

**Recruitment, selection,
assessment.**



AGENDA

Objectives

- Basic description (p.3)
- The Skill View model and system (p.6)

Use of the system

- How to get the recruitment and assessment process in automatic mode? (p. 9)
- How to collect candidacies without a break, 24 hours a day, directly on the company website? (p.10)
- How to choose the best candidates among all the candidacies? (p. 29)
- How to assess in depth and with strong scientific basis? (p. 37)
- How to handle the growth of collaborators? (p.49)
- How to keep track of the recruiting and the assessment interviews, the hard skills, the knowledge... ? (p.53)
- Tracking



OBJECTIVES

To provide tools which will allow candidates to identify managerial competence gaps, in respect of requisites required for a position (role) and therefore develop professional improvement plans.

BASIC DESCRIPTION



Skill View is a Web based system used to identify people's personality and "soft skills"



The system is currently in use with some multi-national companies, as well as two of the most prestigious Italian Universities



The system was originally developed by Prof. G. Sartori of Padova University in 2003 and Demetrio Macheda as consultant



Professor Sartori is also the Director for scientific and psychological research for the International University Centre

The system was developed basing on the evolution of the theory of personality study (FFM), called “Neo-PI”, and is based on 120 items

Each item can be related to specific competences, which is why it can be personalised in accordance with specific competence measurement requirements

The “Test”, in the form of a questionnaire, which is the front end of the system, was developed on the basis of solid scientific theory and in total respect of psychometric calculation. The certified results which are the output of the system are typical of intelligent systems.

The system deals with the non technical aspects of professional competences

The measurement system can be accompanied by other evaluation forms e.g. interviews by professionally qualified people, but in itself provides a very accurate assessment


The system allows the identification of the gaps between required competence levels and the current levels of an individual

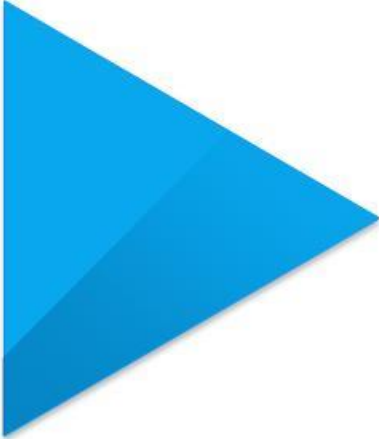
The output of the system is expressed in terms of a detailed profile based on emotive and personality characteristics

THE SKILL VIEW MODEL

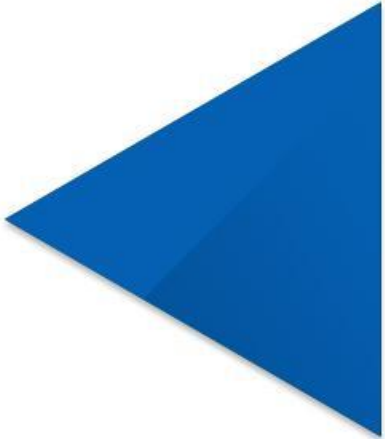
- The BIG FIVE theory is the reference point theory in the evaluation of Emotive Intelligence (cfr. Barrick & Mount, 1991; Hough, Eaton, Dunnette, Kamp, & McCloy, 1990; Mount, Barrick, & Strauss, 1994; Schmit & Ryan, 1993; Tett, Jackson, & Rothstein, 1991). It indicates the five fundamental personality dimensions which constitute an individual's emotive intelligence.
- Research conducted in the field of work psychology (Norman, 1963; McCrae & Costa, 1987; Goldberg, 1990) has demonstrated a common to personality, which is independent of social and cultural parameters – level and type – constituted by five dimensions

- The summarised elements of personality traits which today are most commonly accepted are those of Costa and McCrae (1992), which when related to the Five Factor Model (FFM) permit the identification, for each macro factor, of sub factors which can be identified and described through the development of specific questionnaires
- The system elaborates a Report which contains the personality structure based on the “Big Five” *plus* 30 sub-factors
- The system is innovative and is based on a state of the art test developed and maintained through international research.
- The evaluation is rapid, the questionnaire taking an average time of 12 - 15 minutes to complete. Completion of the test results in the immediate output of a complete profile.





How to get the recruitment
and assessment process in
automatic mode?



Part 1



<https://originalskills.com/en/>

1. Customize the candidate “form” in a few minutes

<https://hrapp.originalskills.com>

Home Page of www.originalskills.com

The Skill View app access is possible through the registered company administrator (“DASHBOARD”).

Following the Username and the Password typing, the “system manager” will define the organizational data derived from the candidate.

Here’s an example:

The image illustrates the process of accessing the HR app dashboard. It starts with a blue button labeled "CLICK BUSINESS". An arrow points to a navigation menu with options: "Business", "Consumer", "About Us", and a UK flag. Below the menu are "Login" and "Request a demo" buttons. A red circle highlights the "Login" button, with a red arrow pointing down to a login form. The form includes the "Original Skills" logo, a welcome message, and instructions to use credentials for the company's reserved area. It features input fields for "Username" (containing "demetrio6102") and "Password" (masked with dots), a "LOGIN" button, and a "PASSWORD DIMENTICATA" link. At the bottom, there are flags for Italy, UK, and Spain, and links for "Privacy policy - Cookie policy".

1. 1. ORIGINALSKILLS: DASHBOARD

Original Skills **Dashboard** Organisational data Results Gap analysis Statistics System management

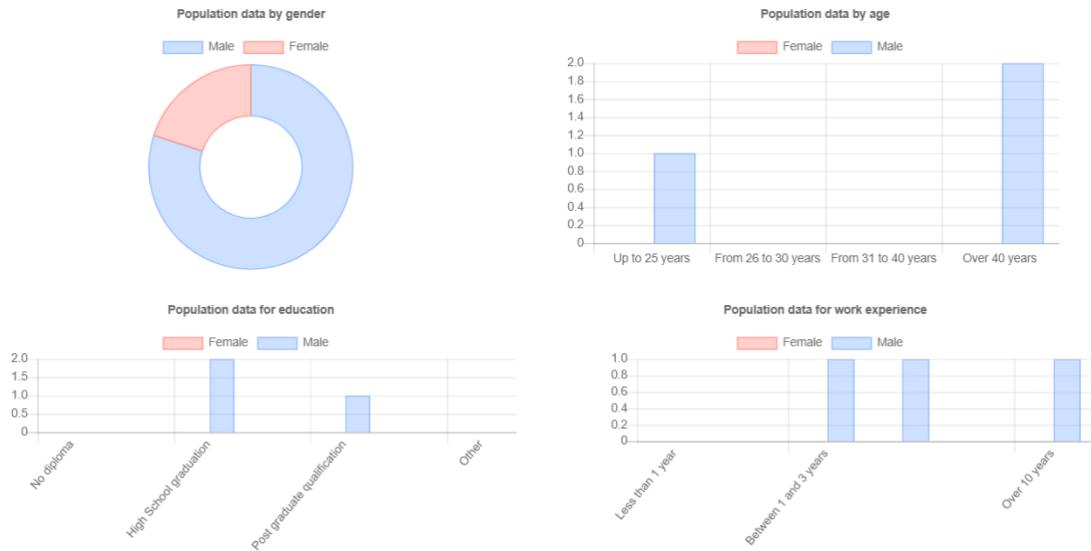
Test link: <https://hrapp.originalskills.com/custominterview/34897/Alvic21>

Last month profiles

■ Significantly Below Expectation
 ■ Below Expectation
 ■ Meets Expectation
 ■ Exceed Expectation
 ■ Significantly Exceeds Expectation

SURNAME	NAME	DATE/TIME TEST	SEX	LANGUAGE	YEAR	ROLE	CLASSIFICATION	COGNITIVE SKILLS	PROFILE TYPE
Rigoni	Davide	01/28/2021 5:07:22 PM	M	Spanish	1997	Project Manager	-2.602		New candidature
DEMETRIO	prova	01/28/2021 4:42:15 PM	M	Spanish	1980	empleado	3.473		Company's employee
DEMETRIO	prova	01/15/2021 7:35:25 PM	M	Spanish	1959	Project Manager	-1.923		New candidature
Crisol	Victoria	01/15/2021 4:52:42 PM	F	Spanish		Personalidad			
Macheda	demetrio	01/14/2021 1:25:01 PM	M	Spanish		Personalidad			

Gender statistics



1.1. Open the software menu and click on “**Organisational Data**”- in other words, the data are visible to the candidate: the LOCATION- Company Headquarters (or branches), the Area (i.e., Human Resources) and the Role (i.e., Recruiter Assistant).

The screenshot shows the software interface with the following elements:

- Navigation bar: Original Skills, Dashboard, Organisational data (dropdown), Results, Gap analysis, Statistics.
- Dropdown menu for 'Organisational data': Locations, Departments, Roles, Default role.
- Table with columns: Head office, Department, Role. Each column has a checked checkbox above it.
- Table headers: SURNAME, USERNAME, NAME.

here is AN EXAMPLE

Industrie

- Human Resources
- Legal
- Operations
- Planning & Logistics

- Addetto all'amministrazione
- Agronomist
- Custom Service Manager
- Customer Service Assistant
- Engineering Manager

1.2. The system manager inserts the “Branch”, the Area and the Role. The candidates will be able to see those information. It is possible to type in, all the company branches, the functional areas and the job roles.

☑ Locations list

Name

SEARCH SEARCH ALL

+ NEW LOCATION

NAME OF LOCATION	ADDRESS	ZIP	CITY	STATE		
Rossi and Company SA			London	United Kingdom		

☑ Departments list

Name

SEARCH SEARCH ALL

+ NEW DEPARTMENT

NAME		
Commercial		
Finance		

☑ Roles list

Name

SEARCH ALL

+ NEW ROLE

1 2

ROLE	ACTIVE		
Agronomist	yes		
Custom Service Manager	yes		
Customer Service Assistant	yes		

Candidate - Personal information



Personal information

Candidate photos	<input type="button" value="Choose file"/>
Surname *	<input type="text"/>
Name *	<input type="text"/>
Sex *	No selection ▼
Year of birth *	No selection ▼
Email *	<input type="text"/>
Country *	No selection ▼
Origin region	No selection ▼
Province	No selection ▼

Organizational Information

Site preferred *	Princes Industrie Aliment ▼
Department *	Commercial ▼
Role *	Custom Service Manager ▼
Profile type *	Company's employee ▼
Years of Experience *	Between 3 and 5 years ▼
Level of Education *	High school diploma ▼
Type of qualification	<input type="text"/>
Curriculum	<input type="button" value="Choose file"/>
Social Networks Public profile	No selection ▼

ROLE COMPETENCIES

- ✓ The company has the opportunity to make an online assessment about the candidate skills (expertise) deciding afterwards if invite him/her to an interview. In order to get this result, the system manager will have to:
 - Choose- among the 35 available skills- those ones who better fit for the Role/Job Position wanted. Here's an example:

Locations

Departments

Roles

Default role



Roles list

Name

SEARCH ALL

1 2

from 1 to 20 of 23

ROLE	ACTIVE		
Account Executive	yes		
Addetto all'amministrazione	yes		
Addetto alla Produzione	no		
Agente di vendita	yes		
Back Office Commerciale	yes		
Consulente Junior Area Finanza	yes		
Consulente Middle Area Finanza	yes		
Consulente Senior area Finanza Agevolata	yes		
Consulente Senior Controllo e Gestione	yes		
Direttore Vendite Italia	yes		
Export Manager	no		

+ NEW ROLE

Roles list

Name

SEARCH ALL

+ NEW ROLE

1.4. First: open the software menu and identify the Role and the Job Title (i.e., Manager). Afterwards, Save.

Role management

X CANCEL

SAVE

ACTIVE

YES NO

ROLE

empleado

SKILLVIEW

YES NO

BUSINESS ETHICS INDEX (B.E.I.)

