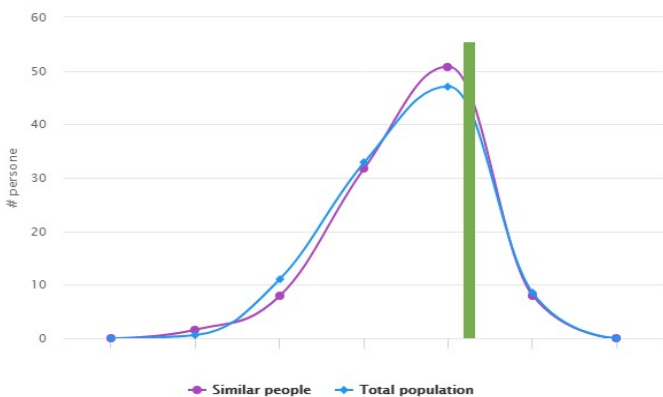


### Empathy: 4/5

**Added Value:** Revealing a good capacity for empathy.

### Instinctivity: 1/5

**Added Value:** Revealing a limited capability to manage unexpected situations.



### Involvement: 4/5

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

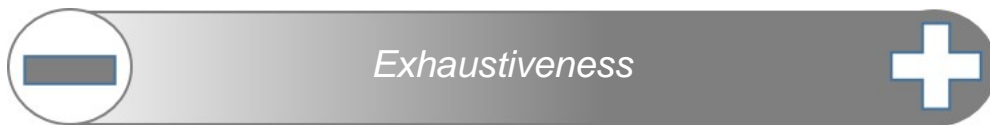
### Systematicity: 4/5

**Added Value:** Revealing a good aptitude for classification of phenomena in structured systems.

# Communication drive: competences

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.

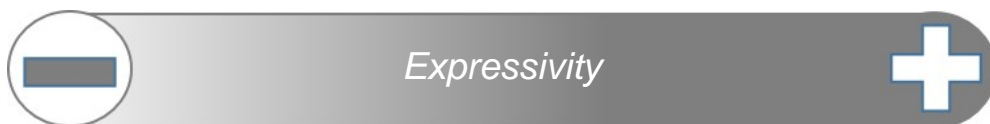
**EXHAUSTIVENESS:** Ability to ensure that one's own communication have been useful and effective.



**GENERIC:** has a tendency not to verify that one's own communication actions have the desired effect (tendency not to have the ability and sensitivity in judging and evaluating others selectively providing real help, without personal attacks, or without using the opportunity for personal revenge).

**EXHAUSTIVE:** has an excellent aptitude to receive the communication transmitted by others.

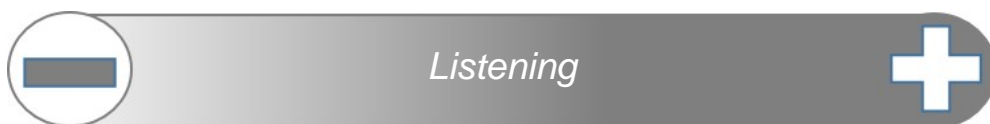
**EXPRESSIVITY:** Aptitude for sharing with others the information and opinions.



**CLOSED:** has a tendency not to share one's information and not to enter into relationships with others.

**OPEN:** has an excellent tendency to share their information and opinions with others

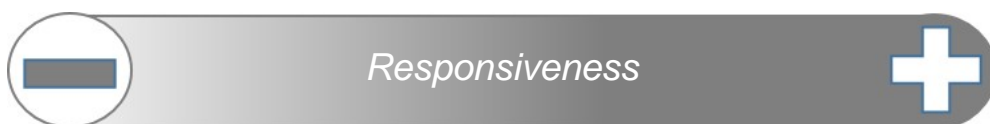
**LISTENING:** Attitude to receive the communication of other people.



