

H-YOU

CALCULATION OF CORE AND DEVELOPMENT AREAS

One of the purposes of the skill assessment survey is to help individuals identify their strengths in different skill areas. We communicate this in the report by labelling skill areas as being core and development areas, based on the scores a user obtains in each of the skill areas by filling in the survey. By using this method, individuals can gain insights into their strengths and areas for improvement, and work on developing the skills they need to succeed in their chosen field.

The program labels skills by identifying the group of scores where an individual scores relatively higher, rather than looking at absolute scores.

To determine this, the program:

1. Sorts the scores from lowest to highest, and calculates the difference between adjacent scores.
2. The largest gap between scores that is greater than or equal to 0.5 is identified as the threshold for distinguishing between "core" and "development" areas.
3. If there are other gaps in the scores that are similar to the largest gap (within a range of 0.2), the program looks for the largest of these gaps that is not higher up the score list than the largest gap. If such a gap is found, it is used as the threshold instead of the largest gap. In this way, we ensure that very similar scores to the core area with the lowest score, are also included as core area.
4. Once the threshold has been determined, the program calculates the difference between each score and the threshold. If this difference is positive, the skill area is considered a development area. If it is negative or zero, the skill area is considered a core area.

If all scores end up being core areas (there is no gap larger than 0.5), the program does not distinguish between core and development areas and the report only displays the skill summary and the skill breakdown.

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