

FindingPotential Situational Judgement

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Analysis Report: Managerial



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 Managerial Roles on **17/09/2014**.

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

Being Dependable and Taking Accountability

Takes personal accountability for achieving goals, and seeing things through to completion. Delivers what they commit to and can be trusted to maintain standards and quality.

Leading the Way for Others

Creates a clear and compelling vision of the future, devolving accountability for its delivery to the right level whilst offering the necessary level of support. Drives performance through regular, honest feedback and by building a climate of trust and openness.

Embracing Change and Ambiguity

Challenges the status quo, producing new ideas and approaches to improve performance. Open to new ways of doing things and modifies their approach to meet changing demands. Comfortable working without clear guidelines and rules, taking initiative rather than waiting for direction.

Building Positive Working Alliances

Proactively builds a wide network of internal and external stakeholders. Encourages cooperation between different groups, whilst being comfortable expressing disagreement and handling conflict. Ensures the needs of key stakeholders are delivered.

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 Managerial 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 » |
|--|------------|------------|
| Being Dependable and Taking Accountability Takes personal accountability for achieving goals, and seeing things through to completion. Delivers what they commit to and can be trusted to maintain standards and quality. | | 88 |
| Leading the Way for Others Creates a clear and compelling vision of the future, devolving accountability for its delivery to the right level whilst offering the necessary level of support. Drives performance through regular, honest feedback and by building a climate of trust and openness. | 25 | |
| Embracing Change and Ambiguity Challenges the status quo, producing new ideas and approaches to improve performance. Open to new ways of doing things and modifies their approach to meet changing demands. Comfortable working without clear guidelines and rules, taking initiative rather than waiting for direction. | 33 | |
| Building Positive Working Alliances Proactively builds a wide network of internal and external stakeholders. Encourages cooperation between different groups, whilst being comfortable expressing disagreement and handling conflict. Ensures the needs of key stakeholders are delivered. | | 62 |



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

Being Dependable & Taking Accountability is an area of **strength** for Jayne. Based on her scores, she is someone who will take personal accountability for achieving her goals and is someone who can be trusted to maintain standards and quality. She will ensure that she delivers what she commits to and, in so doing, will see things through to completion.

Moderate Capability

Jayne has demonstrated **moderate capability** in relation to **Building Positive Relationships**. 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 **Embracing Change & Ambiguity**. 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

Leading the Way for Others is an area of **weakness** for Jayne, where she needs ongoing development. She is unlikely to take the time to define key clear priorities and build a detailed delivery plan. She is unlikely to operate in a systematic manner, which means she may not make effective use of the available resources or see things through to completion. She may be slow in adapting her approach when faced with changing circumstances.