Apprentice 8.0+ Detailed Report

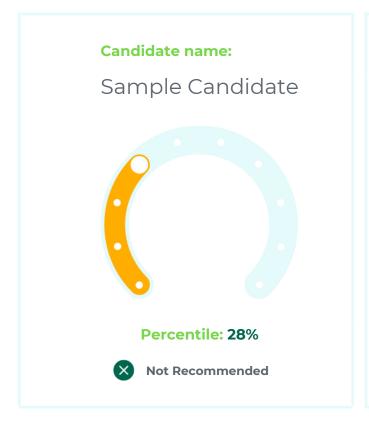**Candidate name:**

Sample Candidate

Percentile: 28%

❌ **Not Recommended**

Disclaimer:

Information enclosed on these pages is confidential in nature and is intended only for the person(s) to whom it pertains or other authorised individuals.

You must not rely on the information in the report as an alternative to certain advice from an appropriately qualified professional. If you have any specific questions about any specific matter you should consult an appropriately qualified professional.

Instructions

This report is confidential and its contents are intended to assist in the prediction of an applicant's work behaviour. Please note that the assessment components included in this solution report are not weighted equally. Some of the components are broad measures of behaviour and some are more narrow. Competencies denoted by an asterisk (*) are measures of narrow behaviours. While these behaviours are important to the overall score, they are not weighted as heavily when compared to other components in this solution. Our research indicates this weighting best predicts job performance. If you would like more information about this report (including scoring) or other products that SHL offers, please contact your account representative.

Relevant Experiences

This is a measure of potential for success in an apprentice role based on previous experiences or activities, most likely outside of the workplace, (e.g. school or teams). This is an individual scale and not influenced by scores from the other assessments within this report.

Please note: The Relevant Experiences scale predicts the likelihood that someone will engage in a desired behaviour based on previous experiences or activities. The other behavioural components in this report indicate if the candidate currently engages in those desired behaviours, so it is possible to have a low or high Relevant Experiences score irrelevant of the other scores.

This candidate's score indicates that their experiences are fully aligned with those of highly effective apprentices. This candidate is likely to have good self-reflection skills and can use these skills to support their learning, and can respond quickly to problem situations. This candidate readily understands others' needs, and is motivated to achieve goals. This candidate is likely to be highly successful in positions requiring these qualities.

7

Listens Attentively*

This measures the extent to which the candidate listens patiently and attentively.

3

This candidate may interrupt others at inappropriate times, preferring to be the one doing the talking. They may be too quick to form an opinion.

Accepts Others*

This measures the extent to which the candidate is non-judgemental and appreciates different viewpoints.

4

This candidate may feel uncomfortable with people who have differing viewpoints and may make judgements about others based on appearance or background.

Shows Courtesy*

This measures the extent to which the candidate is patient, polite and respectful.

5

This candidate is likely to treat almost everyone with courtesy, patience, politeness and respect.

Creates a Positive Impression*

This measures the extent to which the candidate manages own behaviour to create a positive impression.

5

This candidate is likely to be concerned about their appearance and put in the effort to make a good impression, but prefer to act more 'real' in less formal situations.

Learns Quickly*

This measures the extent to which the candidate picks up new information and techniques easily.

This score is a composite that includes the scores from both the behavioral assessment and the cognitive ability test.

3

This candidate may have difficulty absorbing new information, and need time for contemplation before fully understanding it.

Uses Time Efficiently*

This measures the extent to which the candidate manages own time and delivers work on schedule.

3

This candidate is likely to struggle managing their own time, often procrastinating and wasting time to the point of missing deadlines.

Works to High Quality Standards*

This measures the extent to which the candidate completes every task with a high degree of quality.

5

This candidate is likely to complete tasks with a high degree of quality.

Attends to Multiple Tasks*

This measures the extent to which the candidate works on several tasks simultaneously.

4

This candidate may be challenged by handling multiple tasks, which may affect the quality of their work when multiple tasks are worked on at once.

Attends Work Reliably*

This measures the extent to which the candidate attends work and meetings on time.

7

This candidate is likely to attend work reliably and arrive at work and meetings on time, and notify others when they are going to be late or absent.