



Candidate Information

Candidate : Sample Candidate

Email : candidate_email@mail.com

Assessment Profile:

Project Name: Branch Manager - Manager + 7.0

Completion Date: 01-15-2019

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.

Manager + 7.0

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.

Overall Score



Percentile

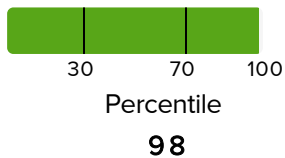
52

Recommended

Details

Management Potential

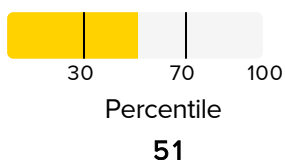
This is a measure of the potential for managerial success across industry type and functional area. This is characterized by scores that are derived from responses to questions regarding academic and social background, and aspirations concerning work.



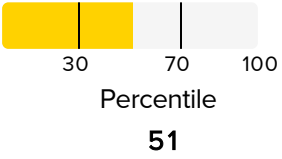
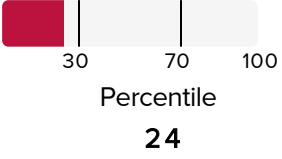
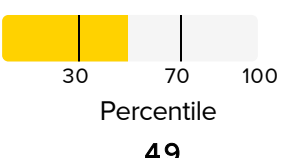
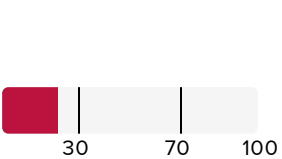
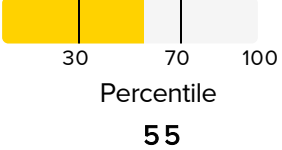
The candidate's response profile concerning past achievements, social orientation, and work orientation is highly similar to the profiles of highly effective managers. The good match between the profiles suggests that the candidate is likely to be a successful manager.

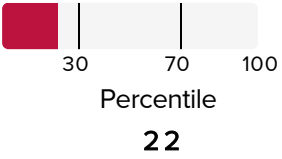
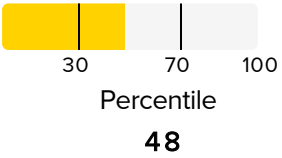
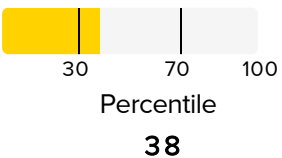
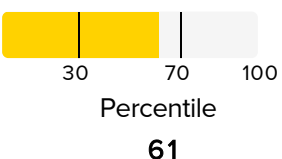
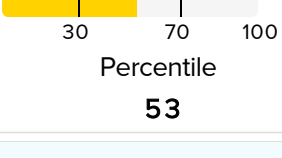
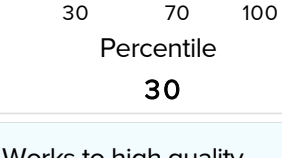
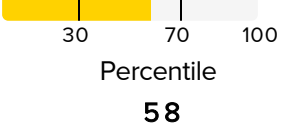
Management Judgment

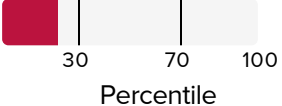
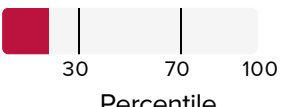
This is a tendency to make good judgments about how to effectively respond to work situations. This is determined by scores derived from the candidate's responses to questions regarding situations one would likely encounter as a manager.



The candidate's response profile concerning judgments about how to manage staff communication, employee development, and employee motivation is somewhat similar to judgments made by highly effective managers. The average match between the profiles suggests that the candidate is somewhat likely to be a successful manager.