**DETACHED:** has a tendency not to accept the information, communications (and requests) from others.

**FRIENDLY:** has an excellent aptitude to receive the communication transmitted by others.

**RESPONSIVENESS:** Aptitude for selecting and using the received information.



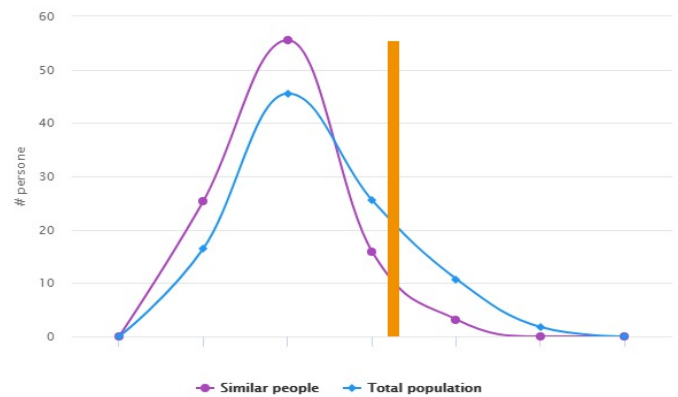
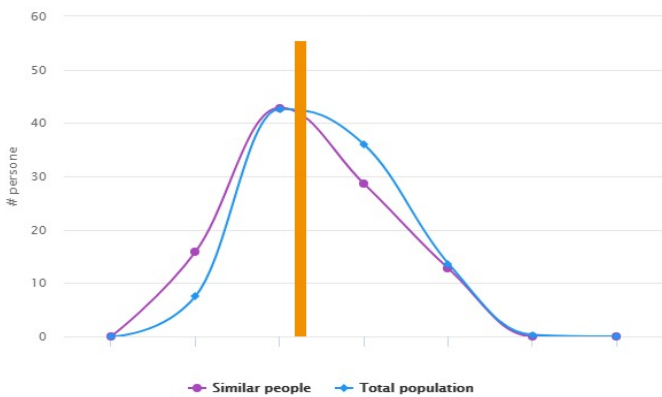
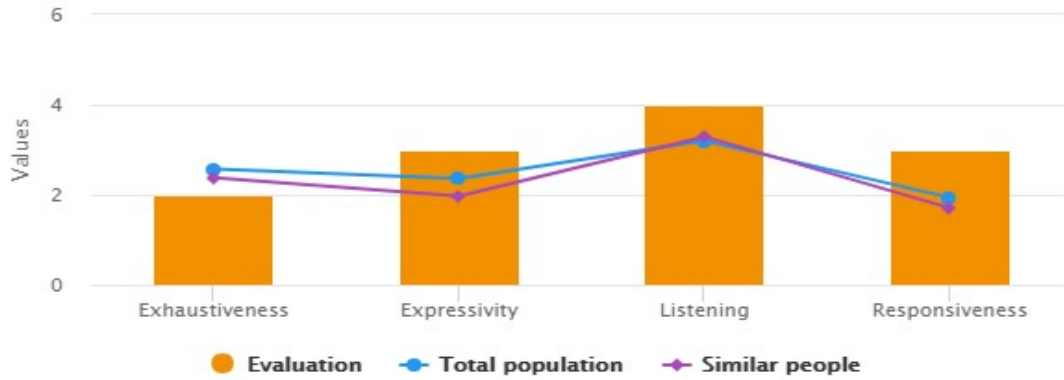
**DEFENSIVE:** has a tendency not to use the information (tendency not to have the ability and sensitivity in listening to the opinions and assessments of others people and selectively attributing to them the meaning of a real help and interpreting them, on the other hand, as a personal attack from which it's necessary to defend oneself).

