



# \*CAP

**C**OMPREHENSIVE **A**PTITUDE **P**ROFILE

# REPORT

**Quila Lambardo**

**ID: 910416xxxxxxx**

Assessment Date: 2019-09-02



**INTEGRITY INTERNATIONAL**

Report date: 2021-10-26



# \*CAP

## COMPREHENSIVE APTITUDE PROFILE

ORG: INTEGRITY INTERNATIONAL

### SUMMARIZED REPORT

Assessment Date: 2019-09-02

 NAME: Quila Lambardo  
 ID: 910416xxxxxxx

B. CAREER CATEGORIES		Career-Life Phase: Preparing <input type="checkbox"/> Evolving <input type="checkbox"/> Working <input checked="" type="checkbox"/>														
1. Mechanical/Engineering (ME) – e.g. Civil 2. Scientific/Technological (ST) – e.g. Systems Analyst/IT Programmer 3. Aesthetical (A) – e.g. Architect 4. Practical (P) - e.g. Electrician 5. Persuasive (PE) - e.g. Marketer 6. Computational/Numerical (CN) – e.g. Accountant 7. Literary (L) – e.g. Editor 8. Artistical (A) – e.g. Painter		9. Dedicated Service Provider (DSP) – e.g. Recruiter 10. Personal Services Professional – (PSP) – e.g. Doctor 11. Clerical (C) – e.g. Company Secretary 12. Entrepreneurial (E) – e.g. Non Corp Business Developer 13. Corporate Manager (CM) – e.g. Production Manager 14. Routine (R) - e.g. Visa Officer 15. Specific Career of Choice (SCC)														
		(CAP : THE THREE FACETTED APPROACH - i.e., Primary, Extended & Counseling Facets)														
C. PSYCHOLOGICAL DIMENSIONS		JOB/CAREER REQUIREMENTS														
I. COGNITIVE		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1. Analytical & Logical Thinking	8	8	8	8		8	8	8	8		8		8	8		
2. Perceptual Reasoning	8	8	8		8				8		8					
3. Numeric Reasoning & Ability	7	7	7	7			7				7		7	7		
4. Verbal Reasoning Ability	9				9			9		9		9				
5. Spatial Ability	6	6	6	6	6				6							
6. Technical Ability	5	5			5									5		
7. Accuracy & Acuity Perception	5	5	5	5	5		5	5			5	5				5
8. <b>General Cognitive Ability (GCA)</b>	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7
II. PERSONALITY																
1. Independent	5				5		5	5	5			5	5		5	
2. Group/Team	5									5						
3. People Orientation	4				4					4	4	4		4		
4. Transparent	6					6				6					6	
5. Manipulation*	3					3							3			
6. Communication	5					5		5		5	5	5	5	5	5	5
7. Administrative	4							4		4		4				4
8. Factual	6	6	6	6	6	6		6	6		6		6	6	6	6
9. Sensitive	3					3				3	3		3			
10. Practical	6	6	6	6	6					6				6		
11. Original & Creative Orientation	5				5		5		5	5	5		5			
12. Artistical	6					6				6						
13. Entrepreneurial	5												5			
14. Routine	5				5		5			5		5				5
III. INTEGRITY																
1. Honesty	6							6								6
2. Dependability/Reliability	6															
3. Work Ethic	6					6								6		
4. <b>General Integrity Rating (GIR)</b>	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6
<b>TOTAL FOR CAREER CATEGORY IN PRIMARY FACET</b>		64	64	62	59	56	61	60	60	53	62	53	57	60	55	
<b>TOTAL FOR INTERESTS IN EXTENDED FACET</b>		20	40	50	10	40	40	10	20	10	10	10	30	10	10	
<b>TOTAL INTEGRATED SCORE, INCLUDING THIRD FACET</b>		46	63	57	39	50	62	40	44	36	41	36	57	40	37	
IV. MONITOR		E. EXPERIENCE IN THIRD FACET														
1. Accuracy	7	Establish an independent professional practice – e.g., medical.														
2. Consistency	7	Analyse and develop systems for computers.														
3. Unnatural Exaggeration	8	Keep books – accounting.														
4. <b>Integrated Monitor Scoring (IMS)</b>	7															
D. GENERAL CAP RATING (GCR)	5	<i>The higher the score, the better the ability – also more * 'Manipulative'</i>														

**Please Note:** The candidate's highest recommended career category is highlighted above.

## I COGNITIVE

### 1. Analytical & Logical Thinking



This is the ability to identify the various elements/parts a complex situation/problem consists of and how it interacts in a critical, objective, logical (cause-effect) manner, generating ways and means to dealing with these issues and taking balanced and sound decisions as to which solution(s) will deal with the situation best – ***in essence, it is the ability to analyse information and draw logical conclusions.***

### 2. Perceptual Reasoning



This is the ability to 'reason out'/establish, through symbols and shapes, what principle and meaning is at the very basis of matters the person is exposed to, not only to understand it, but to gain 'control over' it – ***in essence, it is the ability to reason with symbols and shapes.***

