



HUCAMA

Competency Factors (CF48)



James Gold

Details of Participant

Name James Gold

Assessment Data

Test date 2021-12-14 12:32:38
Test ID AUCP-3899-7d0fffa769027b8be718d9b5664e8de0
Profile name Future Leaders

Respondents

Self	1
Boss	1
Colleague	3
Subordinate	3

Introduction

The purpose of this report is to provide you with results feedback on the Competency Factors (CF48) inventory which identifies competencies at work.

The assessment covers 8 factors that are applicable to most professional and managerial roles.

Competency Model

Competencies are components of performance that are instrumental in the delivery of desired results or outcomes. Competency Factors features 48 competencies grouped into 8 factors that form 4 clusters. The internationally validated model combines the 'Great 8 Competencies' (Kurz & Bartram, 2002) with advances in personality research such as the 'Big 5' personality factors and the higher-order factors identified by DeYoung (2015). Each cluster is defined through two factors, and each factor is defined through its competencies.

GETTING IT RIGHT

EVALUATING INFORMATION

STRUCTURING WORK

GETTING ALONG

SUPPORTING INDIVIDUALS

COPING WITH PRESSURE

GETTING AHEAD

DRIVING SUCCESS

CREATING SOLUTIONS

GETTING ALIGNED

INTERACTING WITH PEOPLE

EXERTING INFLUENCE

Competency Assessment

Your competencies were rated on a scale of 1 to 9. The degree of leniency in ratings can vary considerably. Some raters are harsh and others are lenient. Below the ratings are averaged across all competencies to provide an overall rating. Where a rater category has more than 1 rater, the results are averaged and displayed with their highest and lowest values.

		Raters				
		Self	All Raters	Boss	Colleague	Subordinate
Overall Rating	Highest	--	7.96	6.21	7.96	7.85
	Average	7.04	7.16	6.21	7.40	7.67
	Lowest	--	6.21	6.21	6.90	7.33

The various report sections that follow are briefly introduced below. Reflect on the following points:

- How do Self and Other ratings compare?
- What differences are displayed across rater categories?
- How do Highest and Lowest value compare?
- What is the importance of these competencies in the current and future roles?

Factor Profile

In this section you can see the average rating for Self and Other respondents. What are your highest and lowest rated factors?

Factor Graphs

In this section you can see the average rating for each respondent group. What views are common? What drives differences between rater groups?

Competency Data

This report section indicates the ratings on each separate competency by respondent group. What did you already know? What is new to you? What would you like to reflect on and talk about?

Strengths

This section shows what competencies constitute a strength (averaged across Self and Other categories). How can you leverage these strengths in current or future roles?

Weaknesses

This section shows what competencies constitute a weakness (averaged across Self and Other categories). How can you work around these weaknesses and address them through developmental action?

The information in this report specifies where your main points of strength and development lie. What actions could strengthen your performance and potential? Write them down for future reference and reflection e.g. in a Personal Development Plan.

Factor Profile

EVALUATING INFORMATION

Developing Expertise; Solving Problems; Showing Flexibility; Applying Technology; Documenting Facts; Quantifying Issues

STRUCTURING WORK

Completing Tasks; Planning Activities; Demonstrating Competence; Ensuring Quality; Maintaining Discipline; Adhering to Rules

SUPPORTING INDIVIDUALS

Showing Empathy; Demonstrating Emotional Agility; Perceiving Emotions; Acting with Consideration; Upholding Standards; Empowering People

COPING WITH PRESSURE

Projecting Confidence; Coping with Stress; Showing Objectivity; Maintaining Composure; Overcoming Setbacks; Showing Self-Control

DRIVING SUCCESS

Acting with Determination; Applying Expertise; Projecting Self-Esteem; Achieving Goals; Pursuing Advancement; Creating Momentum