**RECEPTOR:** has an excellence tendency to select and use the received information.

# Communication: The profile of

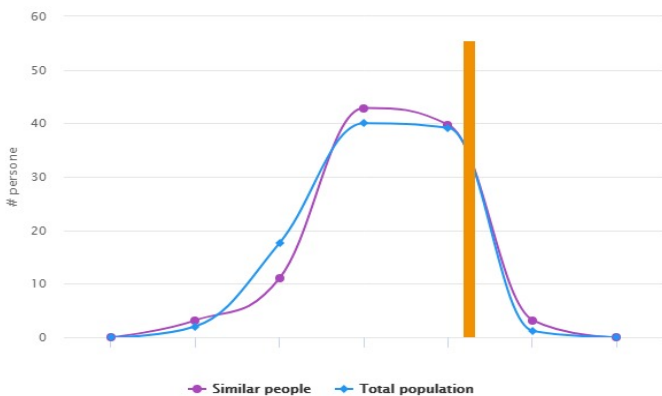
**TIZIANA VILLA**

## COMMUNICATION - Overall Score: 90/100



### Exhaustiveness: 2/5

**Added Value:** Revealing an insufficient capability to ensure that one's own communication has been useful and effective.

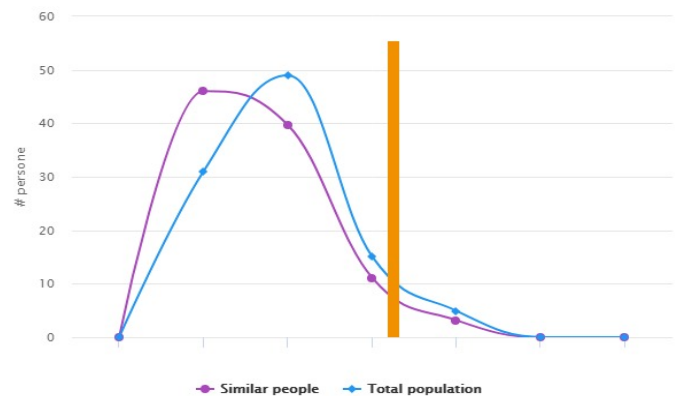


### Listening: 4/5

**Added Value:** Revealing a good aptitude to receive the communication transmitted by others.

### Expressivity: 3/5

**Added Value:** Revealing a good tendency to share with others one's own information and opinions.



### Responsiveness: 3/5

**Added Value:** Revealing a moderate tendency to select and use the received information.



# Enthusiasm drive: competences

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.



**UNAVAILABLE:** has a tendency not to have motivation to the change and personal improvement, going beyond the satisfaction related to the results achieved and the acquired skills.

**AVAILABLE:** has a high level of capability and interest to seize the opportunities for improvement.

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



**RIGID:** has a aptitude to be satisfied of the capabilities and the position achieved and willing to improve only high level skills.

**FLEXIBLE:** has a limited or almost absent satisfaction.

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



**UNDERUTILIZED:** has an inclination to believe that it will be difficult in the future to find the best use of one's own capabilities.

