

Candidate Information

Candidate : Mr Sample Candidate

Email : SampleC2@shluk.com

Assessment Profile:

Project Name: Sample Project

Completion Date: 04-12-2022

Disclaimer :

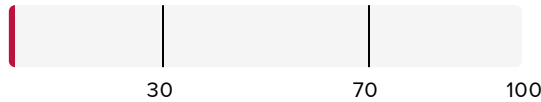
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Project Manager

Instructions

This report is confidential and its contents are intended to assist in the prediction of an applicant's work behavior. If you would like more information about this interpretive report or other products that SHL offers, please contact your account representative.

Overall Score



Percentile

1

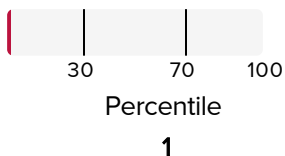
⊗ Not Recommended

Details

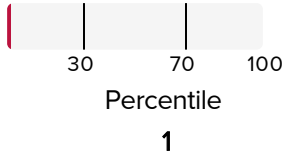
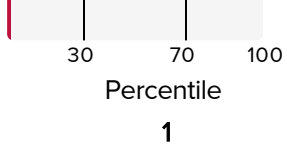
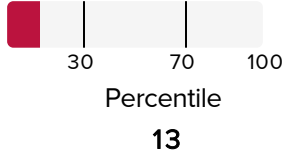
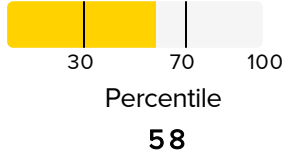
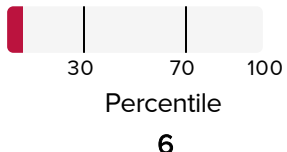
Verbal Ability

This assessment measures the ability to extract relevant information from written sources and make objective judgments on the basis of that information, logically complete sentences, and understand relationships between words. It provides an indication of how an individual will perform when working with reports, correspondence, instructions, and research information. Verbal ability is commonly required to support work judgment and decision making in many different types of jobs at all levels.

This report provides information regarding an individual's ability to read and comprehend written passages, understand individual word meanings and word associations, and complete sentences.

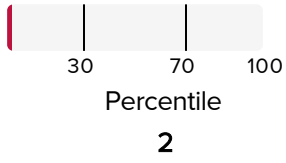


This individual demonstrates a below average level of verbal ability compared to others in similar job levels. This person may demonstrate a very basic understanding of written information, but is very likely to experience difficulty in understanding more complex documentation. This individual's level of verbal ability may impact his/her ability to interpret information and generate well-worded responses. At work, this individual is likely to take longer than most others to review written information encountered as part of the job. Others with higher levels of verbal ability may be able to understand and analyze new information faster. He/she may have difficulty in situations where the facts are not entirely clear and there is room for interpretation.

<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>Percentile 1</p>	<p>The candidate is likely to avoid challenging goals and projects, preferring to work only as hard as is necessary to complete tasks. The candidate may display little initiative and will tend to give up easily when confronted with obstacles. The candidate is unlikely to be motivated by peer competition or ambitious deadlines, and may appear to lack an appropriate degree of urgency in approaching his/her work.</p>
<p>Confidence and Optimism</p>	<p>This component measures the tendency to have belief in one's own ability to get the job done. This trait supports optimism in the face of rejection and a feeling of being successful and competent in a variety of areas.</p>
 <p>Percentile 1</p>	<p>This candidate is likely to struggle with feelings of self-doubt and inferiority. The candidate will likely hold an overly critical view of his/her own abilities and may be quick to accept blame (even when undeserved). The candidate will likely appear pessimistic and will only reluctantly express opinions, while often conceding too easily to others' opinions.</p>
<p>Influence</p>	<p>This component measures the tendency of a person's effectiveness in directing and influencing others. This trait is characterized by: persuading and negotiating effectively with others; influencing others' decision-making; and coordinating others' efforts to accomplish work.</p>
 <p>Percentile 13</p>	<p>This candidate is likely to feel most comfortable following others rather than leading or directing. The candidate is unwilling to take charge during times when others may seek his/her direction, and he/she does not enjoy being the focus of such attention. When confronted with a situation requiring a decision, the candidate may be seen as indecisive or immobilized. The candidate does not attempt to influence the opinions or decisions of others.</p>
<p>Independence</p>	<p>This component measures the tendency of a person's willingness to take action and to make decisions independently. This trait is revealed in: working effectively without immediate supervision; not being overly dependent on help from others; and being resourceful in the face of challenges.</p>
 <p>Percentile 58</p>	<p>This candidate is likely to be somewhat proactive in making decisions without specific guidance from others. While the candidate may be able to work independently without direct supervision, he/she may experience some insecurity at times. To overcome these feelings, the candidate may tend to seek reassurance and advice for his/her decisions, sometimes slowing progress. The candidate is likely to occasionally infringe on the time and efforts of coworkers by seeking support.</p>
<p>Reliability</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>Percentile 6</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>

Professional Potential

This is a measure of the tendency to have potential for professional 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.



This 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.