

The logo for sourceXchange, with 'source' and 'change' in white and 'X' in blue, set against a dark background.

sourceXchange



Procurement Assessment Report

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The Procurement Competence Questionnaire seeks to identify your knowledge of key concepts and their application across thirteen procurement technical competencies.

The results indicate those competencies where you possess most knowledge and likewise those where you will benefit from additional development. The results can be used as the basis for setting a development plan and for measuring improvement over time. The results are presented both as absolute scores and also in comparative terms against a series of external benchmarks. This provides the opportunity for you to compare your results against others using a range of appropriate benchmarks.

Should you have any questions concerning your report and would like to seek advice on potential learning and development options, whether accredited or not, then please contact us at enquiries@sourcexchange.co.uk

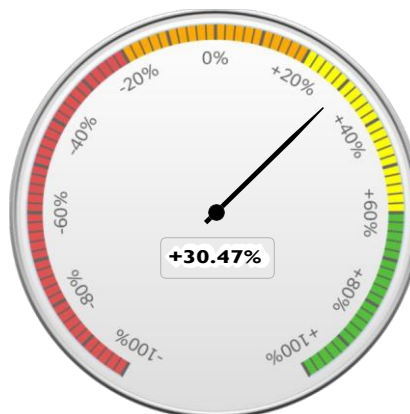
Further information on how to interpret your score can be found at the end of the report together with a glossary of terms.

Overall Personal Score



This is your absolute score in the assessment. Your performance in each of the 13 competencies is scored out of a maximum of 5 points and therefore the assessment is marked out of a total of 65.

Personal Performance against the Global Benchmark



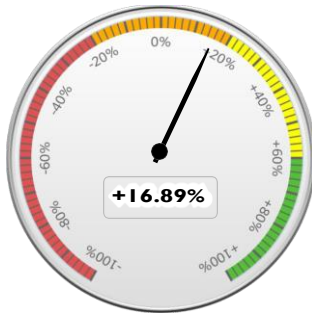
This is your score compared to the global benchmark. The global benchmark is the mean average of all of those who have completed the assessment. Your score is presented as being better or worse than the benchmark in percentage terms. For example, if the benchmark is 30 and your score is 36 this would be shown as +20% compared to the benchmark.

Key benchmark comparisons

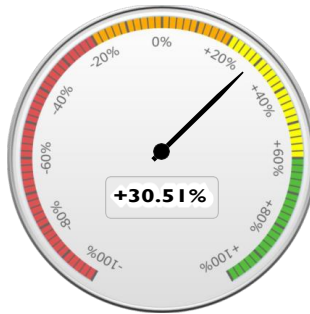
Your profile: this is the information you provided at the start of the assessment

- Experience Level: 10-20
- Role Level: Level 2 - Category Manager, Supplier Manager, Sourcing Executive, Transactional Buyer (Middle level role in sourcing, procurement or procure-to-pay)
- Role Orientation: Supplier Management, Contract Management (Post-contract)

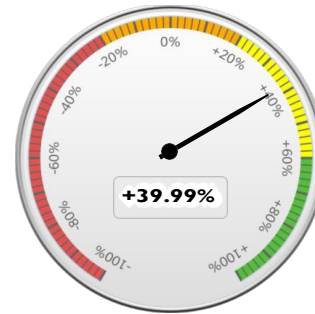
Experience Level



Role Level



Role Orientation



Role Level Benchmark: This is your score compared to the benchmark for the role level you specified at the start of the assessment. The benchmark is the mean average of all those who have completed the assessment at that role level. Your score is presented as better or worse than the benchmark in percentage terms. For example, if you stated that your role level is commensurate with that of a Head of Procurement or Director of Function (Level 4) then your score is compared to others who are in this group. If the benchmark is 30 and your score is 36 this would be shown as +20% compared to the benchmark.

Experience Level Benchmark: This is your score compared to the benchmark for the level of experience in years you specified at the start of the assessment. The benchmark is the mean average of all those who have completed the assessment within that specified group. Your score is presented as better or worse than the benchmark in percentage terms. For example, if you stated that you have 5-10 years' experience, then your score is comparable to others who have this same level of experience.