YES NO

DOWNLOAD CANDIDATE PDF

YES NO

Language

Name

Bulgarian

empleado

Chinese

empleado

Deutsch

empleado

English

empleado

Español

empleado

Français

empleado

Italiano

empleado

Rumeno

empleado

Purpose or goal of the job



Job Description



Performance

Source

B I U S x x² [list] [list] [list] [list] [list] [list] [list] [list] [list] [list] [list]

Styles Format Font Size A A [list] [list] [list]

KPI	Typology	Value

CANCEL SAVE



Roles list

Name

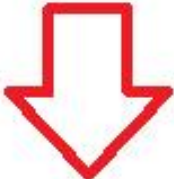
SEARCH

ALL

NEW ROLE

ROLE	ACTIVE	SKILLVIEW	BUSINESS ETHICS INDEX (B.E.I.)		
empleado	yes	yes	no		
Project Manager	yes	yes	no		





▼ Role

- < BACK
- MODIFY
- COMPETENCES
- EXPECTED VALUES
- RECOMMENDED COURSES

ROLE

empleado

PURPOSE OR GOAL OF THE JOB

JOB DESCRIPTION

PERFORMANCE

1.4. Second: click on Skills and at least choose one competence for each category (personal, realisation, social, influence, manageriale). Afterwards, Save.

Original Skills Dashboard **Organisational data** Results Gap analysis Statistics System management

Victoria Crisol

Competences management

To build the role for the purposes of selection and rankings, either subfactors or soft skills must be associated. Soft skills and subfactors should not be put together in the role. You can choose soft skills and business skills.

Subfactors

Extroversion	Agreeableness	Conscientiousness	Emotional Stability	Openness to experience
<input checked="" type="checkbox"/> Assertiveness	<input type="checkbox"/> Altruism	<input type="checkbox"/> Self-discipline	<input type="checkbox"/> Calm	<input type="checkbox"/> Bravery
<input type="checkbox"/> Activity	<input type="checkbox"/> Cooperativeness	<input type="checkbox"/> Orderliness	<input type="checkbox"/> Self-control	<input type="checkbox"/> Emotionality
<input type="checkbox"/> Cordiality	<input type="checkbox"/> Empathy	<input type="checkbox"/> Motivation to achievement	<input type="checkbox"/> Self-confidence	<input type="checkbox"/> Imagination
<input type="checkbox"/> Optimism	<input type="checkbox"/> Trust	<input type="checkbox"/> Prudence	<input type="checkbox"/> Strength of mind	<input type="checkbox"/> Intellectuality
<input type="checkbox"/> Stimulation seeking	<input type="checkbox"/> Integrity	<input type="checkbox"/> Performance	<input type="checkbox"/> Coldness	<input type="checkbox"/> Artistic interests
<input type="checkbox"/> Sociability	<input type="checkbox"/> Discretion	<input type="checkbox"/> Sense of duty	<input type="checkbox"/> Stability	<input type="checkbox"/> Liberalism

Soft skills

Personal competences	Realization competences	Social competences	Competences of Influence	Managerial Competences
<input type="checkbox"/> Work altruism	<input checked="" type="checkbox"/> Attention to details	<input checked="" type="checkbox"/> Cooperation	<input checked="" type="checkbox"/> Communication	<input type="checkbox"/> Decision Making
<input type="checkbox"/> Self-control	<input type="checkbox"/> Achievement of objectives	<input type="checkbox"/> Customer Experience	<input type="checkbox"/> Influence and persuasion	<input type="checkbox"/> Delegation
<input checked="" type="checkbox"/> Autonomy	<input type="checkbox"/> Control	<input type="checkbox"/> Client orientation	<input type="checkbox"/> Leadership	<input type="checkbox"/> Direction
<input type="checkbox"/> Self confidence	<input type="checkbox"/> Managing information	<input type="checkbox"/> Social orientation		<input checked="" type="checkbox"/> Analytical thinking
<input type="checkbox"/> Flexibility/Adaptability	<input type="checkbox"/> Results/effort	<input type="checkbox"/> Sensitiveness to Relationships		<input type="checkbox"/> Planning and organisation
<input type="checkbox"/> Dedication to work	<input type="checkbox"/> Spirit of initiative			<input type="checkbox"/> Problem Solving
<input type="checkbox"/> Innovation				<input type="checkbox"/> Strategy
<input type="checkbox"/> Emotional intelligence				<input type="checkbox"/> Team Work
<input checked="" type="checkbox"/> Motivation and personal effectiveness				
<input checked="" type="checkbox"/> Persistence				
<input type="checkbox"/> Precision and discipline				
<input type="checkbox"/> Resistance to stress				
<input type="checkbox"/> Training Sensibility				

[← CANCEL](#) [SAVE](#)

1.4. Second: click on Skills and at least choose one competence for each category (personal, realisation, social, influence, manageriale). Afterwards, Save.

Subfactors



Extroversion

- Assertiveness
- Activity
- Cordiality
- Optimism
- Stimulation seeking
- Sociability

Subfactors Expected
Values: 1 to 10

Soft skills



Personal competences

- Work altruism
- Self-control
- Autonomy
- Self confidence
- Flexibility/Adaptability
- Dedication to work
- Innovation
- Emotional intelligence
- Motivation and personal effectiveness
- Persistence
- Precision and discipline
- Resistance to stress
- Training Sensibility

Soft skills expected
values: 3 to 5
you can put the
comma.

To build the role for the purposes of selection and rankings, either subfactors or soft skills must be associated. Soft skills and subfactors should not be put together in the role. You can choose soft skills and business skills.

1.5. INSERT THE EXPECT VALUE FOR EVERY COMPETENCE OF THE ROLE AND SAVE.

Third, enter a value from 3 to 8 which is a value that the company has for each of the chosen skills. You can not choose an expected value. Without an expected value assigned to skills, the system can not produce a ranking with respect to the role.

Standard competences

Personal competences	Realization competences	Social competences	Competences of influence	Managerial Competences
Autonomy 6	Attention to details 6	Cooperation 6	Influence and persuasion 5.7	Decision Making 6
Self confidence 6	Achievement of objectives 6	Client orientation 6.3	Leadership 6	Direction 6
Flexibility/Adaptability 6	Control 6			Analytical thinking 6
Dedication to work 6	Managing information 6			Planning and organisation 6
Innovation 6.3	Results/effort 5.7			Problem Solving 6
Motivation and personal effectiveness 6	Spirit of initiative 6.5			Strategy 6
Persistence 6				Team Work 6
Precision and discipline 6				
Resistance to stress 6				



< BACK

MODIFY

COMPETENCES

EXPECTED VALUES

COGNITIVE SKILLS QUESTIONS MANAGEMENT

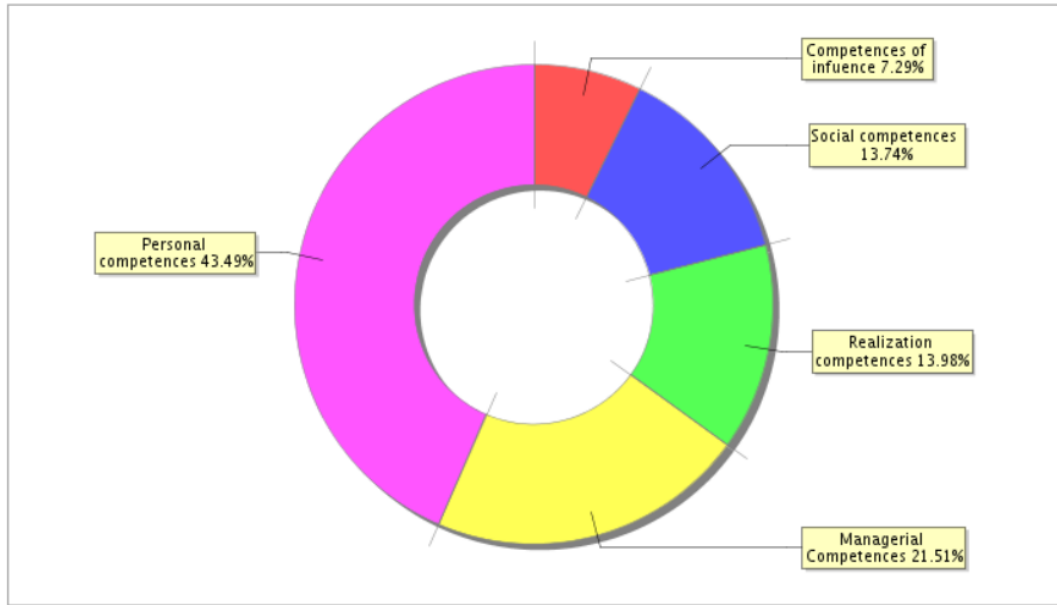
ROLE


HR Administration Manager


PURPOSE OR GOAL OF THE JOB

JOB DESCRIPTION


PERFORMANCE







How to collect candidacies
without a break, 24 hours a
day, directly on the
company website?



Part 2

2.1. Collecting candidacies: On Line solution

Job advertisement publication

- The candidates reply to the job advertisements, published by the company, both in its own website and in other specialized websites. *Skill View will be provided.*

Continuous Recruiting

- The company website publishes the job ads: the candidates consult the website and candidate themselves.
- Candidates access to the website and candidate themselves, spontaneously.

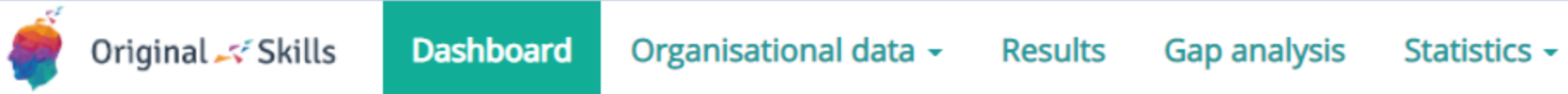
2.2. Collecting candidacies and evaluating them with Skill View test

CANDIDATE'S AREA

Candidates: people who respond to job ads or employees of enterprises.

In order to candidate themselves, they have to click on their belonging country.

The system will require the enterprise Link At the end, candidates will fill in the Form and the test, as well. Here's an example: Copy Link





Dashboard

Test link

<https://hrapp.originalskills.com/customInterview/XXXXXX>

Copy link

2.3. Questionnaire presentation to be filled in by candidates



Candidate - Welcome

Welcome Registry Skill View Test Results

Welcome in **Original Skills!**
We invite you to take the test.
The questionnaire has been validated by different universities and it is aimed at responding to the need to have a precise level of knowledge of people's Emotional Intelligence and soft skill during their working lives.
We would also like to inform you that your test results are automatically processed by an expert system. These results will only be seen by specialised personnel for the Selection or Evaluation or Training purposes you have been informed of.
Thank you for your cooperation!

[Go on](#)

2.3. THE SYSTEM MANAGER WILL CHOOSE THE FORM TYPE TO BE FILLED IN BY CANDIDATES: STANDARD FORM OR EXTENDED ONE

LINK TO
THE STANDARD
FORM

Ideal for inner
evaluations
(assessment)
and quick
researches.

Organizational Information

Site preferred *

Psynet Group ▼

Department *

IT and Software ▼

Role *

Business Analyst ▼

Candidature type *

New candidature ▼

Years of Experience *

Between 3 and 5 years ▼

Level of Education *

Three year undergraduate ▼

Type of qualification

Curriculum

Choose file

Social Networks Public profile

No selection ▼

No selection

Facebook

Google+

Linkedin

Twitter

Other

Languages

EXTENDED LINK FORM

Fit to collect many information about candidates. Ideal to be inserted on the company website

Willingness to travel yes no

Training

Level of Education * No selection ▼
Degree obtained
Master (specify)

Languages

Language Level of knowledge No selection ▼ +
✕

Works experience

Curriculum Choose file
Years of Experience * No selection ▼

Experiences (only the last 2)

Period (from - to)	Company	Role covered
<input type="text"/>	<input type="text"/>	<input type="text"/>
<input type="text"/>	<input type="text"/>	<input type="text"/>

I hereby authorise the use of my personal data in accordance with the Law of Italy on privacy 196/03

2.4. The test is composed of 120 items. To complete it, the time required is 12 minutes, on average



Candidate - Skill View Test



Compilation time:
10 - 12 minutes



Answer sincerely



Answer based on how
you are every day
(and not as you would like to be)

Answer assigning the score in a scale of 1 to 5, according to which the phrase describes so very inaccurate or very accurate your behavior.