**MOTIVATED:** has an excellent tendency to consider one's own capabilities not completely utilized.

**STABILITY:** Tendency to undergo the conditioning of the outside world.

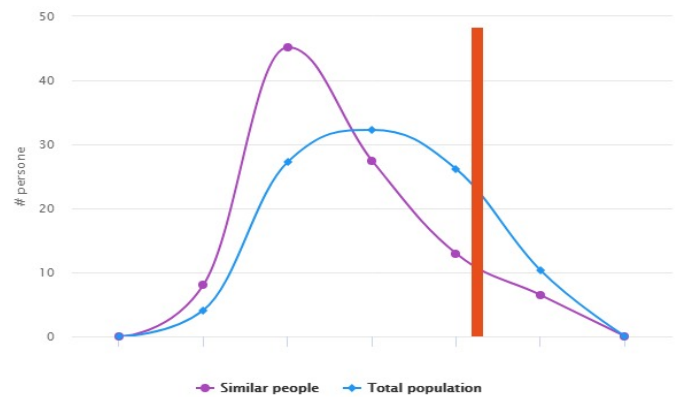
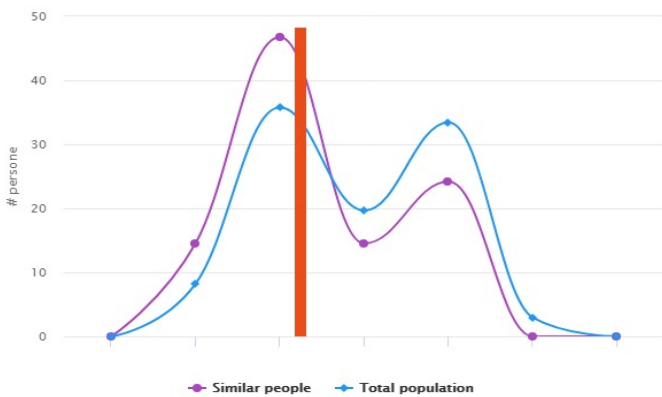
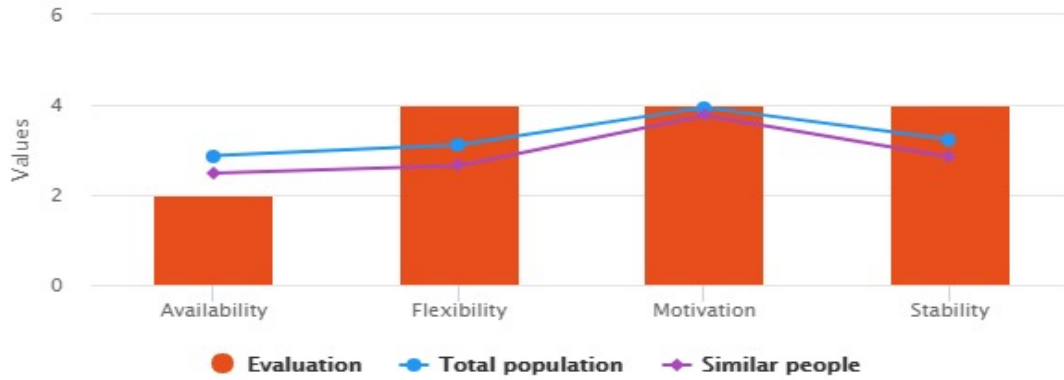


**CONDITIONABLE:** has a inclination to be conditioned by the influence of the outside world and not willing to improve one's own low skills as well as the higher ones.

**STABLE:** has a limited or almost absent conditionability by the utside world.

# Enthusiasm: The profile of TIZIANA VILLA

**ENTHUSIASM - Overall Score: 90/100**

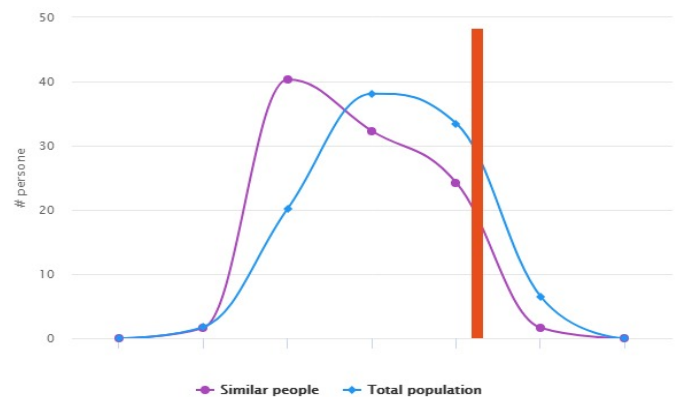
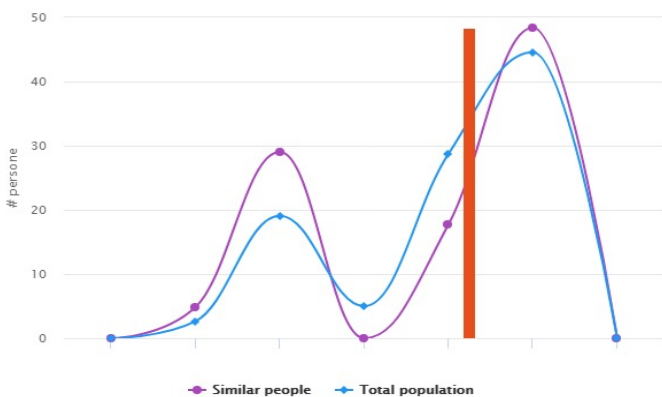


**Availability: 2/5**

**Added Value:** Revealing an insufficient level of capability and interest to seize the opportunities for improvement.

**Flexibility: 4/5**

**Added Value:** Revealing a limited satisfaction.



**Motivation: 4/5**

**Added Value:** Revealing a good tendency to consider one's own capabilities not completely utilized.

**Stability: 4/5**

**Added Value:** Revealing a limited conditionability by the outside world.



## 3. Risks and Opportunities

The third section highlights the most likely consequences that may have, on the behaviour of the person examined, the levels achieved in the basic skills and, more generally, in the 4 DReCT Drives.

