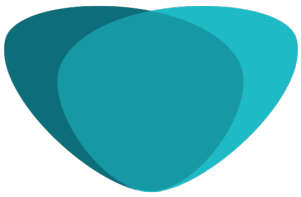

Cognitive Process Profile (CPP)

Cognitive Matrix Report
Cognadev

STRICTLY CONFIDENTIAL

NAME:
Antonio Sample

CPP NUMBER:
CPP513373 (Z693816)

ASSESSMENT DATE:
2018-12-05

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SECTION 1

Cognitive Matrix: Person-job matching

Work Environments	Cognitive functioning Antonio's CPP results										
	Level of work complexity	Cognitive styles	Information Processing Competencies (IPCs)							Agility / Learning Potential
The following cultural and/or work environments reflect both the Spiral Dynamics (SD) and the Information Processing Models (IPM)	His cognitive complexity preferences and capabilities best support intellectual functioning in the following environments	His stylistic preferences and capabilities best support intellectual functioning in the following contexts	His IPC results match the cognitive requirements of the following contexts:							His cognitive profile shows the potential to optimise learning in the following contexts
			Memory	Exploration	Analysis	Structuring & Integration	Logical Reasoning	Learning	Judgement	
STRUCTURED		Reflective Analytical								★
RESULTS DRIVEN		Reflective Holistic Analytical								★
TECHNICAL		Reflective Analytical								★
STRATEGIC		Reflective Holistic Analytical Integrative								★
THEORETICAL		Reflective Holistic Integrative								★
INTEGRATIVE										

See section 5 in this report for the interpretation guidelines.

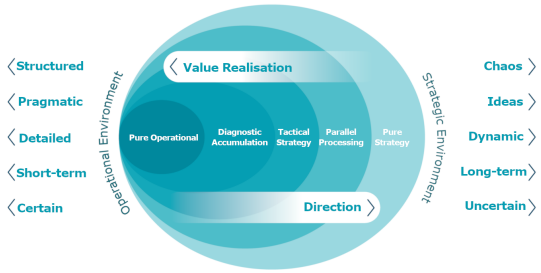
The various work / cultural environments	Description of contexts and work requirements
Structured	Routine operational, team functioning
Results Driven	Operational drive for results, competitive, energetic, tangible focus, goal-directed
Technical	Technical depth, maintenance, compliance, structured, coordination of support and services
Strategic	Entrepreneurial, flexible, resilient, opportunity spotting, perception management, win-win value creation
Theoretical	Open-minded, intellectual, humanistic, environmentally aware, balancing of complexity
Integrative	Learning oriented, systems thinking, values functionality and simplicity-after-complexity, trend spotting, intentionality, potentiality
Transcendent	Holistic, non-attached, existential awareness, ecosystems

SECTION 2

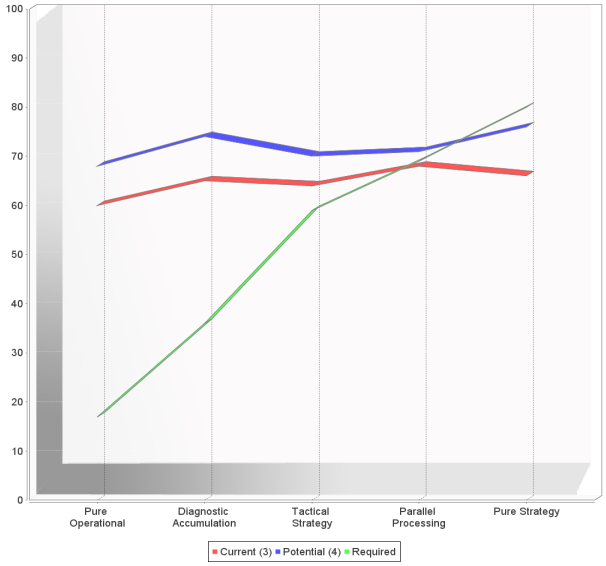
Levels of work complexity

Antonio's cognitive profile currently seems best suited to the following work environment:

The CPP indicates the level of work complexity a person's profile is best suited to. The following work environments apply:

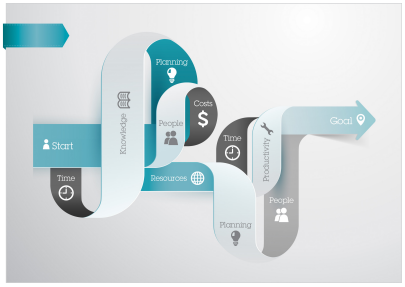


Antonio's progress through the assessment was tracked and this is shown graphically below. This gives an indication of his preferred current and potential working environment.