<p>Achievement</p>	<p>This component measures the tendency to set and accomplish challenging goals, while persisting in the face of significant obstacles. This trait is characterized by: working hard; taking satisfaction and pride in producing high-quality work; and being competitive.</p>
 <p>30 70 100 Percentile 51</p>	<p>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.</p>
<p>Responsibility</p>	<p>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 characterized by: reliability; proactive involvement in work; and a dedication to complete even the most mundane tasks.</p>
 <p>30 70 100 Percentile 24</p>	<p>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.</p>
<p>Willingness to Learn</p>	<p>This component measures the tendency to learn from experience. This trait is characterized by: being open to new experiences, seeking both positive and negative feedback, looking back on past experiences and considering alternate courses of action, and finding patterns and order in complex information.</p>
 <p>30 70 100 Percentile 49</p>	<p>The candidate is likely to seek out novel tasks and experiences but only under select circumstances. The candidate may seek out performance feedback, but is more likely to do so when he/she believes the feedback will be positive. The candidate learns from past experiences but may occasionally repeat a mistake. The candidate shows an average ability to identify patterns in complex information, but at times may inconsistently or sometimes erroneously apply past experiences to future problems.</p>
<p>Deductive Reasoning</p>	<p>This assessment measures the ability to draw logical conclusions based on information provided and complete scenarios using incomplete information. It provides an indication of how an individual will perform when asked to develop solutions when presented with information and draw sound conclusions from data. This form of reasoning is commonly required to support work and decision making in many different types of jobs at many levels.</p> <p>This report provides information regarding an individual's ability to use sound logic to solve problems, produce solutions when information is limited, and utilize data effectively.</p>
 <p>30 70 100 Percentile 22</p>	<p>This individual demonstrates a below average level of deductive reasoning ability compared to others in similar job levels. This person may be able to work with simple logical arguments, but may experience difficulty in identifying assumptions in more complex arguments. This individual's level of deductive reasoning may impact his/her ability to use sound logic and draw reasonable conclusions based on available information. At work, this individual is likely to take longer than most others to solve problems and will have more difficulty identifying the amount of information necessary to draw conclusions. Others with higher levels of deductive reasoning ability may be able to form solid arguments more effectively, utilize data accurately, and develop logical solutions to problems. He/she may have flaws in his/her logic.</p>
<p>Demonstrates empathy*</p>	<p>This measures the extent to which the candidate is aware of others' needs and extends a helping hand.</p>
 <p>30 70 100 Percentile 55</p>	<p>This candidate is likely to recognize when people need support and make an effort to provide some support to others when needed.</p>

<p>Maintains good working relationships*</p>	<p>This measures the extent to which the candidate puts effort into developing good relationships with others.</p>
 <p>Percentile 22</p>	<p>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.</p>
<p>Shares knowledge and guidance*</p>	<p>This measures the extent to which the candidate shares information and offers guidance to others.</p>
 <p>Percentile 48</p>	<p>This candidate is likely to share information and offer guidance to others.</p>
<p>Analyses information*</p>	<p>This measures the extent to which the candidate identifies key factors and integrates information to understand data or situations.</p>
 <p>Percentile 38</p>	<p>This candidate is likely to be willing to work on tasks that involve analyzing, integrating information and identifying solutions.</p>
<p>Learns quickly*</p>	<p>This measures the extent to which the candidate picks up new information and techniques easily.</p>
 <p>Percentile 61</p>	<p>This candidate is likely to absorb and understand new information.</p>
<p>Generates new ideas*</p>	<p>This measures the extent to which the candidate creates innovative approaches.</p>
 <p>Percentile 53</p>	<p>This candidate is likely to suggest some novel and imaginative ideas when presented the opportunity to do so.</p>
<p>Uses time efficiently*</p>	<p>This measures the extent to which the candidate manages own time and delivers work on schedule.</p>
 <p>Percentile 30</p>	<p>This candidate is likely to struggle managing their own time, often procrastinating and wasting time to the point of missing deadlines.</p>
<p>Works to high quality standards*</p>	<p>This measures the extent to which the candidate completes every task with a high degree of quality.</p>
 <p>Percentile 58</p>	<p>This candidate is likely to complete tasks with a high degree of quality.</p>

Adapts to change*	This measures the extent to which the candidate accepts and adapts to changes without difficulty.
 <p>30 70 100 Percentile 22</p>	This candidate may be uncomfortable with changes in their work environment, and take longer to adapt to new changes.
Controls emotions*	This measures the extent to which the candidate keeps negative emotions under control.
 <p>30 70 100 Percentile 18</p>	This candidate may be more easily frustrated in challenging situations and find it difficult to hide these feelings from others.