

Graduate Detailed Report

Candidate name:

Sample Candidate



Percentile: 66%



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 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.

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.



Graduate Potential

This is a measure of potential for graduate success across industry type and functional area. This trait is characterized by the potential to learn and solve problems, the ability to work quickly and efficiently, and the tendency to be goal-driven.



This candidate's score indicates that their experiences are somewhat aligned with those of highly effective graduates. The candidate is likely to have average ability to learn new information and solve problems, can generally work quickly and efficiently, and is willing to work towards goals when required. The candidate is somewhat likely to succeed in positions requiring these qualities.



Takes Responsibility*

This measures the extent to which the candidate is accountable for work outcomes and accepts responsibility when things go wrong.



This candidate is likely to be accountable for mistakes and take responsibility for actions and decisions.



Fosters Team Cohesion*

This measures the extent to which the candidate energizes the team and keeps them cohesive.



This candidate is likely to consider team cohesion as important and will likely contribute to most team goals.



Maintains Good Working Relationships*

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



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



Analyzes Information*

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



This candidate may avoid tasks that involve analyzing information, find it challenging to do so, or are slow to make progress while doing so.



Learns Quickly*

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



This candidate is likely to absorb and understand new information.



Generates New Ideas*

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



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.



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.



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.



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.



Copes with Setbacks and Criticism*

This measures the extent to which the candidate stays positive when facing difficulties and does not dwell on negative events.



This candidate is likely to remain positive and not dwell too long on setbacks, and will accept negative feedback if it is presented in the right way.



Strives to Achieve*

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



This candidate is likely to set goals that are somewhat demanding but still achievable. They are likely to show good effort but may tend to focus on the most achievable goals.