

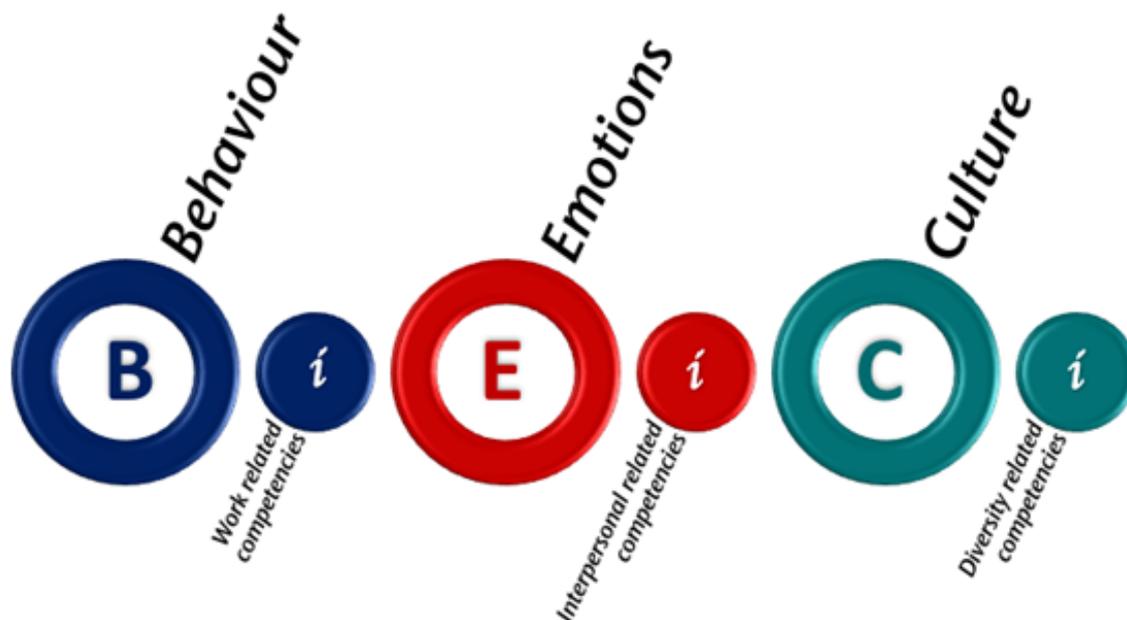
BECi

BEHAVIOUR, EMOTIONAL &
CULTURAL INTELLIGENCE

John Smith
(30/01/2017)

Behavioural, Emotional and Cultural Intelligence

BECi, which is short for Behavioural, Emotional and Cultural Intelligence, provides detailed information about various attributes and competencies that gives context to the personality and behavioural make-up of an individual. It represents a powerful interpretation to assist the user when preparing for a feedback, writing reports, or interpreting information across a range of other contexts.



It therefore provides a profile of the individual's relative preferences and behaviours when at work.

This report is divided into 3 sections:

- Behavioural Intelligence
- Emotional Intelligence
- Cultural Intelligence

Behavioural Intelligence

| Business Intent | |
|---|---|
| <i>Business Acumen</i> | |
| Understands how a business operates well | 1 2 3 4 5 6 7 8 9 10 |
| <i>Intellectual acumen</i> | |
| Very good at working on complex tasks | 1 2 3 4 5 6 7 8 9 10 |
| <i>Learning and Development</i> | |
| Motivated by constantly learning new things | 1 2 3 4 5 6 7 8 9 10 |
| <i>Organisational Savvy</i> | |
| Good understanding of how organisations function | 1 2 3 4 5 6 7 8 9 10 |
| <i>Practical Learning</i> | |
| Very comfortable learning new things as they go along | 1 2 3 4 5 6 7 8 9 10 |

Interpretation

John Smith seems moderately inclined than others to understand how a business operates and seems to show average interest in acquiring knowledge around profitable business solutions. He seems quite confident in dealing with complex and difficult concepts and should be fairly effective when having to communicate these to others. He furthermore seems more concerned than others about learning and development and should be accepting of feedback from others. He seems to have a moderate level of knowledge on how organisations work, and should neither be ignorant nor very considerate of all working channels in an organisation. He seems to find working with the unknown as fairly enjoyable and should be quite effective when having to learn as he goes along. He should also see challenges as opportunities to learn.