CREATING SOLUTIONS

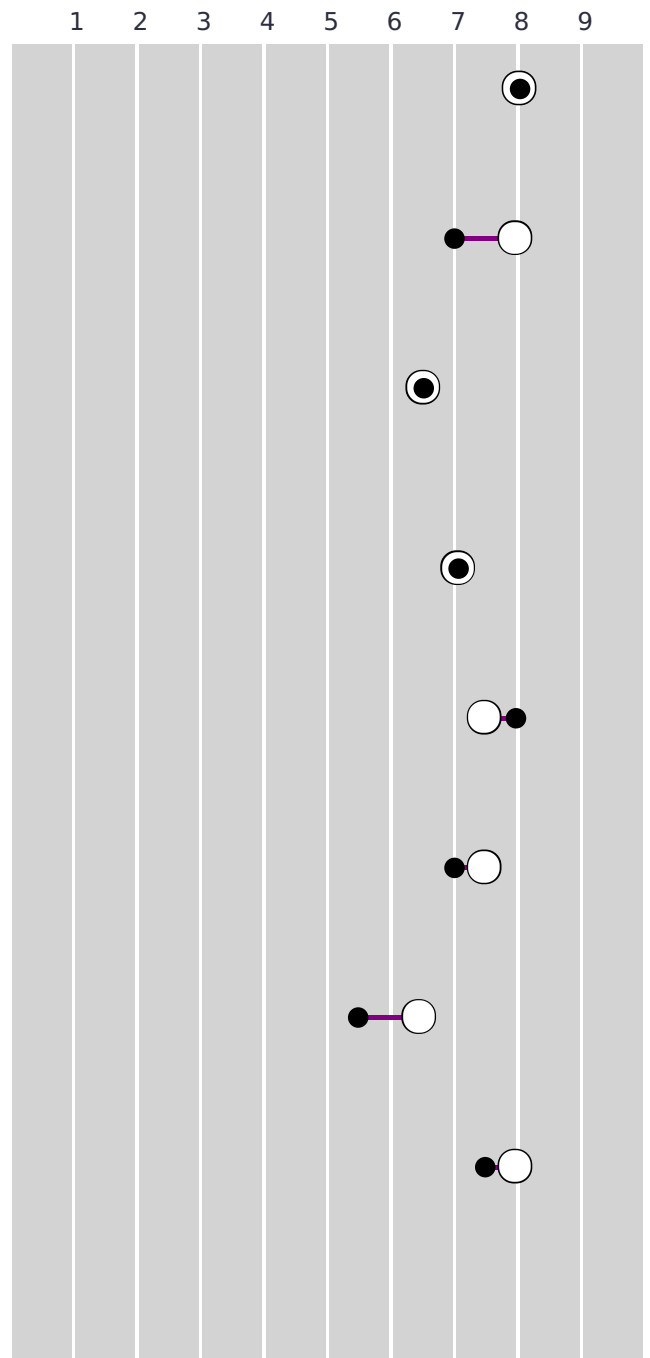
Producing Innovations; Taking Initiatives; Using Imagination; Developing Concepts; Showing Independence; Shaping Performance

INTERACTING WITH PEOPLE

Engaging Individuals; Team Working; Building Trust; Developing Relationships; Showing Enthusiasm; Attracting Attention

EXERTING INFLUENCE

Taking Charge; Persuading People; Seizing Opportunities; Presenting with Impact; Challenging Views; Making Decisions



