Store Manager 7.1 (International) Detailed Report

Candidate name:

Sample Candidate

Percentile: 89%

✓ 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.

Management Potential

This is a measure of the potential for managerial 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.

8

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 Judgement

This is a tendency to make good judgements 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.

6

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

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.

5

This candidate is likely to approach interesting work with careful planning and preparation. However, the candidate may avoid mundane or boring tasks, preferring to find work that is more stimulating or more easily accomplished without extensive planning. When working on difficult assignments, this candidate may procrastinate and fail to prioritise important elements.

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.

7

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.

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.

8

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.

Shows courtesy*

This measures the extent to which the candidate is patient, polite and respectful.

4

This candidate is likely to treat almost everyone with courtesy, patience, politeness and respect.

Maintains good working relationships*

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

8

This candidate is likely to place a priority on their working relationships and put effort into maintaining these relationships over time.

Analyses information*

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

9

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

Uses time efficiently*

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

7

This candidate is likely to complete work in the most efficient way possible without wasting any time to ensure work is completed on schedule.

Works to high quality standards*

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

8

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.

Complies with rules and regulations*

This measures the extent to which the candidate adheres to rules, guidelines and procedures.

5

This candidate is likely to follow rules, guidelines and procedures, although may sometimes break them when they are inconvenient.

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.

Controls emotions*

This measures the extent to which the candidate keeps negative emotions under control.

6

As with most candidates, this candidate is likely to be challenged by difficult situations and may at times have to work hard to hide their negative reactions.

Works energetically*

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

8

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