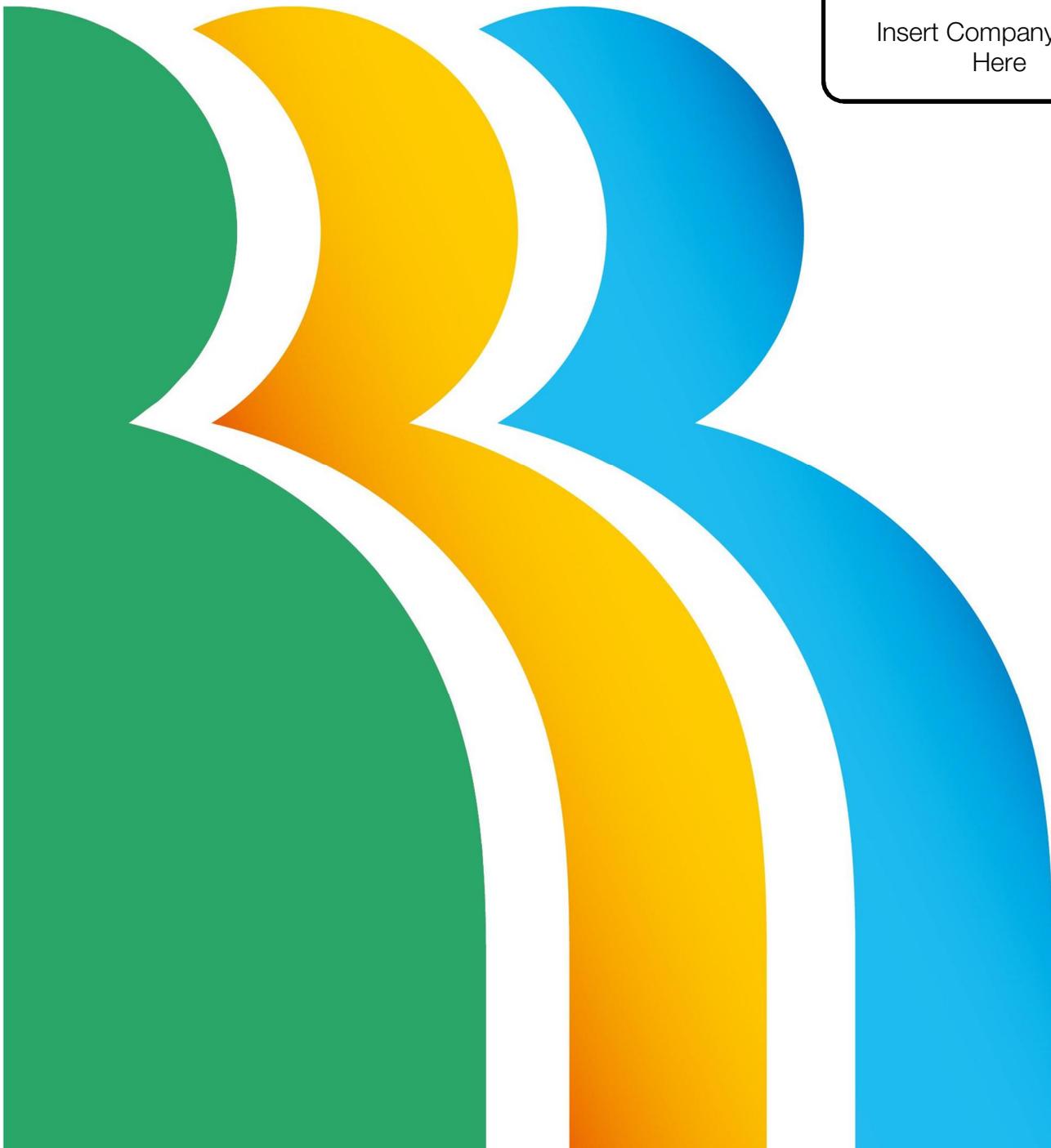


Graduate Talent Assessment

John Sample of Sample Corp – May 2014

Insert Company Logo
Here



This report is confidential and should not be distributed without permission.