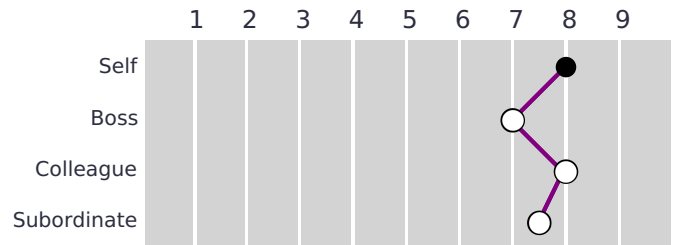
● Self
○ Other

Factor Graphs

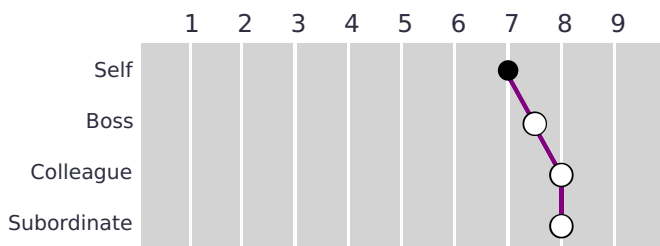
EVALUATING INFORMATION



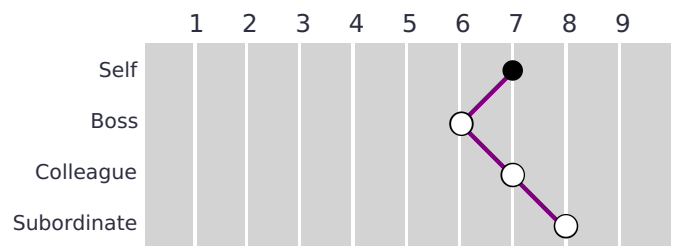
DRIVING SUCCESS



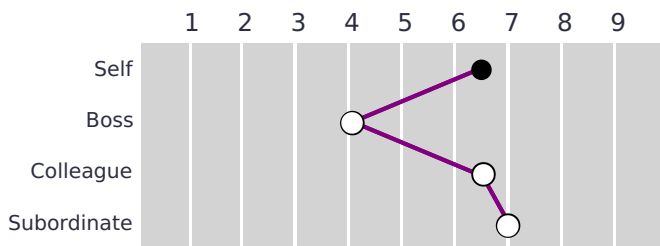
STRUCTURING WORK



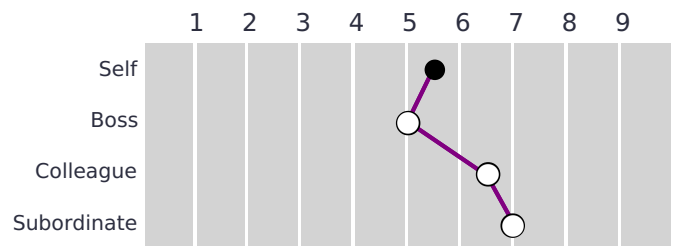
CREATING SOLUTIONS



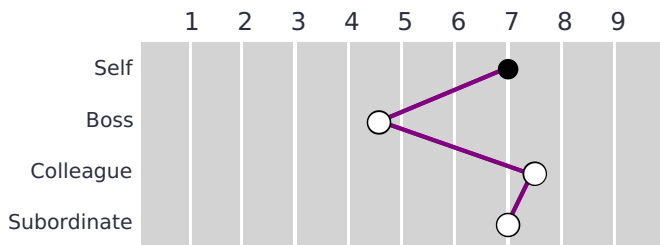
SUPPORTING INDIVIDUALS



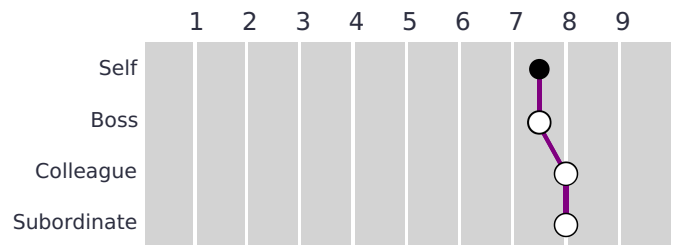
INTERACTING WITH PEOPLE



COPING WITH PRESSURE



EXERTING INFLUENCE



GETTING IT RIGHT

EVALUATING INFORMATION

			Raters			
		Self	All Raters	Boss	Colleague	Subordinate
Effective at Developing Expertise Researching Issues; Acquiring Knowledge; Developing Skills; Pursuing Learning Opportunities	Highest	--	9.00	9.00	8.00	9.00
	Average	8.00	7.57	9.00	6.00	8.67
	Lowest	--	2.00	9.00	2.00	8.00
Effective at Solving Problems Critical Reasoning; Identifying Issues; Probing Arguments; Developing Solutions	Highest	--	9.00	8.00	8.00	9.00
	Average	9.00	8.14	8.00	8.00	8.33
	Lowest	--	8.00	8.00	8.00	8.00
Effective at Showing Flexibility Embracing Uncertainty; Adapting to Change; Adjusting Perspectives; Reframing Issues	Highest	--	8.00	7.00	8.00	8.00
	Average	7.00	7.29	7.00	7.00	7.67
	Lowest	--	6.00	7.00	6.00	7.00
Effective at Applying Technology Practical Reasoning; Operating Equipment; Finding Faults; Developing Technical Solutions	Highest	--	9.00	7.00	9.00	8.00
	Average	8.00	8.00	7.00	8.67	7.67
	Lowest	--	7.00	7.00	8.00	7.00
Effective at Documenting Facts Verbal Reasoning; Collecting Information; Reading Materials; Writing Documents	Highest	--	9.00	8.00	8.00	9.00
	Average	7.00	8.00	8.00	7.67	8.33
	Lowest	--	7.00	8.00	7.00	8.00
Effective at Quantifying Issues Numerical Reasoning; Gathering Data; Interpreting Tables and Graphs; Performing Calculations	Highest	--	9.00	8.00	9.00	9.00
	Average	8.00	8.71	8.00	8.67	9.00
	Lowest	--	8.00	8.00	8.00	9.00
		7.83	7.95	7.83	7.67	8.28

