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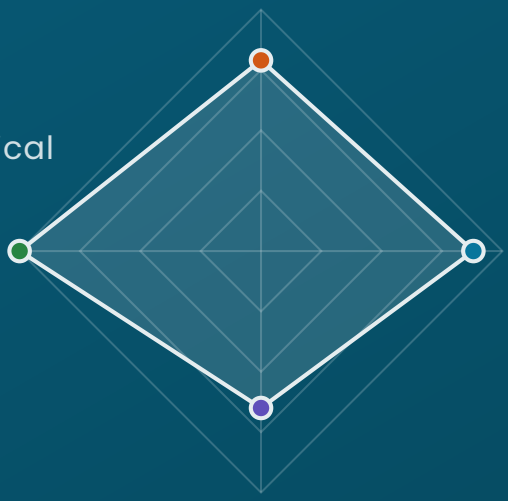
IACT META-INTELLIGENCE FRAMEWORK

Intelligence Profile Report

Interpersonal · Adaptability · Cognitive · Technical

SAMPLE REPORT · IDENTITY REMOVED



CANDIDATE	ASSESSMENT COMPLETED	OVERALL LEVEL	REPORT ID
Sample Candidate A	**August 2026**	**83% · Advanced**	**IACT-SAMPLE-0001**

This sample is built from a real IACT assessment. Name, email, username and all other personal identifiers have been removed.

How to read this report

IACT maps how a person thinks, adapts, connects and performs. It does this through four intelligence clusters and fourteen underlying categories. This report turns those scores into a profile, a development plan and a map of well-matched roles.

I

Interpersonal

How you communicate, read emotions, lead and work with others.

A

Adaptability

How you respond to change, keep learning and recover under pressure.

C

Cognitive

How you think critically, generate ideas and converge on solutions.

T

Technical

Acquired capability: digital fluency, domain knowledge and systems understanding.

Three numbers you will see

Cluster %	Average of the categories inside a cluster, 0 to 100.
Score out of 5	The same cluster result on a five-point scale, used to rank intelligences.
Primary / Secondary	Your two highest clusters are Primary. They drive role matching.

Reading guide for categories

85 to 100	Signature strength
70 to 84	Solid
55 to 69	Developing
Below 55	Priority focus

Why your lowest score counts. IACT allows several attempts and keeps the *lowest* cluster scores across them. This shows your dependable baseline, not a lucky peak, so the development plan is built on solid ground.

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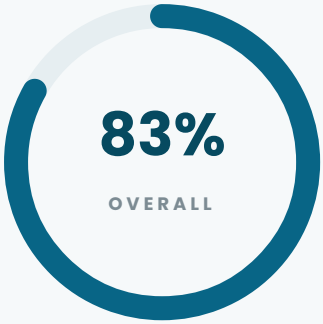
Executive summary



Advanced

Normalised score **4.1 / 5**

Primary intelligences: **Technical** and **Adaptability**. Secondary: Interpersonal and Cognitive.

Technical	Adaptability	Interpersonal	Cognitive
100%	**88%**	**79%**	**65%**
5.0 / 5 · Primary	4.4 / 5 · Primary	4.0 / 5 · Secondary	3.3 / 5 · Secondary

Key insights

A fast, curious learner. Continuous Learning & Curiosity scores 100 and Problem-Solving Agility 90. This candidate engages readily with new problems and new tools.

Technical capability is fully in place. All three Technical categories score 100. The acquired 25% of the profile is not the constraint.

The growth lever is Cognitive. At 65%, it is the lowest cluster. Critical Thinking (60) and Solution Orientation (66) are the two categories to build first.

A natural lead, still maturing interpersonally. Leadership scores 84, while Emotional Intelligence at 70 is the softest Interpersonal category.