### 3. Numerical Reasoning & Ability



This is the ability to be speedy and accurate in identifying a numeric base to a situation/problem, e.g. series and sequence formations and to effectively deal therewith in performing arithmetic computations such as adding, subtracting, multiplying, dividing and/or a combination thereof in providing solutions to the situation/problem – ***in essence, this is the ability to reason with figures/numbers.***

### 4. Verbal Reasoning Ability



This is the ability to understand the obvious and intended meaning of words as well as deducing/infering any logical relation there may be to it – ***in essence, this is the ability to reason with words.***

### 5. Spatial Ability



This is the ability to perceive fixed geometric or spatial relations amongst figures accurately and to be able to visualize how they might look if transformed, rotated, changed in position, formation, structure, subtracted from or added to in any way; in order, not only to obtain insight and meaning, but to find/generate solutions to problems – ***in essence, this is the ability to 'see' and manipulate shapes and figures in space (not to reason with shapes, but to move them through three dimensions as quickly as possible).***

### 6. Technical Ability



This is the ability to understand and deal effectively with mechanical and technical matters and the ease of understanding the basic principles with which matters operate and function in practical terms – ***in essence, it is the 'feel' for mechanical and technical issues and the understanding of how they work.***

**Please Note :** Colour scales indicate the 10 contributing psychometric dimensions for the candidate's highest recommended career category. For ease of reading, the *male gender* is used in this document, but also refers in all instances to the *female gender*.

### 7. Accuracy & Acuity Perception

1 2 3 4 5 6 7 8 9 10

This is the ability to be sensitive and sharp to detail and in spotting small variations, deviations and/or concepts, constructs and/or problems consisting of a wide variety of variables and not to allow for obvious oversights or make unnecessary mistakes – *in essence this is the orientation to the detail of matters – rather than the holistic side thereof.*

### 8. General Cognitive Ability (GCA)

1 2 3 4 5 6 7 8 9 10

This best represents the person's total cognitive capacity as an integrated holistic measure and is considered to be a good single indicator of the level of cognitive functioning a person is capable of in dealing effectively with issues and situations requiring higher levels of mental capacity in gaining insight, solving problems and acquiring know-how (experience/learning) on a continuous (ongoing) basis – e.g. mastering difficult/complex problems/situations/material/courses.

## II PERSONALITY

### 1. Independent

1 2 3 4 5 6 7 8 9 10

This is the ability and/or preference of the person to function on his own.

### 2. Group/Team

1 2 3 4 5 6 7 8 9 10

This is the ability and/or preference of the person to function in a group/team orientation/context.

### 3. People Orientation

1 2 3 4 5 6 7 8 9 10

This is the ability and/or preference of the person to associate and work with and through others - to understand others, to promote good relations and social environments; to enjoy working with others.

### 4. Transparent

1 2 3 4 5 6 7 8 9 10

This is the person's preference and typical behavioural disposition to be open and transparent in anything he thinks and does – not having a hidden agenda.

### 5. Manipulation

1 2 3 4 5 6 7 8 9 10

This is the ability of the person to influence others to accept his views – even without them knowing it and serving his own interest in the process that may be to their (the other's) detriment.

### 6. Communication

1 2 3 4 5 6 7 8 9 10

This is the ability of the person to communicate effectively with others on a one-to-one or corporate basis and enjoying such communication.

**7. Administrative**

1 2 3 **4** 5 6 7 8 9 10

This is the ability and preference on the part of the person to be involved in administrative functions and to perform such functions well, as well as giving acknowledgement to the importance of good administration in the work situation.

**8. Factual**

1 2 3 4 5 **6** 7 8 9 10

This is the ability and preference on the part of the person to rather deal with real, concrete and factual matters/data – giving preference to tangible, hard and absolute facts rather than ‘soft’ and sensitive issues.

**9. Sensitive**

1 2 **3** 4 5 6 7 8 9 10

This is, in contrast to the above, the person’s ability and preference to deal with more ‘abstract’ matters like ideas, projections, concepts or even feelings and emotions of people – the ‘soft’ issues.

**10. Practical**

1 2 3 4 5 **6** 7 8 9 10

This is the person’s ability and preference to be ‘hands-on’ and to be involved in applying his knowledge and skills in real terms and in real life rather than spending time on developing theories without having full control over the outcome of his efforts in practice.

**11. Original & Creative Orientation**

1 2 3 4 **5** 6 7 8 9 10

This is the ability to generate new and novel ideas and ways/approaches that represents a fresh look at the situation in terms of a break-away from the traditional, obvious and stereotype ways of thinking – especially in cases where applying such original and directive thinking patterns is a prerequisite to effectively solving/dealing with the situation – in finding solutions to problems by ‘thinking out of the box’, so to speak.