STRUCTURING WORK

			Raters			
		Self	All Raters	Boss	Colleague	Subordinate
Effective at Completing Tasks Following Instructions; Producing Agreed Output; Meeting Timescales; Maintaining Order	Highest	--	9.00	9.00	8.00	8.00
	Average	7.00	7.71	9.00	7.67	7.33
	Lowest	--	7.00	9.00	7.00	7.00
Effective at Planning Activities Identifying Tasks; Setting Priorities; Making Work Plans; Monitoring Progress	Highest	--	9.00	8.00	8.00	9.00
	Average	8.00	8.29	8.00	8.00	8.67
	Lowest	--	8.00	8.00	8.00	8.00
Effective at Demonstrating Competence Implementing Solutions; Making Things Work; Establishing Credibility; Showing Self-Belief	Highest	--	9.00	7.00	9.00	9.00
	Average	8.00	8.14	7.00	8.33	8.33
	Lowest	--	7.00	7.00	7.00	8.00
Effective at Ensuring Quality Checking Details; Spotting Mistakes; Correcting Errors; Inspecting Quality	Highest	--	9.00	6.00	8.00	9.00
	Average	7.00	7.86	6.00	8.00	8.33
	Lowest	--	6.00	6.00	8.00	8.00
Effective at Maintaining Discipline Demonstrating Diligence; Ensuring Workplace Safety; Challenging Counterproductive Actions; Highlighting Risks	Highest	--	9.00	8.00	9.00	8.00
	Average	6.00	7.86	8.00	8.00	7.67
	Lowest	--	7.00	8.00	7.00	7.00
Effective at Adhering to Rules Following Procedures; Applying Rules; Confronting Rule Breakers; Ensuring Compliance	Highest	--	9.00	7.00	8.00	9.00
	Average	7.00	7.57	7.00	7.67	7.67
	Lowest	--	6.00	7.00	7.00	6.00
		7.17	7.91	7.50	7.95	8.00

GETTING ALONG

SUPPORTING INDIVIDUALS

		Raters				
		Self	All Raters	Boss	Colleague	Subordinate
Effective at Showing Empathy Listening to People; Respecting Feelings; Acting with Compassion; Showing Interpersonal Sensitivity	Highest	--	8.00	4.00	6.00	8.00
	Average	6.00	6.00	4.00	5.33	7.33
	Lowest	--	4.00	4.00	4.00	7.00
Effective at Demonstrating Emotional Agility Understanding Feelings; Regulating Emotions; Communicating Feelings; Conveying Emotions	Highest	--	8.00	3.00	8.00	7.00
	Average	6.00	5.57	3.00	6.00	6.00
	Lowest	--	3.00	3.00	4.00	5.00
Effective at Perceiving Emotions Observing People; Sensing Tensions; Using Intuition; Interpreting Reactions	Highest	--	8.00	2.00	7.00	8.00
	Average	7.00	5.71	2.00	6.33	6.33
	Lowest	--	2.00	2.00	6.00	5.00
Effective at Acting with Consideration Acknowledging Individuals; Giving Encouragement; Helping People; Showing Tolerance	Highest	--	8.00	3.00	8.00	7.00
	Average	6.00	6.29	3.00	6.67	7.00
	Lowest	--	3.00	3.00	6.00	7.00
Effective at Upholding Standards Adhering to Ethical Principles; Acting with Integrity; Keeping Promises; Fostering Fairness	Highest	--	9.00	8.00	9.00	8.00
	Average	9.00	8.00	8.00	8.00	8.00
	Lowest	--	7.00	8.00	7.00	8.00
Effective at Empowering People Inspiring Confidence; Motivating People; Consulting Stakeholders; Resolving Conflicts	Highest	--	9.00	4.00	7.00	9.00
	Average	6.00	6.57	4.00	6.00	8.00
	Lowest	--	4.00	4.00	4.00	7.00
		6.67	6.36	4.00	6.39	7.11

