

FindingPotential Situational Judgement

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Analysis Report: Graduate



CANDIDATE: JAYNE BRIGHT
REPORT GENERATED: 17/09/2014
SENSITIVITY: HIGH





Introduction

This report is confidential and is intended solely for the person responsible for assessing **Jayne Bright**, who completed a FindingPotential Situational Judgement Test for Graduate Roles on **17/09/2014**.

The situational judgement test is designed to assess **four core areas for success** in graduate roles. The four competency areas assessed are defined below.

Personal Development

Takes responsibility for their own development, setting clear goals in the process. Seeks out new development opportunities, learning from their successes and failures. Proactively asks others for their feedback.

Organisational Skills

Establishes clear priorities and builds plans to ensure delivery on time. Works in a systematic manner and manages resources efficiently. Quickly adapts plans as circumstances require. Sees things through to completion.

Collaborative Working

Looks to understand others' perspectives and objectives. Respects different styles/approaches, whilst adapting their own style to enable them to work effectively with others.

Decision Making

Ensures they understand the critical success factors, and assess a range of possible options, before making a decision. Steps back and seeks alternative perspectives when faced with unfamiliar scenarios. Willing to make decisions without access to all the information. Considers the implications of their decisions beyond the immediate issue.

The results of the test are **valid for 12 months** and should be **kept confidential**.

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Profile

The following summarises Jayne's performance on the FindingPotential Situational Judgement Test for Graduate Roles. It provides:

- An overall score, expressed as a percentage of the maximum possible score, based on her responses to all 16 questions.
- A percentage score or each of the four competencies.



Strengths & Weaknesses Profile

The scores shown are percentages of the maximum possible score for each competency.

Competency	« Weakness	Strength »
Personal Development Taking responsibility for own development, setting clear goals, seeking out new development priorities, learning from successes and failures and proactively asking others for feedback.	42	
Organisational Skills Establishing clear priorities, building plans to ensure on time delivery, working systematically, managing resources, seeing things through to completion and quickly adapting plans as circumstances require.	67	
Collaborative Working Looking to understand others' perspectives and objectives and respecting different styles/ approaches whilst adapting their own style in order to work effectively with others.	50	
Decision Making Ensuring understanding of critical success factors, assessing a range of options before making a decision, willing to make decisions without access to all information and considering the implications of decisions.	17	



Performance

The following provides a detailed description Jayne's performance, classifying her responses to each competency as a strength, moderate capability or an area of likely weakness.

Strengths

There are no areas of strength.

Moderate Capability

Jayne has demonstrated **moderate capability** in relation to **Organisational Skills**. This means whilst she has demonstrated some capability in relation to this competency, it also an area where she is likely to benefit from some additional development.

Jayne has demonstrated **moderate capability** in relation to **Collaborative Working**. This means whilst she has demonstrated some capability in relation to this competency, it also an area where she is likely to benefit from some additional development.

Jayne has demonstrated **moderate capability** in relation to **Personal Development**. This means whilst she has demonstrated some capability in relation to this competency, it also an area where she is likely to benefit from some additional development.

Weaknesses

Decision Making is a current **weakness** for Jayne, and an area for her ongoing development. Her answers indicate that she doesn't necessarily consider which factors are critical to success, assessing a few options before making a decision and rarely seeking the perspectives of others. She is likely to be hesitant when not in possession of all the information, and may not take into consideration any implications of her decisions.