



Talegent Approach to

Expert Written Reports

What are Expert Written Reports?



Where an Expert Reads the Results for You

- An Expert Written Report is a candidate's assessment interpreted by an organisational psychologist, who reads the results against the demands of your specific role and writes what they mean for this appointment.
- Every report covers personality and cognitive ability, covering verbal, numerical and logical reasoning, and reports each competency as narrative rather than a number alone.
- Core and Comprehensive reports include a verbal debrief with the candidate, so the psychologist's interpretation is tested against how the candidate accounts for their own results before anything is written.
- Every report closes with an overall recommendation and interview probes written for this candidate, so the next conversation targets what the assessment could not settle.
- Three levels are available, differing in depth and in whether the candidate and the hiring manager are debriefed.

Where Expertise Adds to the Data

Rather than just presenting competency results and requiring you to do your own interpretation, an Expert Written Report provides a full profile that connects the candidate to the role. Our experts connect the dots between role requirements and assessment data for you, in order to provide a key insight: do proceed, seek further information, or exercise caution with this candidate.

Talegent Expert Written Reports Consulting Services:



Essential Expert Written Report

A psychologist or consultant interprets the candidate's results against your role and writes the report. Includes the overall recommendation, fitness summary, competency and cognitive profiles, and interview probes.



Core Expert Written Report

Everything in Essential, plus a verbal debrief with the candidate. The psychologist tests their interpretation against how the candidate explains their own results, and the report carries that feedback.



Comprehensive Expert Written Report

Everything in Core, plus development tips, an onboarding guide and a debrief with the hiring manager. For senior and executive appointments where the decision carries the most weight.