COPING WITH PRESSURE

		Raters				
		Self	All Raters	Boss	Colleague	Subordinate
Effective at Projecting Confidence Showing Optimism; Thinking Positively; Countering Negativity; Giving Hope	Highest	--	8.00	3.00	8.00	8.00
	Average	5.00	6.86	3.00	7.67	7.33
	Lowest	--	3.00	3.00	7.00	7.00
Effective at Coping with Stress Handling Stressful Situations; Overcoming Adversity; Showing Poise; Handling Emergencies	Highest	--	8.00	7.00	8.00	8.00
	Average	7.00	7.29	7.00	7.33	7.33
	Lowest	--	7.00	7.00	7.00	7.00
Effective at Showing Objectivity Grasping Situations; Gathering Evidence; Testing Reality; Comparing Perspectives	Highest	--	8.00	4.00	8.00	8.00
	Average	8.00	7.00	4.00	7.67	7.33
	Lowest	--	4.00	4.00	7.00	7.00
Effective at Maintaining Composure Controlling Emotions; Reducing Tensions; Avoiding Outbursts; Accepting Criticism	Highest	--	8.00	4.00	8.00	8.00
	Average	6.00	6.86	4.00	7.00	7.67
	Lowest	--	4.00	4.00	5.00	7.00
Effective at Overcoming Setbacks Recovering after Mistakes; Rebounding from Failure; Learning from Adversity; Pursuing Growth Opportunities	Highest	--	8.00	6.00	8.00	7.00
	Average	7.00	6.86	6.00	7.67	6.33
	Lowest	--	5.00	6.00	7.00	5.00
Effective at Showing Self-Control Managing Impulses; Resisting Temptations; Anticipating Consequences; Avoiding Mistakes	Highest	--	8.00	4.00	7.00	8.00
	Average	8.00	6.71	4.00	7.00	7.33
	Lowest	--	4.00	4.00	7.00	7.00
		6.83	6.93	4.67	7.39	7.22

GETTING AHEAD

			Raters			
		Self	All Raters	Boss	Colleague	Subordinate
DRIVING SUCCESS						
Effective at Acting with Determination Implementing Plans; Persisting with Tasks; Correcting Mistakes; Showing Tenacity	Highest	--	9.00	8.00	9.00	8.00
	Average	8.00	8.43	8.00	9.00	8.00
	Lowest	--	8.00	8.00	9.00	8.00
Effective at Applying Expertise Using Expert Skills; Applying Specialist Knowledge; Drawing on Experiences; Sharing Expertise	Highest	--	9.00	3.00	9.00	8.00
	Average	8.00	7.14	3.00	8.00	7.67
	Lowest	--	3.00	3.00	7.00	7.00
Effective at Projecting Self-Esteem Promoting Accomplishments; Acknowledging Shortcomings; Celebrating Successes; Displaying Professionalism	Highest	--	8.00	7.00	8.00	8.00
	Average	6.00	7.57	7.00	7.67	7.67
	Lowest	--	7.00	7.00	7.00	7.00
Effective at Achieving Goals Satisfying Role Requirements; Setting Targets; Contributing to Team Performance; Accomplishing Personal Objectives	Highest	--	9.00	8.00	9.00	8.00
	Average	8.00	7.43	8.00	8.67	6.00
	Lowest	--	2.00	8.00	8.00	2.00
Effective at Pursuing Advancement Demonstrating Ambition; Seeking Wider Responsibilities; Showing High-level Thinking; Evidencing Potential for Promotion	Highest	--	9.00	8.00	9.00	8.00
	Average	8.00	7.43	8.00	7.33	7.33
	Lowest	--	6.00	8.00	6.00	7.00
Effective at Creating Momentum Investing Energy; Expediting Activities; Clearing Blockages; Outperforming Competitors	Highest	--	9.00	7.00	8.00	9.00
	Average	9.00	7.71	7.00	7.00	8.67
	Lowest	--	6.00	7.00	6.00	8.00
		7.83	7.62	6.83	7.95	7.56

