Graduate Dilemmas™

Participant Feedback Report for

Ann Example

Date of assessment: **13 May 2017**

Comparison group: **A4 - Applicants**

Version: **Form A**

Contents

Information about this Report

This report describes your performance on the Graduate Dilemmas test. The Graduate Dilemmas test measures an individual's judgement and decision-making skills in relation to typical situations that a Graduate might face in a job. The situations presented in the Graduate Dilemmas test relate to five competencies:

Achieving Results

Analytical Thinking

Communicating & Influencing

Planning & Organising

Relationship Building

In the Graduate Dilemmas test, you were required to rate the effectiveness of different actions that could be taken in response to the situations presented. Your ratings are scored based on how similar they were to those provided by job experts. These scores were then evaluated against a comparison group comprising of people who had previously completed the test.

Please remember that performance on the Graduate Dilemmas test is not fixed, and your scores may change over time with practice, experience and training. If you have any concerns about the results and information presented in this report, please contact the person who invited you to take the Graduate Dilemmas test.
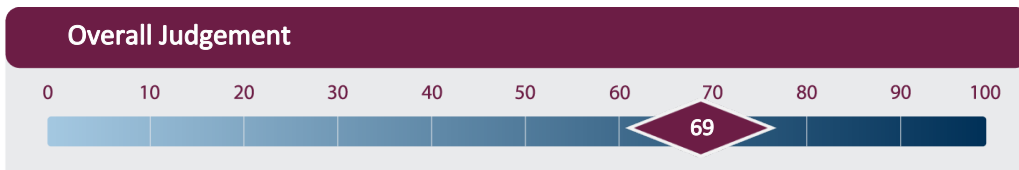
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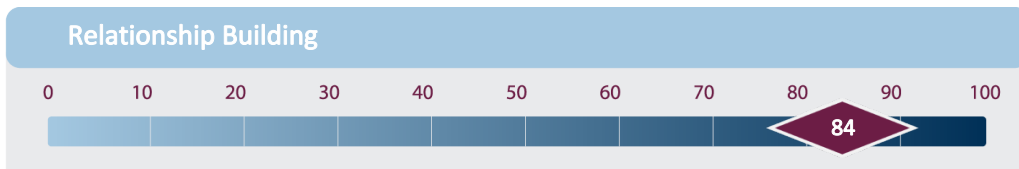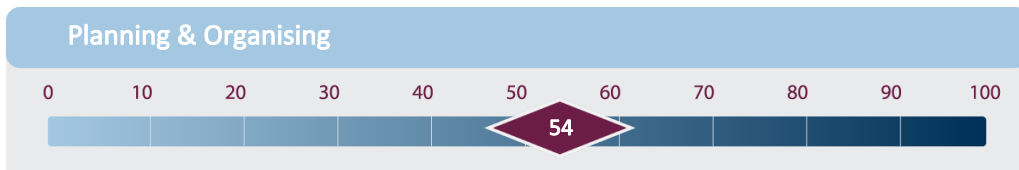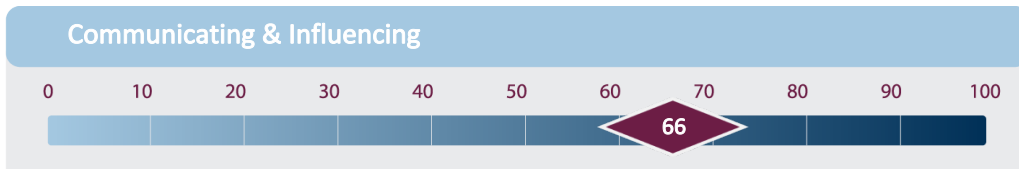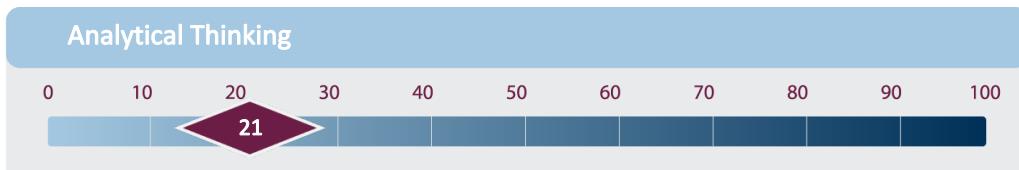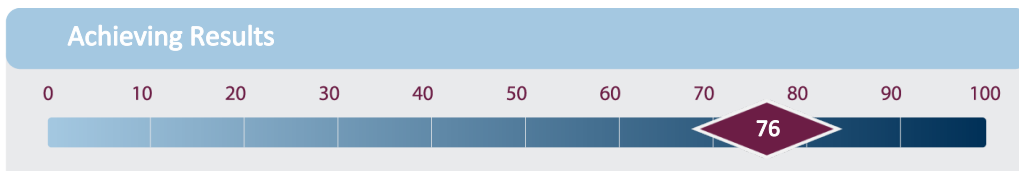
Score Profile

Your results for the Graduate Dilemmas test are presented in terms of the percentage of the comparison group that you scored higher than. The comparison group used for this report was:

A4 - Applicants

The Overall Judgement score indicates the overall level of performance you achieved in responding to the situations in the test. Sub-scores on the competencies assessed in the Graduate Dilemmas test are also provided for additional interpretation about your test performance. The competency sub-scores can indicate relative strengths or potential areas for development in terms of your judgement and decision-making. The sub-scores should be used with caution and interpreted in the context of the score for Overall Judgement.