Current level of work complexity

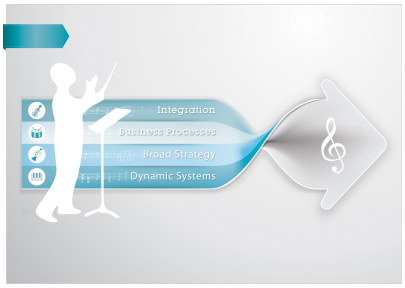
Tactical strategy



- Optimising systems efficiencies
- Formulate functional strategy
- Benchmarking
- Goal achievement of a functional unit
- Create alternative strategic paths
- Evaluate and implement systems
- Planning and resource allocation
- Follow theoretical guidelines
- Project management
- Professional work

Potential level of work complexity

Parallel Processing



- Integrate dynamic systems (value chains, supply-demand factors)
- Synchronise parallel pathways
- Use trade-offs to maintain progress
- Coordinate functional units
- Formulate business processes and broad business strategy
- Ensure organisational viability
- Systems focused
- Maintain the pace of and monitor interacting projects

SECTION 3

Cognitive Style

Antonio primarily shows the following cognitive style preferences and capabilities when solving unfamiliar problems:

A prioritised list of the candidate's cognitive styles, or preferences and capabilities in dealing with unfamiliar information.	When dealing with unfamiliar information, Antonio tends to apply the following styles:

Reflective
Holistic
Analytical
Integrative
Logical
Quick insight
Explorative
Structured
Learning
Intuitive
Metaphoric
Memory
Trail-and-error
Reactive

Stylistic preferences and capabilities

Reflective style:

- **Tends to explore and consider information very carefully**
- **May be guided by existing knowledge and information structures**
- **Shows a careful approach and revisits previous conclusions**
- **May work relatively slowly**
- **Tries to avoid making mistakes**
- **Indicates a preference for working with tangible information in structured contexts**
- **Shows a need for certainty**

Holistic style:

- **Tends to see the big picture without losing sight of detail**
- **Emphasises wholeness and unity**
- **Identifies critical factors in calibrating the big picture**
- **Views elements in relation to the whole**
- **Wants to contextualise information and tends to ask why?**
- **Synthesises and integrates separate information structures**
- **Usually deals with abstract and complex concepts**
- **May be aware of detail but may not focus on it or analyse it to any great extent**

Analytical style:

- **Has a precise, detailed approach**
- **Works systematically and pays attention to rules**
- **Enjoys pulling information apart and subdividing issues**
- **Analyses, compares and categorises various elements**
- **Identifies relationships between different elements**

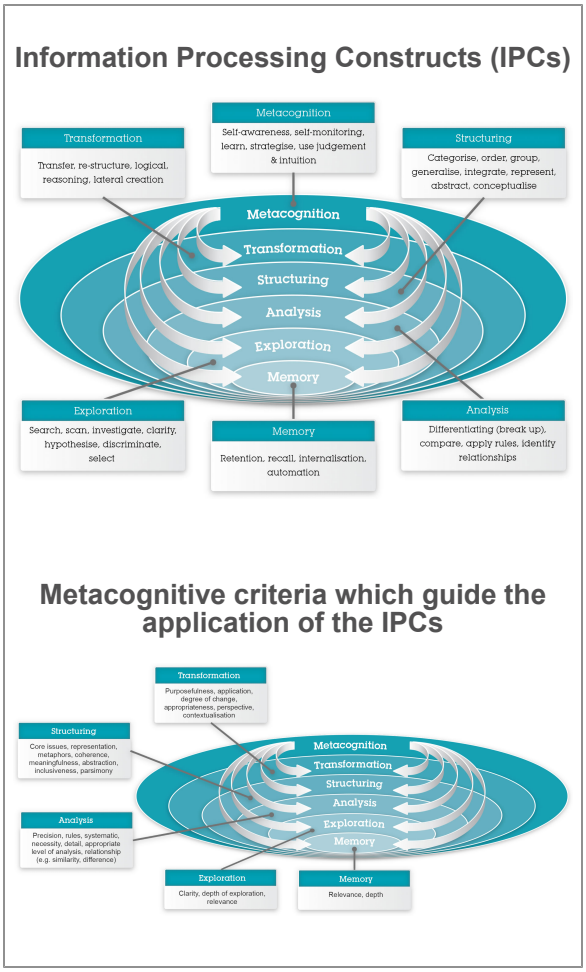
Integrative style:

