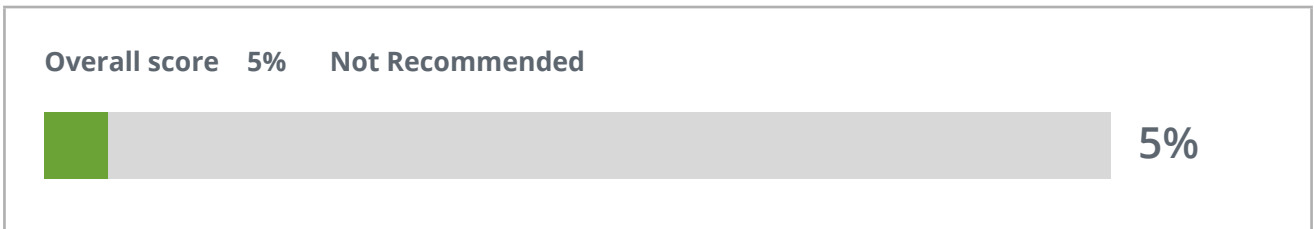


Graduate Detailed Report

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 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.



Professional Potential



This is a measure of the tendency to have potential for professional success across industry type and functional area. This is characterised by scores that are derived from responses to questions regarding academic and social background, and aspirations concerning work.

The candidate's response profile concerning past achievements, social orientation, and work orientation is not similar to the profiles of highly effective professionals. The poor match between the profiles suggests that the candidate is not likely to be successful in a professional position.

Responsibility



This component measures the tendency of a person's responsibility for his/her own actions and a commitment to performing assigned tasks. This trait is characterised by: reliability; proactive involvement in work; and a dedication to complete even the most mundane tasks.

This candidate is likely to appear unreliable, preferring to put off or avoid challenging tasks and less-interesting work. As a result, the candidate may fail to plan appropriately, will likely procrastinate, and may tend to lag behind in completing difficult assignments. The candidate may become easily distracted and may struggle to work on mundane or routine tasks without direct oversight from his/her manager.

Achievement



This component measures the tendency to set and accomplish challenging goals, while persisting in the face of significant obstacles. This trait is characterised by: working hard; taking satisfaction and pride in producing high-quality work; and being competitive.

The candidate is likely to accept moderately challenging goals, but is less likely to take on aggressive projects without specific prodding. The candidate may persist for a time in working through obstacles, but may tend to give up in the face of significant challenges. The candidate shows an average level of competitiveness and a moderate intensity in his/her work.

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.

Analyses 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 analysing, 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 is likely to suggest some novel and imaginative ideas when presented the opportunity 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 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.

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 may be uncomfortable with changes in their work environment, and take longer to adapt to new 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 is likely to remain positive and not dwell too long on setbacks, and will accept negative feedback if it is presented in the right way.