Raters

Managers	2
Peers	5
Others	2
Self	1
Total	10

Sample Corp

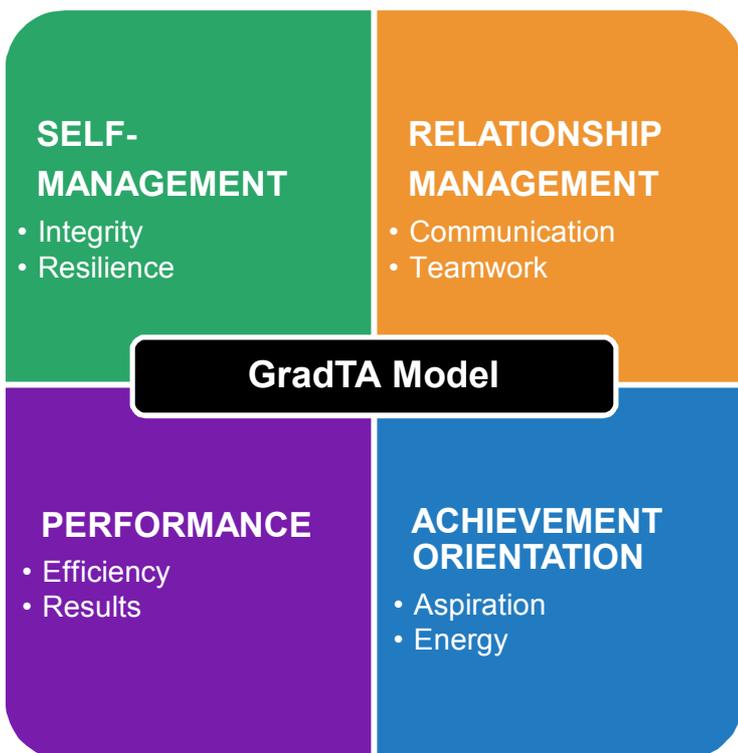
Reading and Interpreting Your Report

The information provided in this report provides a valuable opportunity for you to receive feedback from your colleagues and celebrate your strengths in relation to the graduate competencies of the GradTA Model below. Receiving feedback can be a personally rewarding experience.

To get the maximum benefit, you should track the themes and trends that are repeated as you read through the report. These frequently occurring items will represent your strengths and your opportunities to improve.

Remember that everyone has both strengths and opportunities to develop. Use this report to gain self-awareness about where you should focus your energy to make some changes in your work behaviours.

Use the development plan on the final page of this report to commit to forming new habits. Following up and monitoring your progress will ensure you find an effective way of moving forward.



Name

John Sample

Score

5.5

No. of Raters

9

Scoring System

The rating scale ranges from one to seven (1 to 7) with an option for raters to indicate Not Applicable. Raters were asked about the extent to which they agreed with the statement. The rating scale is anchored as follows:

1	Disagree Strongly
2	Disagree Moderately
3	Disagree Slightly
4	Neither Agree nor Disagree
5	Agree Slightly
6	Agree Moderately
7	Agree Strongly
N/A	Not applicable / Not observed

Overall Item Ratings

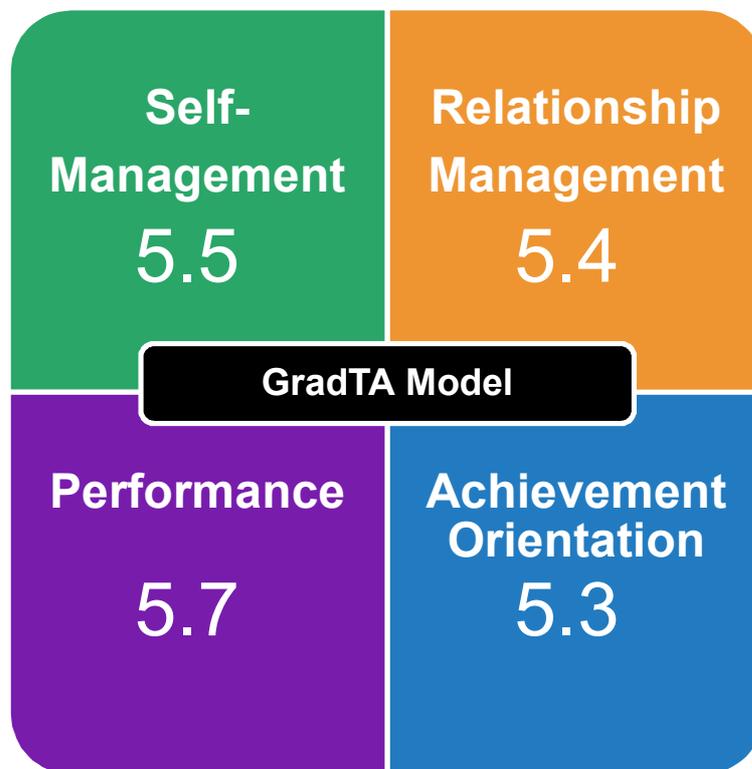
The rating form includes 47 items rated on a scale of 1 to 7 (see the rating scale on previous page). The table below lists the items in descending order from your highest scoring item to your lowest scoring item. Read through them to identify any common themes among the highest and lowest rated items. The score is based on all who provided feedback, but does not include your self ratings.

