Contextualised Competency Mapping (CCM)

Cognitive Person–Role Matching Report

POSITION ANALYSED	Sample Director
POSITION DESCRIPTION	Sample
COMPANY	Sample Offer
CCM ASSESSMENT DATE	07 May 2025
NAME OF CANDIDATE	George Sample Test
ASSESSOR NAMES	Sample, A

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Introduction

The CCM

The Contextualised Competency Mapping (CCM) technique is an online questionnaire-based job analysis system which allows job experts (the assessors) to clarify the work-related competency requirements of a position/job/role.

The CCM not only assesses job competency requirements, but the performance and psychological characteristics of a person or team can also be linked to the role requirements.

A number of CCM reports are available for each job, role or position analysed, including:

- Competency Requirements of the Position
- Cognitive Person–Role Matching Report
- Cognitive Team–Role Matching Report
- 360 Degree Person-Role Matching Report
- Organisational Mapping Report, the Cognitive Diversity Heatmap & the Cultural Diversity Heatmap

About this report

The **Cognitive Person–Role Matching Report** reflects the match between a person's cognitive profile as measured by the CPP and the cognitive competency requirements of the position. Strengths and development areas are indicated to optimise placement and development initiatives.

The various CCM reports can, as part of a holistic assessment battery, be used for the purposes of:

- the clarification of work-related competency requirements
- the anchoring and contextualisation of competency assessment results
- talent auditing
- job and organisational structuring
- selection and placement
- identification of potential
- diversity management
- capacity building
- succession planning
- career pathing
- personal and group development and coaching
- Intellectual Capital Management

Disclaimer:
This report was generated electronically by the Cognadev CCM Expert System. The use of the results is limited to accredited practitioners who have received specialist training by Cognadev or Magellan in the use and application of the CCM. Due consideration should be given to the subjective nature of the interpretation and application of the results. Cognadev and Magellan accept no liability, of any kind, for the consequences of the use of this report.

Competency requirement

Assessor

The following assessor evaluated the SST / RO work environment and the cognitive competency requirements of the position.

Name of Assessor	Sample, A
Job title	Other
Company	Cognadev IT
Relation to position	Colleague Manager

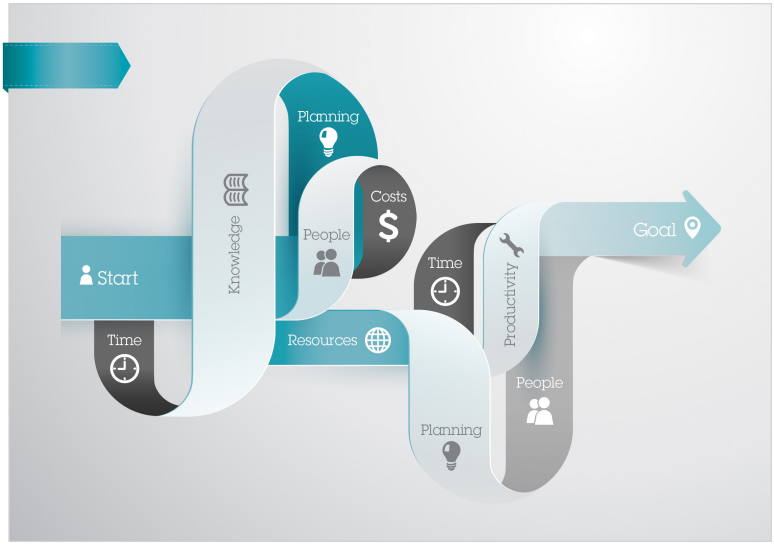
Current complexity of work requirements of the position

Diagnostic Accumulation work

- Technical-specialist and / or supervisory work
- Situational problem-solving
- Understand service needs
- Understand technicalities
- Focus on causes, effects and symptoms
- Diagnose and prevent problems
- Initiate solutions within parameters, services

Potential complexity of work requirements of the position

Tactical Strategy / Alternative Paths work



- 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

Notes: On the SST / RO environments generated in the CCM report

Please note that only five of the original seven SST / RO environments are reported on here seeing that only cognitive competencies are involved. The emphasis is therefore on cognitive complexity (the processing of units of information as measured by the CPP) as opposed to the 'time frames' of work (as proposed as an indication of work complexity by the SST / RO models).

Should the position clearly reflect a single SST / RO environments, only one work environment is reported on here. However, depending on what the position requires, the competency definitions of a position may reflect different SST / RO environments.

Summary of results

The following tables contain a summary of George Sample Test's cognitive functioning measured by the CPP, as compared to the information processing requirements of the position of Sample Director. The person's stylistic approach, complexity preferences and the implications of this person-job match are indicated. This is followed by a similar description of the learning potential requirements of the position and the person's functioning in this regard.