Role Orientation Benchmark: This is your score compared to the benchmark for those operating at a similar role to yourself. The benchmark is the mean average of all of those who have completed the assessment within that specified group. Your score is presented as better or worse than the benchmark in percentage terms. For example, if you stated that you operate in a category or strategic sourcing role where the majority of your time is pre-contract then your score is compared to others in that same group. If the benchmark is 30 and your score is 36 this would be shown as +20% compared to the benchmark.

Key benchmark comparisons



In the graph above your personal score is represented by the grey bars. The benchmark scores for the group of individuals that share your profile are indicated by the lines in the chart.

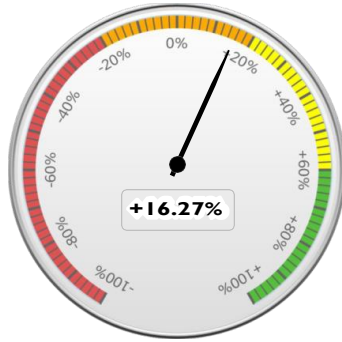
PLGFD	Governance, Leadership and Functional Design
SBCA	Supply Base and Category Analysis
RM	Risk Management
CSSME	Category Strategy and Go-to-Market processes
SAEA	Supplier Appraisal, Evaluation and Audit
CSLA	Contracting and Legal Aspects
PCFA	Finance and Purchase Price Cost Analysis
NI	Negotiation and Influencing
SPRCM	Supplier Performance, Contract and Relationship Management
TP	Transactional procurement and Procure-to-Pay processes
EPT	E-Procurement and Technology
PMC	Project Management and Change
SCSR	Sustainability and Corporate Social Responsibility

Key benchmark comparisons

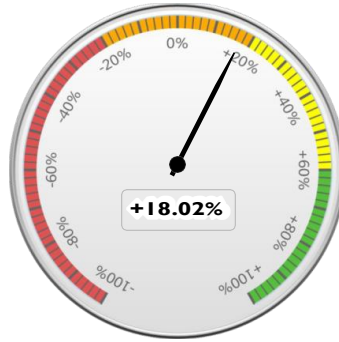
Your Profile: this is the information you provided at the start of the assessment

- Employment Sector: Banking, Insurance & Finance
- Geographic Region: Central Africa