| Communication | |
|--|-----------------------------|
| <i>Challenging ideas</i> | |
| Often challenge other' ideas and viewpoints | 1 2 3 4 5 6 7 8 9 10 |
| <i>Communication</i> | |
| Good at communicating with others | 1 2 3 4 5 6 7 8 9 10 |
| <i>Negotiating</i> | |
| Usually tries to negotiate the best deal | 1 2 3 4 5 6 7 8 9 10 |
| <i>Networking and Persuading</i> | |
| Comfortable networking and persuading others | 1 2 3 4 5 6 7 8 9 10 |
| <i>Presentation skills</i> | |
| Enjoys presenting to an audience | 1 2 3 4 5 6 7 8 9 10 |

Interpretation

John Smith seems fairly inclined to challenge others' ideas should he not be happy with their viewpoints in an attempt to have them explain these. He should be moderately effective when having to explain and communicate things to others. He seems to be moderately skilful at negotiating with others and should be as quick as most others to gain the trust of others parties involved. Furthermore, he seems moderately comfortable when having to network with others and convince people of his point of view. He seems moderately comfortable presenting to an audience and should be as able as most to think on his feet. He should also be relatively effective when having to respond to unrehearsed comments.

| Leadership Intent | |
|--|----------------------|
| <i>Customer Focus</i> | |
| Very focused on the customers' need | 1 2 3 4 5 6 7 8 9 10 |
| <i>Identifying Talent</i> | |
| Very good at identifying talented people | 1 2 3 4 5 6 7 8 9 10 |
| <i>Leading and Directing Others</i> | |
| inclined to lead and direct others | 1 2 3 4 5 6 7 8 9 10 |
| <i>Valuing Diversity</i> | |
| Open to working in diverse teams | 1 2 3 4 5 6 7 8 9 10 |

Interpretation

John Smith seems fairly customer focused and should be aware of possible future needs and be willing to meet customer needs. He seems fairly able to identify talent and assemble talented teams. He furthermore seems moderately effective in identifying goals for others and leading others through assigning responsibilities to achieve these goals. John Smith seems to place importance on valuing the differences in teams and organisations, and should treat everyone fairly to foster a climate of inclusion more often than not.

| Creative Intent | |
|--|----------------------|
| <i>Creativity</i> | |
| Very creative and enjoys producing new ideas | 1 2 3 4 5 6 7 8 9 10 |
| <i>Risk taking</i> | |
| Enjoys taking risks very much | 1 2 3 4 5 6 7 8 9 10 |
| <i>Traditional</i> | |
| Very open to changing traditions and new ideas | 1 2 3 4 5 6 7 8 9 10 |

Interpretation

John Smith seems to be fairly creative and original in his thinking, and should come up with new and unique ideas when required. He should not be afraid to challenge the status quo. He seems fairly likely to take risks in his work and should be quite comfortable working in a high-risk work environment. He may not at all keep to traditions and seems to seek changes for the sake of changing.

| Process Orientation | |
|--|----------------------|
| <i>Analysing Information</i> | |
| Less inclined to analyse information | 1 2 3 4 5 6 7 8 9 10 |
| <i>Detail oriented</i> | |
| Does not like to work with detail | 1 2 3 4 5 6 7 8 9 10 |
| <i>Following Procedures</i> | |
| Does not work well in very process driven environments | 1 2 3 4 5 6 7 8 9 10 |
| <i>Organising</i> | |
| Dislikes organising and allocating resources very much | 1 2 3 4 5 6 7 8 9 10 |
| <i>Planning</i> | |
| Less inclined to plan and manage projects | 1 2 3 4 5 6 7 8 9 10 |
| <i>Quality Oriented</i> | |
| Very quality oriented, often focusing on finer details of work | 1 2 3 4 5 6 7 8 9 10 |
| <i>Rules oriented</i> | |
| Dislikes having to adhere to and follow rules | 1 2 3 4 5 6 7 8 9 10 |
| <i>Time management and Priority Setting</i> | |
| Effective at time management, should prioritise well | 1 2 3 4 5 6 7 8 9 10 |

Interpretation

John Smith seems less inclined to analyse information in detail to discover meaning by breaking information down into essential components. He is unlikely to be effective when working closely with detail and paying attention to the small print. He furthermore does not seem to prefer working within clearly defined procedures and may not be comfortable in a work environment characterised by strictly enforced boundaries. John Smith does not seem to be effective at managing and allocating resources to get things done and may struggle when having to organise and arrange information. He seems less inclined to anticipate the length of projects, set clear and realistic goals and priorities, and plan accordingly. He seems fairly driven to deliver high quality work and results and should also be focused on the finer details of his work. He does not enjoy being bound by rules and it is unlikely of him to create rules to function in at work. He seems moderately able to make effective use of available time and may be as able as most to prioritise and concentrate on the most important issues/tasks.