Cognitive requirements of the position	Person's approach	Implications
• Ideal cognitive styles may include Analytical, Memory, Structured, Reflective and Explorative • Trial-and-error and Reactive styles are generally not effective, and may indicate inadequate educational exposure and / or the impact of emotional factors such as demotivation and anxiety A Diagnostic accumulation approach may involve: • An operational orientation with some appreciation of the Tactical strategy work environment • A technical-specialist or first line management orientation • Working within a relatively structured environment with clear technical guidelines • A good memory of previously acquired knowledge and experience • Reasoning about practical implications • A focus on tangible elements and cause-effect relationships	**Quick Insight** • the tendency to work with relative speed and accuracy • logical-analytical or intuitive routes may be used **Intuitive** • a reliance on gut-level insights • a trust of own subconscious capacity to make unusual links **Logical** • a disciplined, process orientation to reasoning • characterised by rule-based arguments, follow through, searches for logical evidence and critical questioning • good at identifying possible implications and consequences of decisions **Reflective** • a relatively slow and careful approach – monitoring own functioning • when in combination with explorative and memory: it may be associated with a reluctance to make decisions **Unit of Information used:** • focus on interaction between tangible systems components	• George Sample Test's stylistic preference to some extent matches that of the work environment. • His stylistic approaches indicate the current skill to deal with more complex work than that of Diagnostic accumulation environments • His complexity scores exceed the requirements of Diagnostic accumulation environments • Cognitively, he shows capability for both technical and first-line management work • He does not show a strong technical-specialist orientation • His memory skills will support functioning in a Diagnostic accumulation environment

Learning Potential

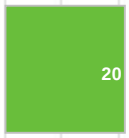
Job Requirements	Person's results
• Practical and theoretical learning is required • Memory of a complex knowledge and experience base normally applies • Learning centres around causal links and class membership of everyday problems as well as methods to address problems • Strategies are required, but in well-defined and structured environments • An analytical approach to learning is normally required • Curiosity and a technical interest is beneficial	• He shows quick insight learning, and can be expected to cope well with abstract learning materials. • This individual, who tends to become easily bored, and who consistently looks for challenge may underperform in routine environments. • A relatively good score on metacognition, indicates that he has the necessary self-awareness to quite rapidly improve current cognitive functioning.

Comparison table

The following is a graphic representation of George Sample Test's cognitive skills as compared to the cognitive requirements of the position. Only the first four most important processing skills, as indicated by the assessors, are reported on. The 0-line indicates the job requirements and the strengths of the deviations of the person's CPP results from these requirements, are reflected numerically. The implications of the strengths and development areas are also described.

(A standard deviation of approximately 12 points applies)

Processing competency	Requirements (deviation) -40 -30 -20 -10 0 +10 +20 +30 +40	Description of Diagnostic Accumulation functions
Structuring		**He shows particular strength regarding the following thinking skills** • comfortably ordering information into categories and organising schemes • ordering information by establishing procedures (scheduling, filing, grouping, categorising classifying, taxonomising) • extracting core or central information from peripheral elements • construct generalisations with default values • extracting underlying causes and factors • construct representations to guide interpretations of new information • understand new information • interaction and synthesis of factors to be meaningful • contextualise and interpret findings • apply methods to cope with complexity (an exceptionally high score may indicate a need for structure)
Logical reasoning		**He shows particular strength regarding the following thinking skills** • application of disciplined reasoning processes • looking for evidence to verify conclusions • tendency to follow arguments through • tendency to transfer information and solutions • consequential thinking about implications • rule-based transformation of information extrapolation, trouble-shooting and a predictive orientation • application of a process approach • tendency to converge arguments • inductive and deductive reasoning

Processing competency	Requirements (deviation) -40 -30 -20 -10 0 +10 +20 +30 +40	Description of Diagnostic Accumulation functions
Self-awareness and Metacognition		**He shows particular strength regarding the following thinking skills** • a metacognitive awareness of own thinking processes and introspective approach • a critical and evaluative orientation a clarification of vague and fuzzy factors • an awareness of own assumptions and biases • self-monitoring (checking and evaluating own arguments, diagnoses and conclusions) • ensuring consistency in approach by being aware of own cognitive approach • maintaining optimal focus, attention and alertness • applying a goal-directed approach • adequate task orientation • tendency to learn from own mistakes and integrate feedback • a tendency to strategise and plan own approach related to postponement of gratification
Analysis		**He currently meets these cognitive requirements:** • differentiate between the subcomponents • apply a systematic, step-by-step approach • a preference and need for detail and precision • the tendency to compare elements spontaneously • compare real life manifestations to diagnostic categories • a tendency to link and identify relationships and class membership • an interest in facts, technicalities, tangible reality, how things work

Final comments

The CCM is a job analysis system aimed at identifying work-related competency requirements. It was developed and is distributed by Cognadev IRL.

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