			Raters			
		Self	All Raters	Boss	Colleague	Subordinate
CREATING SOLUTIONS						
Effective at Producing Innovations Originating Ideas; Improving Work Methods; Challenging Conventions; Pioneering New Approaches	Highest	--	8.00	6.00	8.00	8.00
	Average	8.00	7.29	6.00	7.67	7.33
	Lowest	--	6.00	6.00	7.00	7.00
Effective at Taking Initiatives Using Initiative; Initiating Change; Aligning Initiatives to Strategy; Sustaining Initiatives under Pressure	Highest	--	9.00	8.00	8.00	9.00
	Average	8.00	7.71	8.00	7.33	8.00
	Lowest	--	7.00	8.00	7.00	7.00
Effective at Using Imagination Inviting Creative Inputs; Exploring Abstract Ideas; Creating Designs; Developing a Vision	Highest	--	9.00	2.00	7.00	9.00
	Average	3.00	6.00	2.00	5.33	8.00
	Lowest	--	2.00	2.00	3.00	6.00
Effective at Developing Concepts Applying Theories; Exploring Relationships; Developing Strategies; Resolving Complex Issues	Highest	--	9.00	7.00	9.00	8.00
	Average	8.00	8.00	7.00	8.33	8.00
	Lowest	--	7.00	7.00	8.00	8.00
Effective at Showing Independence Establishing Independent Views; Showing Self-Reliance; Challenging Majority Views; Acting Independently	Highest	--	9.00	8.00	8.00	9.00
	Average	8.00	7.71	8.00	7.33	8.00
	Lowest	--	7.00	8.00	7.00	7.00
Effective at Shaping Performance Coaching People; Advising Individuals; Clarifying Expectations; Attracting Talent	Highest	--	9.00	6.00	8.00	9.00
	Average	6.00	7.14	6.00	6.67	8.00
	Lowest	--	6.00	6.00	6.00	7.00
		6.83	7.31	6.17	7.11	7.89

GETTING ALIGNED

INTERACTING WITH PEOPLE

			Raters			
		Self	All Raters	Boss	Colleague	Subordinate
Effective at Engaging Individuals Welcoming People; Starting Conversations; Showing Receptiveness; Building Relationships	Highest	--	8.00	6.00	7.00	8.00
	Average	5.00	6.71	6.00	6.33	7.33
	Lowest	--	6.00	6.00	6.00	7.00
Effective at Team Working Contributing to Team Activities; Developing Collaboration; Addressing Team Issues; Promoting Inclusion and Diversity	Highest	--	8.00	6.00	8.00	7.00
	Average	6.00	6.29	6.00	6.33	6.33
	Lowest	--	5.00	6.00	5.00	6.00
Effective at Building Trust Investing Time; Building Confidence; Establishing Mutual Trust; Furthering Dialogue	Highest	--	9.00	8.00	8.00	9.00
	Average	5.00	7.14	8.00	6.33	7.67
	Lowest	--	4.00	8.00	4.00	7.00
Effective at Developing Relationships Contacting People; Deepening Conversations; Sharing Information; Establishing Networks	Highest	--	8.00	4.00	8.00	8.00
	Average	5.00	6.86	4.00	7.00	7.67
	Lowest	--	4.00	4.00	6.00	7.00
Effective at Showing Enthusiasm Showing Commitment; Expressing Passion; Projecting Cheerfulness; Inspiring People	Highest	--	8.00	3.00	8.00	8.00
	Average	6.00	6.43	3.00	7.00	7.00
	Lowest	--	3.00	3.00	5.00	6.00
Effective at Attracting Attention Stimulating Interest; Creating Anticipation; Generating Excitement; Producing Engagement	Highest	--	8.00	3.00	8.00	7.00
	Average	6.00	6.14	3.00	7.00	6.33
	Lowest	--	3.00	3.00	6.00	6.00
		5.50	6.60	5.00	6.67	7.06

