Professional + 7.1 (International) Detailed Report

Candidate name:

Sample Candidate

Percentile: 44%

✓ **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. Please note that the assessment components included in this solution report are not 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. If you would like more information about this report (including scoring) or other products that SHL offers, please contact your account representative.

Professional Potential

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

5

This candidate's response profile concerning past achievements, social orientation, and work orientation is moderately similar to the profiles of highly effective professionals. The moderate match between the profiles suggests that this candidate is somewhat likely to be successful in a professional position.

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.

4

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.

![SHL logo](.SHL.)

Willingness to Learn

This component measures the tendency to learn from experience. This trait is characterised 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.

4

The candidate is likely to prefer familiar tasks and experiences. The candidate is unlikely to seek out feedback on his/her performance and may not react constructively when given negative feedback. The candidate is unlikely to learn from past experiences and thus is likely to repeat mistakes. The candidate demonstrates a below average ability to identify patterns in complex information and is unlikely to apply past experiences to future problems.

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.

8

This candidate is likely to approach work in an orderly and efficient manner. The candidate is motivated to fulfil his/her obligations and will take responsibility for his/her actions without hesitation. When working on challenging or even mundane tasks, the candidate will apply a consistent level of effort following a well planned and purposeful approach to his/her work.

![SHL logo]

Deductive Reasoning

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.

This report provides information regarding an individual's ability to use sound logic to solve problems, produce solutions when information is limited, and use data effectively.

This individual demonstrates an average level of deductive reasoning ability compared to others in similar job levels. This person can draw logical conclusions from available data and make solid arguments as well as most people who score in this zone. He/she has an average ability to solve problems effectively and identify underlying assumptions in arguments.
At work, this individual should be able to use data and information as effectively as most others in developing solutions to problems. Like most other people in the comparison group, however, this person may require additional time or assistance to put together solutions for particularly complex problems.

`• • • • • ⑤ • • • •`

Maintains good working relationships*

This measures the extent to which the candidate puts effort into developing good relationships with others.

`• • • • • • ⑦ • •`

This candidate is likely to put effort into developing good work relationships and act in ways that will strengthen work relationships.

Analyses information*

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

`•  •  •  •  •  •  (7)  •  •  •`

This candidate is likely to be ready and willing to quickly analyse information to understand problems and find solutions.

Learns quickly*

This measures the extent to which the candidate picks up new information and techniques easily.

`•  •  •  •  •  •  (7)  •  •  •`

This candidate is likely to easily understand new concepts and techniques and absorb and assimilate new information and facts.

Generates new ideas*

This measures the extent to which the candidate creates innovative approaches.

`•  •  •  •  •  (6)  •  •  •  •`

This candidate is likely to suggest some novel and imaginative ideas when presented the opportunity to do so.

Uses time efficiently*

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

`•  •  •  •  •  (6)  •  •  •  •`

This candidate is likely to work quickly and efficiently and can be relied upon to complete projects on time.

Works to high quality standards*

This measures the extent to which the candidate completes every task with a high degree of quality.

`· · · · · 6 · · · ·`

This candidate is likely to complete tasks with a high degree of quality.

Adapts to change*

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

`· · · · · · 7 · · ·`

This candidate is likely to feel energised by change and adapt their own approach easily and quickly to meet new expectations.

Copes with uncertainty*

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

`· · · · · · 7 · · ·`

This candidate is likely to deal confidently with ambiguity and maintain productivity when clear direction is not available.