

# Graduate + Detailed Report

## Candidate name:

Sample Candidate



**Percentile: 78%**



**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 authorized 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 behavior. Please note that the assessment components included in this solution report are not weighted equally. Some of the components are broad measures of behavior and some are more narrow. Competencies denoted by an asterisk (\*) are measures of narrow behaviors. While these behaviors 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.



### Graduate Potential

This is a measure of potential for graduate success across industry type and functional area. This trait is characterized by the potential to learn and solve problems, the ability to work quickly and efficiently, and the tendency to be goal-driven.



**This candidate's score indicates that their experiences are somewhat aligned with those of highly effective graduates. The candidate is likely to have average ability to learn new information and solve problems, can generally work quickly and efficiently, and is willing to work towards goals when required. The candidate is somewhat likely to succeed in positions requiring these qualities.**



### Takes Responsibility\*

This measures the extent to which the candidate is accountable for work outcomes and accepts responsibility when things go wrong.



**This candidate is likely to be accountable for mistakes and take responsibility for actions and decisions.**



### Fosters Team Cohesion\*

This measures the extent to which the candidate energizes the team and keeps them cohesive.



**This candidate is likely to consider team cohesion as paramount to success and will actively promote team goals.**



### Maintains Good Working Relationships\*

This measures the extent to which the candidate puts effort into developing good relationships with others.



**This candidate may not place a high value on their work relationships and may be less likely to act in ways that strengthen these relationships over time.**



### Analyzes Information\*

This measures the extent to which the candidate identifies key factors and integrates information to understand data or situations.

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



**This candidate is likely to be willing to work on tasks that involve analyzing, integrating information and identifying solutions.**



### 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.



**This candidate is likely to absorb and understand new information.**



### Generates New Ideas\*

This measures the extent to which the candidate creates innovative approaches.



**This candidate can be expected to continuously offer original ideas and perspectives without being prompted to do so.**



### Uses Time Efficiently\*

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



**This candidate is likely to complete work in the most efficient way possible without wasting any time to ensure work is completed on schedule.**



### Works to High Quality Standards\*

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



**This candidate is likely to take pride in their work and pay attention to every detail, making sure that the work is as good as it can be.**



### Adapts to Change\*

This measures the extent to which the candidate accepts and adapts to changes without difficulty.



**This candidate is more likely to adapt their approach in light of changing demands; however, they may show some resistance to large or more frequent changes.**



### Copes with Setbacks and Criticism\*

This measures the extent to which the candidate stays positive when facing difficulties and does not dwell on negative events.



**This candidate may get upset with setbacks and focus on what went wrong instead of improving the situation.**



### Strives to Achieve\*

This measures the extent to which the candidate sets demanding goals and makes a determined effort to meet or exceed them.



**This candidate may prefer to set easily achievable goals over ones that may be more demanding. They may also exhibit little effort to meet their goals.**