Top 3 categories

Continuous Learning & Curiosity	100
Digital Literacy & Technology Use	100
Domain-Specific Knowledge	100

Focus 3 categories

Critical Thinking	60
Solution Orientation	66
Emotional Intelligence	70

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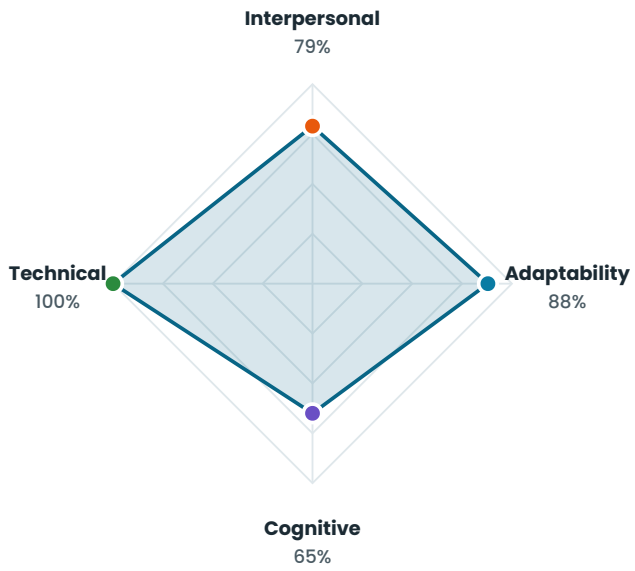
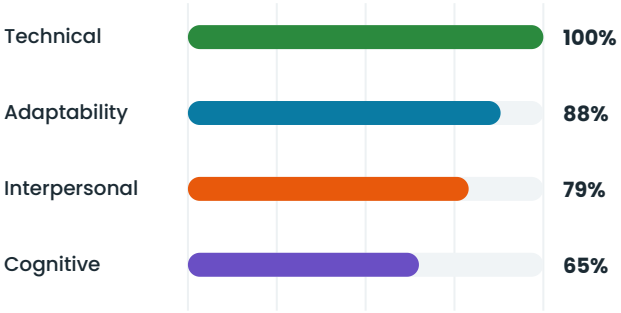
Four-cluster profile

The shape of the profile matters as much as the level. This candidate is strongest in acquired capability and adaptability, with interpersonal intelligence close behind and cognitive intelligence the clear development area.





INTELLIGENCE	SCORE /5	PRIORITY
Technical	5.0	Primary
Adaptability	4.4	Primary
Interpersonal	4.0	Secondary
Cognitive	3.3	Secondary

What sits inside each cluster

Technical · 100%

Digital Literacy & Technology Use	100
Domain-Specific Knowledge	100
Process & Systems Understanding	100

Adaptability · 88%

Adaptability to Change	80
Continuous Learning & Curiosity	100
Problem-Solving Agility	90
Resilience & Stress Management	80

Interpersonal · 79%

Communication	80
Emotional Intelligence	70
Leadership	84
Teamwork	80

Cognitive · 65%

Creativity	70
Critical Thinking	60
Solution Orientation	66

Profile signature: "Agile Technologist". High Technical (5.0) and Adaptability (4.4) suggest someone who learns systems quickly and stays effective as conditions change. Lifting Cognitive from 3.3 towards 4.0 would turn speed into consistently sound judgement.

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The 75/25 lens

The IACT white paper proposes that about 75% of a holistic professional profile is governed by inherent traits (Interpersonal, Adaptability, Cognitive), and about 25% by acquired technical skill. Looking at the profile through that lens changes where development effort should go.

75% · PERSONA
Interpersonal · Adaptability · Cognitive

25% · COMPETENCE
Technical

Persona index
77%
Average of I, A and C clusters

Competence index
100%
Technical cluster

What this means

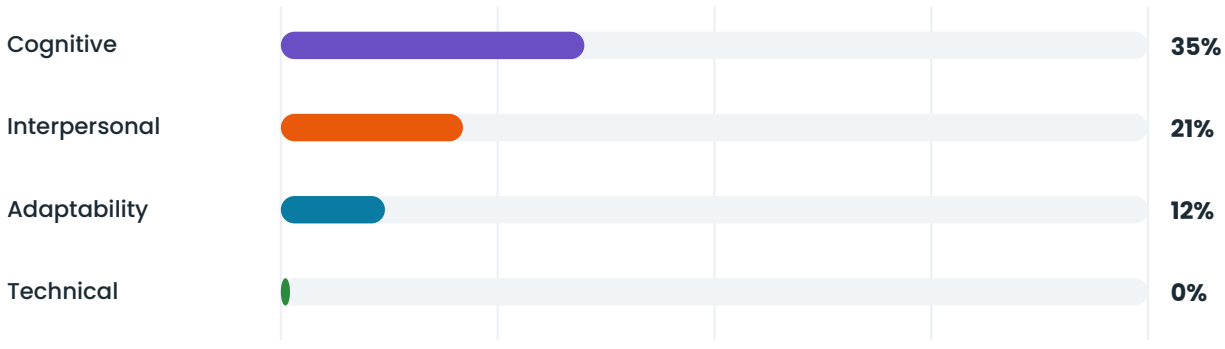
The competence side of this profile is at its ceiling, so more technical training adds little. The persona side, at 77%, carries the larger weight in long-term professional value and has the most headroom. Every point gained in Cognitive and Interpersonal intelligence moves the overall profile further than the same effort spent on technical skills.