| Solutions Intent | |
|--|-----------------------------|
| <i>Facts Driven</i> | |
| Enjoys making decisions with limited facts | 1 2 3 4 5 6 7 8 9 10 |
| <i>Problem solving</i> | |
| Good at solving problems and seeking alternative solutions | 1 2 3 4 5 6 7 8 9 10 |
| <i>Decision making</i> | |
| Very good at making decisions | 1 2 3 4 5 6 7 8 9 10 |

Interpretation

John Smith seems less inclined to rely on fact alone when making decisions or solving problems and should be comfortable relying on his intuition when making decisions. He seems moderately focused on finding an effective solution to a problem by incorporating inputs from others and seeking alternative solutions to ensure that most effective and efficient solution to a problem is found. He should be fairly effective when having to make decision and should feel comfortable making decision without all the necessary information readily available.

| Results Driven | |
|--|----------------------|
| <i>Action Oriented</i> | |
| Very likely to get things started | 1 2 3 4 5 6 7 8 9 10 |
| <i>Competitiveness</i> | |
| Likes to compete with others very much | 1 2 3 4 5 6 7 8 9 10 |
| <i>Deadline Driven</i> | |
| Enjoys working under pressure very much | 1 2 3 4 5 6 7 8 9 10 |
| <i>Results and Executing</i> | |
| Very results driven, very likely to execute on plans | 1 2 3 4 5 6 7 8 9 10 |
| <i>Success driven</i> | |
| Very driven to climb the corporate ladder | 1 2 3 4 5 6 7 8 9 10 |

Interpretation

John Smith is likely to take decisive action in any situation and getting things started. He seems fairly competitive in nature and may have a strong will to win. John Smith seems to find quite the enjoyment from working under pressure and would be comfortable completing tasks that are deadline driven. He seems fairly results oriented and should drive with energy and commitment to execute plans and deliver high quality results. He seems fairly ambitious and success oriented and should focus on building his career to achieve success.

| Strategic Intent | |
|---|-----------------------------|
| <i>Developing Ideas and Strategies</i> | |
| Likes to think strategically | 1 2 3 4 5 6 7 8 9 10 |
| <i>Future oriented</i> | |
| Considers the future more than the present | 1 2 3 4 5 6 7 8 9 10 |
| <i>Managing Vision and Purpose</i> | |
| Very Inclined to consider trends and future possibilities | 1 2 3 4 5 6 7 8 9 10 |

Interpretation

John Smith seems fairly likely to develop strategic plans and apply strategic thinking to achieve the desired goals. He seems to place a fair amount of importance on thinking about the future and determining action plans that are long term. He seems fairly likely to communicate future trends and possibilities and should link the future with objectives while motivating the organisation to achieve future success.

Emotional Intelligence

| Energy | |
|--|---|
| <i>Engaged</i> | |
| Very engaged at work, high energy levels | 1 2 3 4 5 6 7 8 9 10 |
| <i>Optimism</i> | |
| Very optimistic about life and work | 1 2 3 4 5 6 7 8 9 10 |
| <i>Self Actualisation</i> | |
| Have reached potential, feels rewarded for achievements most of the time | 1 2 3 4 5 6 7 8 9 10 |
| <i>Self-confidence</i> | |
| Self-confident | 1 2 3 4 5 6 7 8 9 10 |

Interpretation

John Smith seems fairly inclined to be engaged in his work and may not find energy in what he does. He seems fairly optimistic in life, and should be able to strive towards achieving his goals regardless of setback experienced. Only major failures are likely to demotivate him. He seems fairly likely to have reached his potential and should feel as rewarded for this as most. John Smith seems to place some trust in his ability to be in control of situations.

| Psychological Resilience | |
|--|-----------------------------|
| Conflict Management | |
| Less effective in managing conflict | 1 2 3 4 5 6 7 8 9 10 |
| Dealing with Change and Ambiguity | |
| Very effective at dealing with change and ambiguity | 1 2 3 4 5 6 7 8 9 10 |
| Resilience | |
| Very resilient and should bounce back from setbacks easily | 1 2 3 4 5 6 7 8 9 10 |
| Stress Management | |
| Effective at managing stressful situations | 1 2 3 4 5 6 7 8 9 10 |

