

Report of [REDACTED]

✉ Email: [REDACTED]@gmail.com

☎ Phone: [REDACTED]

📅 Application date: [REDACTED]/[REDACTED]/[REDACTED]


📁 Campaign: [REDACTED]

📄 [Resume](#)

Synthesis

Job fit


Meeting job requirements 100 % 

The candidate's motivations fit 49 % 
compared to the attributes of the position

Organizational fit

Cultural fit 60 % 
between the candidate's culture and the organisation's culture

Potential to adapt 66 % 
within the organization

Social Desirability 70 % 
A conscious or unconscious tendency consisting in wanting to present oneself to interlocutors in a favorable light

The Vadequa report provides an estimate of a candidate's future work performance, both on his/her given tasks and on his/her overall contribution to the success of the organization.

Scientific studies agree that the commitment of an employee is based on two adequacy levels, which are highlighted in the report:

- on a job level: the fit between the employee's motivation and the job attributes; as well as his/her response to the job requirements.
- on an organizational level: the fit between the employee's values, that guide his/her decisions, and the organizational culture.

Finally, the personality of a candidate indicates his behavioral preferences and how it affects his/her potential to adapt to the organization's culture. Knowing this enables the preparation of a critical but often neglected step in the recruitment process: the sustainable integration of the future employee within the organization.

Meeting the job requirements

 100 % 

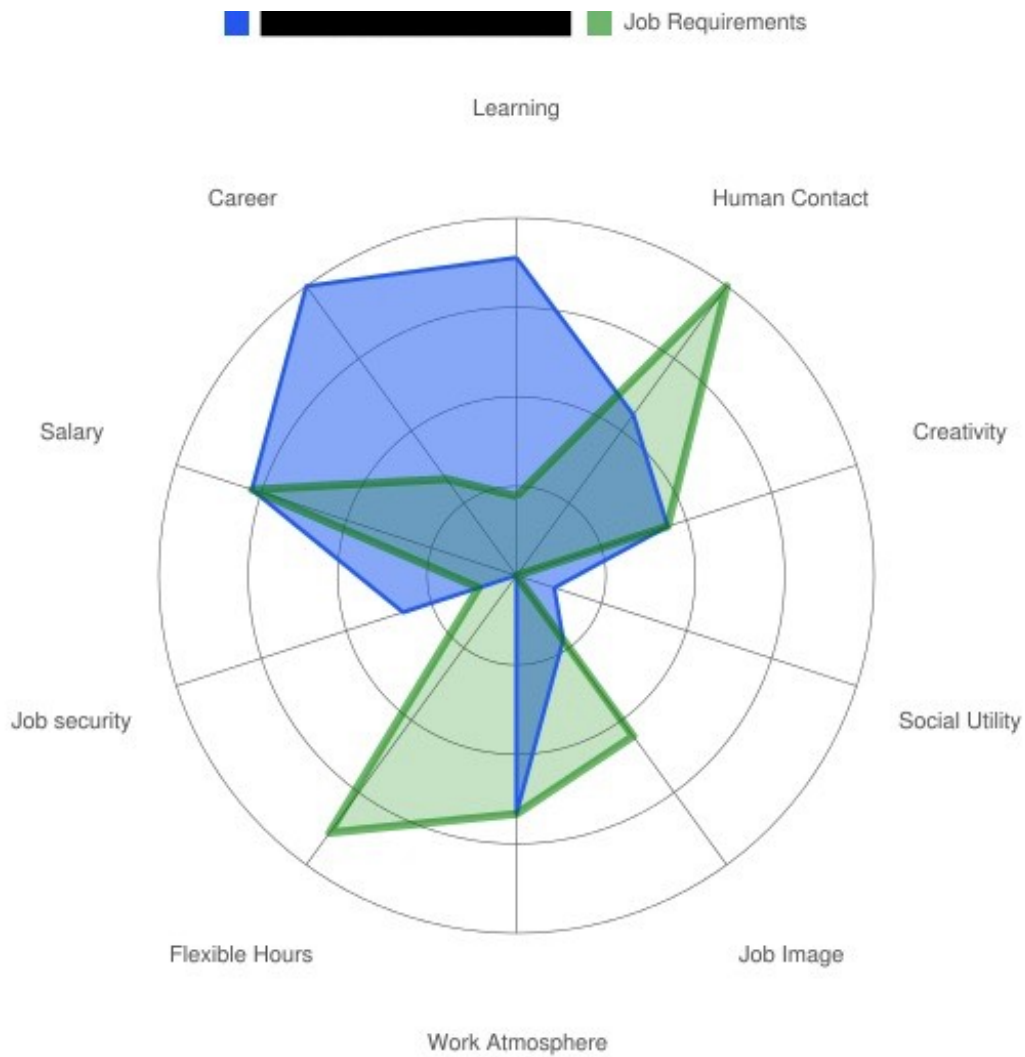
These screening questions allow you to assess whether the candidate's abilities meet the job's prerequisites.