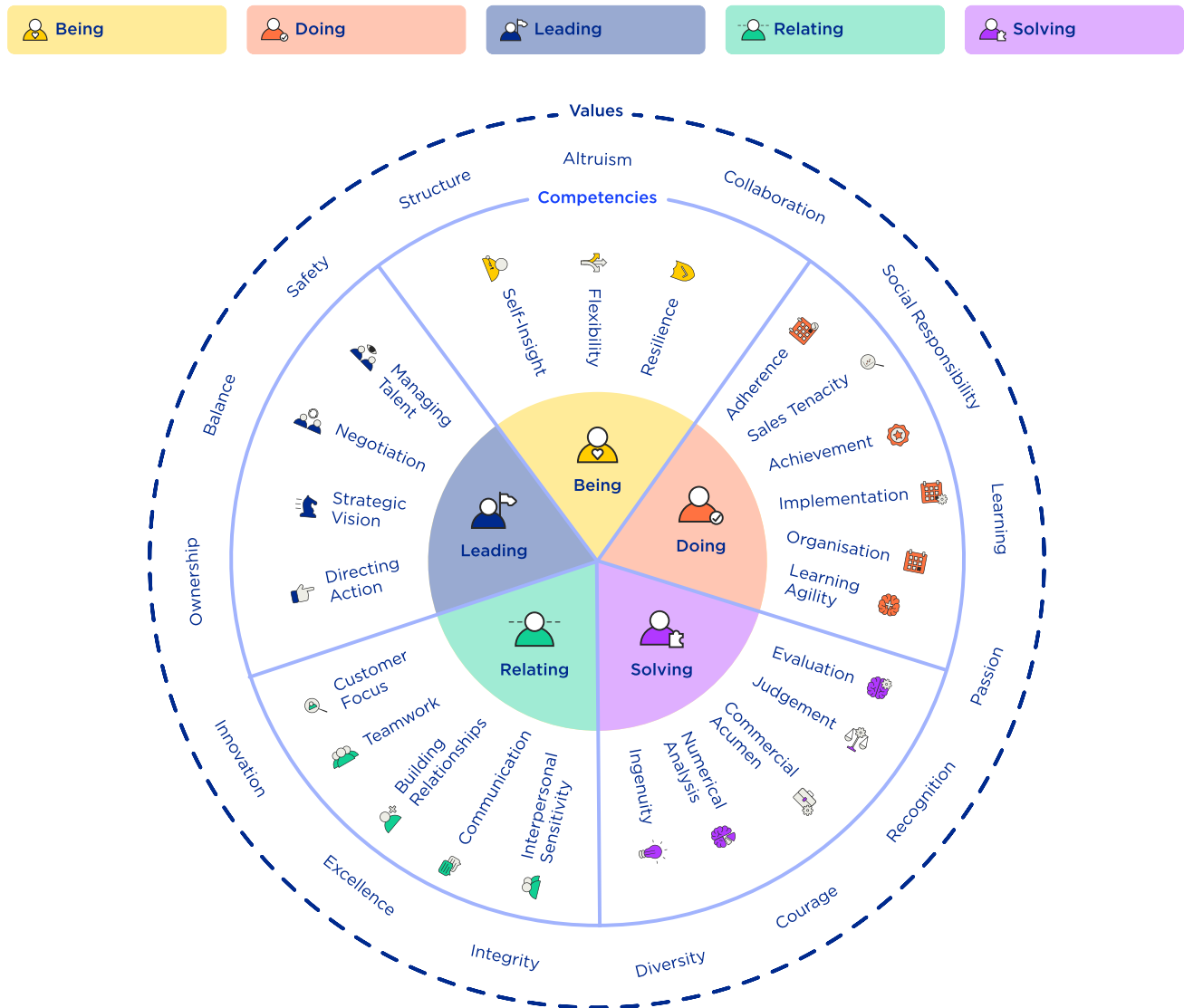
What's Included

	Essential \$450 per individual	Core \$1,150 per individual	Comprehensive \$1,800 per individual
Overall recommendation	✓	✓	✓
Fitness summary	✓	✓	✓
Core competency profile	✓	✓	✓
Cognitive skills profile	✓	✓	✓
Narrative by competency	✓	✓	✓
Interview probes	✓	✓	✓
Candidate debrief and feedback		✓	✓
Development tips			✓
Onboarding guide			✓
Hiring manager debrief			✓

Talegent Competency Model and Cards

The Talegent competency model underlies Talegent's Talent Assessments and comprises of a comprehensive set of 23 competencies, grouped into 5 key clusters. Competencies are selected for role-specific assessments to identify top talent across employment levels and industries. The model provides a logical, practical, and consistent approach to communicating and interpreting candidates' results.

Talegent's Competency Model contains 23 competencies across 5 clusters:



The **Talegent Competency Cards** are designed to help you identify the key competencies that are important for success in a particular role. Once selected, they can be used to build your psychometric assessment. These cards describe the key behavioral competencies employees need to do their job effectively.

TALEGENT.

Utilising your Expert Written Report

Our reports answer the hiring question directly, explain the reasoning behind the answer, and, where a debrief is included, record what the candidate said about their own results.

1 A recommendation, not just a score

Each report opens with one of five verdicts on the candidate's fit for the position, so the reader knows where the assessment landed before reading a word of detail.

Proceed	Assessment results demonstrate a high level of fit for this position.
Proceed	Assessment results demonstrate a good level of fit for this position.
Proceed	Assessment results demonstrate a sufficient level of fit for this position.
Further information	To reach a sufficient level of competence for this position, development may be required.
Caution	Assessment results demonstrate a poor level of fit for this position.

2 Strengths and areas to probe, written for your role

The fitness summary sets out what the candidate brings and what needs testing, each one tied to the demands of the position rather than described in general terms.

Relationship Building at Pace Marcus builds rapport quickly and sustains it, which suits a portfolio won on responsiveness and kept on trust. He is likely to become the client's first call, and to surface renewal risk earlier than a less connected account manager would.	Holding Firm on Commercial Terms His preference for keeping relationships harmonious may make him slow to raise a price increase or push back on an unreasonable request. Probe how he has protected margin on an account he was also working hard to keep.
--	---

3 What the candidate said

In Core and Comprehensive reports, the psychologist debriefs the candidate and records their response beside each result. A score tells you where someone sits; the debrief tells you how they account for it.

Marcus was pleased with this result and said it matched how colleagues describe him. He gave the example of inheriting a lapsed account and rebuilding it over eighteen months by being consistently available rather than by discounting, and noted that most of his renewals now come through without going to competitive tender.
--

Talegent Expert Written Reports

For senior and executive appointments, Talegent offers the most comprehensive suite of performance-predictive methodologies available, giving you objective, insightful information on a candidate's fitness for a high-level position.

Every report is built on the same foundation: a personality assessment and cognitive ability testing across verbal, numerical and logical reasoning, interpreted by an organisational psychologist against the specific role. Three levels differ in the depth of the written analysis and in whether the candidate and hiring manager are debriefed.

Process



1

Assessment Request

You send your Account Manager the candidate's details, the position description and your deadline.



2

Test Administration

Talegent invites the candidate, who completes the assessment online in their own time. 24/7 candidate helpdesk.