Rank	Your Score	Item
1	6.1	This person works above and beyond to get the job done
2	6.0	This person is open, straightforward and honest
3	6.0	This person is able to follow instructions
4	5.9	This person is hardworking and conscientious
5	5.9	This person maintains an active interest in his/her chosen field
6	5.9	This person understands the organisation's overall goals and objectives
7	5.8	This person is able to work well independently
8	5.8	This person has effective time management and organisational skills
9	5.8	This person always meets deadlines (within their control)
10	5.8	This person consistently completes work to a high standard
11	5.6	This person is held in high regard by others
12	5.6	This person is respectful of diversity
13	5.6	This person builds trust and loyalty with others
14	5.6	This person is sensitive to the concerns and feelings of others
15	5.6	This person produces high-quality and error-free work
16	5.6	This person has effective problem solving skills
17	5.6	This person displays leadership potential
18	5.5	This person is polite and considerate
19	5.5	This person is able to adapt to changing work demands
20	5.5	This person maintains a high level of performance even under pressure
21	5.5	This person has a high level of self-awareness
22	5.5	This person is able to engage in active listening when required
23	5.5	This person keeps people informed as necessary
24	5.5	This person provides timely responses when required
25	5.5	This person looks for ways to improve efficiencies
26	5.4	This person presents ideas and concepts clearly while speaking
27	5.4	This person can communicate effectively in writing (grammar, spelling, etc)

Rank	Your Score	Item
28	5.4	This person is a good team player
29	5.4	This person encourages others to pull together to achieve common goals
30	5.4	This person displays sound judgement when making decisions
31	5.4	This person has the right knowledge, skills and abilities to be effective at work
32	5.4	This person has effective people skills
33	5.4	This person has the passion to succeed
34	5.3	This person behaves to high professional standards
35	5.3	This person makes an effort to get along well with others
36	5.3	This person is always willing to help others out
37	5.3	This person is competitive and driven
38	5.3	This person is socially self-confident
39	5.3	This person displays a positive and enthusiastic attitude
40	5.3	This person is energetic and motivated
41	5.3	This person demonstrates a willingness to learn
42	5.2	This person can adapt their verbal communication style depending on the audience
43	5.1	This person manages their emotions effectively in stressful situations
44	5.1	This person builds networks effectively
45	5.1	This person is passionate about their area of work
46	4.9	This person communicates comfortably with more senior staff
47	4.7	This person completes work in a professional manner

Graduate Competencies

Each of the items in the previous section is linked to one of the four graduate talent quadrants.



Self-Management refers to personal awareness, self-regulation, stress management, resilience, adaptability and professionalism. It describes the process of managing one’s emotions maturely to achieve the best outcomes. Successful self-management requires management of yourself and taking care of your brand and reputation.