23 pts
gap between competence and persona

35 pts
headroom in Cognitive, the largest of any cluster

0 pts
headroom left in Technical

Where development effort pays most · headroom to 100



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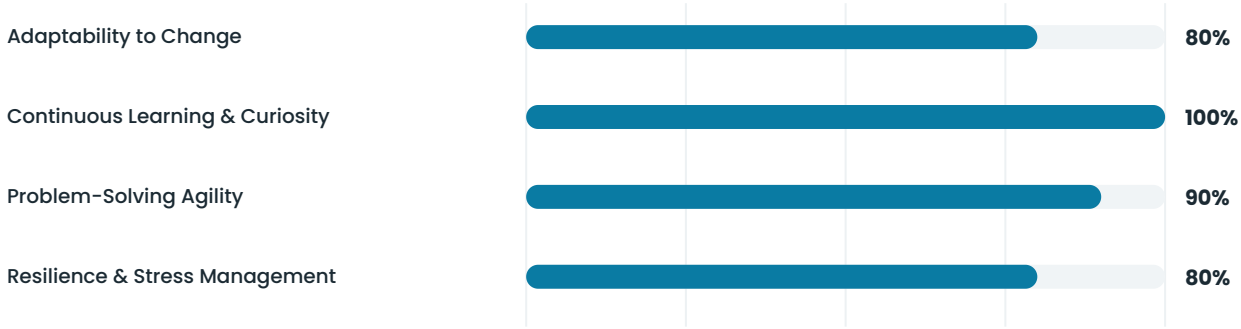
A Adaptability intelligence

Primary · 4.4 / 5

88%



What the scores say

A natural learner who moves quickly when problems shift. Curiosity is the engine of this cluster: Continuous Learning scores a perfect 100 and Problem-Solving Agility 90. Comfort with change and resilience under stress are solid at 80, with room to grow through exposure to ambiguous, high-pressure work.

Category reading

Adaptability to Change	Solid
Continuous Learning & Curiosity	Signature strength
Problem-Solving Agility	Signature strength
Resilience & Stress Management	Solid

At its best you will see

- ✓ Picks up new tools and methods without being asked
- ✓ Re-plans quickly when a brief changes
- ✓ Treats setbacks as information

Watch for

- ! Moving on before a change has fully landed
- ! Under-reporting stress until it builds up

Recommended actions

1. Take one stretch assignment each quarter where the brief is unclear and the stakes are visible.
2. Keep a short pressure log: what triggered stress, how it was handled, what would change next time.
3. Use curiosity deliberately: pair each new tool learnt with a teach-back to peers.

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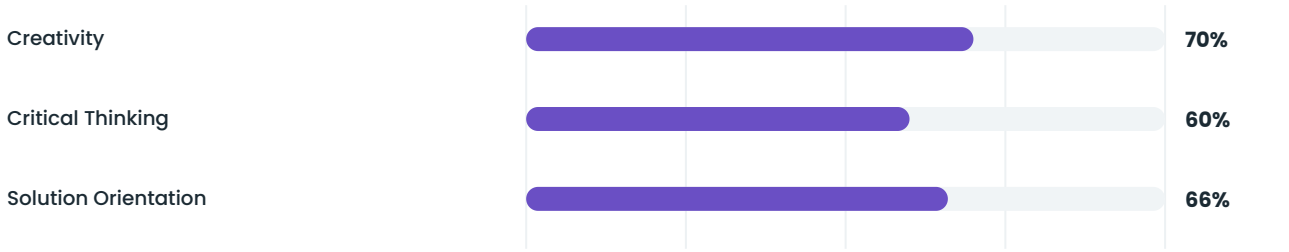
C Cognitive intelligence