Strongly disagree 1 2 3 4 5 Strongly agree

Copyright 2024 D.Macheda-G. Sartori

1. Often feel uncomfortable around others.

1 2 3 4 5

2. Dislike loud music.

1 2 3 4 5

3. Believe that criminals should receive help rather than punishment.


1 2 3 4 5


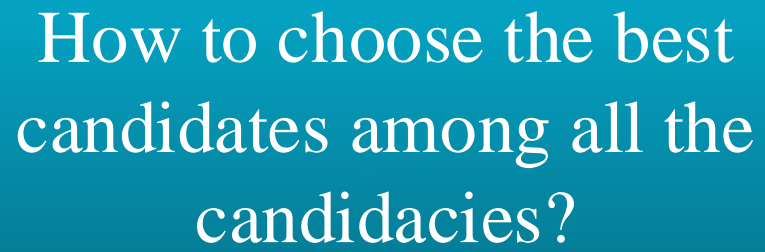

4. Am interested in many things.

1 2 3 4 5

5. Would never go hang gliding or bungee jumping.

1 2 3 4 5





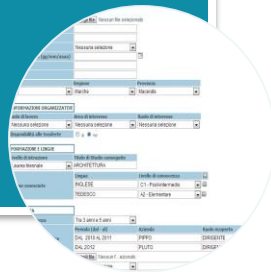
How to choose the best
candidates among all the
candidacies?

Part 3

Candidacies analysis: cross-check of curricular data and qualitative ones

- *The form compiling, on behalf of the candidates, allows the system manager to perform researches focus on candidacies*
- *In the case of the extended form compiling, information will be greater compare to the standard form*

Candidacies data



A screenshot of a web form for candidate data entry. The form is divided into several sections with labels in Italian. The top section includes fields for 'Cognome', 'Nome', 'Data di nascita', 'Indirizzo', 'Città', and 'Telefono'. Below this, there are sections for 'Formazione scolastica' (School Education) and 'Formazione lavorativa' (Work Education), each with a table of entries. The 'Formazione scolastica' table has columns for 'Anno di iscrizione', 'Anno di laurea', and 'Maturità'. The 'Formazione lavorativa' table has columns for 'Anno di iscrizione', 'Anno di laurea', and 'Maturità'. There are also sections for 'Esperienze professionali' (Professional Experience) and 'Esperienze di volontariato' (Volunteer Experience).

- *The test completion will provide important qualitative information about: the personality of the subject, his/her skills compared with the role*
- *Different functionalities of the app allow to display rankings, comparisons, evaluations of high prognostic value.*

Qualitative data provided by the test Skill view



From the candidacies screening to the selection process: possible combinations with the research in the fields.

Original Skills Dashboard Organisational data **Results** Gap analysis Statistics System management

Search

Country	Profile type	Ranking	<div>No selection Significantly Below Expectation Below Expectation Meets Expectation Exceed Expectation Significantly Exceeds Expectation</div>
No selection	No selection	No selection	
Language	Year of compilation	Classification (from):	
No selection			
Origin region	Year of birth	Classification (to):	
No selection	No qualifications Middle school High school (Secondary School) High education- bachelor degree High education- master degree Postgraduate qualification Other		
Province	Level of Education	Cognitive Skills (from):	
No selection	No selection		
Company headquarters/branch	Years of Experience	Cognitive Skills (to):	
No selection	No selection No selection No work experience Less than 12 months Between 1 and 3 years Between 3 and 5 years Between 5 and 10 years More than 10 years		
Department	Surname	Status of selection	
No selection		No selection	
Role	Name	Result of the selection	
No selection		No selection	

SEARCH SEARCH ALL CHANGE ROLE

Original Skills allows to extract statistics from the testing population

Original Skills Dashboard Organisational data Results Gap analysis **Statistics** System management

Filter interviews

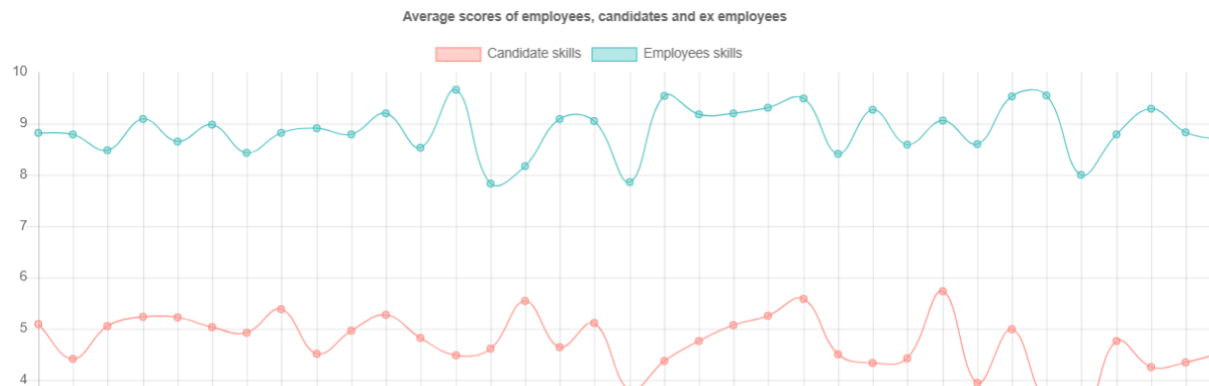
Head office: No selection
Department: No selection
Role: No selection

Experience: No selection
Title of qualification awarded: No selection
Profile type: No selection

Minimum age:
Maximum age:
Name and lastname:

FILTER SEARCH ALL EXPORT SKILLS EXPORT SUBFACTORS EXPORT BUSINESS ETHICS INDEX (B.E.I.)

Skills statistics



3.3. The database research results allow to understand which are the candidates to get in touch with, because those are the closest ones to the expected profile.

Original Skills Dashboard Organisational data Results Gap analysis **Statistics** System management

Distribution

Head office: No selection

Title of qualification awarded: No selection

Classification (from):

Classification (to):

Role: No selection

Ranking: No selection

VIEW

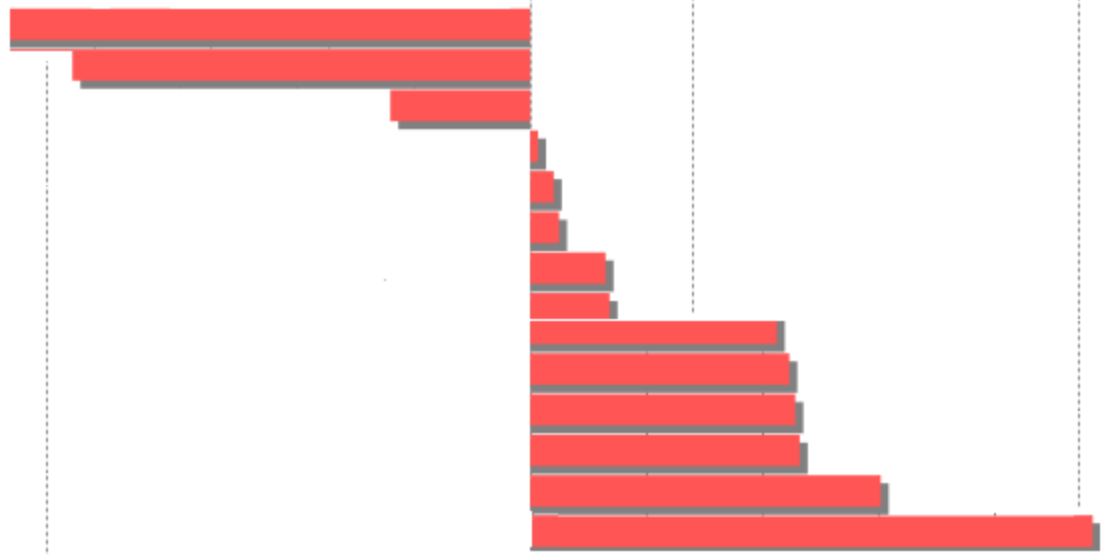
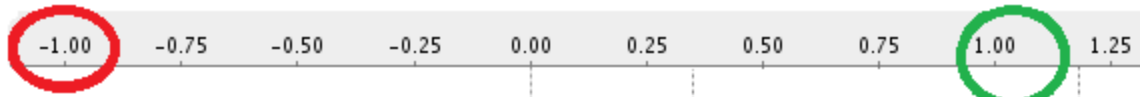
Classification

« < 1 2 3 4 > »

TAG	VALUE
	-4.041
FEDERICO	-3.221
	-3.221
	-2.812
BETTA	-2.724

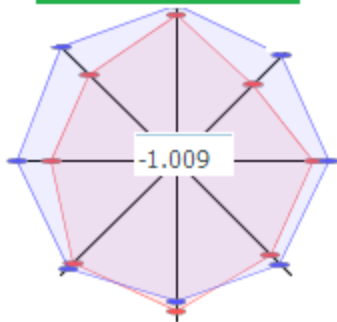
The candidate farthest from the profile (i.e., the expected role).

Candidate	Score
RESPNS PROD	-4.041
FERRABOSCHI FEDERICO	-3.221
PROVA PROVA	-3.221
FINELLI DAVIDE	-2.812
PERILLO ELISABETTA	-2.724
2 - VERDOLIVA VINCENZO	-2.519
RICASOLI PIERCARLO	-2.456
VOLLARO DENISE	-2.131
RUSSO ALESSANDRA	-2.008
ABAGNALE MARIA ROSARIA	-2.002

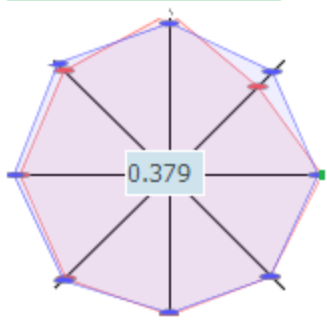


Similarity

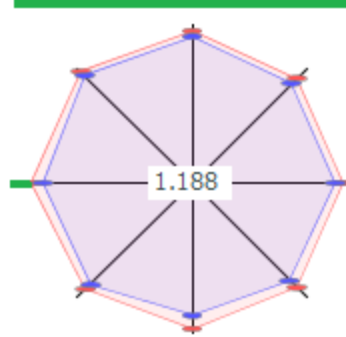
Below Expectation



Meets Expectation



Significantly Exceeds Expectation



3.4. Choosing the closest candidates to the expected profile and displaying candidacies details (PERSONAL INFORMATION):

Original Skills **Dashboard** Organisational data ▾ Results Gap analysis Statistics ▾ System management ▾ Antonio Conte ▾

Dashboard Send this link for every candidate (employee or applies)

Test link <https://hrapp.originalskills.com/customInterview/34786/we-tech> Copy link SEARCH

Last month profiles

- Significantly Below Expectation
- Below Expectation
- Meets Expectation**
- Exceed Expectation
- Significantly Exceeds Expectation

Click here in order to access to candidate data, result and other information

SURNAME	NAME	DATE/TIME TEST	SEX	LANGUAGE	YEAR	ROLE	CLASSIFICATION	COGNITIVE SKILLS	PROFILE TYPE	
		2019 7:21:34 PM	F	Italian	1974	Software Developer	0.080	33.33%	Company's employee	
		2019 5:51:52 PM	F	Italian	1989	Software Developer	-3.806	33.33%	Company's employee	
		2019 5:42:08 PM	F	Italian	1988	Software Developer	-0.857	0.00%	Company's employee	
		2019 5:39:24 PM	F	Italian	1984	Software Developer	-1.217	33.33%	Company's employee	
		2019 12:11:40 PM	M	Italian	1993	Software Developer	-1.315	66.66%	Company's employee	
		2019 11:49:46 AM	F	Italian	1974	Software Developer	1.362	33.33%	New candidature	
		2019 2:33:07 PM	M	Italian	1946	Software Developer	-1.462		Company's employee	
		2019 10:40:57 AM	F	Italian	1979	Software Developer	-1.649	66.66%	Company's employee	
		2019 5:16:20 PM	M	Italian	1969	Software Developer	-0.401	66.66%	New candidature	
		2019 6:57:19 PM	M	Italian	1975	Software Developer	1.134	0.00%	Company's employee	

3.5. PERSONAL INFORMATION

[BACK TO LIST](#)

Personal Information

SURNAME		HEAD OFFICE	
NAME		DEPARTMENT	IT
SEX	F	ROLE	Software Developer (programmer)
YEAR OF BIRTH	1974	PROFILE TYPE	Dipendente dell'impresa
JOB MATCH	91 %	JOB FIT	Meets Expectation



HIDE

EMAIL		YEARS OF EXPERIENCE	More than 10 years
COUNTRY	Italy	LEVEL OF EDUCATION	Post graduate qualification
ORIGIN REGION	Liguria	TYPE OF QUALIFICATION	laurea in lettere classiche
PROVINCE	Savona	SOCIAL NETWORKS PUBLIC PROFILE	Linkedin
Language	Level		
Inglese	A2 - Elementary		

CURRICULUM Empty curriculum







How to assess in depth and
with strong scientific basis?