Overall Judgement

0	10	20	30	40	50	60	70	80	90	100

69

Competency Sub-Scores

Achieving Results

0	10	20	30	40	50	60	70	80	90	100

76

Analytical Thinking

0	10	20	30	40	50	60	70	80	90	100

21

Communicating & Influencing

0	10	20	30	40	50	60	70	80	90	100

66

Planning & Organising

0	10	20	30	40	50	60	70	80	90	100

54

Relationship Building

0	10	20	30	40	50	60	70	80	90	100

84

Interpretation Guidance

This section provides some additional guidance about your results on the Graduate Dilemmas test and some suggestions for development. A broad guideline about how to interpret your results is shown in the table below. The table shows five bands of scores and a performance description for each band. For example, if you scored higher than 50% of the comparison group, then this can be considered an 'Average' score. If you scored higher than 75% of the comparison group, this can be considered 'Above average'.

91-99	Well above average
71-90	Above average
30-70	Average
10-29	Below average
1-9	Well below average

Overall Judgement

This score indicates the overall level of performance you achieved on the Graduate Dilemmas test. This score indicates the quality of judgement and decision-making across all of the scenarios presented in the test.

You achieved an Overall Judgement score that was higher than **69%** of the comparison group. Overall, your performance was **average** when judging the effectiveness of actions across all of the situations presented in the test.

Achieving Results

This competency relates to situations which require you to identify the best way to overcome obstacles and complete tasks to a high standard.

You achieved a score for this competency that was higher than **76%** of the comparison group. Your performance was **above average** when judging the effectiveness of actions in situations that required a focus on Achieving Results.

If you want to develop your capability in relation to this competency, reflect on the following questions:

- When was the last time you took responsibility for solving a problem that wasn't necessarily your responsibility? Why did you choose to do this? What was the outcome? What did you learn from it, and how did the successful outcome make you feel?

- How important is quality is to you? Why is this? When was the last time you received negative feedback about a piece of work that related to its quality? What steps could you have taken to improve the quality of work you delivered?

- How do you generally respond to setbacks and obstacles? Do you respond positively, or do you feel defeated and negative?

- When was the last time you encountered a setback? How did you react or respond to that setback? What was the outcome of the way you responded? How did it make you feel?

Analytical Thinking

This competency relates to situations which require you to identify the best approach to analysing data, make sound decisions and understand the underlying cause of problems.

You achieved a score for this competency that was higher than **21%** of the comparison group. Your performance was **below average** when judging the effectiveness of actions in situations that required a focus on Analytical Thinking.

If you want to develop your capability in relation to this competency, reflect on the following questions:

- Think of a time when you successfully analysed a complex problem. What approach did you take? Why was this approach successful? How could you use this approach to analyse a similar problem in future?

- Think of a time when you've made a decision that you subsequently regretted. Why was this? Was there any other information you could have gathered that could have prevented it from happening? What have you learned from this experience?

- Reflect on an important decision that you need to make. What are the key criteria that you need to consider? Do you have all of the information that you need?

- How much do you use other people to help you solve problems? How might you be able to use other people more when you are working on a challenging problem? What benefits might this bring?

Communicating & Influencing

This competency relates to situations which require you to identify the best way to communicate a message, persuade others to their point of view or convince them of a given course of action.

You achieved a score for this competency that was higher than **66%** of the comparison group. Your performance was **average** when judging the effectiveness of actions in situations that required a focus on Communicating and Influencing.

If you want to develop your capability in relation to this competency, reflect on the following questions:

- When was the last time you needed to convince someone of your point of view? Did you consider the perspective and concerns of the person you were trying to persuade?

- Think of a time when you weren't successful in persuading someone to accept your point of view. Why do you think this might have been? Is there anything that you learned from the experience and would do differently next time?

- When was the last time someone managed to influence you to change your mind about something? What approach did they take? How did this make you feel? What did they say to make you change your mind? What lessons can you take from this?

- Do you know someone who seems to be particularly effective at persuading an influencing others? What do they do? What impact does it have? What lessons could you take from this?

Planning & Organising

This competency relates to situations which require you to prioritise activities and manage time and resources to meet deadlines.

You achieved a score for this competency that was higher than **54%** of the comparison group. Your performance was **average** when judging the effectiveness of actions in situations that required a focus on Planning & Organising.

If you want to develop your capability in relation to this competency, reflect on the following questions:

- What is the most complex thing you've ever had to plan? How did you approach this? Was it successful? Is there anything that you would do differently next time?

- When was the last time you missed a deadline for a piece of work? Why did this happen? What could you have done differently to prevent it from happening? How can you take this forward for future projects?

- How do you react when a new task comes in? How do you decide whether you should deal with that task right away or leave it until a later time? Does this always work? What other criteria could you consider that might make your prioritisation more effective?

- How do you monitor your progress on tasks? Do you do it often enough? Does the approach that you take work? Are there ways in which it could be improved?

Relationship Building

The competency relates to situations which require you to build effective working relationships with others, including dealing with sensitive issues and working as part of a team.

You achieved a score for this competency that was higher than **84%** of the comparison group. Your performance was **above average** when judging the effectiveness of actions in situations that required a focus on Relationship Building.

If you want to develop your capability in relation to this competency, reflect on the following questions:

- How good a team member do you think you are? Why? How quickly do you build relationships with people? Do you think people trust you to support them?

- When did you last something which upset someone else? How did the situation arise? Could you have achieved the same outcome without upsetting them?

- When was the last time you met a new group of people and had to undertake a task with them? How did you build relationships with them? Was the approach you took effective? Is there anything you would change if you were in a similar situation in future?

- Recall a situation when a number of people had different perspectives on the same issue. Why might the individuals involved have reacted the way that they did, based on their background and experience?

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