

New interview report: Adept

2025-02-12 - Sara Marie Libråten - General

New interview report now available: ADEPT-15 Interview Report

Our new report is now available and is called Adept-15 Interview report (ID: 6000668).

The newest feature of this report type is that you can now see the aspects behind the competence scores. You also get a description of the candidate's likely behavior of each of these aspects. We can therefore dive deeper into why the candidate has received the score and create a greater understanding for both candidate and recruiter.

In addition, you'll get detailed results from *ability tests* and the full *personality profile* at the end of the report.

ADEPT INTERVIEW REPORT

All in one report

- Definition of competence
- Score on competence
- Aspects (+/-) of the competence
- Description of likely behavior for the aspects
- Suggested interview questions for each of the competencies
- Detailed results of ability tests
- Personality profile

How to generate the report?

- To generate the report, you must include at least one ability test.
- Use a snap-it to generate the report

Note: The snap-it must be of recent date (made after January 2025) to generate the report. If you want to use an old snap-it, you can copy one that you have already created. Then you will get the report.

How to use the report in a feedback conversation?

- Read the definition and how the candidate has scored. See example image below for the competency “Champions change”:

Champions Change

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Demonstrating openness to and enthusiasm for new initiatives and process improvements, understanding resistance to change, and motivating others to participate and appropriately challenge the status quo. From how you scored on the personality test, you are more likely to demonstrate this behavior than others.

- If the candidate has questions or you as a recruiter want to dive deeper, you can go into the aspects that lead to the competence. Here you will also find hypotheses for likely behavior

People who scores like you are often:

+	Flexibility	Are open to new ideas and experiences. Can get bored if they do a lot of routine work. Can sometimes be perceived as inconsistent by others. Are flexible and adaptable, and enjoy variety and change.	4
+	Assertiveness	Confidently shares their strong convictions, but open to change their minds if challenged. Enjoys competition and debate as long as it's not confrontational. Can feel hesitant to express disagreement, but does so when needed.	3
+	Positivity	Are very optimistic and positive. They sometimes promise too much and underestimate potential problems. Have a tendency to overlook negative aspects of situations. Are convinced that setbacks and obstacles can be overcome.	5

As with all new reports, we'll be making small adjustments and we get feedback from our customers. So don't hesitate to let us know if you find a typo or a wording that you think could be better.

We hope you will find the report very useful!