Employment Sector



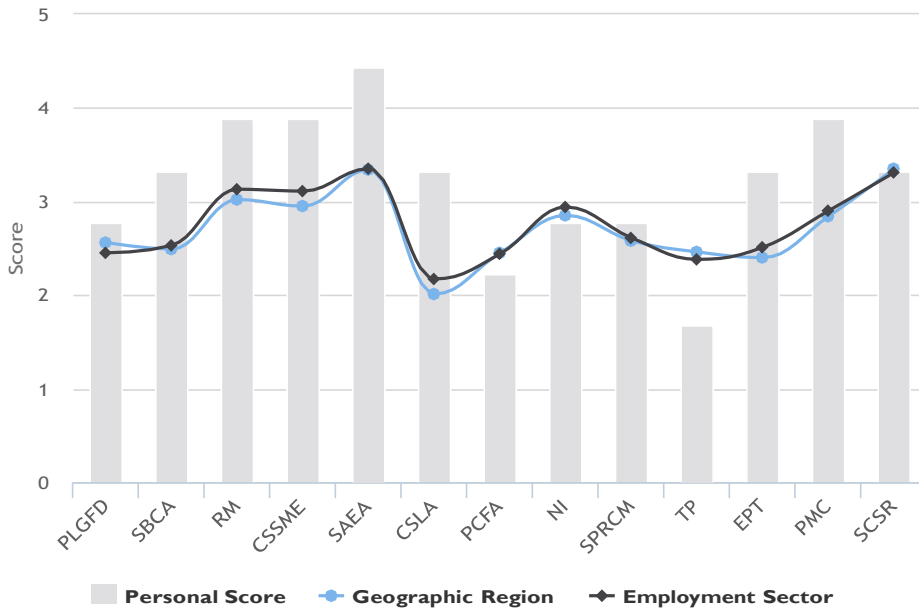
Geographic Region



Employment Sector Benchmark: This is your score compared to the benchmark for those operating in the same sector as yourself. The benchmark is the mean average of all of those who have completed the assessment within that group. Your score is presented as better or worse than the benchmark in percentage terms. For example, if you stated that you work within the Pharmaceutical sector then your score is compared to others in that same group. If the benchmark is 30 and your score 36 this would be shown as +20% compared to the benchmark.

Geographic Benchmark: This is your score compared to the benchmark for those working within the same geographic region as yourself. The benchmark is the mean average of all those who have completed the assessment within that specified group. Your score is presented as better or worse than the benchmark in percentage terms. For example, if you stated that you work within North America then your score is compared to others in that same group. If the benchmark is 30 and your score is 36 this would be shown as +20% compared to the benchmark.

Key benchmark comparisons



In the graph above your personal score is represented by the grey bars. The benchmark scores for the group of individuals that share your profile are indicated by the lines in the chart.

- PLGFD** Governance, Leadership and Functional Design
- SBCA** Supply Base and Category Analysis
- RM** Risk Management
- CSSME** Category Strategy and Go-to-Market processes
- SAEA** Supplier Appraisal, Evaluation and Audit
- CSLA** Contracting and Legal Aspects
- PCFA** Finance and Purchase Price Cost Analysis
- NI** Negotiation and Influencing
- SPRCM** Supplier Performance, Contract and Relationship Management
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- PMC** Project Management and Change
- SCSR** Sustainability and Corporate Social Responsibility

Results in Tabular format

	PLGFD	SBCA	RM	CSSME	SAEA	CSLA	PCFA	NI	SPRCM	TP	EPT	PMC	SCSR	Total
Personal Score	2.78	3.33	3.89	3.89	4.44	3.33	2.22	2.78	2.78	1.67	3.33	3.89	3.33	41.66
Global Benchmark	2.29	2.16	2.74	2.62	3.06	1.85	2.38	2.39	2.23	2.32	2.13	2.65	3.11	31.93
Your performance against the Global Benchmark	21%	54%	42%	48%	45%	80%	-7%	16%	25%	-28%	56%	47%	7%	30%
Experience Level Benchmark Score	2.58	2.45	3.04	3.00	3.40	2.15	2.53	2.68	2.67	2.55	2.39	2.79	3.41	35.64
Your performance against this benchmark	8%	36%	28%	30%	31%	55%	-12%	4%	4%	-35%	39%	39%	-2%	17%
Role Level Benchmark Score	2.27	2.16	2.75	2.62	3.06	1.81	2.36	2.41	2.22	2.33	2.13	2.64	3.16	31.92
Your performance against this benchmark	22%	54%	41%	48%	45%	84%	-6%	15%	25%	-28%	56%	47%	5%	31%
Role Orientation Benchmark Score	2.20	1.99	2.73	2.48	2.96	1.88	2.11	2.32	2.14	2.04	1.78	2.37	2.76	29.76
Your performance against this benchmark	26%	67%	42%	57%	50%	77%	5%	20%	30%	-18%	87%	64%	21%	40%
Employment Sector Benchmark Score	2.45	2.53	3.13	3.11	3.35	2.17	2.44	2.94	2.61	2.38	2.51	2.90	3.31	35.83
Your performance against this benchmark	13%	32%	24%	25%	33%	53%	-9%	-5%	7%	-30%	33%	34%	1%	16%
Geographic Region Benchmark Score	2.56	2.49	3.02	2.95	3.34	2.01	2.45	2.85	2.58	2.46	2.40	2.84	3.35	35.30
Your performance against this benchmark	9%	34%	29%	32%	33%	66%	-9%	-2%	8%	-32%	39%	37%	-1%	18%

PLGFD	Governance, Leadership and Functional Design
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Interpreting Your Scores