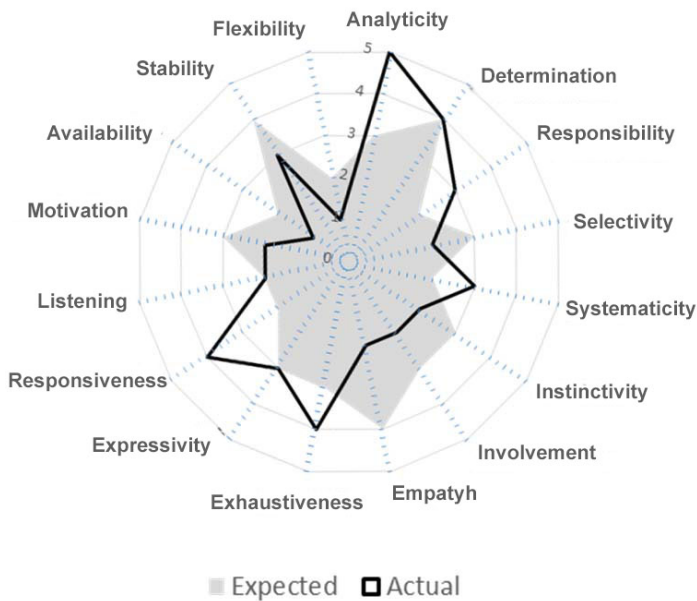
The first field of analysis is that of professional jobs. Starting from the optimal levels of expertise required by each of the 9 major professional groups recognized by international standards, the system develops the compatibility indicators to define the most appropriate professional jobs by basing this analysis on the actual levels of competence achieved by the person.

The second field of analysis is that of management risks. Each profile associated with a DReCT Drive derives from specific levels in basic skills, so it is possible to define which are the major risks the person faces when handling stressful and difficulty situations.

The conclusion of the report presents a summary page including the strengths, weaknesses, opportunities and risks identified in the previous analyses in order to provide all of the most interesting hints in a single view.



# Professional compatibility analysis



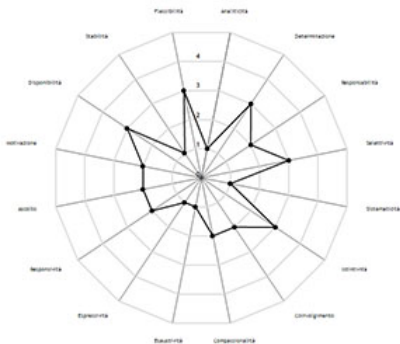
The professional compatibility of the person with a professional group is determined by analyzing the differences between the expected levels of each basic skill.

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).

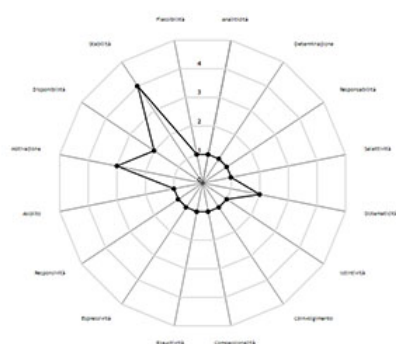
The same calculation mechanism is used for those skills where a higher level than the expected one is achieved by the person.