Part 4

Five Factors

Skillview

Cognitive Skills

Integrity

Tracking

Assessment

Report for the candidate

4.0. Candidate and role

Click her for the result



SURNAME	NAME	DATE/TIME TEST	SEX	LANGUAGE	YEAR	ROLE	CLASSIFICATION	COGNITIVE SKILLS	PROFILE TYPE	
Rigoni	Davide	01/28/2021 5:07:22 PM	M	Spanish	1997	Project Manager	-2.602		New candidature	



Original Skills

Dashboard

Organisational data

Results

Gap analysis

Statistics

System management



[BACK TO LIST](#)

Personal Information

SURNAME	Rigoni
NAME	Davide
SEX	M
YEAR OF BIRTH	1997
JOB MATCH	62 %

HEAD OFFICE	Grupo Alvic
DEPARTMENT	ADMINISTRACIÓN
ROLE	Project Manager
PROFILE TYPE	New candidature
JOB FIT	Significantly Below Expectation



HIDE

MOBILE PHONE	
EMAIL	davide.rigoni@outlook.com
COUNTRY	Belgium
ORIGIN REGION	No selection
PROVINCE	No selection
SOCIAL NETWORKS PUBLIC PROFILE	No selection

WILLINGNESS TO TRAVEL	<input type="radio"/> YES <input checked="" type="radio"/> NO
YEARS OF EXPERIENCE	More than 10 years
LEVEL OF EDUCATION	Post graduate qualification
TYPE OF QUALIFICATION	
MASTER	

CURRICULUM

Empty curriculum

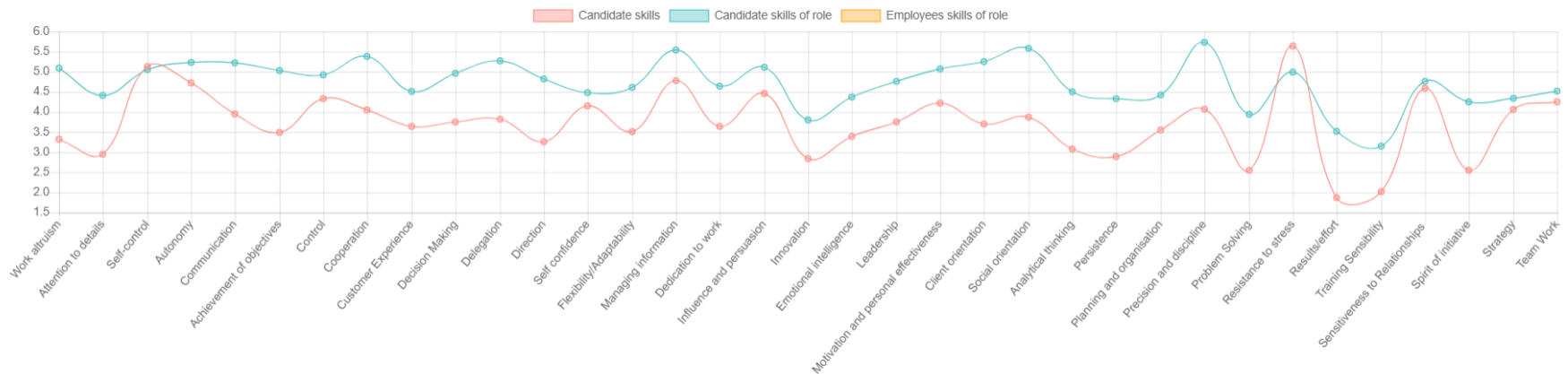
Language	Level
	No selection

Period (from - to)	Company	Role covered



4.0. Candidate and role

Soft skills comparison chart



Role competences

Five Factors

Skillview

Integrity

Tracking

Assessment and performance

Soft skills analysis

Competences

HIDE SCORES

ROLE COMPETENCES PDF

PDF JOB MATCH

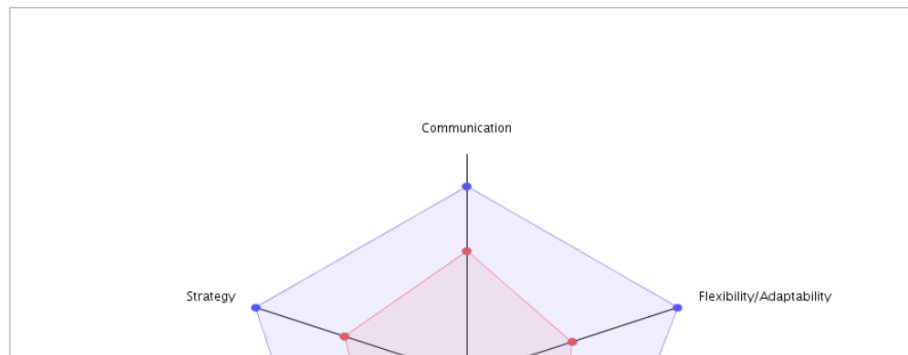
Filter radar chart

Select options

SEARCH

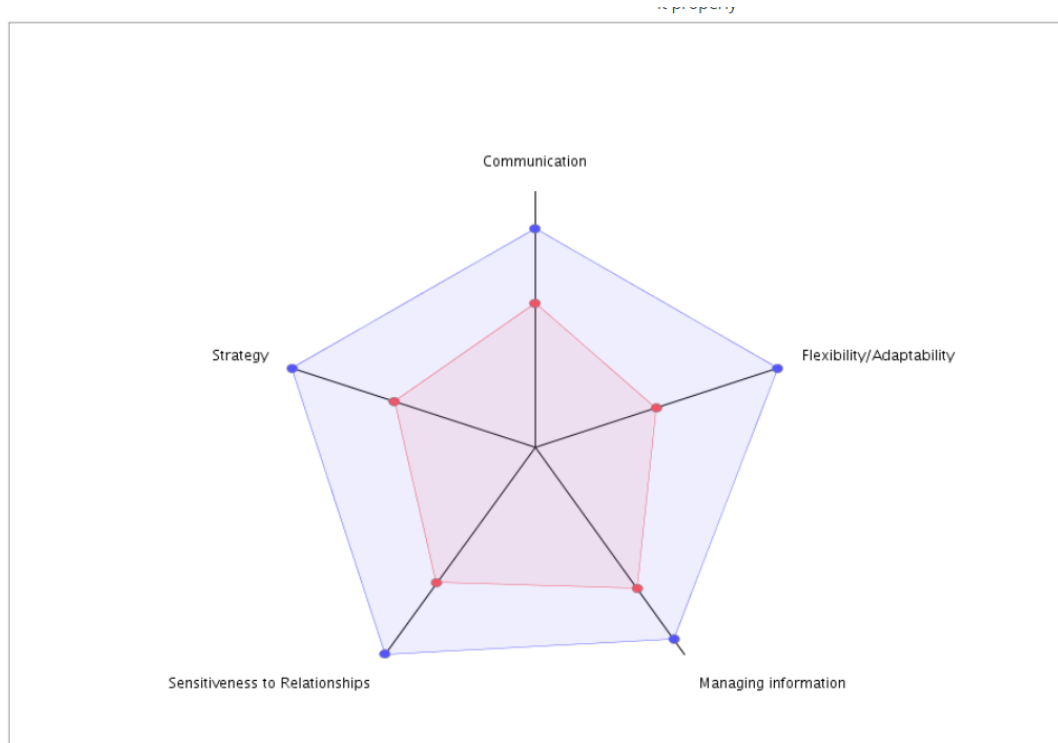
By filtering the radar make sure that must be present at least 3 skills to display it properly

Competence	Score	Expected value	Gap
Skills below the expected profile			
Flexibility/Adaptability	3.51	7	-3.49
Strategy	4.06	7	-2.94
Sensitiveness to Relationships	4.59	7	-2.41
Communication	3.95	6	-2.05
Managing information	4.78	6.5	-1.72
Skills aligned with the expected profile			
No skills found for this range			
Skills beyond the expected profile			
No skills found for this range			



4.0. Candidate and role

Competence	Score	Expected value	Gap
Skills below the expected profile			
Flexibility/Adaptability	3.51	7	-3.49
Strategy	4.06	7	-2.94
Sensitiveness to Relationships	4.59	7	-2.41
Communication	3.95	6	-2.05
Managing information	4.78	6.5	-1.72
Skills aligned with the expected profile			
No skills found for this range			
Skills beyond the expected profile			
No skills found for this range			



4.1. *The scientific model:*

- Skill View® is innovative and based on a state of the art test developed and maintained through international researches.
- The test was originally developed in 2001 on the basis of a solid scientific theory and in total respect of psychometric calculations.

- Specifically, the Skill View® test adopts the most recognized scientific model in psychological research: the **Big Five Model NEO PI R** variant by Costa & McCrae
- The certified results which are the output of the system are typical of intelligent systems.



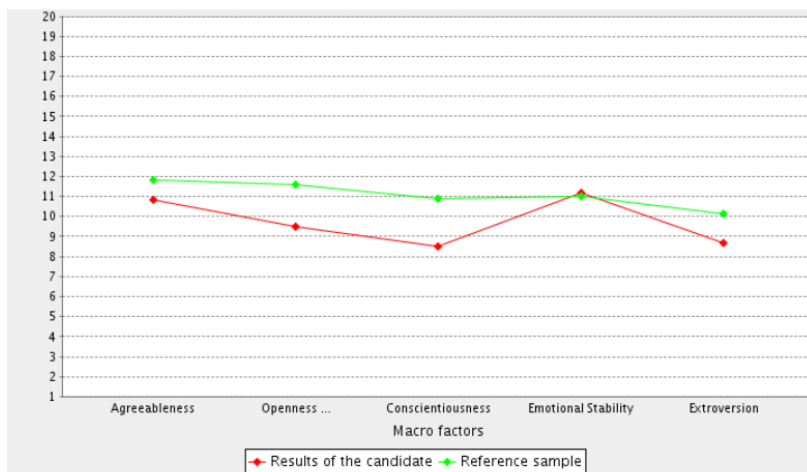
The test has an internal validity and reliability and has been designed for the working environment, specifically.

4.2. The Skill View® test describes the personality of the candidate through BIG 5 indicators, graph comparisons and comments

Soft skills comparison chart

Role competences | **Five Factors** | Skillview | Integrity | Tracking | Assessment and performance | Soft skills analysis

Statistical standards comparison chart



Agreeableness	1	2	3	4	
Openness to experience	1	2	3		
Conscientiousness	1	2	3		
Emotional Stability	1	2	3	4	5
Extroversion	1	2	3	4	

The Factor Chart allows you to compare the result of the subject with the reference sample of Skill View® (Male or Female). To the right of the graph the result in tenths for each Factor (scores: high> 6.5, medium: between 3.5 and 6.5, low: <3.5) that below is qualitatively described. For each Factor the raw result in twenties is also reported.

The graph comparisons of macro-factors (Extraversion, Agreeableness, Conscientiousness, Emotional Stability, Openness to experience) compares the distinctive traits of candidate's personality with the reference sample of Skill View.

4.2. The Skill View® test describes the personality of the candidate through BIG 5 indicators, graph comparisons and comments

The analysis report offers a description of the macro-factors and an explanation of the results which can be obtained.

Extroversion (11.167)

Extroversion refers to the extent to which the level of stimulus needed makes a person feels comfortable.

