

Candidate Information

Candidate : Sample Candidate

Email : candidate_email@mail.com

Assessment Profile:

Project Name: Retail Manager - Store Manager 7.0

Completion Date: 01-30-2019

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.

Store 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

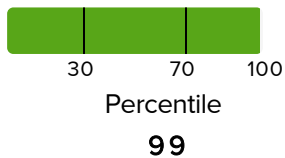
99

Recommended

Details

Management Potential

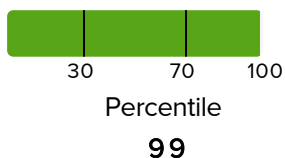
This component measures the tendency to make good judgments about how to effectively respond to work situations. This is determined by scores derived from the candidate's responses to questions regarding situations one would likely encounter as a manager.



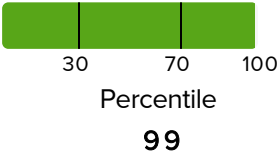
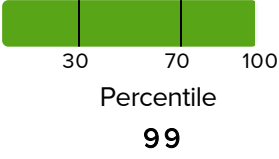
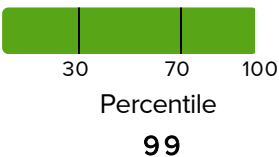
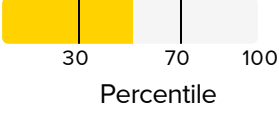
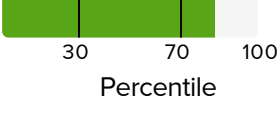
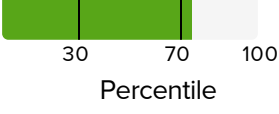
This candidate's response profile concerning judgments about how to manage staff communication, employee development, and employee motivation is similar to judgments made by highly effective managers. The good match between the profiles suggests that the candidate is likely to be a successful manager.

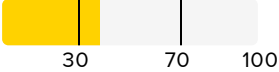

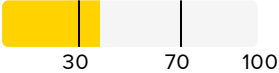


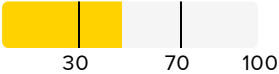
Management Judgment

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 similar to judgments made by highly effective managers. The good match between the profiles suggests that the candidate is likely to be a successful manager.

<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 99</p>	<p>This candidate is likely to approach work in an orderly and efficient manner. The candidate is motivated to fulfill 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.</p>
<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 99</p>	<p>The candidate is likely to set challenging goals and will persist despite obstacles. The candidate will tend to show a high level of pride in his/her work, striving for excellence even over prolonged periods of effort. The candidate is likely to be highly competitive and intense in approaching his/her work. The candidate is motivated to accomplish goals, regardless of the timeframe or difficulty level.</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 99</p>	<p>The candidate is likely to seek out novel tasks and experiences and be receptive to change. The candidate is likely to seek out both positive and negative performance feedback, viewing all feedback as an opportunity to improve. The candidate is likely to spend time reflecting on past experiences and consider how different actions could have resulted in different outcomes, resulting in fewer repeated mistakes. The candidate shows an above average ability to identify patterns in complex information and is likely to identify situations where past successes apply.</p>
<p>Shows courtesy*</p>	<p>This measures the extent to which the candidate is patient, polite and respectful.</p>
 <p>30 70 100 Percentile 51</p>	<p>This candidate is likely to treat most everyone with courtesy, patience, politeness and respect.</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>30 70 100 Percentile 83</p>	<p>This candidate is likely to place a priority on their working relationships and put effort into maintaining these relationships over time.</p>
<p>Analyzes Information*</p>	<p>This measures the extent to which the candidate identifies key factors and integrates information to understand data or situations.</p>
 <p>30 70 100 Percentile 74</p>	<p>This candidate is likely to be ready and willing to quickly analyze information to understand problems and find solutions.</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>30 70 100 Percentile 38</p>	<p>This candidate is likely to work quickly and efficiently and can be relied upon to complete projects on time.</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>30 70 100 Percentile 88</p>	<p>This candidate is likely to take pride in their work and pay attention to every detail, making sure that the work is as good as it can be.</p>
<p>Complies with rules and regulations*</p>	<p>This measures the extent to which the candidate adheres to rules, guidelines and procedures.</p>
 <p>30 70 100 Percentile 38</p>	<p>This candidate is likely to follow rules, guidelines and procedures, although may sometimes break them when they are inconvenient.</p>
<p>Adapts to change*</p>	<p>This measures the extent to which the candidate accepts and adapts to changes without difficulty.</p>
 <p>30 70 100 Percentile 58</p>	<p>This candidate is more likely to adapt their approach in light of changing demands; however, they may show some resistance to large or more frequent changes.</p>
<p>Controls emotions*</p>	<p>This measures the extent to which the candidate keeps negative emotions under control.</p>
 <p>30 70 100 Percentile 35</p>	<p>As with most candidates, this candidate will likely be challenged by difficult situations and may at times have to work hard to hide their negative reactions.</p>
<p>Works energetically*</p>	<p>This measures the extent to which the candidate keeps busy at work and enjoys taking on new responsibilities.</p>
 <p>30 70 100 Percentile 47</p>	<p>This candidate will likely prefer a full workload or schedule that keeps them busy most of the time, and will take on new responsibilities as long as they do not become too taxing or demanding.</p>