	Wanted Answer	Obtained Answer	
Avez-vous déjà prospecté par Viadeo ou LinkedIn ?	Yes- Desirable	Yes	
Avez-vous déjà prospecté par téléphone ?	Yes- Desirable	Yes	
Avez-vous déjà prospecté par d'autres moyens ?	Yes- Desirable	Yes	
Avez-vous déjà vendu un produit ou un service ?	Yes- Desirable	Yes	
Avez-vous déjà travaillé dans une startup ?	Yes- Desirable	Yes	
Avez-vous déjà dans une TPE (< 10 salariés) ?	Yes- Desirable	Yes	

Adequacy of the candidate's motivations

49 % 

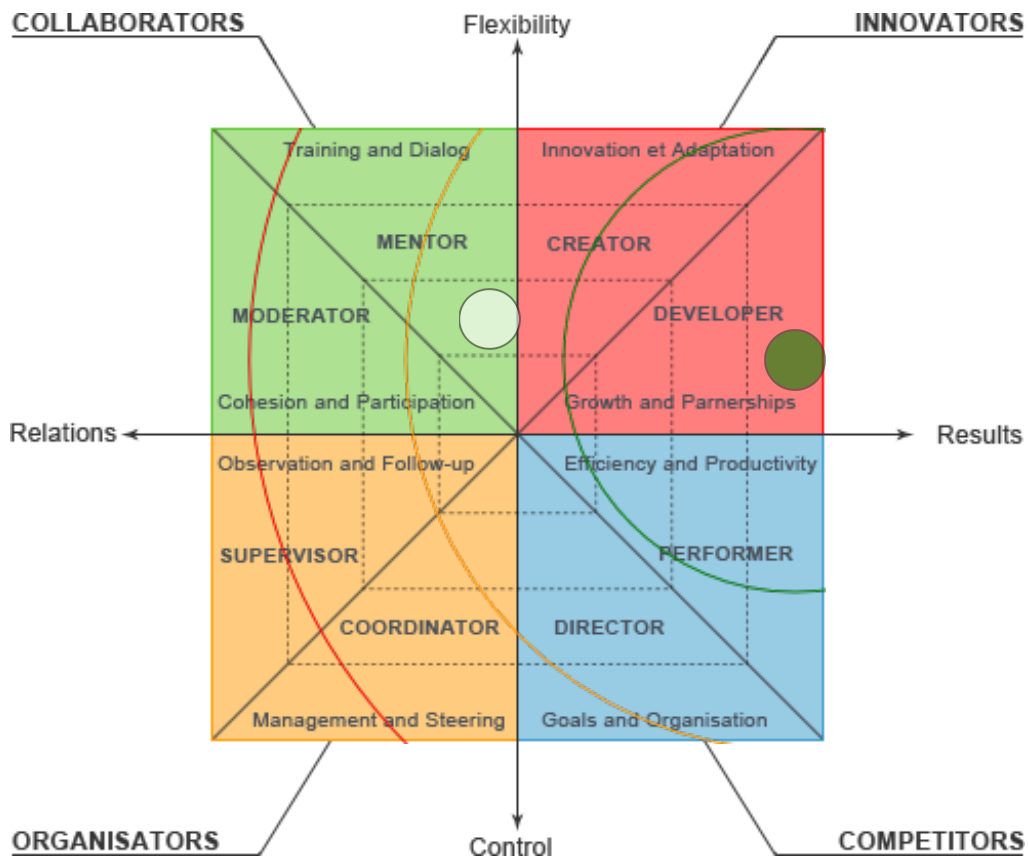
The radar chart allows you to see the difference between the motivations of the candidate and the job that is offered to him. The needs of the candidate are a key element of his/her sustainable motivation.