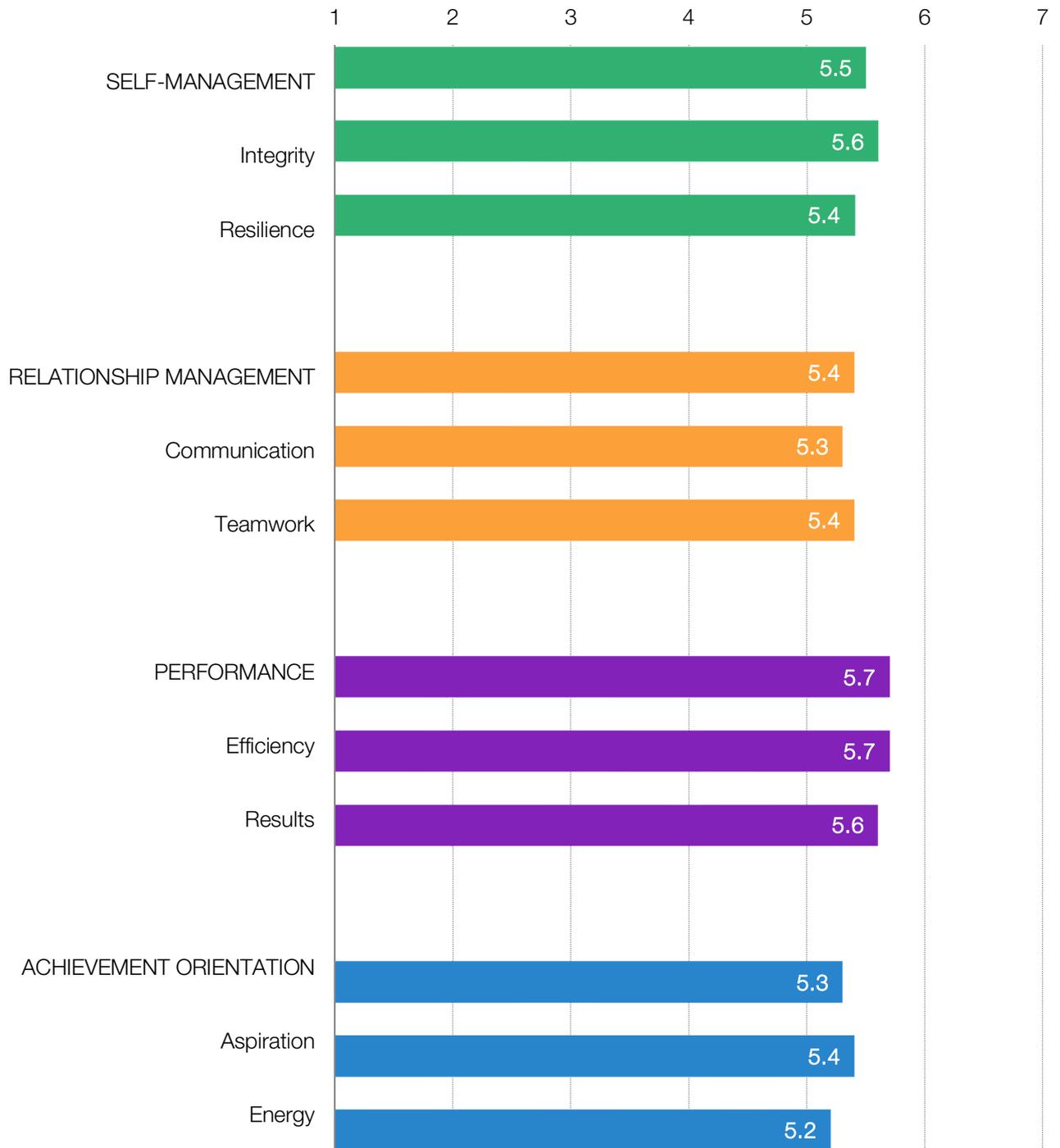
Relationship Management refers to the ability to achieve better results through better relationships and communications. It can involve the ability to communicate effectively and build trusting, loyal relationships with colleagues to support performance. Successful relationship management requires recognition that you need to get along with others in order to get ahead.

Performance refers to having the knowledge, capability and efficiency to consistently deliver great results and to achieve all targets that are set. It is about operating in an efficient manner as well as producing high quality work. Success in this area can involve prioritisation of work, time management and more effective goal setting.

Achievement Orientation refers to having the drive, passion and confidence to be a high-potential employee or a leader in the future. It characterises an individual who is motivated, focuses on achieving success and who approaches work with a positive attitude. Success in this area requires demonstrating energy and enthusiasm.

Graduate Competencies

The graph below displays your score on the four graduate talent quadrants and their respective competencies. The quadrant score is the average of the scores obtained for the two competencies within that quadrant. Any small variations are due to the rounding of scores.



Self-Management

Overall	Mgr	Peer	Others	Self	Items by Competency
5.5	4.9	5.4	6.2	5.8	SELF-MANAGEMENT
5.6	5.1	5.6	6.1	6.4	Integrity
5.6	5.0	5.5	6.5	7.0	This person is held in high regard by others
5.5	5.0	5.3	6.5	6.0	This person is polite and considerate
6.0	5.5	6.0	6.5	7.0	This person is open, straightforward and honest
5.6	5.5	5.8	5.5	6.0	This person is respectful of diversity
5.3	4.5	5.5	5.5	6.0	This person behaves to high professional standards
5.4	4.8	5.3	6.4	5.0	Resilience
5.5	5.0	5.3	6.5	5.0	This person is able to adapt to changing work demands
5.5	5.0	5.3	6.5	4.0	This person maintains a high level of performance even under pressure
5.1	4.0	5.3	6.0	5.0	This person manages their emotions effectively in stressful situations
5.5	5.0	5.3	6.5	6.0	This person has a high level of self-awareness

Scores from Self Ratings and Manager Ratings are always shown if a response was given. However, to protect anonymity, scores from Peers and Others are only shown when there were two or more responses. If there were less than two responses, N/A is shown.