**12. Artistical**

1 2 3 4 5 **6** 7 8 9 10

This is the ability of the person to create, develop, generate and/or produce something that is original, new and unique in an artistic and fine-arts sense. The practical usefulness of the product/outcome of this ability is not necessarily the core concern.

**13. Entrepreneurial**

1 2 3 4 **5** 6 7 8 9 10

This is the person’s ability and general orientation to venture into the less-known and well-trodden ways, being motivated and willing to take on the risks and efforts involved in establishing new ventures by mostly relying on himself in carving out a niche – ‘taking others with himself’ if, necessary. The practical success and usefulness of the product/outcome of such ability/effort is of prime importance.

**14. Routine**

1 2 3 4 **5** 6 7 8 9 10

This is the ability, willingness (and even preference) on the part of a person to function in a structured situation and performing tasks of a routine nature with a relative high degree of repetition, without becoming bored and or frustrated in the process, but remaining motivated, effective and productive.

### III INTEGRITY

#### 1. Honesty

1 2 3 4 5 **6** 7 8 9 10

This facet of integrity focuses on the degree of truthfulness and sincerity the person displays as a typical behavioural disposition – not deviating from the norms and standards of righteousness; e.g., never stealing, lying, etc. irrespective of the situation, circumstances or conditions.

#### 2. Dependability/Reliability

1 2 3 4 5 **6** 7 8 9 10

This facet of integrity focuses on the degree the person is predictable to act in an expected way – always *be on time* and always *honouring his word*, undertakings, etc. irrespective of the circumstances or conditions.

#### 3. Work Ethic

1 2 3 4 5 **6** 7 8 9 10

This facet of integrity focuses on the degree the person is dedicated to work as a way of life, is motivated to performing well, to co-operate and accept responsibility and be accountable for his own failure, etc. in his job.

#### 4. General Integrity Rating (GIR)

1 2 3 4 5 **6** 7 8 9 10

This represents the degree of integrated wholeness of the person regarding the entire spectrum/concept of integrity – including honesty, morality, truthfulness, predictability, attitudes, behaviour, values, etc.

## TOTAL SCORES

The following **THREE** so-called '**Total Scores**' are reflected in the **Summarized Report**:

1. Total for Career Category in Primary Facet: 64 %

Representing the **inherent genetic Aptitudes** of the candidate per career category as a percentage score as generated by PART I of the CAP-test.

2. Total for Interests in Extended Facet: 40 %

Representing the candidate's degree of interest in each of the 14 career categories as generated by the Interest Questionnaire in PART II of the CAP-test and it is also reflected as a percentage score.

3. Total Integrated score, including Third Facet: 63 %

Representing an **integrated score of all three Facets** the CAP-test consists of, namely the more 'pure' Aptitude, Interest and Experience measurements.

The latter is integrated according to ratios derived from the three distinct Career-Life Phases a 'newcomer' to the World of Career passes through, i.e.,

- **Preparing Career Phase**
  - Representing the scholastic 'pre-career-choice-phase' that is typified by the Primary Facet of the CAP-test and is mostly/solely founded on the more generic attitudinal psychological dimensions.
- **Evolving Career Phase**
  - Practically representing the interim phase between schooling and full-time work/career phase when a person may be involved in further studies, searching for work or taking a sabbatical break before joining an employer. This is the period for more open exposure of evolving interest patterns and is typified by the Extended Facet of the CAP – perhaps more so than at any other period/phase in a person's life – generally referred to as 'Life-Experience'.
- **Working Career Phase**
  - In addition to the phasing-in of evolving interests, this phase represents the impact the initial period of practical career exposure has (approximately the first five years) and is typified by the third Counseling Facet of the CAP-test.

The guide-ratios derived from these three Career-Life Phases to integrating the 'scores' embodying the three Facets of the CAP, represent the following:

Career-Life Phase	Primary Facet	Extended Facet	Third Facet
<b>Preparing</b>	80%	15%	5%
<b>Evolving</b>	70%	20%	10%
<b>Working</b>	60%	25%	15%

#### IV. MONITOR

##### 1. Accuracy



This is the degree to which the person provided the information about himself openly, objectively, fairly, correctly and validly in completing the CAP-instrument.

##### 2. Consistency



This is the degree to which the person comprehends the language used in presenting the test instructions and items as well as the purpose the test serves – by implication thus also how consistently he responded on similar test-items.

##### 3. Unnatural Exaggeration



This is the degree the person tends to 'inflate' his response/reaction, as a typical behavioural disposition, on the different questions and statements the instrument consists of.

##### 4. INTEGRATED MONITOR SCORE (IMS)



This represents the best single score, to summarize the degree the results, reported in the **CAP**, deviate from the norm – where a 10-sten would represent a perfect-norm-score.

#### D. GENERAL CAP RATING (GCR)



*This 'score' again represents the best single integrated and holistic indicator/rating of the person's career assessment regarding all Psychological Dimensions used in the **CAP**. The higher this score, the better the candidacy of the assessee to enter into any career-family of his choice – the opposite is of course also true.*