Cultural fit

60 % 



The cultural fit scheme is used to evaluate the fit between the candidate's values and the culture of the organization. The more differences observed between the culture of the candidate and the company, the greater the risks of conflicts of values.



Legend

   Job Requirements

Culture-fit cutoff scores

-  70%
-  50%
-  30%

Vision of the organization

Although the culture of this candidate is tinged with a need for freedom in his/her work, he/she nevertheless can adapt to the culture of the company. This candidate does not like to be controlled in jobs that require heavy and repetitive procedures. He/she prefers to get to a result him/herself or develop his/hers business as he/she sees it. For this candidate, internal relationships are just as important as the results that the company achieves. On this point, the company is more focused on results. With this in mind, the candidate will be helpful when internal problems emerge. The most important aspect of the culture of this candidate still remains freedom, he/she wants to enjoy his/her activity.

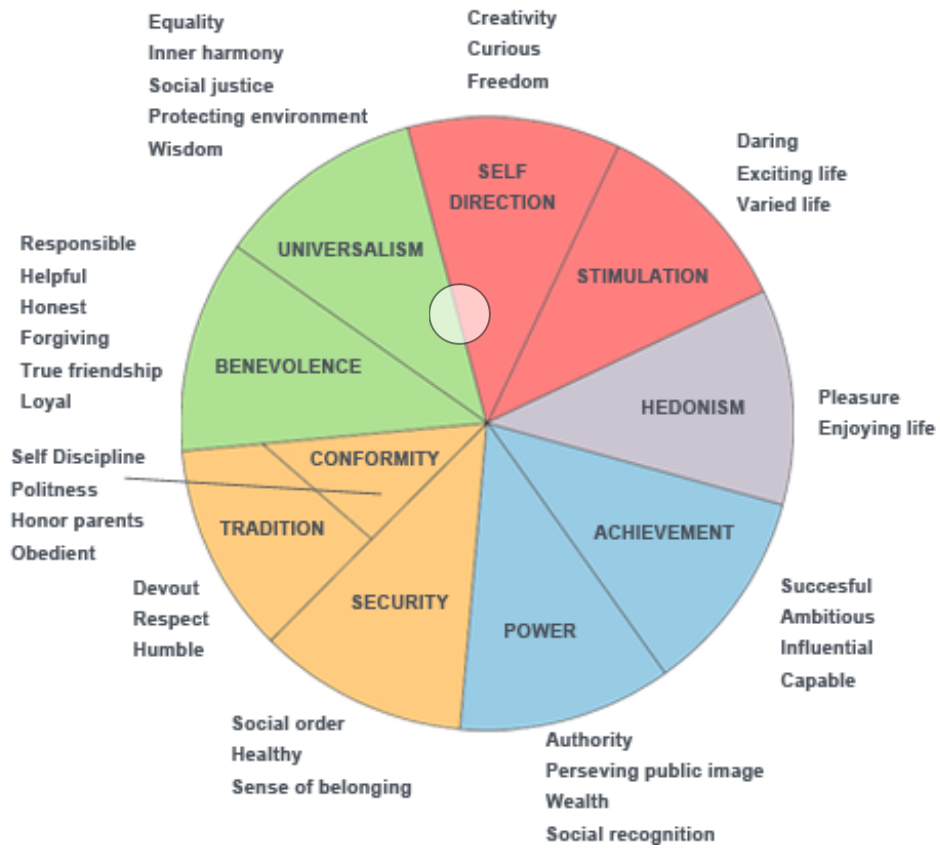
Vision of hierarchical relationships

This candidate will tend to speak in a friendly tone with his/her colleagues. In this sense, he/she will represent the borderline with hierarchies less strongly than they actually are. However he/she does not exceed his or her position. With his/her superiors, he/she will tend to evoke internal points on the workflow within the company, if they forget to take it into account. So, if his/her superiors speak about this point it can be constructive and rewarding, especially as the candidate tends to seek and express innovative and ingenious ideas. Regarding the other hierarchies, he/she considers as his/she peers, and will delight in sharing the same tone both private anecdotes and suggestions on the content of work. He/she will need his/her boss to give him/her confidence in the performance of his/her duties.

Vision of teamwork

Despite his/her willingness to manage his/her own work, the candidate still has a marked team spirit. He/she operates on exchange, and thinks that common thoughts are very constructive. However, he/she will not appreciate being put in competition because, for him/her, there should be no power relations within a team, or even the organization as a whole. As a team member, he/she will meet the tasks entrusted to him/her and help his/her colleagues with any problems. He/she will also comply with the majority even if he/she wants to express his/her views. As a manager, he/she will lead by using solidarity and exchange. He/she will create a balance between the concerns of all members, their positions and the requirements of the company. He/she will seek to boost group reflections to try to get them involved, while keeping the actual requirements of the activity in mind.