Interpretation

John Smith seems moderately inclined to have the ability to effectively mediate conflict between people and look for the win-win solution. He seems fairly able to cope with change and ambiguity, and should see the impact of change and direct himself and others to adapt to change. He seems quite comfortable when having to recover quickly from setback and difficulties, and should fairly be resilient within the workplace. He seems moderately able to manage stressful situations and should have sufficient coping capabilities to deal with difficult situations more often than not.

| Relationship Building | |
|---|-----------------------------|
| <i>Building Relationships</i> | |
| Somewhat less inclined to build relationships and meet new people | 1 2 3 4 5 6 7 8 9 10 |
| <i>Giving Feedback</i> | |
| Inclined to give feedback to others | 1 2 3 4 5 6 7 8 9 10 |
| <i>Developing Others</i> | |
| Enjoys developing others | 1 2 3 4 5 6 7 8 9 10 |
| <i>Need for Feedback</i> | |
| Enjoys receiving feedback from others | 1 2 3 4 5 6 7 8 9 10 |
| <i>Team Building</i> | |
| Team oriented, works well in teams | 1 2 3 4 5 6 7 8 9 10 |

Interpretation

John Smith seems moderately inclined to find enjoyment in building relationships and meeting new people. He seems to be moderately tactful in giving feedback and should show courage in dealing with people and problems heads-on more often than not. He seems to find a fair amount of enjoyment in developing others and should give constructive feedback and assignments which will improve others' skills. Furthermore, John Smith seems moderately likely to enjoy receiving feedback on his own performance from others. His profile indicates that he should be as focussed as most on building effective teams, share success with team members, and making other team members feel valued.

| Relationship Management | |
|---|-----------------------------|
| <i>Empathy and Compassion</i> | |
| Have genuine care of others | 1 2 3 4 5 6 7 8 9 10 |
| <i>Interpersonal Skill</i> | |
| Effective interpersonal skills, get along with others | 1 2 3 4 5 6 7 8 9 10 |
| <i>Listening</i> | |
| Listen effectively, recalls important information | 1 2 3 4 5 6 7 8 9 10 |
| <i>Motivating Others</i> | |
| Inclined to motivate and inspire others | 1 2 3 4 5 6 7 8 9 10 |
| <i>Sociable</i> | |
| Rarely interacts in social settings | 1 2 3 4 5 6 7 8 9 10 |
| <i>Understanding Others</i> | |
| Understand how others respond and behave most of the time | 1 2 3 4 5 6 7 8 9 10 |

Interpretation

John Smith seems fairly likely to care for people and should be empathetic towards others. He seems moderately inclined to get along with others and his interactions should be seen as being as constructive as most. He seems moderately inclined to be attentive to others and should see the importance of listening to what others have to say. He should therefore be moderately able to accurately recall information. He seems moderately inclined to motivate and inspire others, and may be as effective as most in building confidence in others and promoting optimism in a team setting. John Smith seems to find little enjoyment in interacting with others, and would not be very lively in his social interactions. He seems to find a fair amount of enjoyment in understanding others, their behaviour and how they would respond to situations.

| Self Management | |
|--|-----------------------------|
| <i>Approachability</i> | |
| Approachable and friendly | 1 2 3 4 5 6 7 8 9 10 |
| <i>Assertiveness</i> | |
| Self-assured and confident in self | 1 2 3 4 5 6 7 8 9 10 |
| <i>Comfort Around Authority</i> | |
| Very comfortable around people in authority | 1 2 3 4 5 6 7 8 9 10 |
| <i>Composure</i> | |
| Fairly calm in stressful situations | 1 2 3 4 5 6 7 8 9 10 |
| <i>Humour</i> | |
| Positive and Constructive | 1 2 3 4 5 6 7 8 9 10 |
| <i>Independence</i> | |
| Very independent and might prefer to work alone | 1 2 3 4 5 6 7 8 9 10 |
| <i>Integrity and Trust</i> | |
| Trustful and will deliver on promises most of the time | 1 2 3 4 5 6 7 8 9 10 |
| <i>Patience and Perseverance</i> | |
| Somewhat intolerant and impatient with others | 1 2 3 4 5 6 7 8 9 10 |

