

Graduate Detailed Report

Candidate name:

Sample Candidate



Percentile: 77%



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 behaviour. If you would like more information about this interpretive report or other products that SHL offers, please contact your account representative.

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.



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 fully aligned with those of highly effective graduates. The candidate is likely to excel in learning new information and solving problems, works quickly and efficiently to get things done, and is motivated to achieve goals. The candidate is likely to be highly successful 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, take responsibility for ensuring things get done and take action to address matters when things go wrong.



Fosters Team Cohesion*

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



This candidate is likely to consider team cohesion as important and will likely contribute to most team goals.



Maintains Good Working Relationships*

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



This candidate is likely to put effort into developing good work relationships and act in ways that will strengthen work relationships.



Analyzes Information*

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



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 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 may struggle to develop new ideas and approaches and will likely offer uncreative or traditional perspectives.



Uses Time Efficiently*

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



This candidate is likely to work quickly and efficiently and can be relied upon to complete projects on time.



Works to High Quality Standards*

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

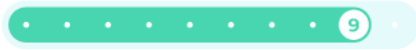


This candidate is likely to complete tasks with a high degree of quality.



Adapts to Change*

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



This candidate is likely to feel energized by change and adapt their own approach easily and quickly to meet new expectations.



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 is likely to set themselves very demanding goals and will strive to achieve them through putting in high levels of effort.