Each competence is scored out of a total of 5 and your score will therefore range from 0 to 5 in each of the 13 areas. In general terms we would recommend that individuals should possess sufficient knowledge to be able to achieve a score of 3.0 in each of the competencies. This would demonstrate an intermediate level of knowledge and indicate that 60% of questions were answered correctly. However, this does not take account of differences in role orientation which will require higher levels of skill in some areas more than others. For example, individuals operating in a sourcing or category management type role will require an advanced level of competence in Supply Base and Category Analysis equating to a score of perhaps 4.0 or better. However, in Transactional Procurement they may only require a basic level of knowledge which would equate to a score of around 2.0

A score of less than 1.0

A score of less than 1.0 indicates a significant development need. Development of knowledge at this level is best gained through reading, e-learning or formal study to provide a solid understanding of the key theories, concepts, principles and tools. For those aspiring to develop their knowledge to an intermediate level then knowledge can also be provided through workshops focusing on both theory and application.

A score between 1.0 and 2.0

A score of between 1.0 and 2.0 indicates that the individual has a basic level knowledge in the competence. The individual has awareness and knowledge of some of the key concepts but there are significant gaps in this knowledge or in the application of it. For those who require this competence in their role we would recommend structured and formal learning such as tutorial training and e-learning followed by support which allows individuals to implement key concepts in their work environment. This could be achieved by way of action learning such as assignments or through coaching.

A score between 2.0 and 3.0

A score of between 2.0 and 3.0 indicates that the individual has a solid foundation of knowledge across key concepts but would benefit from additional learning. Typically, individuals at this level who require this competence in their role would participate in more advanced tutorial workshops to augment and develop their existing knowledge. Learning may also be more biased towards case studies and setting plans which allow the individual the opportunity to implement concepts in their work environment.

A score between 3.0 and 4.0

A score of between 3.0 and 4.0 indicates that the individual possesses knowledge at an intermediate to advanced level. Individuals seeking to develop further at this level would typically benefit from opportunities to apply learning to their environment by way of assignments or projects and be supported through coaching and mentoring. Individuals may also develop through opportunities to network with peers outside of their own company or industry where they can broaden their understanding of how concepts may be applied differently according to circumstance and environment. Some tutorial or reading may be recommended at this level to address topics at an advanced level or develop knowledge in specialist areas.

A score of greater than 4.0

A score greater than 4.0 indicates an advanced level of knowledge in the competence. At this level development plans are typically bespoke and focus around the specific needs of individuals according to role. Individuals may be encouraged to read journals or review research which points to emerging trends within given areas and may also be supported through personal coaching.

These scores are represented by the following colours:

Red: below 2

Orange: 2-3

Yellow: 3-4

Green: above 4

Benchmark

Where a benchmark figure is quoted this is the mean average score for the total database or a sub-section of it. Performance against the benchmark is also quoted as a percentile where 100% is the benchmark. A figure of 110% indicates a score which is 10% better than the benchmark, whilst 90% indicates a score 10% lower than the benchmark.

Experience Level

This score represents your knowledge against those with similar levels of experience in procurement. For example, if you had indicated that you had between 10 and 15 years of experience then this data set shows how other individuals with the same level of experience scored and how you compare.

Role Level

This score represents your knowledge against those operating at a similar level in other organisations. We have defined four role levels ranging from Analyst/Junior buyer through to Leaders.

Role Orientation

This score compares your knowledge against other individuals operating in similar roles. For example, if your role is predominantly pre-contract with a focus on sourcing/category management then this data set shows how your results compare to others operating in similar roles as your own.

Employment Sector

This score represents your knowledge against those operating in the same sector. For example, if you indicated that you worked within the Banking and Financial Services sector then this data set shows how other individuals operating in this sector have scored and how you compare.

Geography

This score compares your knowledge against other individuals based within the same region of the world. We have organised the database into eleven regions. For example, if you selected Southern Africa then your results are compared to all other individuals who have completed the assessment within Southern Africa.