

Graduate + 8.0

Assessment Fact Sheet

Overview

The Graduate + 8.0 Job Focused Assessment is designed for professional level positions appropriate for recent college graduates. Sample tasks for these jobs include, but are not limited to: gathering requirements, analyzing data, managing projects, producing products or services.

Potential job titles that use this solution include: Engineer, Human Resource Consultant, Business Analyst, Data Scientist, and IT Analyst.

Job Level	Entry-Level Professional
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Job Family/Title	All
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Details

Platform	TalentCentral
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Average Testing Time	37 minutes
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Number of Questions	99
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Designed for Unproctored Environment	Yes
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Question Format	Multiple-Choice; Forced-Choice; Interactive
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Knowledge, Skills, Abilities and Competencies Measured

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.

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

Fosters Team Cohesion: This measures the extent to which the candidate energizes the team and keeps them cohesive.

Maintains Good Working Relationships: This measures the extent to which the candidate puts effort into developing good relationships with others.

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

Learns Quickly*: This measures the extent to which the candidate picks up new information and techniques easily.

Generates New Ideas: This measures the extent to which the candidate creates innovative approaches.

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

Works to High Quality Standards: This measures the extent to which the candidate completes every task with a high degree of quality.

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

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.

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

* These competencies are a composite of the behavioral assessment as well as SHL Cognitive: Graduate, an interactive test of general cognitive ability.