3

Candidate Debrief

A 20 to 40 minute verbal debrief with the psychologist. **Core and Comprehensive only.**



4

Report Written

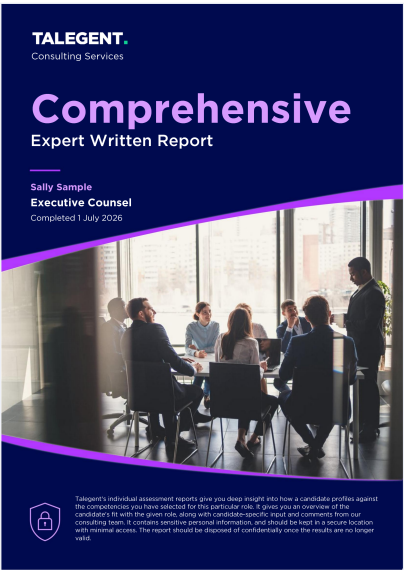
The psychologist writes the competency-based report against your position description.



5

Delivery and Debrief

Report delivered by email. Where required, the writer debriefs the hiring manager.



Pricing

PER INDIVIDUAL		
Essential	Core	Comprehensive
\$450	\$1,150	\$1,800

Timeframe

INDICATIVE TURNAROUND
2-5 business days

What you receive

- An overall recommendation on the candidate's fit
- Strengths and areas to probe, tied to your role
- Competency and cognitive profiles with narrative
- Interview probes written for this candidate
- Debriefs and onboarding guidance at Core and Comprehensive

Essential

Expert Written Report

Simon Sample

Account Manager

Completed 1 July 2026



Talegent's individual assessment reports give you deep insight into how a candidate profiles against the competencies you have selected for this particular role. It gives you an overview of the candidate's fit with the given role, along with candidate-specific input and comments from our consulting team. It contains sensitive personal information, and should be kept in a secure location with minimal access. The report should be disposed of confidentially once the results are no longer valid.

CONTENTS

How to guide	2
Summary.....	3
Fitness Summary.....	4
Cognitive	7
Numerical Reasoning	7
Verbal Reasoning	8
Logical Reasoning.....	9
Competencies	10
Communication	10
Commercial Acumen	11
Building Relationships	12
Sales Tenacity	13
Customer Focus	14
Achievement.....	14
Implementation	15
Resilience	15
Interview Questions	16

How to guide

This report is to be used for recruitment and career development. The information is intended to give you good insight into a candidate's personality and competency results, forming relevant insights which you can explore further. The report should be used as part of a robust selection process. Results remain valid for approximately 12 months, and would not be valid for differing roles.

Candidate results are produced by comparing each individual's responses with those of a relevant comparison

group. The personality items form a self-report questionnaire, meaning that a candidate's results represent the way they see themselves and their behaviour, rather than necessarily how someone else might describe them. Nevertheless, research shows that self-report measures can be a powerful predictor of how a person will operate at work.

Our assessment of a candidate's expected performance is based on their responses to this assessment, their comments made during the candidate debrief (where

relevant), and interpretations made by our consulting team based on the results. The results contained in this report should therefore be further matched against the unique work environment and organisational culture that the candidate will be entering for optimum validity.

This information is part of Talegent's comprehensive suite of assessment and development reports. Please review our range to ensure that this report is the most appropriate for your current needs.

Summary

	Proceed	Assessment Results demonstrate a high level of fit for this position.
	Proceed	Assessment Results demonstrate a good level of fit for this position.
	Proceed	Assessment Results demonstrate a sufficient level of fit for this position.
	Further Information Required	Assessment Results demonstrate that in order to reach a sufficient level of competence for this position, development may be required.
	Caution	Assessment Results demonstrate a poor level of fit for this position.

Fitness Summary

Key Strengths

Numerical and Analytical Capability

Simon's results indicate an exceptional ability to understand, interpret, and apply numerical information, placing him well above the vast majority of peers. He is likely to produce well-supported, evidence-based commercial insights, analyse client accounts with precision, and provide credible financial reporting and operational recommendations to diverse stakeholders.

Highly Articulate Communicator

Simon's results suggest he grasps complex information quickly and conveys it clearly. His ability to adapt messaging to his audience should support client engagement, business reviews, and internal reporting. He may be comfortable articulating solutions and value propositions to customers, even when topics are technical or unfamiliar.

Comfort with Managed Risk

Simon appears comfortable taking calculated risks when the potential benefits justify doing so. In an account management role, this may support confident decision making when balancing customer needs, operational constraints and business outcomes. He is likely to consider opportunities thoughtfully and support commercially sound outcomes.