- **Tends to make sense of information as they go along**
- **Likes the challenge of reconciling discrepant, ambiguous and fragmented elements to create a coherent whole**
- **Tends to formulate, verify and falsify hypotheses to eliminate unnecessary information**
- **Has a need to understand and usually learns in the process**
- **Often uses abstract concepts to express ideas**
- **Tends to focus on complex information and intellectual challenges**

SECTION 4

Information Processing Competencies (IPCs)

IPC's	Definitions of the various processing constructs
Memory	The retention and recall of relevant information to contextualise perceptions and to support thinking processes.
Exploration	The appropriateness, depth, width, focus and metacognitive directedness of searches to gather and select relevant information.
Analysis	The independent, systematic and appropriately detailed unpacking of relatively complex information to identify the building blocks as well as their associated interrelationships and the rules involved.
Structuring and Integration	The ordering, categorization and synthesis of fragmented and complex information to understand the subject matter and conceptualize or formulate meaningful ideas and approaches.
Logical Reasoning	The disciplined, rule-based, logical following through of reasoning processes or arguments to contextualize information; to infer implications, consequences and interactive effects; and/or to formulate alternative approaches and interpretations.
Learning	The curiosity to investigate unfamiliar contents, problems or challenges; to grasp new concepts and acquire, apply and transfer new knowledge and understanding.
Judgement	The open-minded and confident identification and appropriate exploration of unclear or unfamiliar information and the metacognitively aware reliance on intuitive insights to clarify vagueness in order to make decisions.



SECTION 5

Interpretation guidelines

The CPP Matrix report summarizes, integrates and visually represents a candidate's CPP results. Six potential cultural / work environments are indicated (vertically) to which a person's CPP results are linked (horizontally).

The **cultural or work environments** as indicated in the first column, can to some extent be linked to the Spiral Dynamics (SD) model. The various categories, including the Structured, Results driven, Technical, Strategic, Theoretical and Integrative contexts, are also briefly described. The SD model also indicates a Transcended level which is not indicated here as it largely reflects consciousness factors.

The **level of work complexity** results of the candidate, as indicated by the CPP and associated with the Stratified Systems Theory (SST) and the Viable Systems Model (VSM), are represented in the next column. Only the candidate's active Current and Potential levels, as indicated in the CPP report, are reflected. In this way, the candidate's cognitive complexity preferences and capabilities which best support functioning in particular cultural / work environments, are indicated. Note that *various* levels of work complexity can optimize effectiveness in a particular cultural / work context. A *particular* level of work complexity can also support functioning in various cultural / work contexts.

Next, the candidate's top four stylistic preferences are linked to the various cultural / work environments. In other words, the **cognitive styles** or response tendencies that the candidate is likely to capitalize on in meeting the functional requirements of specific cultural / work contexts, are listed. Not all the cognitive styles are suited to support functioning in all the various work environments.

This is followed by an indication of the **Information Processing Competencies (IPCs)** as measured by the CPP, and the cultural / work environments those competencies are likely to support. Each of the IPC categories is measured in terms of 6 subprocesses, the scores of which are averaged and compared to the score ranges best suited to each of the work environments. The results are indicated as bargraphs running from the top (operational contexts) to the bottom (strategic contexts) of the graphs.

The last column indicates the person's **learning potential**, agility and cognitive modifiability to learn and effectively function in the various cultural / work environments. The scores are calculated in terms of the 16 indicators of learning potential in the CPP report as well as the person's learning curves as algorithmically calculated. A star is used to indicate a match between the person's learning potential and the various cultural / work environments.

The matrix is followed by a more in-depth description of the person's **Level of Work complexity** results, **Cognitive Style** preferences and capabilities, both of which are dynamic, and a static description of the **Information Processing Model** (IPM) on which the CPP is based.