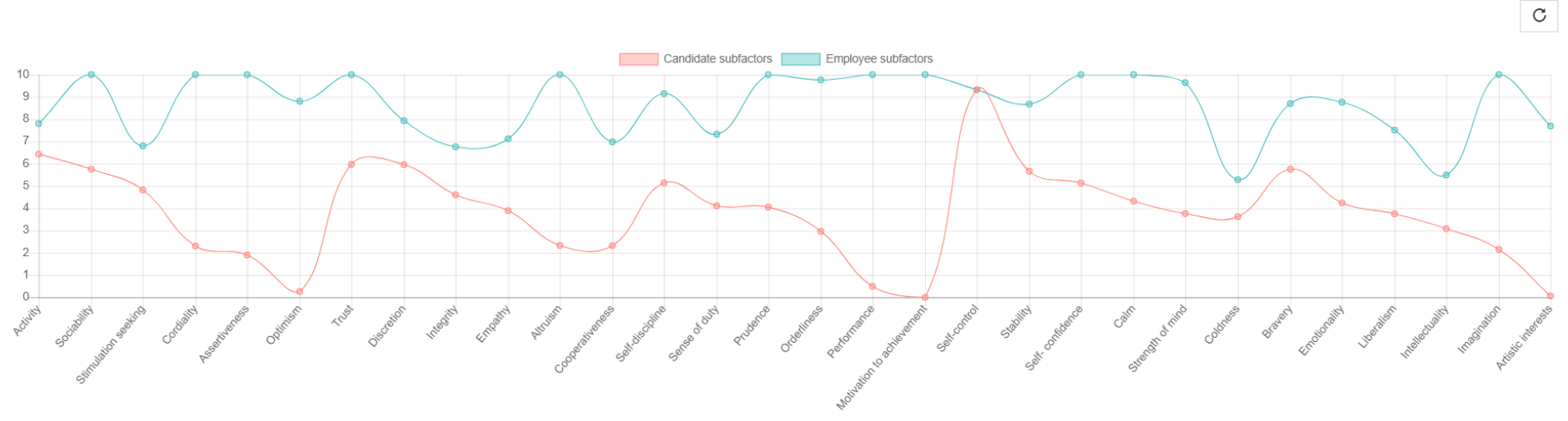
- **High scores** are indicative of people who loves being in company of other individuals, who are inclined to feel enthusiasm and positive emotions. In group they are talkative and love being at centre of attention. In the team work, they can be highly proactive. They are susceptible of monotony. Furthermore they don't tolerate repetitive and low variable work. They can get bored quite easily, they looking for strong sensations and find difficult concentrate themselves. In working environment, when the task requires surveillance, continuous concentration and constant attention, it highly inadvisable the employment of people with a very high level of extroversion
- **Middle scores** refer to people who feel themselves comfortable among others, but are also able to being on their own and work independently. They like doing tasks where a decent work attention and caution in going ahead may be required.
- **Low scores** are indicative of people who need a lower level of stimuli compare to the extroverted ones and they prefer staying by their own rather than in company of other people. It's only the case of introverted people which result to be very independent, reserved and routine-bound. Sometimes, an excess of confidentiality can be confused with arrogance. Actually, introverted people do not search for other people actively (lack of initiative), but in direct interaction they seem to be pleasant.

Openness to experience (10.333)

Openness to experience describes a cognitive style which distinguishes between imaginative people and concrete ones. Openness trait doesn't concern directly the intelligence instead the creativity; in fact openness to a variety of new experiences is an important ingredient of it.

- **High scores** indicate people who are intellectually curious, equipped by a strong imagination and original thinking; they also are creative and act in an unconventional and innovative way. They have a positive interest in learning and exploring new things. They tend to improvise and find unconventional solutions to problems that are dealing with. In working contexts or tasks, where required is the ability to work on the same projects, they show difficulties.
- **Middle scores** are obtained by people described as "moderate". In some cases, when they come

Skillview



Extroversion

He/She is relaxed and does not act in a rush

Activity

Sociability

He/She has a busy lifestyle and is occupied in several activities

He/She prefers individual work outside social

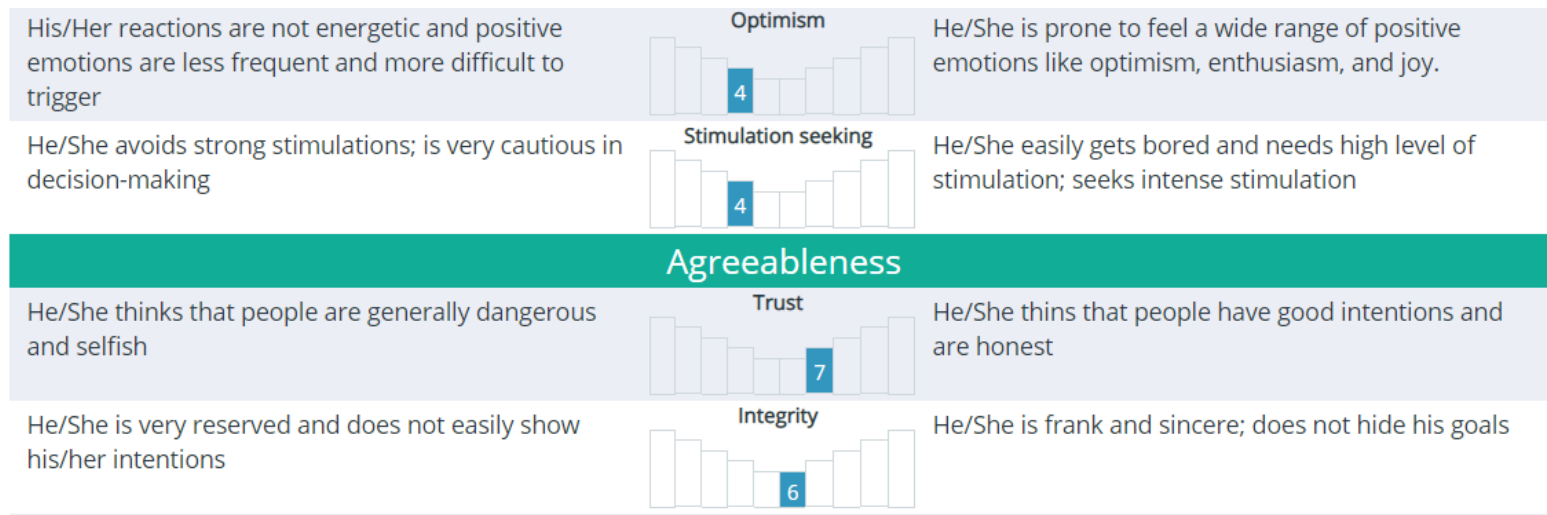
Sociability

He/She is stimulated and rewarded by others

4.3. The Skill View® test describes the personality of the candidate also through the analysis of 30 sub-factors (NEO-PI-R)

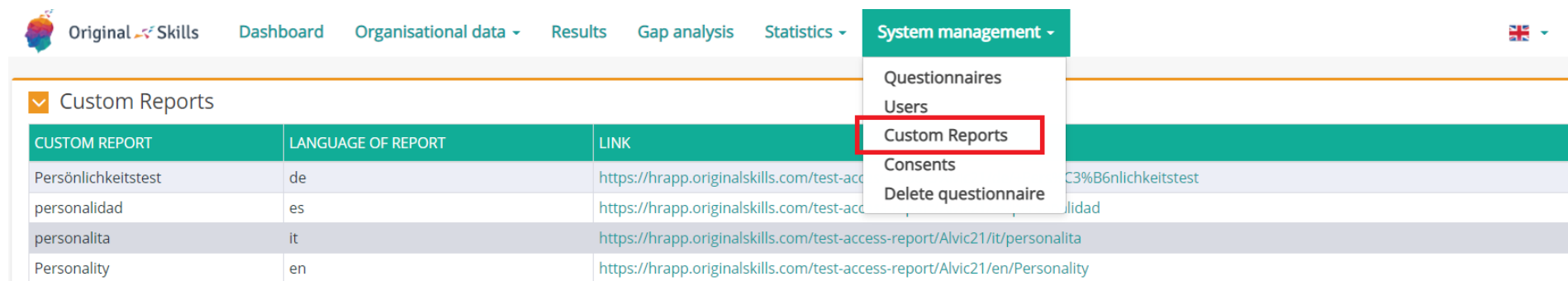
Click on **Skillview Report** to get to the analysis of the sub-factors

Each Big5 macro-factor is composed of 6 sub-factors, that analyze in depth the personality, for a total of 30 sub-factors. In the report, when the result is high (7-10) applies the description in the right column; when the result is low (0-3) holds the description in the left column; in the middle (4-6) may apply both descriptions. > means "a little more", < means "a little less".



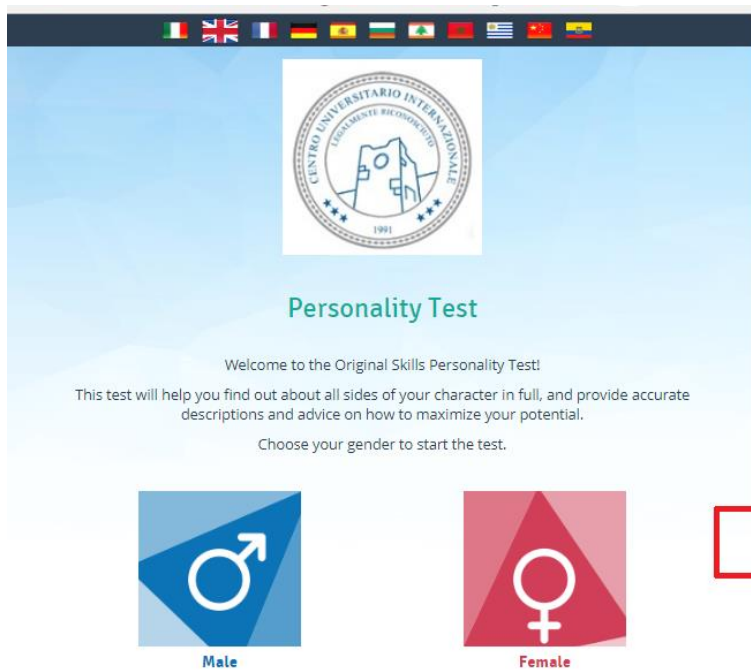
4.3.1. REPORT OF PERSONALITY *only* (23-24 PAGES).

It is possible to make a specific report. This reports will be realized, beginning to the 30 facets of personality. In this case the role fitting will be not active.

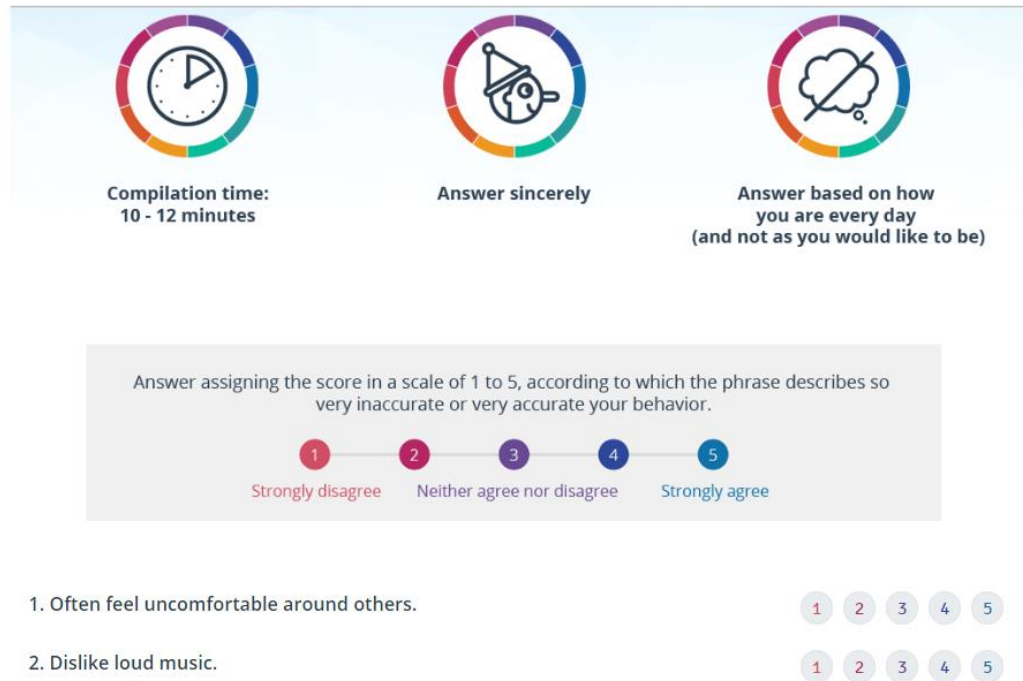
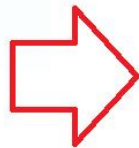


The screenshot shows the 'Original Skills' dashboard. The navigation bar includes 'Original Skills', 'Dashboard', 'Organisational data', 'Results', 'Gap analysis', 'Statistics', and 'System management'. The 'System management' dropdown menu is open, showing options: 'Questionnaires', 'Users', 'Custom Reports' (highlighted with a red box), 'Consents', and 'Delete questionnaire'. Below the navigation bar, there is a section for 'Custom Reports' with a table of reports.