Relationship Building

Simon's profile suggests he is highly comfortable with individual differences and is energised by meeting new people, positioning him well for managing a diverse client portfolio. He is expected to initiate relationships confidently and build rapport quickly, which is valuable at client and networking events. His interpersonal warmth should support long-term client retention within a stakeholder-first environment.

Receptive to Feedback

Simon's results indicate strong self-awareness and an openness to development. In a dynamic environment, this orientation toward growth should support continuous performance improvement. He is expected to actively seek feedback, acknowledge his development areas openly, and apply learnings in ways that strengthen his account management capability over time.

Areas To Probe

Consistency in Follow Through

Simon's results suggest he may deprioritise commitments when competing demands arise, with a tendency to view deadlines and promises as somewhat flexible. In a role where timely delivery and contract management are critical to client satisfaction, this could present risk. Interviewers should explore how he manages competing priorities and ensures consistent follow-through across a portfolio of accounts.

Driving Outcomes Through Influence

Simon appears more comfortable supporting others than leading them directly. While this role has no formal leadership responsibilities, it requires influencing stakeholders and coordinating across teams. Interview discussion should explore how he drives accountability and maintains momentum through influence rather than formal authority in cross-functional environments.

Trust and Collaboration with External Partners

Simon's results indicate a cautious approach to trusting others until credibility has been established. In a role requiring close coordination with multiple stakeholders, this caution could limit information sharing and delegation. Interviewers should probe his approach to building trust in professional relationships and how he manages collaboration with partners he does not know well.

Results Summary

Cognitive Scores

WELL ABOVE AVERAGE



Numerical Reasoning



WELL ABOVE AVERAGE
99th Percentile

ABOVE AVERAGE



Verbal Reasoning



ABOVE AVERAGE
89th Percentile

AVERAGE



Logical Reasoning



AVERAGE
64th Percentile

Competency Scores

ABOVE AVERAGE



Communication



ABOVE AVERAGE
87th Percentile



Commercial Acumen



ABOVE AVERAGE
83rd Percentile



Building Relationships



ABOVE AVERAGE
75th Percentile



Sales Tenacity



ABOVE AVERAGE
72nd Percentile

AVERAGE



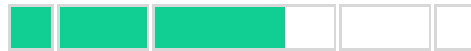
Customer Focus



AVERAGE
65th Percentile



Achievement



AVERAGE
59th Percentile



Implementation



AVERAGE
49th Percentile



Resilience



AVERAGE
47th Percentile

Cognitive Skills Analysis

Cognitive

Numerical Reasoning

The ability to understand and apply numerical information to make decisions.

High Scorers are likely to

- Understand the majority of numerical information encountered on the job.
- Be adept at making decisions based on numbers, tables and figures.
- Readily identify trends and patterns within data.
- Be skilled at performing complex numerical calculations.
- Work both quickly and accurately with numerical information.



WELL ABOVE
AVERAGE
99th Percentile

About Simon's score

Simon's performance in the numerical reasoning assessment was stronger than his peers.

At work, Simon should be skilled at working with numerical information, and is likely to be quick at evaluating the data to

generate accurate conclusions.

His ability to identify trends within financial data is likely to be better developed than peers, and he should be effective at solving numerical problems and making appropriate decisions.



Verbal Reasoning

The ability to understand and apply written or verbal information to make decisions.

High Scorers are likely to

- Understand the majority of written information.
- Make well-reasoned decisions based on written arguments.
- Be adept at evaluating competing concepts.
- Adapt the level of their communication to suit their audience.
- Be skilled at communicating complex ideas.



ABOVE AVERAGE
89th Percentile

About Simon's score

Simon's performance in the verbal reasoning assessment was stronger than most of his peers.

At work, Simon should be skilled at understanding the majority of verbal and written information he encounters. He should be

quick at drawing well-informed conclusions and producing accurate reports.

His ability to communicate is likely to be better developed than peers, and he should be more capable than most at articulating even complex concepts.



Logical Reasoning

The ability to understand and apply abstract information or concepts to solve problems.

High Scorers are likely to

- Be skilled at thinking logically to solve problems.
- Be adept at recognizing the relationship between concepts.
- Readily grasp abstract ideas and concepts.
- Be skilled at learning new information and applying this to a task.



AVERAGE
64th Percentile

About Simon's score

Simon's performance in the logical reasoning assessment was similar to the majority of his peers.

At work, Simon should be able to identify most of the underlying concepts, patterns, and rules

he encounters, unless under significant time pressure.