Matches with personal values



Legend

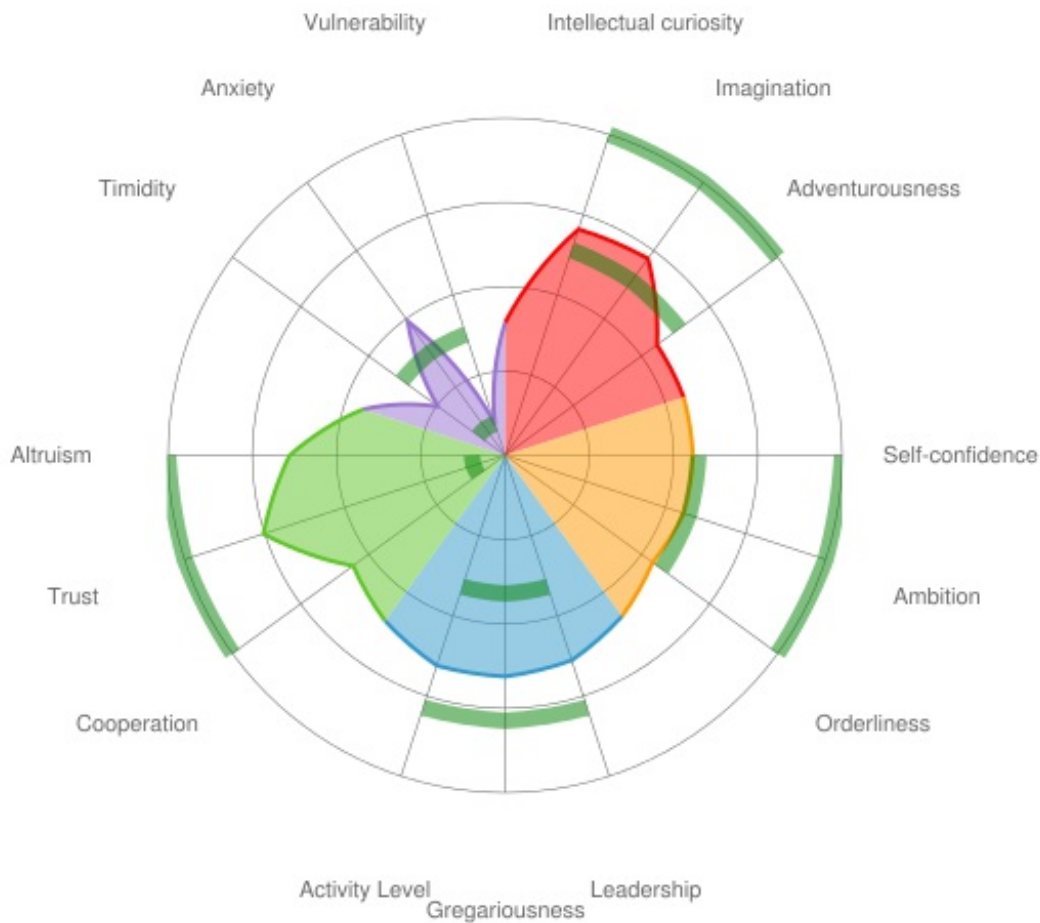


Potential to adapt

66 % 

The personality chart assesses a candidate's potential to adapt to the organization's culture. Personality is the most stable structure of a psychological profile. It is noted that there is no incompatibility between this personality and the culture of the organization. A personality that matches allows the candidate to quickly assimilate the values of the organization.

- Openness to experience
- Conscientiousness
- Extraversion
- Agreeableness
- Neuroticism
- Job Requirements (between the two markers)



Personality and culture of the organization

Adequacy points	Points to watch
Intellect	Adventurousness
Imagination	Self efficacy
Assertiveness	Achievement striving
Level of activity	Orderliness
Gregariousness	Anxiety
Cooperation	
Trust	
Altruism	
Self consciousness	
Vulnerability	

Relationship to work

This candidate is of a confident and optimistic nature. He/she shows a lot of energy and force on a professional level. His/her ambition punctuates his/her craving for success. He/she will appreciate the collaborative work since the company of others help to stimulate.

Relationship to others

This candidate enjoys interacting and interpersonal skills make him an appreciated person. He shows concern about the welfare and needs of others and derives satisfaction when he/she can help his/her employees. He/she favors cooperation and social harmony. He/she likes to be in a group, share and advise. His/her qualities are sought in collaborative work since they facilitate a good working atmosphere.

This candidate promotes social harmony and it is essential for him/her that everyone agrees. In a difficult situation, he/she favors compromise to conflict. Others say that he/she is nice and cooperative.

Relationship to hierarchy

This candidate shows both ingenious and imaginative in his/her way of thinking and conformist in actions. He/she uses his/her intellectual skills to contribute to the common interest. His/her abilities of perception and analysis allow him/her to quickly find effective ways to solve problems. Respectful of the rules, he/she is also persistent, perfectionist and trustworthy.