Overall ratings here represent the aggregated view of all raters (Manager, Peer, Other) but exclude self ratings

The items with a dash sign (-) mean that no raters entered a score for this item.

Relationship Management

Overall	Mgr	Peer	Others	Self	Items by Competency
5.4	4.9	5.2	6.2	6.4	RELATIONSHIP MANAGEMENT
5.3	4.8	5.2	6.0	6.5	Communication
5.4	5.5	5.3	5.5	7.0	This person presents ideas and concepts clearly while speaking
5.5	5.0	5.5	6.0	7.0	This person is able to engage in active listening when required
5.2	4.5	4.5	6.5	6.0	This person can adapt their verbal communication style depending on the audience
4.9	4.5	5.0	5.0	6.0	This person communicates comfortably with more senior staff
5.4	4.5	5.3	6.5	6.0	This person can communicate effectively in writing (grammar, spelling, etc)
5.5	5.0	5.3	6.5	7.0	This person keeps people informed as necessary
5.4	5.0	5.2	6.3	6.3	Teamwork
5.4	5.0	5.0	6.5	6.0	This person is a good team player
5.6	5.0	5.5	6.5	6.0	This person builds trust and loyalty with others
5.6	5.0	5.3	7.0	7.0	This person is sensitive to the concerns and feelings of others
5.3	5.0	5.0	6.0	5.0	This person makes an effort to get along well with others
5.3	5.0	5.0	6.0	7.0	This person is always willing to help others out
5.4	5.0	5.3	6.0	7.0	This person encourages others to pull together to achieve common goals

Performance

Overall	Mgr	Peer	Others	Self	Items by Competency
5.7	5.2	5.7	6.2	6.1	PERFORMANCE
5.7	5.5	5.7	6.1	6.0	Efficiency
6.0	6.0	5.8	6.5	6.0	This person is able to follow instructions
5.8	6.0	5.3	6.5	5.0	This person is able to work well independently
5.5	5.5	5.0	6.0	5.0	This person provides timely responses when required
5.9	5.5	5.8	6.5	7.0	This person is hardworking and conscientious
5.8	5.5	6.0	5.5	7.0	This person has effective time management and organisational skills
5.8	5.0	6.0	6.0	7.0	This person always meets deadlines (within their control)
5.5	5.0	5.5	6.0	5.0	This person looks for ways to improve efficiencies
5.6	4.9	5.7	6.2	6.3	Results
5.6	5.0	5.8	6.0	5.0	This person produces high-quality and error-free work
4.7	4.0	5.0	5.0	5.0	This person completes work in a professional manner
5.8	5.0	5.8	6.5	7.0	This person consistently completes work to a high standard
5.6	5.0	5.8	6.0	7.0	This person has effective problem solving skills
5.4	5.0	5.3	6.0	7.0	This person displays sound judgement when making decisions
5.4	4.5	5.7	6.0	6.0	This person has the right knowledge, skills and abilities to be effective at work
5.9	5.5	5.5	7.0	6.0	This person maintains an active interest in his/her chosen field
6.1	5.0	6.3	7.0	7.0	This person works above and beyond to get the job done

Achievement Orientation

Overall	Mgr	Peer	Others	Self	Items by Competency
5.3	4.5	5.3	6.4	6.5	ACHIEVEMENT ORIENTATION
5.4	4.7	5.3	6.4	6.6	Aspiration
5.6	4.5	5.8	6.5	7.0	This person displays leadership potential
5.9	5.0	5.8	7.0	7.0	This person understands the organisation's overall goals and objectives
5.4	5.0	5.3	6.0	6.0	This person has effective people skills
5.1	4.0	5.3	6.0	6.0	This person builds networks effectively
5.3	5.0	5.0	6.0	6.0	This person is competitive and driven
5.3	4.5	5.0	6.5	7.0	This person is socially self-confident
5.4	5.0	5.0	6.5	7.0	This person has the passion to succeed
5.2	4.1	5.2	6.4	6.3	Energy
5.3	4.5	5.5	5.5	7.0	This person displays a positive and enthusiastic attitude
5.1	4.0	5.0	6.5	6.0	This person is passionate about their area of work
5.3	4.0	5.3	6.5	6.0	This person is energetic and motivated
5.3	4.0	5.0	7.0	6.0	This person demonstrates a willingness to learn