His ability to analyse data in a conceptual manner is likely to be as strong as peers, and he should learn new information at a similar rate to most.

Competency Skills Analysis

Competencies



Communication

Shares information in a confident and articulate way, that suits the audience.

High Scorers are likely to

- Grasp the point behind communications quickly and accurately
- Persuade others to align with their opinion or argument
- Pick up on body language and non-verbal cues
- Communicate confidently and fluently on a range of topics



ABOVE AVERAGE
87th Percentile

About Simon's score

Performing strongly in the verbal reasoning assessment, Simon is likely to understand exactly what is and is not being said more quickly than others. This is also likely to make him more articulate, even when discussing complex or novel topics.

Moderately influential, Simon is expected to feel most comfortable persuading people to accept his perspective

when he feels strongly about the subject matter, or is in a position of authority.

Simon profiles as being reasonably aware of others' behaviour, and may make some effort to tailor his communications to resonate most with his audience.

As self-assured as most, Simon may appear most confident when communicating within his areas of expertise.

Commercial Acumen

Understands context and makes strategically sound commercial decisions.

High Scorers are likely to

- Critically evaluate information to maximise returns
- Anticipate future hurdles and opportunities for the business
- Understand the importance of taking measured risks
- Adapt well to changes in the commercial environment
- Use numerical data effectively to solve business problems



ABOVE AVERAGE
83rd Percentile

About Simon's score

Performing strongly on the numerical reasoning assessment, Simon is likely to be astute in his understanding, evaluation, and application of numerical information in a business context.

Reporting to adopt a more critical thinking style than others, Simon is likely to break things down into separate components when tackling commercial problems. This should result in his uncovering the different underlying variables that are impacting the business.

Simon has indicated that he is at ease taking risks when it leads to a possible benefit. This suggests he should understand

the need to take risks in commercial planning and decision making in order to achieve business success.

Simon has indicated that he is fairly adaptable and enjoys some variety and trying new things. When given enough time, he should be able to adjust his plans or actions to accommodate changes to the commercial environment.

Reasonably strategic in his thinking style, Simon is expected to balance the immediate needs of the business with longer-term objectives. He should usually be mindful of how future obstacles and opportunities might impact commercial outcomes.



Building Relationships

Initiates and maintains relationships with others, connects widely.

High Scorers are likely to

- Be outgoing and enjoy talking to new people
- Tune into social cues, and adapt their behaviour to suit
- Get along well with different people
- Make people feel at ease right away during interactions
- Trust easily, and believe that most people are honest



ABOVE AVERAGE
75th Percentile

About Simon's score

Highly tolerant of individual differences, Simon should interact comfortably with people who have different backgrounds or perspectives to his own.

Simon's responses suggest that he is an outgoing individual. He is expected to be confident socially and keen to initiate relationships with others.

Like most people, Simon is expected to pick up on some social cues such as body language or

tone of voice, and should respond appropriately the majority of the time.

Simon should dedicate as much effort as most to making sure people feel at ease during interactions. He should be reasonably effective at making a positive first impression.

Simon profiles as relatively sceptical of people's intentions. He may require proof that others are trustworthy before placing his faith in them.



Sales Tenacity

Demonstrates energy, enthusiasm, and ambition to influence customers to buy.

High Scorers are likely to

- Persuade customers to buy products or services
- Tackle challenging sales targets head on
- Display more energy throughout the sales cycle
- Remain confident after setbacks or rejections
- Enjoy competing with others
- Work on any weaknesses that impact their ability to sell
- Initiate conversations with new clients and prospects



ABOVE AVERAGE
72nd Percentile

About Simon's score

Highly sociable, Simon is expected to be comfortable driving interactions with new people, and actively reaching out to clients.

A very self-aware individual, Simon should be skilled at mitigating his development areas when making a sale.

In sales situations, Simon should be somewhat effective at influencing others' opinions, particularly when he knows the client or believes strongly in the product.

Quite driven to succeed, Simon is expected

to tackle stringent sales goals, but may require support in more challenging circumstances.

Moderately energetic, Simon is expected to adjust his energy levels in response to each sales situation.

Simon's self-confidence is expected to help him sell, yet on occasion he may need some support to overcome obstacles.

Simon reports to enjoy competing to the usual degree. If the target is perceived to be too difficult, Simon may get less enjoyment.



Customer Focus

Fulfills customer obligations, interacts in a friendly and composed manner.