Secondary · 3.3 / 5

65%



What the scores say

The clear development area. Creativity is solid at 70, but Critical Thinking (60) and Solution Orientation (66) sit in the developing band. Read alongside a Problem-Solving Agility score of 90, the pattern suggests someone quick to engage with problems but less consistent in testing assumptions and converging on a defensible solution.

Category reading

Creativity	Solid
Critical Thinking	Developing
Solution Orientation	Developing

At its best you will see

- ✓ Generates fresh angles on familiar problems
- ✓ Engages with problems energetically

Watch for

- ! Accepting the first plausible explanation
- ! Many ideas, fewer firm recommendations
- ! Decisions that are hard to defend under questioning

Recommended actions

1. Weekly case analysis: state the claim, list the evidence, name one assumption and test it.
2. For every problem, present three options with trade-offs before recommending one.
3. Ask a mentor to review two written decisions a month for gaps in reasoning.

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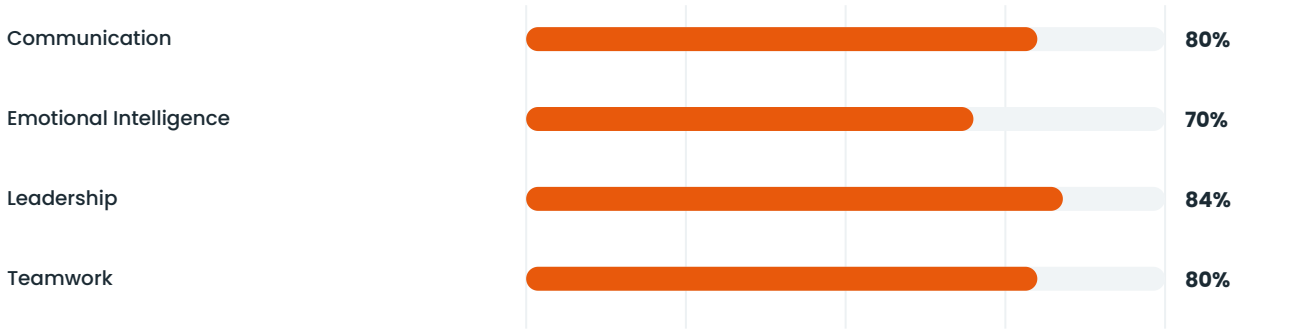
Interpersonal intelligence

Secondary · 4.0 / 5

79%



What the scores say

A confident team presence. Leadership is the highest Interpersonal category at 84, with Communication and Teamwork both solid at 80. Emotional Intelligence at 70 is the softest area: reading how others feel, and adjusting to it, will make the leadership strength land more consistently.

Category reading

Communication	Solid
Emotional Intelligence	Solid
Leadership	Solid
Teamwork	Solid

At its best you will see

- ✓ Steps forward to organise and lead
- ✓ Communicates clearly in groups
- ✓ Reliable team contributor

Watch for

- ! Missing how others feel in tense moments
- ! Leading through task focus rather than people

Recommended actions

1. Before key conversations, note what the other person needs, not only what you need.
2. Ask for one piece of feedback after each team meeting you lead.
3. Practise active listening: summarise the other view before giving your own.

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T Technical intelligence

Primary · 5.0 / 5

100%

What the scores say

Acquired capability is fully in place, with all three categories at 100. Digital fluency, domain knowledge and understanding of processes and systems are strengths to be used, not developed. Under the 75/25 principle this is the smaller share of long-term professional value.

Category reading

Digital Literacy & Technology Use	Signature strength
Domain-Specific Knowledge	Signature strength
Process & Systems Understanding	Signature strength

At its best you will see

- ✓ Fluent with digital tools and platforms
- ✓ Deep subject knowledge applied with confidence
- ✓ Sees how processes and systems connect

Watch for

- ! Leaning on technical answers to people problems
- ! Under-investing in the 75% persona side

Recommended actions

1. Mentor others: teaching consolidates mastery and builds Interpersonal intelligence too.
2. Apply technical depth to cross-functional problems that also demand judgement.
3. Refresh domain knowledge yearly so the 100 stays current as tools change.

