

Entry Level Industrial 7.1 (International) Detailed Report

Candidate name:

Sample Candidate



Percentile: 4%

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

Safety Orientation

This measures the work history, personal experiences, and achievements related to occupational success in industries and jobs that focus on safety. This is characterised by scores derived from responses regarding safety training, adherence to rules and procedures, and other personal and professional experiences.



This candidate's responses concerning past achievements and experiences are not similar to those of individuals who are successful in jobs that focus on safe and effective job performance. The candidate may lack experiences related to learning and performing safe working behaviours, and may be involved in or cause more incidents than his/her peers.

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 encouragement. 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.

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, is likely to 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.

Thoroughness

This component measures the tendency to be thorough and precise in approaching work and personal activities. This trait is characterised by: being accurate; finding and correcting errors; and maintaining order in work and personal affairs.



This candidate is likely to appear to work in a haphazard and disorganised manner. The candidate does not value a thorough and precise approach to his/her work, often resulting in careless errors, failure to recognise important details, or losing track of important information. His/her work area may be disorganised and messy, adding to concerns over his/her ability to maintain efficiency in his/her work.