High Scorers are likely to

- Follow through on promises to customers
- Treat all customers equally
- Interpret client reactions well, and adapt accordingly
- Care about customers and their experience
- Remain calm and controlled with frustrated clients



AVERAGE
65th Percentile

About Simon's score

Based on his responses, it appears that Simon is very tolerant of different viewpoints, and should be comfortable working with a broad range of customers.

Profiling as being caring and empathetic during his interactions with others, Simon is likely to be considerate of his customers' needs. He may need some help to maintain objectivity when needed.

Simon reports that he is moderately aware of interpersonal cues. This

understanding provides a good basis to help him adapt his responses to suit his customers.

Reporting to be as calm and composed under pressure as most, Simon should generally remain in control of his emotions. Despite this, he may show signs of strain during heavy workload or high stress situations.

Reporting to be less concerned with following-through on promises, Simon is expected to reprioritise his commitments regularly.



Achievement

Consistently demonstrates high energy and drive to achieve more in the workplace.

High Scorers are likely to

- Be motivated by competitive situations
- Drive hard to meet difficult targets and achieve success
- Thrive in a fast-paced environment with a full workload
- Remain focused and stay on track



AVERAGE
59th Percentile

About Simon's score

Simon has indicated that he is about as driven as most. He should be comfortable committing to some challenges, but may also push back on more difficult targets.

Preferring a moderate pace of work, Simon is likely to adjust the amount of energy he expends based on job requirements. He may experience fatigue at times when coping with a heavier workload.

Reporting to be moderately

competitive, Simon should be somewhat motivated by opportunities to beat others. He is more likely to enjoy competing when he feels he has a good chance of winning.

Working with as much focus as others, Simon's capacity to achieve should be strongest when he is working on interesting tasks. Closer supervision may be required when the work is more mundane, to avoid distraction.

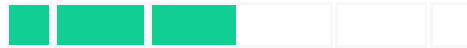


Implementation

Works in a focused and meticulous manner to execute to a high standard.

High Scorers are likely to

- Remain focused on the tasks at hand
- Consistently deliver on time
- Produce high quality, error-free work
- Appreciate procedures and work well within guidelines



AVERAGE
49th Percentile

About Simon's score

Simon reports to be a meticulous individual, and is likely to enjoy working with the finer details of tasks. He should produce high-quality work with few errors.

Likely to be most engaged in work tasks that he finds interesting or stimulating, Simon may get distracted from completing mundane or less critical tasks.

Profiling as being

typically compliant with rules, Simon is expected to follow most procedures. However, he may challenge these if he feels they are a hindrance to task completion.

Viewing himself as less reliable than most people, Simon may miss deadlines, or struggle to follow through on some commitments.



Resilience

Is confident and persistent, remains calm and optimistic even under pressure.

High Scorers are likely to

- Persevere in the face of setbacks
- Believe in their ability to succeed
- Keep calm and composed during stressful times
- Focus on opportunities rather than problems
- React well to change, variety, and new situations



AVERAGE
47th Percentile

About Simon's score

Reporting to be as driven as others, Simon should exhibit some drive to complete his goals. However, like most, he may need guidance when faced with difficult situations.

Reporting a reasonable level of self-belief, Simon is expected to be fairly confident in familiar environments, but may require additional support when acting outside his "comfort zone".

Profiling as a fairly positive person, Simon is expected

to remain quite upbeat on most occasions. When times are particularly tough, he may adopt a more pessimistic view of the situation.

While he may be affected by some pressure, Simon should usually maintain composure. Like most, he may be somewhat vocal during particularly stressful times.

While he reports to enjoy a degree of predictability at work, Simon is likely to adapt to unforeseen obstacles when required.

Interview Questions

Key Strengths

Talk to me about a time when you actively broadened your knowledge to gain better insight into your business and what drives it. How did you set about this? How did it benefit your business?

Can you describe to me a time when you adapted the information you were sharing to suit your audience? How did you adapt it? Why was this necessary? What was the result of doing so?

When and how have you initiated an interaction with someone to try and build a relationship? How did you manage your first impression? What interpersonal signals did you look for to know if it was working?

Areas To Probe

Tell me about a time when it was vital to follow through very precisely on a task. Why was this task so critical? How did you set about it? How did you ensure you didn't miss any details?

Talk me through a time when you maintained positivity despite facing a setback. What coping strategies did you rely on to stay upbeat? How did you adapt? How did you overcome the challenge?

Can you share an example of a time when your ability to deliver on a commitment was impaired? How did you feel about this? What went wrong? How did you manage others' expectations?