

Candidate Information

**Candidate :** Sample Candidate

**Email :** candidate\_email@mail.com

**Assessment Profile:**

**Project Name:** Branch Manager - Manager 7.0

**Completion Date:** 12-21-2018

**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.

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

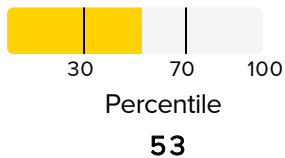
**78**

Recommended

Details

**Management Potential**

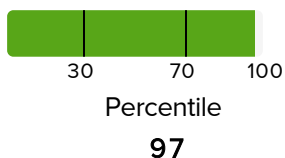
This is a measure of the potential for managerial success across industry type and functional area. This is characterized by scores that are derived from responses to questions regarding academic and social background, and aspirations concerning work.



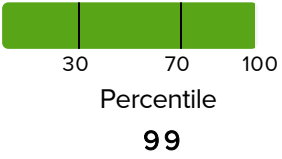
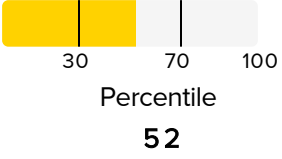
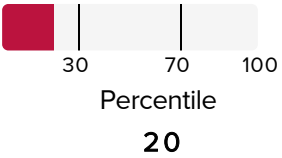
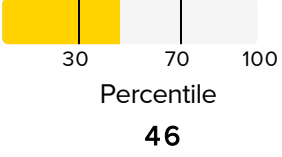
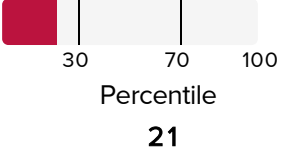
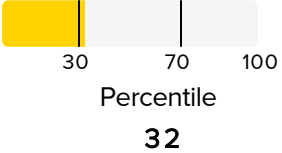
**The candidate's response profile concerning past achievements, social orientation, and work orientation is moderately similar to the profiles of highly effective managers. The moderate match between the profiles suggests that the candidate is somewhat likely to be a successful manager.**



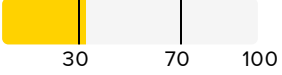
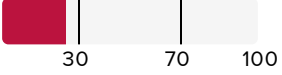
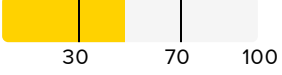
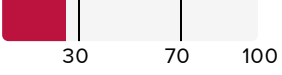
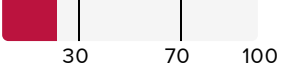
**Management Judgment**

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>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><b>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.</b></p>
<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 52</p>	<p><b>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 prioritize important elements.</b></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 20</p>	<p><b>The candidate is likely to prefer familiar tasks and experiences. The candidate is unlikely to seek out feedback on his/her performance and may react unconstructively 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.</b></p>
<p>Demonstrates empathy*</p>	<p>This measures the extent to which the candidate is aware of others' needs and extends a helping hand.</p>
 <p>30 70 100 Percentile 46</p>	<p><b>This candidate is likely to recognize when people need support and make an effort to provide some support to others when needed.</b></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 21</p>	<p><b>This candidate may not place a high value on their work relationships and may be less likely to act in ways that strengthen these relationships over time.</b></p>
<p>Shares knowledge and guidance*</p>	<p>This measures the extent to which the candidate shares information and offers guidance to others.</p>
 <p>30 70 100 Percentile 32</p>	<p><b>This candidate is likely to share information and offer guidance to others.</b></p>

<p>Analyses 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 <b>58</b></p>	<p><b>This candidate is likely to be willing to work on tasks that involve analyzing, integrating information and identifying solutions.</b></p>
<p>Learns quickly*</p>	<p>This measures the extent to which the candidate picks up new information and techniques easily.</p>
 <p>30 70 100 Percentile <b>42</b></p>	<p><b>This candidate is likely to absorb and understand new information.</b></p>
<p>Generates new ideas*</p>	<p>This measures the extent to which the candidate creates innovative approaches.</p>
 <p>30 70 100 Percentile <b>33</b></p>	<p><b>This candidate is likely to suggest some novel and imaginative ideas when presented the opportunity to do so.</b></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 <b>25</b></p>	<p><b>This candidate is likely to struggle managing their own time, often procrastinating and wasting time to the point of missing deadlines.</b></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 <b>48</b></p>	<p><b>This candidate is likely to complete tasks with a high degree of quality.</b></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 <b>25</b></p>	<p><b>This candidate may be uncomfortable with changes in their work environment, and take longer to adapt to new changes.</b></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 <b>21</b></p>	<p><b>This candidate may be more easily frustrated in challenging situations and find it difficult to hide these feelings from others.</b></p>