EXERTING INFLUENCE

			Raters			
		Self	All Raters	Boss	Colleague	Subordinate
Effective at Taking Charge Outlining Goals; Directing Others; Coordinating Activities; Taking Control	Highest	--	9.00	8.00	9.00	9.00
	Average	8.00	8.29	8.00	8.00	8.67
	Lowest	--	7.00	8.00	7.00	8.00
Effective at Persuading People Shaping Opinions; Influencing Others; Negotiating Agreements; Convincing Stakeholders	Highest	--	9.00	7.00	9.00	8.00
	Average	8.00	8.00	7.00	8.33	8.00
	Lowest	--	7.00	7.00	8.00	8.00
Effective at Seizing Opportunities Identifying Trends; Exploring Possibilities; Exploiting Opportunities; Enabling Success	Highest	--	9.00	6.00	9.00	8.00
	Average	7.00	7.71	6.00	8.33	7.67
	Lowest	--	6.00	6.00	8.00	7.00
Effective at Presenting with Impact Presenting Ideas; Explaining Information; Responding to Audiences; Creating Impact	Highest	--	8.00	7.00	8.00	8.00
	Average	7.00	7.57	7.00	7.33	8.00
	Lowest	--	6.00	7.00	6.00	8.00
Effective at Challenging Views Expressing Opinions; Challenging Assumptions; Contradicting Others; Expressing Criticism	Highest	--	9.00	9.00	9.00	9.00
	Average	8.00	8.57	9.00	8.33	8.67
	Lowest	--	8.00	9.00	8.00	8.00
Effective at Making Decisions Reviewing Options; Deciding Approaches; Making Commitments; Taking Responsibility	Highest	--	9.00	9.00	9.00	9.00
	Average	8.00	8.43	9.00	8.33	8.33
	Lowest	--	8.00	9.00	8.00	8.00
		7.67	8.10	7.67	8.11	8.22

Strongest Competencies

EVALUATING INFORMATION	Effective at Solving Problems Critical Reasoning; Identifying Issues; Probing Arguments; Developing Solutions	8.57
SUPPORTING INDIVIDUALS	Effective at Upholding Standards Adhering to Ethical Principles; Acting with Integrity; Keeping Promises; Fostering Fairness	8.50
DRIVING SUCCESS	Effective at Creating Momentum Investing Energy; Expediting Activities; Clearing Blockages; Outperforming Competitors	8.36
EVALUATING INFORMATION	Effective at Quantifying Issues Numerical Reasoning; Gathering Data; Interpreting Tables and Graphs; Performing Calculations	8.36
EXERTING INFLUENCE	Effective at Challenging Views Expressing Opinions; Challenging Assumptions; Contradicting Others; Expressing Criticism	8.29
EXERTING INFLUENCE	Effective at Making Decisions Reviewing Options; Deciding Approaches; Making Commitments; Taking Responsibility	8.21
DRIVING SUCCESS	Effective at Acting with Determination Implementing Plans; Persisting with Tasks; Correcting Mistakes; Showing Tenacity	8.21
STRUCTURING WORK	Effective at Planning Activities Identifying Tasks; Setting Priorities; Making Work Plans; Monitoring Progress	8.14
EXERTING INFLUENCE	Effective at Taking Charge Outlining Goals; Directing Others; Coordinating Activities; Taking Control	8.14
STRUCTURING WORK	Effective at Demonstrating Competence Implementing Solutions; Making Things Work; Establishing Credibility; Showing Self-Belief	8.07

Weakest Competencies

CREATING SOLUTIONS	Effective at Using Imagination Inviting Creative Inputs; Exploring Abstract Ideas; Creating Designs; Developing a Vision	4.50
SUPPORTING INDIVIDUALS	Effective at Demonstrating Emotional Agility Understanding Feelings; Regulating Emotions; Communicating Feelings; Conveying Emotions	5.79
INTERACTING WITH PEOPLE	Effective at Engaging Individuals Welcoming People; Starting Conversations; Showing Receptiveness; Building Relationships	5.86
COPING WITH PRESSURE	Effective at Projecting Confidence Showing Optimism; Thinking Positively; Countering Negativity; Giving Hope	5.93
INTERACTING WITH PEOPLE	Effective at Developing Relationships Contacting People; Deepening Conversations; Sharing Information; Establishing Networks	5.93
SUPPORTING INDIVIDUALS	Effective at Showing Empathy Listening to People; Respecting Feelings; Acting with Compassion; Showing Interpersonal Sensitivity	6.00
INTERACTING WITH PEOPLE	Effective at Building Trust Investing Time; Building Confidence; Establishing Mutual Trust; Furthering Dialogue	6.07
INTERACTING WITH PEOPLE	Effective at Attracting Attention Stimulating Interest; Creating Anticipation; Generating Excitement; Producing Engagement	6.07
INTERACTING WITH PEOPLE	Effective at Team Working Contributing to Team Activities; Developing Collaboration; Addressing Team Issues; Promoting Inclusion and Diversity	6.14
SUPPORTING INDIVIDUALS	Effective at Acting with Consideration Acknowledging Individuals; Giving Encouragement; Helping People; Showing Tolerance	6.14