# FACT SHEET - AUTOMATED ASSESSMENTS

# Professional - HR, Communications, and Marketing

The Professional - Human Resources, Communications, and Marketing report is an automatically generated document presenting a candidate's results following the administration of 3 online psychometric tests. This automated tool provides a quick overview of the evaluated individual's positioning on a series of targeted skills to support their success in a professional role in human resources, communications and marketing.

#### **FORMAT**

3 online tests

**PRICE** 

\$225

#### **DURATION**

120 minutes (timed)

## LANGUAGES AVAILABLE

French English

#### **EVALUATED DIMENSIONS**

- Cognitive Agility
- Relational Effectiveness
- Collaboration
- Self-Management
- Adaptability
- Professional Rigor
- Decision-Making
- Advisory Role
- Planning and Organizing
- Negotiation and Conflict Resolution

# **EXAMPLE OF TARGETED POSITION**

- Personnel Management Officer
- Digital Communications Advisor
- Talent Acquisition Consultant
- Communications Consultant
- Marketing Consultant
- Organizational Development Consultant

Industrial Relations Advisor

Leadership

- Human Resources Consultant
- Occupational Health and Safety Advisor
- Human Resources Business
  Partner





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# **ADMINISTERED TESTS/TOOLS**

### IPLC TM

The IPLC is a psychometric test that provides a measure of the five major personality traits of the Big Five model, namely Openness, Conscientiousness, Extraversion, Agreeableness and Emotional Stability, each of which is broken down into two more specific facets (10 dimensions in total). This automated tool provides a quick overview of the main personality traits of the candidate.

\* IPLC ™ - Le Corff Personality Inventory - trademark of IRPCANADA - all rights reserved.

#### **CONFLIT MANAGEMENT - DUTCH**

The DUTCH is an ipsative test that explores conflict management strategies in a professional context. It reveals the extent to which an individual relies on the five possible approaches: competition, accommodation, avoidance, collaboration, and compromise.

### CFIT TM

The CFIT is a psychometric aptitude test that measures cognitive abilities in the verbal, numerical, and spatial domains. A section on non-verbal logical reasoning has been included to ensure that results are not influenced by language proficiency or cultural background. This automated tool provides a quick overview of a candidate's learning ability.

\* CFIT TM - Crystallized and Fluid Intelligence Test - trademark of IRPCANADA - all rights reserved



