

REPORT

Professional 8.0 Detailed Report

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Name **Sample Candidate11**

Date **31 May 2024**

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Personal details

Name	Sample Candidate11
Score zone	High
Email	Sample.Candidate11@outlook.com
Participant id	273960169098860
Client	Content QA TCplus

Project details

Project name	Professional 8.0 JFA_UAT_New
Participant start date	31 May 2024
Participant completion date	31 May 2024
Total questions	76
Total time	16 min
Response time	3 min 21 sec

Instructions

This report is designed to give information about the participant's relative strengths and development areas on the competencies known to be important for success in this type of job. In addition, the report provides valuable on-the-job tips and suggestions to help the participant excel in the workplace.

The score that a participant receives describes how the participant's responses compared against our database of responses consisting of the participant's peers. The assessment that a participant has taken has been scientifically validated by up to 30 years of statistical data collection and analysis. People who score higher on the dimensions tend to perform better on the job in the key areas outlined in the report.

This report is confidential, and its contents are intended to assist in the prediction of a participant's work behaviour. Please note that the assessment components included in this solution report are not necessarily 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.

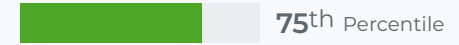
Insights

Overall

High



Puts the team first



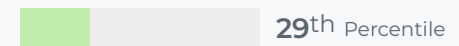
This candidate is likely to put team priorities above their own personal ambition, and place higher value on common goals and success than anything else.

Offers help



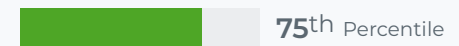
This candidate is likely to be quick to notice where knowledge and guidance is needed and actively share information that might be useful for others.

Writes with clarity



This candidate's written communications might sometimes be challenging for others to fully understand.

Applies functional expertise



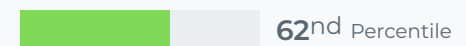
This candidate is likely to have detailed job knowledge and apply that knowledge effectively.

Offers practical solutions



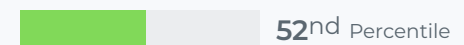
This candidate is likely to consider the practical issues involved in a problem and think of solutions that are simple, effective and meet the demands of the situation.

Maintains documentation



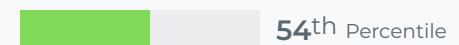
This candidate is likely to document their work, recording their knowledge for others most of the time. Their records are likely to be tidy with a systematic filing structure.

Attends to multiple tasks



This candidate is likely to work on multiple tasks without compromising on quality.

Copes with uncertainty



This candidate is likely to remain productive when faced with ambiguity in their role.

Strives to achieve



95th Percentile

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

Takes action



97th Percentile

This candidate may prefer to keep busy at all times, generate a lot of activity, and be willing to take on extra work.

Glossary

Competency Definitions

Puts the team first

This measures the extent to which the candidate makes personal sacrifices for the benefit of the team.

Offers help

This measures the extent to which the candidate shares information and offers guidance to others.

Writes with clarity

This measures the extent to which the candidate writes fluently and expresses ideas clearly.

Applies functional expertise

This measures the extent to which the candidate proficiently applies relevant knowledge and skills to one's job.

Offers practical solutions

This measures the extent to which the candidate provides workable solutions to problems.

Maintains documentation

This measures the extent to which the candidate records project progress and organises information so that it is easily accessed by others.

Attends to multiple tasks

This measures the extent to which the candidate works on several tasks simultaneously.

Copes with uncertainty

This measures the extent to which the candidate is productive when roles and situations are not clearly defined.

Strives to achieve

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

Takes action

This measures the extent to which the candidate keeps busy at work and enjoys taking on new responsibilities.

Zone definition

Professional 8.0 JFA

- 0-30 Percentile: Low
- 31-70 Percentile: Medium
- 71-99 Percentile: High

Disclaimer: The report herein is generated from the results of a questionnaire answered by the participants and reflects the answers provided by them. Due consideration must be given to the subjective nature of questionnaire-based ratings in the interpretation of this data. The information enclosed in this report 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. Please note, this report has been generated electronically – the user of the software can make amendments and additions to the text of the report.