Interpretation

John Smith seems to be moderately easy to talk to and deal with. He should therefore be experienced by others as being friendly and approachable. He seems to be moderately self-assured and confident in his communication, and should therefore be as effective as most when having to make his views clear to others. He seems to be fairly confident and may be as comfortable around people in authority as most. As a result he should not become overly nervous in these interactions. John Smith seems moderately inclined to be calm and tranquil in nature. He should therefore be as able as most to control his emotions in difficult and stressful situations and should show moderate amounts of composure in this regard. He seems moderately inclined to be able to constructively use and appreciate humour. He seems to be fairly comfortable making decisions without others and may find quite the amount of enjoyment when working alone. His profile suggested that John Smith is moderately inclined to show integrity and should be as truthful as most in nature. He should keep to his promises more often than not and should not see value in misrepresenting himself. He seems less inclined to have patience to endure through difficult times and may not be steadfast in his efforts. He may also not be effective in withstanding discouragement or difficulty and may easily give up.

Cultural Intelligence

| | |
|--|---|
| <i>Adapting to Cultural Diversity</i> | |
| Finding it very easy to adapt to diverse cultures, not finding it challenging at all to work in teams with different cultures. | 1 2 3 4 5 6 7 8 9 10 |
| <i>Learning About different cultures</i> | |
| Very comfortable learning about different cultures, finding it fairly easy to understand diverse cultures | 1 2 3 4 5 6 7 8 9 10 |
| <i>Non-verbal cultural communication</i> | |
| Finding it very easy to adapt verbal and non-verbal communication to different cultures, being able to read non-verbal cues | 1 2 3 4 5 6 7 8 9 10 |
| <i>Sharing cultural experiences</i> | |
| Very open in sharing own culture with others, finding it easy to share experiences in different and diverse cultures | 1 2 3 4 5 6 7 8 9 10 |

Interpretation

John Smith reported as being able to adapt to different cultural situations and should be interested in using cultural diversity to work better in a team and dealing with different cultures. He seems to be fairly interested in learning more about different cultures to understand diverse cultures better in order to work better with and in different cultures. He seems fairly inclined to have the ability to adapt verbal and non-verbal communication to different cultures, read non-verbal cues from diverse cultures and know how to respond to these. John Smith seems to be fairly open to share in other culture's traditions, share his own culture with others and learn from different cultures.

Competency Definitions

| COMPETENCY | DEFINITION |
|--|---|
| Action Oriented | Taking decisive action in any situation and getting things started |
| Analysing Information | Analysing information in detail to discover meaning; breaking information down into essential components |
| Business Acumen | Understanding how a business operates; having knowledge around profitable business solutions |
| Challenging ideas | Not being afraid to challenge others to explain their viewpoints |
| Communication | Effectively communicating and explaining things to others |
| Competitiveness | Being competitive and always wanting to win |
| Creativity | Being creative and original, coming up with new and/or unique ideas. Not afraid to challenge the status quo |
| Customer Focus | Being Customer focused, meeting their needs and anticipating future needs. |
| Deadline Driven | Enjoys working under pressure and keeping to deadlines |
| Decision making | Effective decision making ability and feeling comfortable making decisions without all the necessary information |
| Detail oriented | Prefers working closely with detail and paying attention to the small print |
| Developing Ideas and Strategies | Developing original ideas and thinking more strategically |
| Facts Driven | Need facts to make decisions and solve problems, not comfortable using intuition |
| Following Procedures | Creating and preferring to work within clearly defined procedures |
| Future oriented | Thinking about the future and determining action plans that are long term |
| Identifying Talent | Being able to identify talent and assemble talented teams. |
| Intellectual acumen | Being confident in dealing with complex and difficult concepts and having the capability to communicate it |
| Leading and Directing Others | Establishing directing and goals for others, leading others effectively and assigning responsibilities to obtain overall goals |
| Learning and Development | Actively concerned about learning and personal development. Open to feedback from others to develop own behaviour |
| Managing Vision and Purpose | Communicating future trends and possibilities, linking future with objectives and motivating the organisation to achieve future goals |
| Negotiating | Skilfully negotiating with others and quickly gaining the trust of other parties |