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Strengths and development map

All fourteen categories ranked, coloured by their cluster. The top of the list is where this candidate can contribute immediately. The bottom is where focused effort will move the profile most.

5	7	2	0
Signature strength	Solid	Developing	Priority focus

Reading the pattern. Five of fourteen categories are signature strengths, and none needs urgent attention. The two developing categories both sit in the Cognitive cluster, which makes the development plan simple and focused.

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90-day development plan

A focused plan on the three lowest categories. Reassess on IACT at day 90: because IACT keeps the lowest score across attempts, real progress has to be consistent to show.

Days 1 to 30
Foundations

- **Critical Thinking:** learn one structured method (claim, evidence, assumption) and apply it to two work or study cases a week.
- **Solution Orientation:** end every problem discussion with a written next step and owner.
- **Creativity / Emotional Intelligence:** start a weekly reflection note.

Days 31 to 60
Practice

- Present three options with trade-offs before every recommendation.
- Run a peer review of one decision a fortnight, focused on the reasoning, not the result.
- Lead one small team task and collect feedback on how people felt.

Days 61 to 90
Prove

- Own one problem end to end: diagnosis, options, decision, review.
- Write a one-page case of what changed and why.
- Retake IACT and compare cluster scores with this baseline.

Critical Thinking	Solution Orientation	Creativity
60 → 70	66 → 75	70 → 78
90-DAY TARGET	90-DAY TARGET	90-DAY TARGET

Debrief option. A certified IACT Associate can walk through this report in a 45-minute session and tailor the plan to the candidate's course, role or career goal.

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Role Bandwidth

IACT role profiling compares this intelligence profile with a database of roles. Roles that match both primary intelligences are the closest fit. A much wider band of roles matches at least one.