CUSTOM REPORT	LANGUAGE OF REPORT	LINK
Persönlichkeitstest	de	https://hrapp.originalskills.com/test-access-report/Alvic21/de/Persönlichkeitstest
personalidad	es	https://hrapp.originalskills.com/test-access-report/Alvic21/es/personalidad
personalita	it	https://hrapp.originalskills.com/test-access-report/Alvic21/it/personalita
Personality	en	https://hrapp.originalskills.com/test-access-report/Alvic21/en/Personality

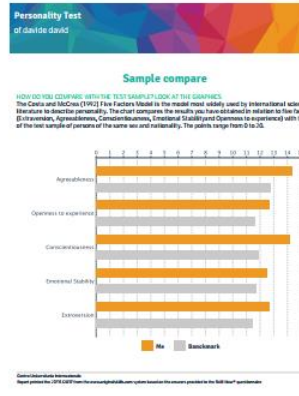
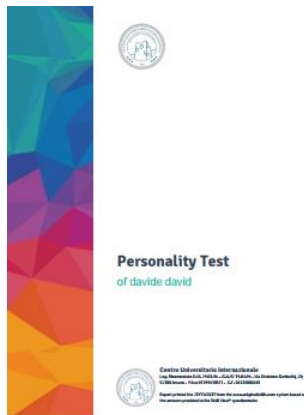


The screenshot shows the top of a website with a navigation bar containing flags for various countries. Below the navigation bar is the logo of the Centro Universitario Interamericano, which includes the text "CENTRO UNIVERSITARIO INTERAMERICANO" and "FUNDAMENTO RECONOCIDO 1991". The main heading is "Personality Test". Below the heading, there is a welcome message: "Welcome to the Original Skills Personality Test! This test will help you find out about all sides of your character in full, and provide accurate descriptions and advice on how to maximize your potential." Below this, it says "Choose your gender to start the test." There are two buttons: "Male" with a male symbol and "Female" with a female symbol.



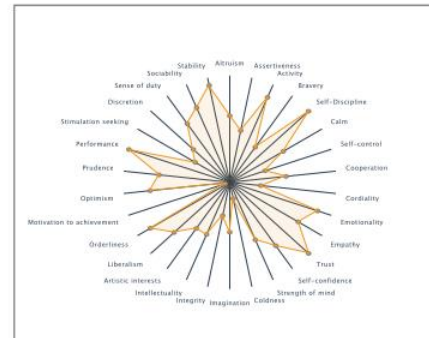
The screenshot shows the instructions for the test. It includes three icons: a clock for "Compilation time: 10 - 12 minutes", a person with a speech bubble for "Answer sincerely", and a cloud with a slash for "Answer based on how you are every day (and not as you would like to be)". Below these is a scale from 1 to 5, with 1 labeled "Strongly disagree", 3 labeled "Neither agree nor disagree", and 5 labeled "Strongly agree". The text above the scale says "Answer assigning the score in a scale of 1 to 5, according to which the phrase describes so very inaccurate or very accurate your behavior." Below the scale, there are two example questions: "1. Often feel uncomfortable around others." and "2. Dislike loud music." Each question has a scale of 1 to 5 next to it.

Results and PDF of personality. Can be made a report for each figure: seller, entrepreneur, software analyst, etc. The report describes the BIG FIVE and the thirty subfactors of Personality (facets)



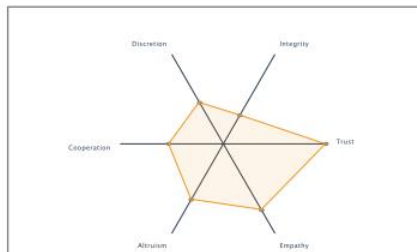
Your subfactors

Each personality factor is divided into 6 sub-factors (total 30), as indicated by the Costa and McCrea (1992) NEO PI R model. The sub-factors summarized in the graph are independent of each other. Below you can read the comments for each sub-factor and check your score (from 1 to 10).



Your sub factors (facets) Agreeableness

- 9 Activity**
You have a very busy life style. You are constantly active. You have many interests. Thought and action are the same thing for you: when you decide to commit yourself to make yourself useful, for leisure or other reasons, and you usually do it quickly, you can't wait to get involved in the action.
- 8 Sociability**
You can find the company of others strengthening and stimulating. You feel comfortable being in a group and happily participate in particularly festive moments. Your ability to socialise is endless and every moment is favourable for being part of a group and communicating.
- 8 Optimism**
You are a person with the capacity to feel a wide range of positive emotions such as happiness, excitement and joy. You have a positive attitude about the difficulties in life: you feel you can rely on your skills and be able to channel them properly to find the right solutions to problems.



- 10 Trust**
You think people are honest, reliable, with good intentions, from whom you do not expect unfair or hostile actions against you. You have confidence in others.
- 7 Empathy**
You are able to understand the needs of others and to tune in to their innermost feelings. You immediately perceive their emotions and feel their worries, anxieties and other states of happiness and joy.
- 6 Altruism**
You show yourself to be moderately altruistic, able to develop relationships of mutual assistance and to promote reciprocity between people, even if you would like to receive something in return for what you do for others.

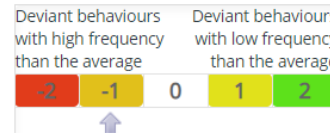
4.4. The Integrity View: Deviance, Integrity and Turnover

Role competences | Five Factors | Skillview | **Integrity** | Tracking | Assessment and performance | Soft skills analysis

Integrity

Deviance

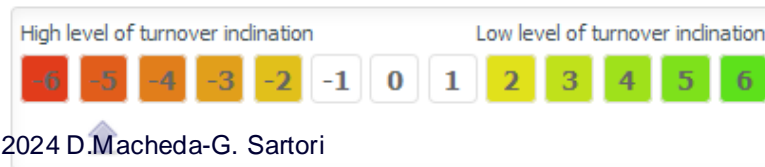
The result of the self-assessment test describes the probability of the subject of assuming deviant behavioural working patterns which pose a threat for the organization security and its members.



*Click on **Integrity View** to get a focus on Deviance, Integrity and Turnover*

TURNOVER

Through the result of the self-assessment test, it is possible to detect the probability of the subject of leaving the company soon after his entrance for reasons that can be attributed to his/her way to be, more than the organizational, working and management context of the organization.



4.5. The test measures 35 soft skills of the candidate

Details

SOFT SKILLS DEVELOPMENT

In addition to the analysis of the personality, the Skill View test measures also 35 competences used in the working environment. Originalskills automatically generates summary indicators and comments on the results obtained and the report Skills development

*Jump to the **Report Candidate** where, in addition to the macro-factors, you can find the evaluation of 35 soft skills (see also next page)*

SKILLS AREA	
Results/effort	1 2 3 4 5
Planning and organisation	1 2 3 4 5
Resistance to stress	1 2 3 4 5
Self-control	1 2 3 4 5
Precision and discipline	1 2 3 4 5
Leadership	1 2 3 4 5
Strategy	1 2 3 4 5
Autonomy	1 2 3 4 5
Influence and persuasion	1 2 3 4 5
Decision Making	1 2 3 4 5
Motivation and personal effectiveness	1 2 3 4 5
Managing information	1 2 3 4 5
Control	1 2 3 4
Attention to details	1 2 3 4
Spirit of initiative	1 2 3 4
Emotional intelligence	1 2 3 4
Persistence	1 2 3 4
Problem Solving	1 2 3 4
Training Sensibility	1 2 3 4
Cooperation	1 2 3 4
Self confidence	1 2 3 4
Innovation	1 2 3 4
Achievement of objectives	1 2 3 4
Flexibility/Adaptability	1 2 3 4
Sensitiveness to Relationships	1 2 3 4
Direction	1 2 3 4
Analytical thinking	1 2 3 4
Dedication to work	1 2 3 4
Altruism	1 2 3 4
Team Work	1 2 3 4
Client orientation	1 2 3 4
Social orientation	1 2 3 4
Communication	1 2 3

4.5. The test measures 35 soft skills of the candidate

DESCRIPTION OF ALL THE 35 SOFT SKILLS AND COMMENTS ON THE RESULTS OBTAINED:

Innovation
Score: 6.63



The person, who has got the trait of innovation, shows the capability to resolve working issues in an original and creative way. He/she seems to face- in first person and proactively- periodical happening organizational and marketing challenges. Within the organizational environment and work group, the innovator generates new concept and his/her competences are essential when a working improvement, a procedure renewal or an implementation of new strategies is required. The competency of innovation doesn't combine with the execution of routinely and standardised working tasks.

People with a high score in the innovation factor are independent and non-conformist thinkers. They are generally clear and creative. They tend to have a general and often profound knowledge of work activities. They are inclined to develop new processes and work methods. Sometimes they seem to be interested only in their own projects and don't seem to be attentive to the details of individual activities which they helped create. Also, they tend to not follow procedural rules and specific rules. If their sense of independence and need to change are at a high level, people with high scores can dedicate themselves to careers in which they are their own boss.

Flexibility/Adaptability
Score: 6.34



Flexibility/Adaptability is the ability to adapt to changing situations or overcoming obstacles. It expresses the subject's attitude to adjust his/her own attitude or behavior accommodating and embracing new different working situations and not in a passive way. The person with working flexibility is able to cooperate with different people and groups without altering oneself balance. He/she opens to novelty.

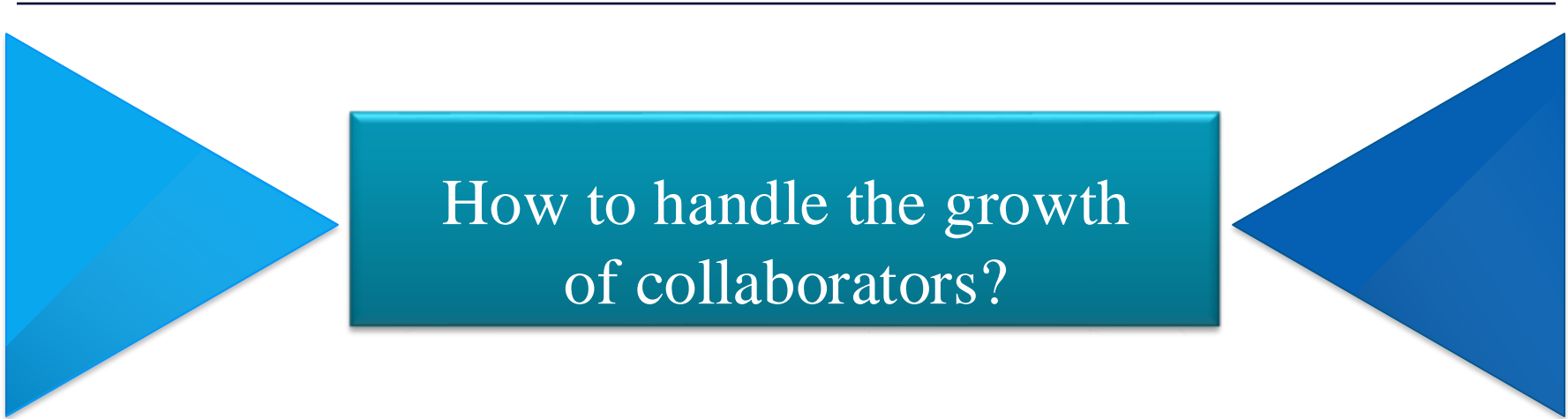
He/she can be interested in change and he/she is moderately disposed to take on work roles which are different from his/her own. He/she likes to be kept informed of what is happening in the organization and if required will adapt to the company's objectives. Excessive attempts to change could then be interpreted as a threat to his/her own role and in this case adapting to different changes could be a slow process.

Autonomy
Score: 5.08



Working autonomy/independence is expressed as the ability of the subject to achieve and keep expected working results even when the organizational set-up/structure changes. The organizational structure can promote/facilitate a major or minor degree of personal working autonomy through the different ways that it can cover (hierarchical, functional, matrix, divisional,...) and the adopted working procedures (centralization/decisions proxy, widespread empowerment, etc...). In mildly or strongly structured working environments, people with a high degree/level of working autonomy could not perform as best they can. People with a low level of autonomy could not perform as best they can, in poorly structured working environments, where a high level of freedom in the timing and way to realize a defined task is given to the individuals.

He/she is able to carry out his/her work both autonomously or following someone else's instructions or indications. He/she perceives himself/herself as a person who is able to make autonomous decisions and cooperate with others in the management of specific activities or in taking decisions.



