

## REPORT

# NOA Talent Portal

Confidential



Naam      Demo kandidaat

Assessment  
date      xx-xx-xxxx

Name Demo kandidaat  
Organization Demo bedrijf  
Assessment date xx-xx-xxxx

**The following tests have been taken**

\* No Translation

**Finished at**

XX-XX-XXXX

Purpose and Scope of the Report	This report is automatically generated. It contains personal information and is therefore personal and confidential. The report is intended for the candidate and should be made available to others only after the explicit consent of the candidate. NOA accepts no responsibility for any unintended use. NOA also does not guarantee the correct operation of the software and the results presented in the report. Because people, functions and training requirements change, this report has a limited validity. In general a validity period of 1 to 1.5 years is adhered to.
Privacy	NOA treats personal information with the utmost care and follows the professional ethical guidelines and the General Standard Test Use of the Dutch Institute of Psychologists (NIP). NOA is registered as a data processor with the Dutch Data Protection Authority, notification number M1415344.



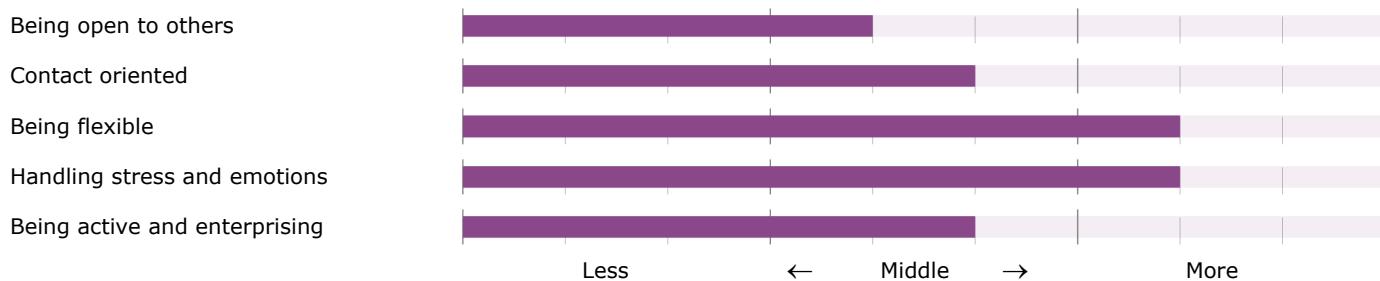
This questionnaire measures several qualities important for collaborating in intercultural situations. How do you communicate and collaborate with people from different cultural backgrounds? This involves understanding and respecting cultural differences, adapting communication and behavioral styles, and building mutual trust and understanding.

Research has shown that the following qualities are important for being effective and successful in intercultural situations:

- Being open
- Making and maintaining contact
- Adaptability
- Managing tension
- Being proactive

Below is an overview of your results; you will be compared with the norm group *people aged 15-75 years*.

## Your results



### Being open to others

This scale measures whether someone can and wants to empathize with the feelings and behavior of people from another culture. Is someone interested in another person's cultural background and does someone try to understand them, or does someone find this less interesting?

You are sometimes interested and open to people with a different cultural background.

### Contact oriented

This scale measures how easily someone connects with others. Do they take initiative, or do they wait?

You sometimes make contact with others, but sometimes you wait for the other person to take the initiative.

### Being flexible

This scale focuses on someone's adaptability. Is someone flexible and able to handle change well, or does someone prefer clear rules and routines?

You usually adapt easily and enjoy variety. You have little need for strict rules and routines.

### Handling stress and emotions

This scale measures how well someone can handle stress and emotions. Can someone handle pressure, or are they highly sensitive and easily worried?

You experience little tension and you can control your emotions well.

### Being active and enterprising

This scale focuses on whether someone is proactive and willing to take risks. Does someone enjoy challenges and always look for something to do, or does someone leave the initiative to others and avoid risks?

You are sometimes willing to take risks, but you are not always looking for new activities or challenges

## Summary of intercultural effectiveness: Sufficiently developed

Your intercultural skills are reasonably well-developed. It's expected that you'll generally be able to collaborate with people from diverse cultural backgrounds.

Well developed competences:

- **Handling stress and emotions**
- **Being flexible**

## How can you proceed with the results?

If you want to improve your intercultural effectiveness, you can consider the following tips.

- *Learn about other cultures*  
Immerse yourself in the history, traditions, values and norms of the culture you are dealing with. This helps to prevent misunderstandings and to show respect.
- *Develop cultural empathy*  
Try to empathize with the feelings and perspectives of people from other cultures. This often results in greater understanding and respect for others.
- *Communicate clearly*  
Use simple language if necessary, avoid expressions, sayings and jargon. Be aware of non-verbal signals (for example, with regard to looking at someone and letting them finish speaking), check whether your conversation partner has understood you and be patient if something is not immediately clear.
- *Try to be flexible and open-minded*  
Be open to new ideas and ways of doing things. Realize that you yourself also have all kinds of - often unconscious - habits and beliefs. Ask yourself where these beliefs come from and whether they are justified.
- *Taking initiative*  
Invest time in building the relationship, listen actively, ask open questions and take the time to get to know each other. Ask for feedback on your communication and behavior.

Good luck working with people from different cultural backgrounds!