Closest fit · both primary intelligences

ENGINEERING & TECHNOLOGY
Systems Administrator

BUSINESS & MANAGEMENT
Logistics Coordinator

HEALTHCARE & MEDICINE
Paramedic

HEALTHCARE & MEDICINE
Emergency Medical Technician

HOSPITALITY & TOURISM
Pilot

INTERDISCIPLINARY & EMERGING
Drone Operator

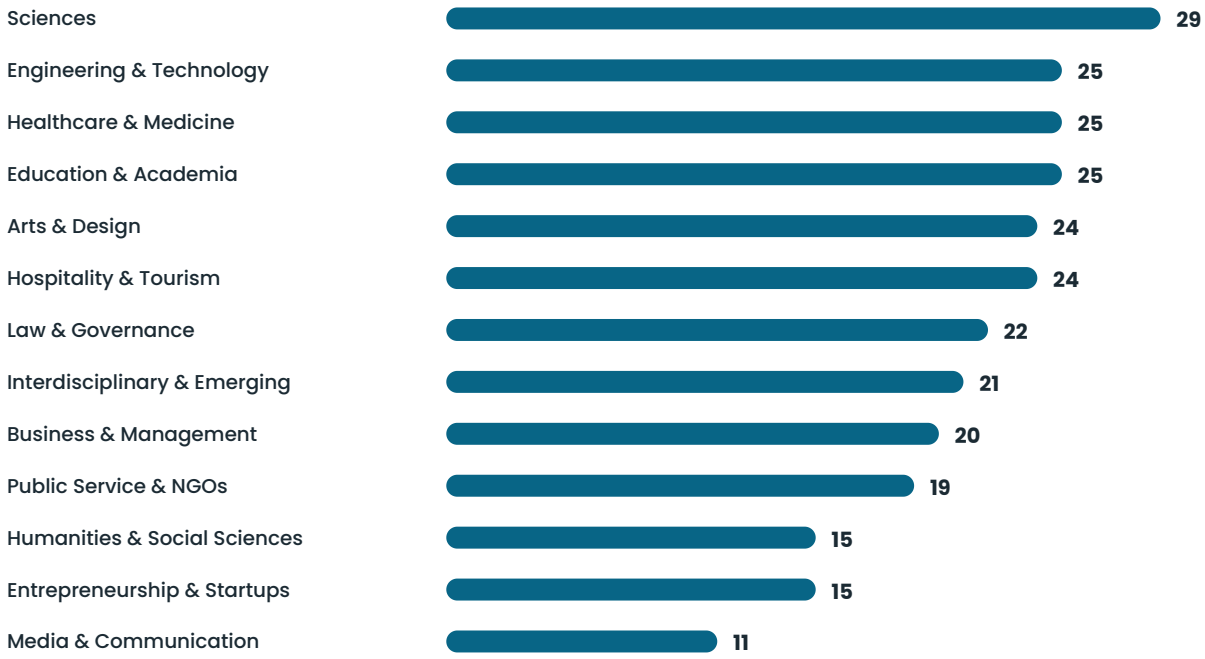
6

closest-fit roles across 5 sectors

275

roles across 13 sectors match at least one primary intelligence

Wider bandwidth by sector



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Role matrix · examples by sector

A selection from the 275 matched roles. The full report lists every role, so the candidate can explore paths they may not have considered.

Sciences — 29 roles
Research Scientist · Materials Scientist · Bioinformatician · Climate Scientist · Geospatial Analyst

Engineering & Technology — 25 roles
Software Engineer · Data Scientist · Cybersecurity Analyst · Cloud Solutions Architect · Robotics Engineer

Healthcare & Medicine — 25 roles
Physician · Pharmacist · Biostatistician · Healthcare Administrator · Clinical Research Coordinator

Education & Academia — 25 roles
Professor · Instructional Designer · Educational Technologist · Curriculum Developer · Education Policy Analyst

Arts & Design — 24 roles
Product Designer · Industrial Designer · Architect · Animator · Urban Designer

Hospitality & Tourism — 24 roles
Hotel Manager · Event Planner · Revenue Manager · Destination Manager · Conference Manager

Law & Governance — 22 roles
Compliance Officer · Patent Attorney · IP Specialist · Regulatory Affairs Specialist · Policy Implementation Specialist

Interdisciplinary & Emerging — 21 roles
Futurist · Climate Adaptation Specialist · Autonomous Vehicle Engineer · Carbon Capture Technologist · Precision Agriculture Specialist

Business & Management — 20 roles
Business Analyst · Financial Analyst · Operations Manager · Supply Chain Analyst · Risk Manager

Public Service & NGOs — 19 roles
Public Policy Analyst · Program Officer · Public Health Officer · Humanitarian Aid Worker · City Manager

Humanities & Social Sciences — 15 roles
Economist · Urban Planner · Linguist · Demographer · Social Worker

Entrepreneurship & Startups — 15 roles
Founder / Co-founder · Startup CEO · Chief Technology Officer · Growth Hacker · Business Model Innovator

Media & Communication — 11 roles
Digital Marketing Specialist · Video Producer · Information Designer · Media Planner · Editor