Part 5

5.1. The skills required for the role

People within the company have a well defined role or, anyway, they have to produce outcomes which are dependent on their qualities and on the company strategies



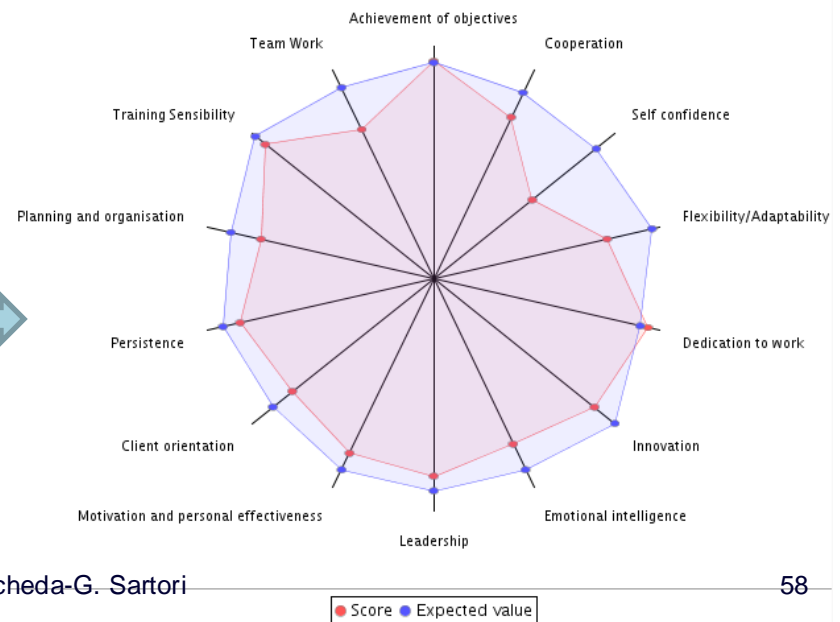
Skill View usage, allows companies to integrate every collaborator in a job role tailored on their personal features and on the company needs

5.2. The Gap Analysis

Staff's training, development and other personal strengthening actions lie downstream of the evaluation processes.

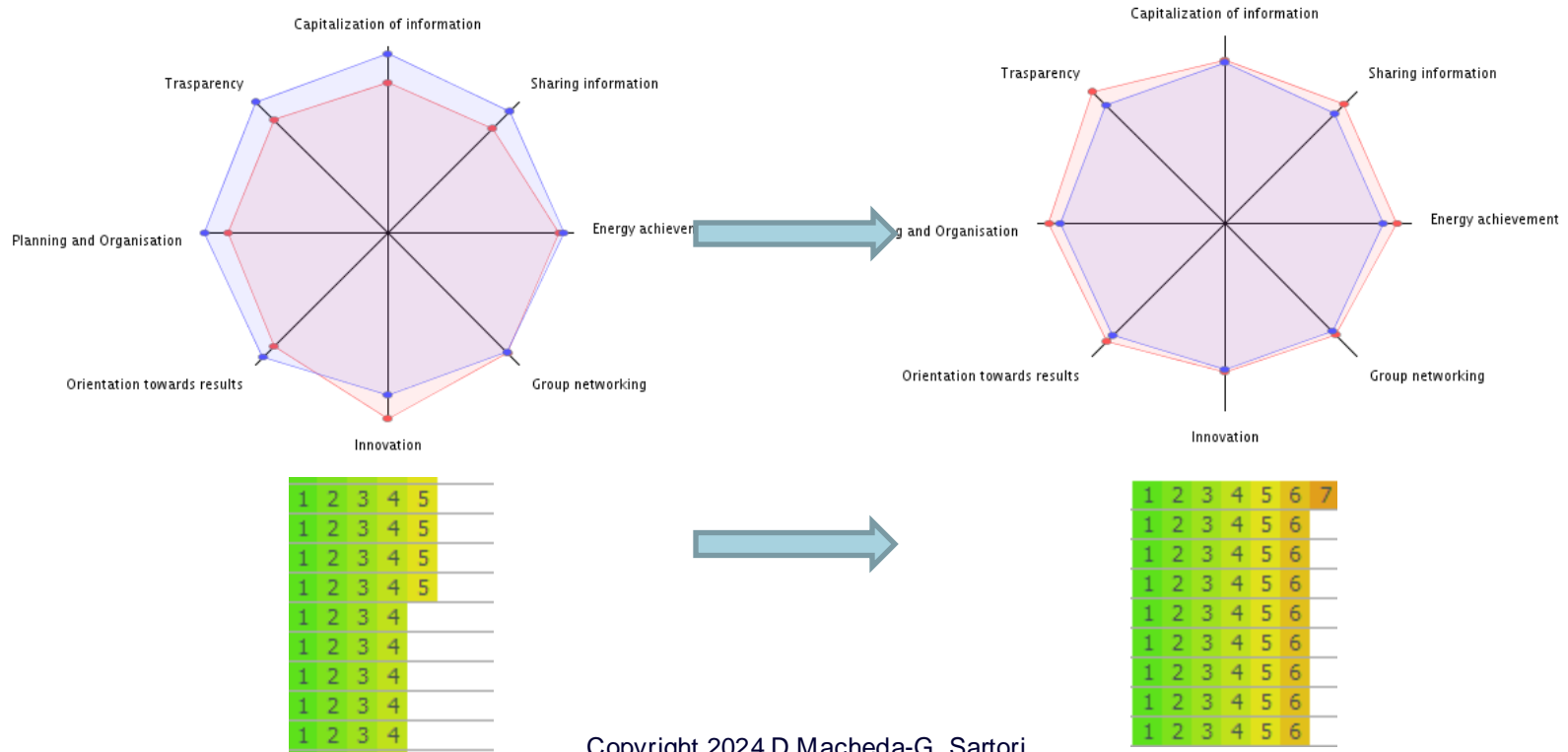
The Gap Analysis allows to quickly identify the skills that need to be strengthened

Competence	Score	Expected value	Gap
Skills below the expected profile			
Self confidence	3.16	5.21	-2.05
Team Work	4.14	5.3	-1.16
Flexibility/Adaptability	4.45	5.6	-1.15
Planning and organisation	4.43	5.2	-0.77
Emotional intelligence	4.59	5.3	-0.71
Cooperation	4.48	5.16	-0.68



5.3. How to handle the growth of collaborators

Staff's training and other strengthening actions can develop personal soft skills. Originalskills can measure and keep track of the growth of collaborators.



5.3. How to handle the growth of collaborators

Click on **GAP ANALYSIS** to get to the single competences. You can choose Totals or filter for head/local, area and role.

Gap analysis

Click on a competence and then on Candidates in the media or without training gap

Original Skills Dashboard Organisational data Results **Gap analysis** Statistics System management

Gap analysis

Skills area * Managerial Competences

Competence * Problem Solving

Profile type No selection

Head office No selection

Department No selection

Role No selection

Name

VIEW GAP ANALYSIS

Profiles with training gap

NAME	SURNAME	SCORE
Davide	Rigoni	1 2 3

Profiles in the media

NAME	SURNAME	SCORE
Victoria	Crisol	1 2 3 4 5
prova	DEMETRIO	1 2 3 4 5

Profiles without training gap

NAME	SURNAME	SCORE
demetrio	Macheda	1 2 3 4 5 6 7 8 9
prova	DEMETRIO	1 2 3 4 5 6 7 8 9

5.4. Gap analysis on single competences

The analysis can also be performed for each competence, showing the employees with a skill gap, the employees on average and those above average.

Collaborators with a training gap


Name	Surname	Score
Federica	S...	1 2
Franco	S...a D...	1 2 3
Stefano	Ferrari	1 2 3



Collaborators on average (media)

Name	Surname	Score
▶ Francesco	Fr...	1 2 3 4 5 6
▶ Francesco	Fre...	1 2 3 4 5 6
▶ Atsushi	...	1 2 3 4 5 6

Collaborators without training gap

Name	Surname	Score
▶ Massimo	Ma...	1 2 3 4 5 6 7
▶ Alberto	De...	1 2 3 4 5 6 7
▶ Corrado	De...	1 2 3 4 5 6 7





How to keep track of the recruiting
and the assessment interviews, the
hard skills, the knowledge... ?

Part 6

6.1. Tracking of the interviews: Two options: Complete or development based on the interview.

For each company, is it possible to produce a series of evaluations based on their own procedures keeping track of them, autonomously?

YES , click on ASSESSMENT AND PERFORMANCE button...



Role competences	Five Factors	Skillview	Integrity	Tracking	Assessment and performance	Soft skills analysis
------------------	--------------	-----------	-----------	----------	-----------------------------------	----------------------

Performance appraisal

REVISION DATE: 27/01/2021

ROLE COMPETENCES PDF **PDF DEVELOPMENT**

INTERVIEW

SKILLS AND ACTIONS TO IMPROVE

Assessment and performance

DEVELOPMENT

Training and further developments

6.2. *The page for the interviews:* First COMPLETE option: Track the whole interview

In this page are collected information derived from the interviews carried out, regarding motivation and personal issues, training, other considerations, ... (*continues*)

INTERVIEW

MOTIVATION AND PERSONAL ISSUES ARISING FROM THE INTERVIEW

Assessment

write here about candidate's motivation and personal issues arising from the interview...

DEVELOPMENT

Training and further developments

write here about candidate's training and further developments

Various

6.2. The page for the interviews

... statements of experts, guidelines for the development, a final evaluation of who takes the interview and a last summary. At the end it is possible to generate a PDF from the page.



STATEMENT OF EXPERTS (trainers, evaluators, coacher, ...)

- Significantly exceeds expectation
- Exceed expectation
- Meets expectation
- Below expectations
- Significantly below expectations

Statement of experts about the evaluation

GUIDELINES FOR THE DEVELOPMENT


- COURSES INDICATED:
- IN THE MEDIUM TERM IS RECOMMENDED:
- THE CANDIDATE DOES NOT WISH TO ENGAGE IN ACTIVITIES OF IMPROVEMENT' (state reasons):

FINAL EVALUATION OF WHO TAKES THE INTERVIEW

Assessment

A final evaluation...

6.3. The PDF standard skills



SKILL VIEW®

REPORT ASSESSMENT

Surname	p...	Language	Italiano	N° Interview	9749
Name	anna	Head/Local	Centro Universitario Internazionale	Date/Time last modification	03/01/2014 1:43:33 PM
Birth date	25/01/1964	Department	Analisi Competenze	Experience	More than 10 years
Sex	F	Role	Test	Education	High education-master degree

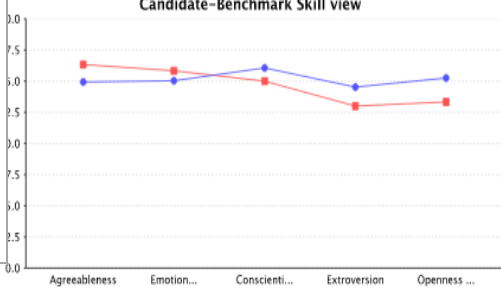
POTENTIAL Skillview test (Skills)

2: Below Expectation Similarity: -1.136

Agreeableness	1	2	3	4	5	6
Emotional Stability	1	2	3	4	5	6
Conscientiousness	1	2	3	4		
Extroversion	1	2	3	4		
Openness to experience	1	2	3	4		

Reading score of the Big Five:
 Very low: 1-2
 Low: 3-4
 Middle: 5-6
 High: 7-8
 Very high: 9-10

Candidate-Benchmark Skill view

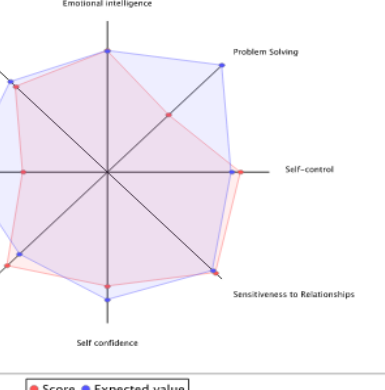


RATING

1: Significantly Below Expectation
 2: Below Expectation
 3: Meets Expectation
 4: Exceed Expectation
 5: Significantly Exceeds Expectation

Analysis evaluation with respect to the role

Skills chart



PERSONAL ISSUES ARISING FROM THE I

We's motivation
 ng from the interview...

