



## **Graduate SJT**

**Joe Sample**

**Report Generated: 22-11-2018**



## Introduction

This report is confidential and is intended solely for the person responsible for assessing Joe Sample, who completed the Graduate SJT on 22/11/2018.

The test is designed to assess areas of critical importance for success in the role of a graduate. The competencies assessed are defined below.

## Graduate Competencies

**Teamwork:** Working with others in order to maximise outcomes.

**Problem Solving:** Gathering sufficient information in order to make valid decisions and solve problems.

**Meeting Expectations:** Working in a systematic manner in order to achieve performance expectations.

**Professional Integrity:** Demonstrating a genuine commitment to company standards and priorities.

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

# Profile

The following summarises Joe's performance on the Graduate SJT. It provides:

- An overall score, expressed as a percentile based on an individual's responses to all questions.
- A percentile score for each of the competencies assessed



The score suggests Joe is a poor fit for the role.

## Graduate SJT Competencies

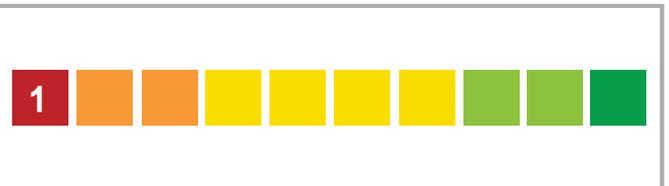
The scores shown below are Joe's percentiles for each of the competencies.

<< Unskilled

Skilled >>

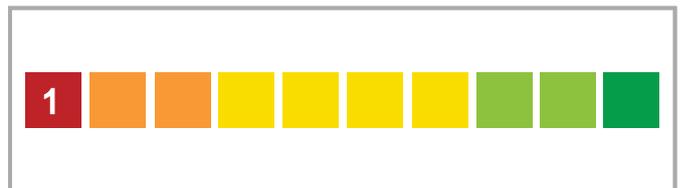
### Teamwork

Working with others in order to maximise outcomes.



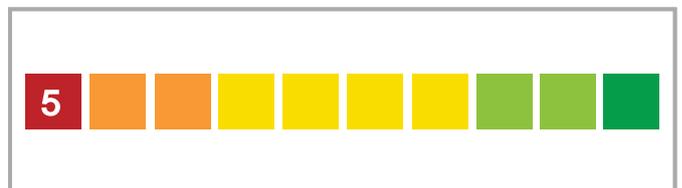
### Problem Solving

Gathering sufficient information in order to make valid decisions and solve problems.



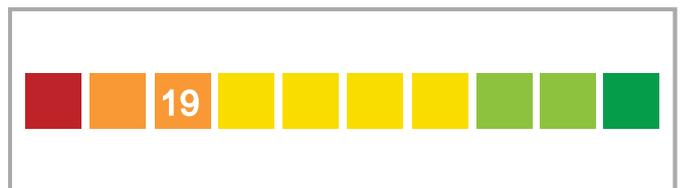
### Meeting Expectations

Working in a systematic manner in order to achieve performance expectations.



### Professional Integrity

Demonstrating a genuine commitment to company standards and priorities.



# Performance

The following provides a detailed description of Joe's performance, evaluating his responses for each competency as a skilled, proficient and unskilled.

## Skilled

There are no areas of skilled behaviour.

## Proficient

There are no areas of proficient behaviour.

## Unskilled

Joe is unskilled at **Teamwork**. He presents as not considering others' needs and reluctant or struggling to support colleagues or encourage wider team collaboration. He works independently of others and may not effectively resolve past conflict or disagreements with individuals.

Joe is unskilled at **Problem Solving**. He presents as seeking a limited amount of information from others and situations and he is likely to miss important details when making decisions. He will also make assumptions on how best to resolve matters, essentially 'leaping before he looks'.

Joe is unskilled at **Meeting Expectations**. He presents as disorganised or emergent in his approach to work and may struggle to effectively manage a demanding workload. He is also likely to be challenged by changing priorities and his performance will suffer when operating under pressure.

Joe is likely to be unskilled at **Professional Integrity**. He presents as being somewhat hesitant to 'speak up' on important matters and may perceive company standards as a guide, rather than an explicit set of rules to follow. He is also likely to adopt a more passive approach in his work and not always act in a fully open and transparent manner.