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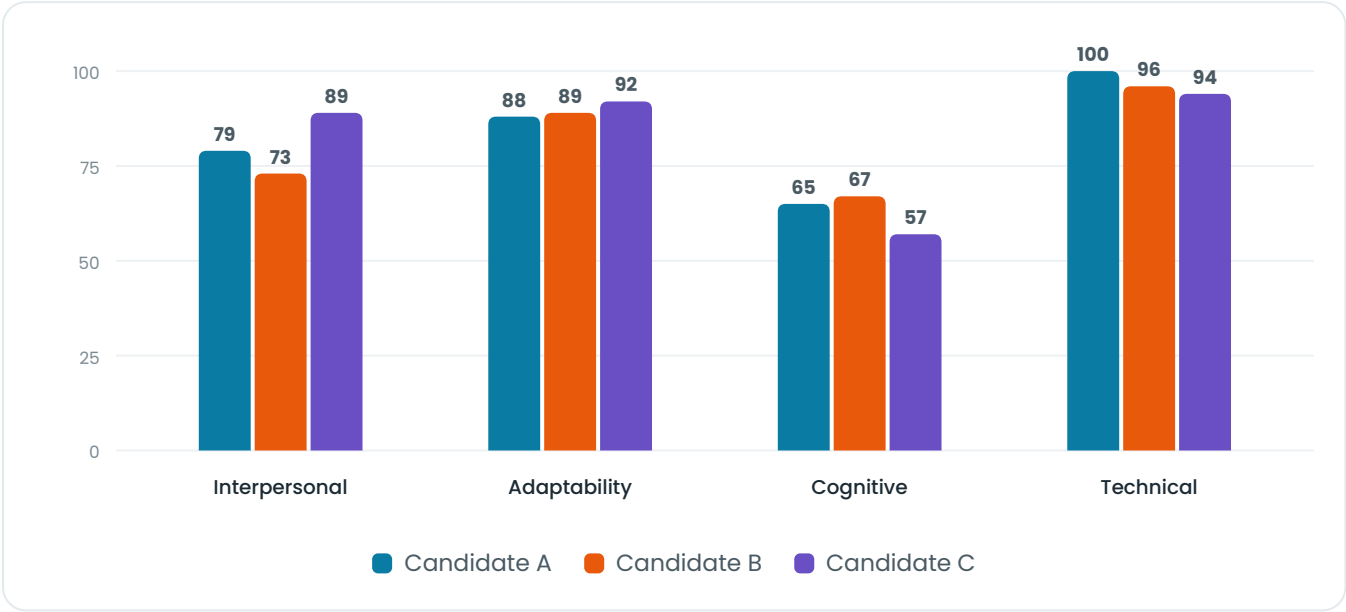
Institutional view · cohort sample

For universities and employers, individual profiles roll up into cohort intelligence. Below, three anonymised candidates who took IACT are compared. A real institutional report does this for an entire batch, department or team.



Category	Candidate A	Candidate B	Candidate C	Cohort mean
Communication	80	90	84	85
Emotional Intelligence	70	60	98	76
Leadership	84	70	74	76
Teamwork	80	70	98	83
Adaptability to Change	80	88	84	84
Continuous Learning & Curiosity	100	80	98	93
Problem-Solving Agility	90	98	94	94
Resilience & Stress Management	80	88	90	86
Creativity	70	68	68	69
Critical Thinking	60	72	46	59
Solution Orientation	66	60	56	61
Digital Literacy & Technology Use	100	94	100	98
Domain-Specific Knowledge	100	94	90	95
Process & Systems Understanding	100	100	92	97

Shared gap: Cognitive. It is the lowest cluster for all three (57 to 67). Critical Thinking averages 59 and Solution Orientation 61.

Shared strength: Technical and Adaptability. Both are Primary for every candidate. Digital Literacy averages 98.

Curriculum signal. Problem-Solving Agility averages 94 but Solution Orientation only 61. Students engage with problems quickly but need structured practice in converging on solutions.

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Method and next steps

How IACT scores

- ✓ Four clusters, fourteen categories, each scored 0 to 100.
- ✓ Section scores combine accuracy with a time factor, so considered speed counts.
- ✓ Across attempts, the lowest cluster scores are kept as the authentic baseline.
- ✓ Two highest clusters become Primary and drive Role Bandwidth matching.
- ✓ Secure delivery: full-screen mode, tab-switch detection and QR-verified certification.

What happens next

1. **Take IACT**
   Online, at your own time.
2. **Get your report**
   Profile, development plan and Role Bandwidth.
3. **Debrief**
   Optional session with an IACT Associate.
4. **Grow and reassess**
   Retake after 90 days to track progress.

MMA

AUTHOR OF THE IACT WHITE PAPER

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White paper: *Fostering Future Leaders and Global Professionals*, launched with Cambridge University Press, introducing the four-cluster IACT model.

Student & Graduate	Corporate	Recruitment & HR	Leadership	Institutional	Government
Career readiness	Workforce intelligence	Role-fit hiring	Succession readiness	Cohort benchmarking	Human capital policy

See your own profile.
iact.acadnet.net

Individuals: register online
Institutions: request a cohort demo

This is a sample report. Scores come from a real IACT assessment with all personal identifiers removed. The category reading guide, insights and development plan are illustrative. IACT results support, and do not replace, professional guidance.

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