| | |
|---|--|
| Networking and Persuading | Comfortable networking with others and persuading people to their point of view |
| Organisational Savvy | Having good knowledge about how organisations work, considering all working channels within an organisation. |
| Organising | Effectively managing and allocating resources to get things done, good at organising and arranging information |
| Planning | Effectively anticipating the length of projects, setting clear and realistic goals and priorities; and planning accordingly |
| Practical Learning | Enjoy working with the unknown and learning as they go along. See challenges as opportunities to learn |
| Presentation skills | Being comfortable presenting to an audience, can think on their feet and respond to unrehearsed comments |
| Problem solving | Effective at solving problems, incorporating inputs from others and seeking alternative solutions to ensure most effective and efficient problem solving |
| Quality Oriented | Driven to deliver high quality service and results, focusing on the finer details of their work |
| Results and Executing | Being results oriented and driving with energy and commitment to execute plans and deliver high quality results |
| Risk taking | Enjoys taking risks and working in environments that have high potential for risk |
| Rules oriented | Enjoys following rules and create rules to function in at work |
| Success driven | Ambitious and success oriented, want to climb the corporate ladder |
| Time management and Priority Setting | Using time effectively and efficiently, concentrating on the most important priorities |
| Traditional | Keeping to traditions, less open to new ideas and changes |
| Valuing Diversity | Valuing the differences in teams and organisations, treat everyone fair and fosters a climate of inclusion |

| COMPETENCY | DEFINITION |
|---------------------------------|---|
| Approachability | Easy to talk to and deal with. Always friendly and very approachable |
| Assertiveness | Being self-assured and confident when communicating |
| Building Relationships | Enjoys building new relationships and meeting new people. |
| Comfort Around Authority | Is confident and comfortable around people in authority without being overly nervous. |
| Composure | Having a calm and tranquil state of mind. Being able to control emotions in difficult and stressful situations. |
| Conflict Management | Having the ability to effectively mediate conflict between people and look for the win-win solution |

| | |
|--|--|
| Dealing with Change and Ambiguity | Being able to cope with change and ambiguity, seeing the impact of change and directing self and others to adapt to change |
| Developing Others | Enjoys developing others by giving constructive feedback and assignments which will improve others' skills |
| Empathy and Compassion | Having a genuine care for people and demonstrating empathy for others |
| Engaged | Being engaged in work and finding energy in what they do |
| Giving Feedback | Being tact in giving feedback and having the courage to deal with people and problems heads-on |
| Humour | Being positive and constructive, using humour in tensed situations |
| Independence | Comfortable making decisions without others and working alone |
| Integrity and Trust | Having integrity and being seen as truthful, keeping to promises and never misrepresent themselves |
| Interpersonal Skill | Getting along with and interacting constructively with others |
| Listening | Being attentive to and listens carefully to other people. Can accurately recall information |
| Motivating Others | Being able to motivate and inspire others, building confidence in others and promotes optimism |
| Need for Feedback | Enjoys receiving feedback from others on performance and receiving recognition |
| Optimism | Always sees the light at the end of the tunnel and being satisfied with life |
| Patience and Perseverance | Having the patience to endure through difficult times and being steadfast in efforts withstanding any discouragement or difficulty |
| Resilience | The ability to recover quickly from setbacks and difficulties |
| Self Actualisation | Having reached ones' potential and feeling rewarded for achievements. |
| Self-confidence | Trust one's abilities to being in control of situations |
| Sociable | Likes to talk and interact with others, usually very lively in social interactions |
| Stress Management | The ability to manage stressful situations and have sufficient coping capabilities to deal with difficult situations |
| Team Building | Having the ability to build effective teams, sharing success with teams and making team members feel valued |
| Understanding Others | Enjoys understanding others, their behaviour and how they would respond to situations |

COMPETENCY
DEFINITION

| | |
|--|---|
| Adapting to Cultural Diversity | The ability to adapt to different cultural situations, using cultural diversity to work better in a team, and dealing with people from different cultures |
| Learning About different cultures | Being open to learning more about different cultures to understand diverse cultures better in order to work better with and in different cultures |
| Non-verbal cultural communication | The ability to adapt verbal and non-verbal communication to different cultures, reading non-verbal cues from diverse cultures and knowing how to respond to these |
| Sharing cultural experiences | Being open to share in other culture's traditions, sharing own culture with others and learn from different cultures |

| | |
|----------------|-------------------|
| Purpose | Disclaimer |
|----------------|-------------------|

Purpose: The purpose of this report is to indicate the test-taker's results on various skills, aptitude, potential and behavioural attributes. This report is for the attention of the manager who requested the assessment and remains the property of AssessmentHouse. This report may not be shared with any individual or company who is not trained in psychometric testing or have been authorised through informed consent by the test-taker and supervising psychologist.

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