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:

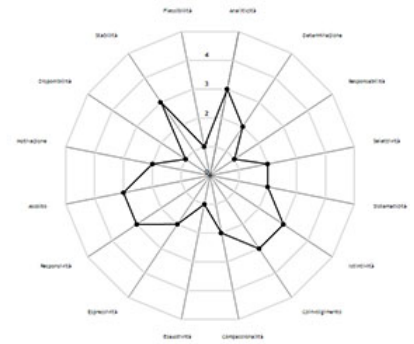
**Craftsmen, Skilled Workers And Farmers**



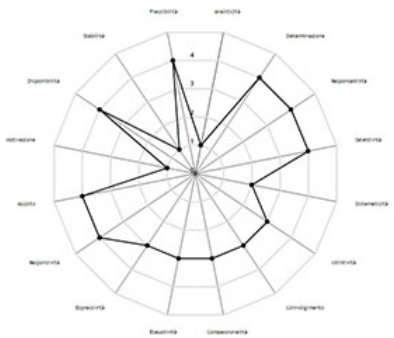
**Plant Operators, Stationary And Mobile Machine Operators And Vehicle Drivers**



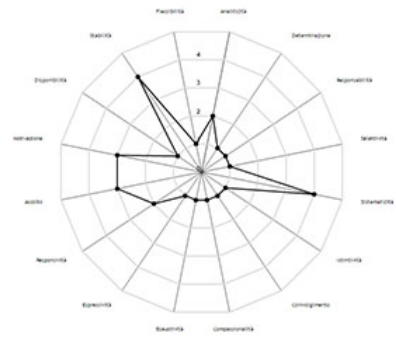
**Armed Forces**



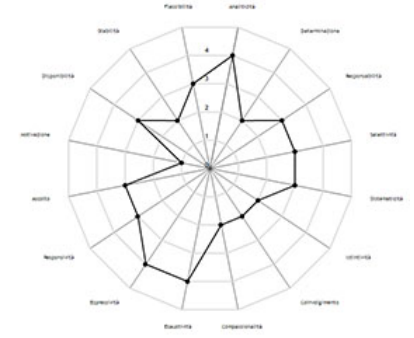
**Legislators, Entrepreneurs And Top Management**



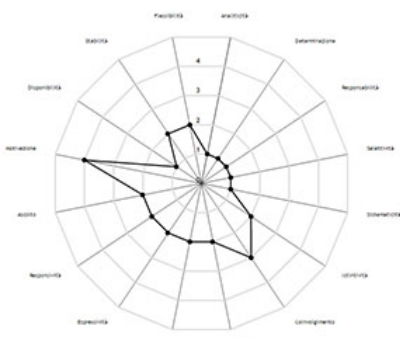
**Clerical Support Workers**



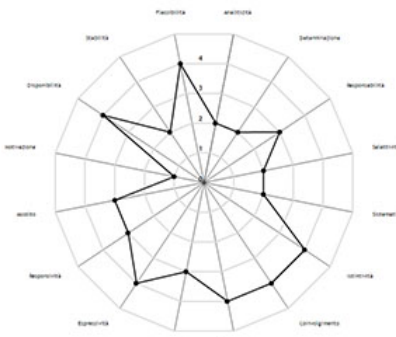
**Intellectual, Scientific And Highly Skilled Professions**



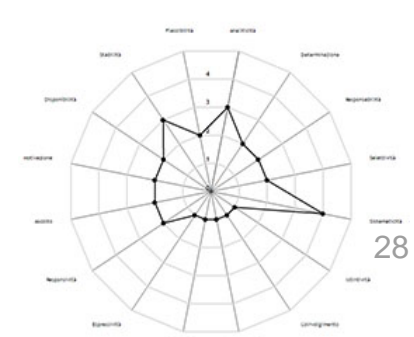
**Unskilled Professions**



**Highly Qualified Professions In Business Activities And Services**



**Technical Professions**



# Professional opportunities of

## TIZIANA VILLA

The following chart highlights the comparison among the levels registered for TIZIANA VILLA of 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.