THE DEVELOPMENT

Training and further developments:
 write here about candidate's training and further developments

Expert various:
 write here other useful information

STATEMENT OF EXPERTS (trainers, evaluators, coacher, ...)

Assessment: Encounter expectations

RECOMMENDED TRAINING

It is recommended to attend the following courses:
 Course: XYZ

FINAL EVALUATION OF WHO TAKES THE INTERVIEW

A final evaluation ...

Summary of the evaluation took place in other tests or asse

A summary of the hetero evaluation

Place and date:

The PDF generated contains a synthesis of the Skill View evaluation and of the hetero evaluation

6.3.1. The Second option: PDF DEVELOPMENT: The interview of feedback, coaching, improvement and development.

Performance appraisal

REVISION DATE 27/01/2021

ROLE COMPETENCES PDF PDF DEVELOPMENT

INTERVIEW

Fill only the first two fields. Then save. Finally click on PDF DEVELOPMENT

SKILLS AND ACTIONS TO IMPROVE

Assessment and performance

Develops innovative strategies

Is very innovative under adverse conditions

DEVELOPMENT

Training and further developments

Has reached the level for promotional consideration





Report Development of DEMO PROFILO DEMO PROFILO

Motivation and personal issues arising from the interview

Develops innovative strategies
Is very innovative under adverse conditions

Additional comments

Has reached the level for promotional consideration

Report Development of DEMO PROFILO DEMO PROFILO

Head office	Centro Universitario Internazionale
Department	Coaching
Role	Head of Legal
Experience	More than 10 years
Education	Post graduate qualification
Year of birth	1967
Sex	M
Language	Italiano



Report Development of DEMO PROFILO DEMO PROFILO
www.originalskills.com system based on the
answers provided to the Skill View® questionnaire



6.4. Create an account for the hetero-evaluator

In the menu, click EVALUATORS / New to create an account for the expert who will conduct the hetero-evaluation. Fill in the required fields and select EXPERT from the drop-down

User

NAME

SURNAME

EMAIL

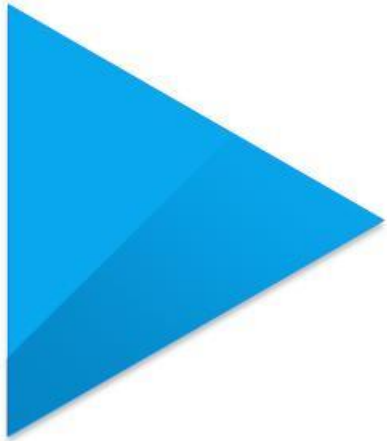
PASSWORD

CONFIRM PASSWORD

< CANCEL

SAVE

<input type="checkbox"/>	PERMITS
<input type="checkbox"/>	Manager
<input type="checkbox"/>	Valutatore - Esperto
<input type="checkbox"/>	Valutatore - Formatore
<input type="checkbox"/>	Valutatore - Selezionatore



Part 7

7.1. The candidate's Report is always up-to-date

ROLE	CLASSIFICATION	COGNITIVE SKILLS	PROFILE TYPE	
	1.009		New candidature	🔍
	0.344		New candidature	🔍
Manager	-0.712		New candidature	🔍
Manager	-0.368		New candidature	🔍
Purchases Manager	-1.299		New candidature	🔍
Software Developer	-1.438		New candidature	🔍

The “Candidate’s Report” includes a descriptive module of the candidates’ interviews and the assessment results. It allows interviewers and experts to be guided in the questions to be addressed to the candidates.

The “Candidate’s Report” keeps track of the merit evaluations based on the direct contact with the candidate and links it with other assessments, already done by the company and the Skill View® self-assessment test.

Competences Five Factors Skillview Cognitive Skills Integrity Tracking Assessment Report for the candidate

Competences

HIDE SCORES ROLE COMPETENCES PDF ORGANIZATION COMPETENCES PDF PDF JOB MATCH

7.2. The Personal Information page

Tracking Assessment Report for the candidate

Tracking

Skillview

JOB FIT	Below Expectation (2)
CLASSIFICATION	-1.071
JOB MATCH	84 %

VIEW QUESTIONNAIRE

Cognitive Skills

RESULT COGNITIVE SKILLS	53.84%
EXECUTION TIME OF TEST COGNITIVE SKILLS	32m 18s

VIEW RESULTS

Selection

TEXT

RESULT OF THE SELECTION: No selection

STATUS OF SELECTION: No selection

EVALUATION OF MANAGEMENT

SAVE

Documents

7.3. The Status and the Result of the Selection

Selection

TEXT

RESULT OF THE SELECTION

To see again ▼

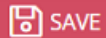
NEXT MEETING DATE



STATUS OF SELECTION

Internship ▼

EVALUATION OF MANAGEMENT



SAVE

Documents

No Results

DESCRIPTION

DOCUMENT

CHOOSE FILE



ADD

7.4. Result of the selection: Hired

Selection

TEXT

RESULT OF THE SELECTION

Da rivedere ▼

NEXT MEETING DATE

STATUS OF SELECTION

Tirocinio ▼

EVALUATION OF MANAGEMENT

 SAVE

Documents

No Results


February 2019


Wk	Su	Mo	Tu	We	Th	Fr	Sa
4						1	2
5	3	4	5	6	7	8	9
6	10	11	12	13	14	15	16
7	17	18	19	20	21	22	23
8	24	25	26	27	28		



Today Done

7.5. Not hired, To see again, Trial work period

With the other options selected, it is possible to add additional information, such as: Decision Date, Next meeting date and the Trial work period

Result of the selection	Status of selection	Decision Date
<input type="text" value="Not hired"/>	<input type="text" value="No selection"/>	<input type="text"/> 

Result of the selection	Status of selection	Next meeting date
<input type="text" value="To see again"/>	<input type="text" value="No selection"/>	<input type="text"/> 

Result of the selection	Status of selection	From	To	Passed
<input type="text" value="Trial work period"/>	<input type="text" value="No selection"/>	<input type="text"/> 	<input type="text"/> 	<input type="radio"/> yes <input checked="" type="radio"/> no

7.6. Management evaluation and descriptive documents

Candidate photos Nessun file selezionato

Result of the selection To see again

Selection status Positive

Evaluation of management

write here |

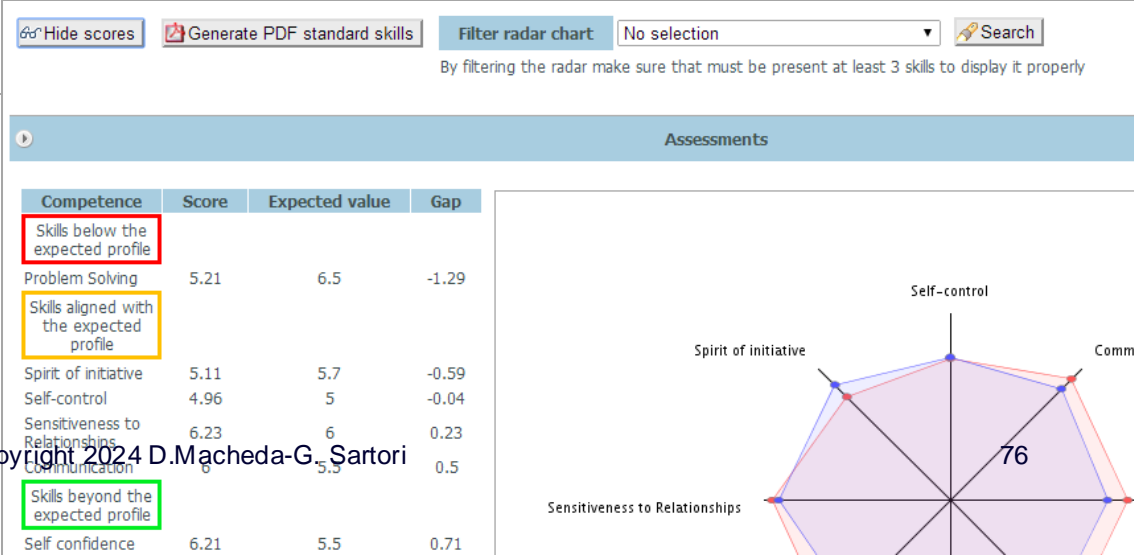
Description document Document

James White - Curriculum Vitae.pdf James White ...m Vitae.pdf

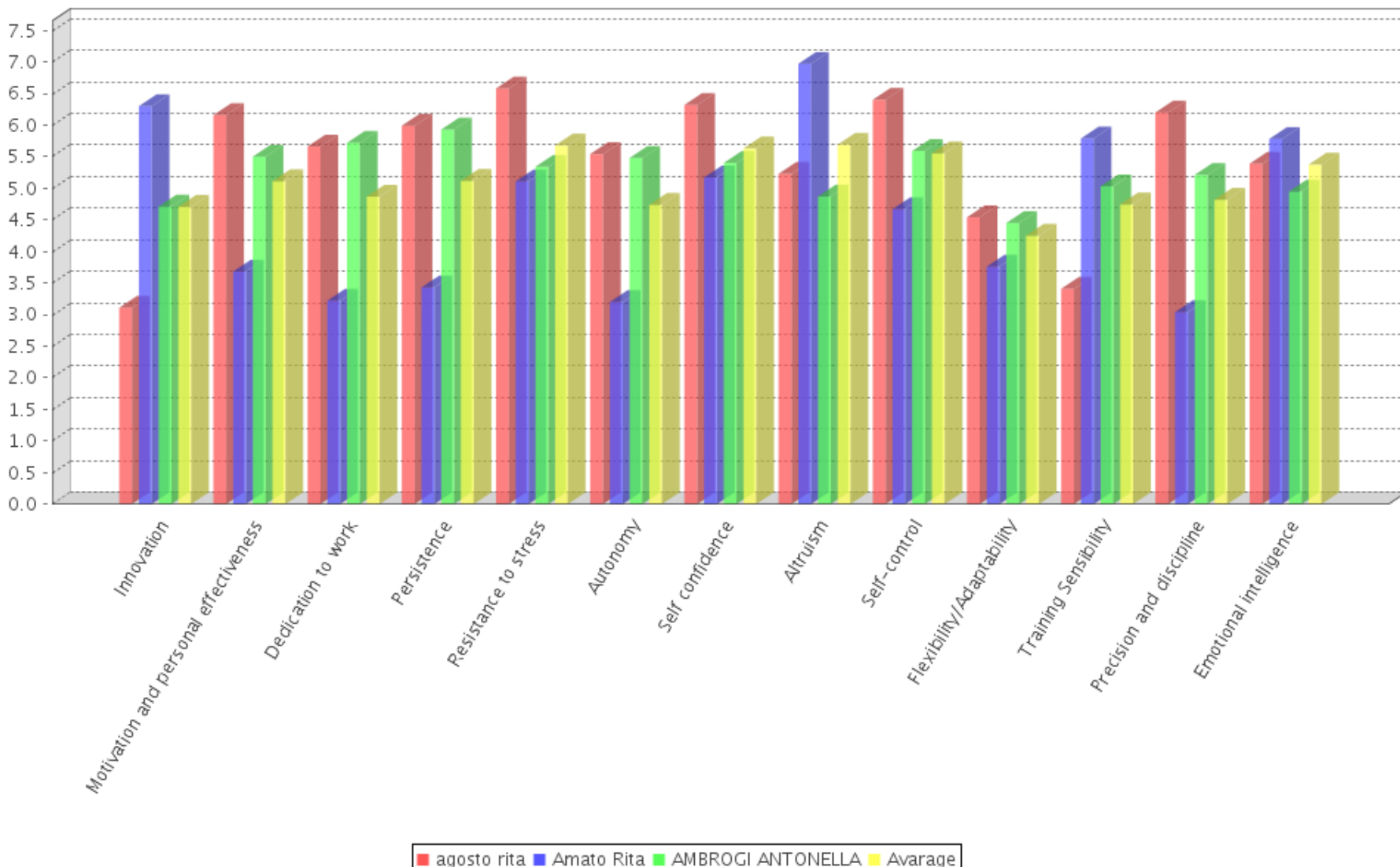
Potential Skillview test (Skills) **Meets Expectation (3)**

Here is possible to write an Evaluation of management and to upload a descriptive document

Here you have a summary judgment of the Skill View test – Role Competence



Personal competences



Staff

- Professor Giuseppe Sartori (Padua University) – giuseppe.sartori@unipd.it
- Dr. Demetrio Macheda (Milano): CUI dmacheda@originalskills.com