This candidate has an entrepreneurial and combative character. Achievement-oriented, his/her ambition can push leadership positions. His/her competitive nature tends to increase his/her energy. Most often active and tenacious, he/she does not shrink from obstacles.

Emotional management

This candidate is a rather positive person who knows how to manage negative emotions. He/she does not easily get upset and knows how to overcome difficulties of everyday life. He/she is a stable person who tends to see the good side of things.

Leadership style

This candidate has a tendency to speak with conviction and to take public stands. This is an influential person, and he/she knows how to communicate his/her optimism. Leading position, he/she knows intellectually how to stimulate his/her team and is considerate of each partner.

This candidate has all the qualities to promote competitiveness and innovation. In fact, he/she mastered the necessary skills to intellectually stimulate a working group. He/she communicates so as to allow people to go beyond a concept, to have new and creative ideas, etc.. And these processes are necessary for innovation.

Prepare an interview

A well prepared interview is two times more efficient than an unstructured interview. Vadequa offers sample interview questions in order to validate, with the candidate, the points of his/her personality

The issues listed below that are to be addressed in the interview correspond to the personality traits for which the test did not detect any clear trend. This is to verify that the candidate has understood the questions that were asked. If this is the case, it can be confirmed that the candidate, on this score line, is within the average population. Otherwise, observe caution when interpreting the score.

To explore	Suggested Questions
Conscientiousness	<p>Orderliness : Have you ever taken the initiative to reorganize your work ? Can you explain how you did it ?</p> <p>Acheivement striving :Do you have a carrier plan in mind? What kind of job do you see yourself doing in five years time ?</p> <p>Self efficacy : Do you simetimes doubt yourself and your skills ?</p>