### 66% - Highly Qualified Professions In Business Activities And Services



**Gap:** Instinctivity, Availability, Exhaustiveness, Expressivity, Responsibility.

**Over:** Analyticity, Listening, Stability, Determination, Motivation, Systematicity.

### 65% - Armed Forces

**Gap:** Instinctivity.

**Over:** Analyticity, Flexibility, Listening, Involvement, Empathy, Stability, Determination, Availability, Exhaustiveness, Expressivity, Motivation, Systematicity.



### 63% - Technical Professions

**Gap:** Responsibility.

**Over:** Analyticity, Flexibility, Listening, Involvement, Empathy, Stability, Determination, Exhaustiveness, Expressivity, Motivation, Responsiveness.



### 63% - Intellectual, Scientific And Highly Skilled Professions



**Gap:** Instinctivity, Availability, Exhaustiveness, Expressivity, Responsibility, Selectivity.

**Over:** Flexibility, Listening, Involvement, Empathy, Stability, Determination, Motivation, Systematicity.

### 59% - Clerical Support Workers

**Gap:** .

**Over:** Analyticity, Flexibility, Listening, Involvement, Empathy, Determination, Availability, Exhaustiveness, Expressivity, Motivation, Responsiveness, Selectivity.



### 59% - Legislators, Entrepreneurs And Top Management

**Gap:** Determination, Instinctivity, Availability, Exhaustiveness, Responsibility, Responsiveness, Selectivity.

**Over:** Analyticity, Involvement, Empathy, Stability, Motivation, Systematicity.



### 58% - Unskilled Professions



**Gap:** Instinctivity.

**Over:** Analyticity, Flexibility, Listening, Involvement, Empathy, Stability, Determination, Availability, Expressivity, Responsiveness, Selectivity, Systematicity.

### 53% - Plant Operators, Stationary And Mobile Machine Operators And Vehicle Drivers

**Gap:** .

**Over:** Analyticity, Flexibility, Listening, Involvement, Empathy, Determination, Exhaustiveness, Expressivity, Motivation, Responsiveness, Selectivity, Systematicity.



### 51% - Craftsmen, Skilled Workers And Farmers

**Gap:** Instinctivity, Availability, Responsibility, Selectivity.

**Over:** Analyticity, Flexibility, Listening, Involvement, Empathy, Stability, Exhaustiveness, Expressivity, Motivation, Responsiveness, Systematicity.



# The analysis of prevailing risks

In each Drive, any combination of not optimal results implicates the presence of critical issues that may, in some cases, emerge in the person when he/she is subjected to particular conditions.

For each Drive, the system identifies the prevalent risk and presents it with a detailed description, also defining the risk indicator ranging from a very low to a very high level.



## Very low

It corresponds to a DReCT Drive level between 88% and 99%.  
This risk can rarely occur and its consequences are, after all, marginal.



## Low

It corresponds to a DReCT Drive level between 87% e 76%.  
This risk can occur and its consequences can have a limited relevance on the person's behaviour.



## Moderate

It corresponds to a DReCT Drive level between 75% and 64%.  
This risk can occur and its consequences can have a certain relevance on the person's behaviour.



## High

It corresponds to a DReCT Drive level between 63% and 52%.  
This risk can easily occur and its consequences can have a significant impact on the person's behaviour.



## Very high

It corresponds to a DReCT Drive level between 51% and 40%.  
This risk can almost certainly occur and its consequences can have a heavy impact on the person's behaviour.

# Management risks of

## TIZIANA VILLA

**TIZIANA VILLA may blame other people for the consequences of decisions made by himself.**  
Tendency to becoming irresponsible and so strong difficulty to commit to achieve goals.

Risk level: very low

### DECISION

**TIZIANA VILLA may react badly in front of unexpected situations.**  
Provide inadequate responses to unforeseen events in a disproportionate manner to the nature of the event

Risk level: high

### RESILIENCE

**TIZIANA VILLA may not select, in a sufficient way, the received information.**  
Possibility that in some cases (minor ones) there is less attention paid to give a useful communication to the interlocutors or not to grasp the usefulness of the information provided.

Risk level: very low

### COMMUNICATION

**TIZIANA VILLA may aim at doing something else.**  
Could decrease the motivational impetus

Risk level: very low

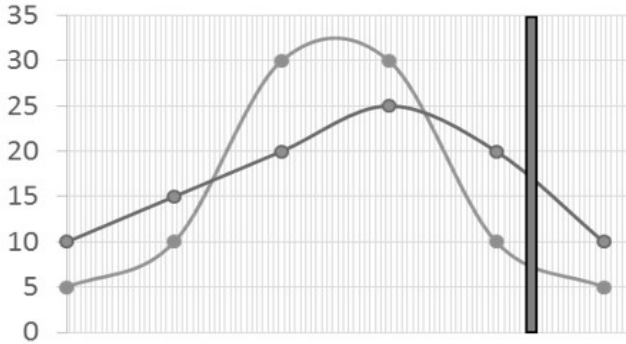
### ENTHUSIASM



# SWOT: Strength, weakness, opportunity and risk

At the end of the report, an operational analysis developed according to the SWOT Analysis technique is presented, or rather highlighting the strengths, weaknesses as well as risks and opportunities of the person being examined.

This information is resulting from the previous analyses included in the report and hereafter described.

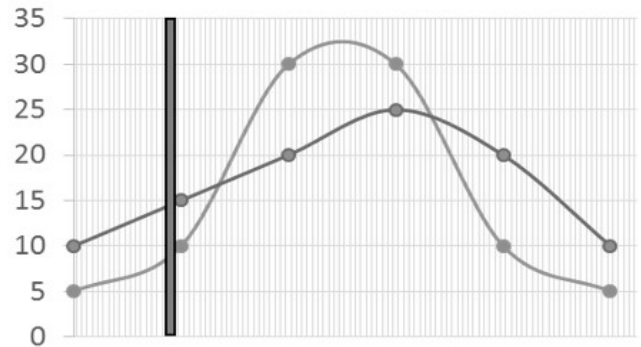


## Strength

Highlighting of the characteristics related to those basic skills for which the level achieved by the person is 4/5. The behavioural consequences of each of these features are described.

## Weakness

Highlighting of the characteristics related to those basic skills for which the level achieved by the person is 1/5. The behavioural consequences of each of these features are described.



## Opportunity

Highlighting of the 3 professional groups for which the person showed the greatest overall compatibility.



## Risk

The management risks arising from the potential assessments of each DReCT Drive are reported. The consequences associated with each risk factor are described.





### STRENGTH

- Analytical
- Empathic
- Involved
- Systematic
- Friendly
- Flexible
- Motivated
- Stable

### WEAKNESS

- Not committed
- Intolerant

### OPPORTUNITY

- Highly Qualified Professions In Business Activities And Services
- Armed Forces
- Technical Professions

### RISK

- may blame other people for the consequences of decisions made by himself.
- may react badly in front of unexpected situations.
- may not select, in a sufficient way, the received information.
- may aim at doing something else.

### STRENGTH

TIZIANA has a good level of predisposition to the analysis of the collected information for decision-making. TIZIANA has a good capacity for empathy. TIZIANA has a good energy and expression capability of one's own personality in the social context. TIZIANA has a good aptitude for classification of phenomena in structured systems. TIZIANA has a moderate aptitude to receive the communication transmitted by others. TIZIANA has a limited satisfaction. TIZIANA has a good tendency to consider one's own capabilities not completely utilized. TIZIANA has a limited conditionability by the outside world.

### WEAKNESS

TIZIANA has a tendency not to assume one's own responsibility and consequently difficulty to undertake oneself to achieve goals. TIZIANA has a limited capability to manage unexpected situations.

### OPPORTUNITY

High compatibility with: Highly Qualified Professions In Business Activities And Services  
It would also be indicated for: Armed Forces

### RISK

Tendency to becoming irresponsible and so strong difficulty to commit to achieve goals. Provide inadequate responses to unforeseen events in a disproportionate manner to the nature of the event  
Possibility that in some cases (minor ones) there is less attention paid to give a useful communication to the interlocutors or not to grasp the usefulness of the information provided. Could decrease the motivational impetus