Scores by Competency

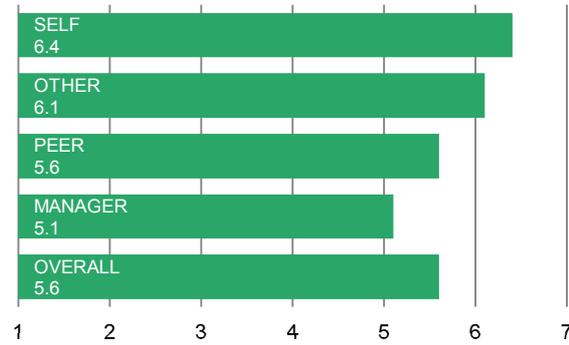
Self	Overall	Group Ave	Mgrs	Peers	Other	
5.8	5.5	5.0	4.9	5.4	6.2	SELF-MANAGEMENT
6.4	5.6	5.1	5.1	5.6	6.1	Integrity
5.0	5.4	4.9	4.8	5.3	6.4	Resilience
6.4	5.4	4.8	4.9	5.2	6.2	RELATIONSHIP MANAGEMENT
6.5	5.3	4.8	4.8	5.2	6.0	Communication
6.3	5.4	4.9	5.0	5.2	6.3	Teamwork
6.1	5.7	5.0	5.2	5.7	6.2	PERFORMANCE
6.0	5.7	5.0	5.5	5.7	6.1	Efficiency
6.3	5.6	4.9	4.9	5.7	6.2	Results
6.5	5.3	4.7	4.5	5.3	6.4	ACHIEVEMENT ORIENTATION
6.6	5.4	4.8	4.7	5.3	6.4	Aspiration
6.3	5.2	4.5	4.1	5.2	6.4	Energy

Competency and Rater Review

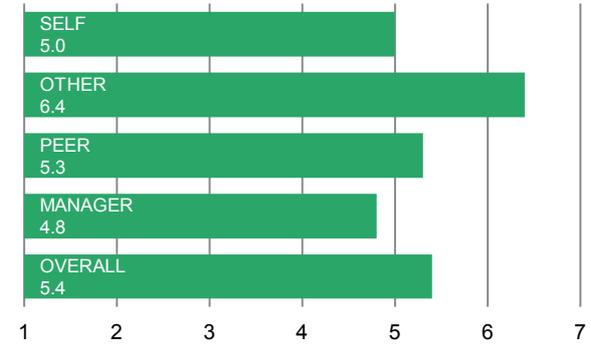
The charts below display your results by competency and rater type.

SELF-MANAGEMENT

Integrity

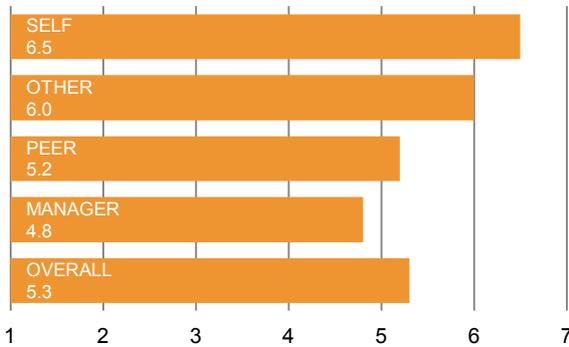


Resilience

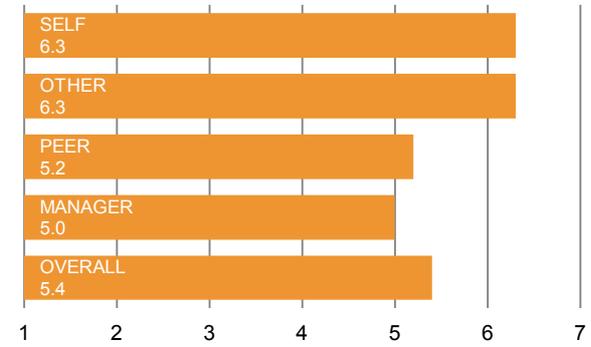


RELATIONSHIP MANAGEMENT

Communication

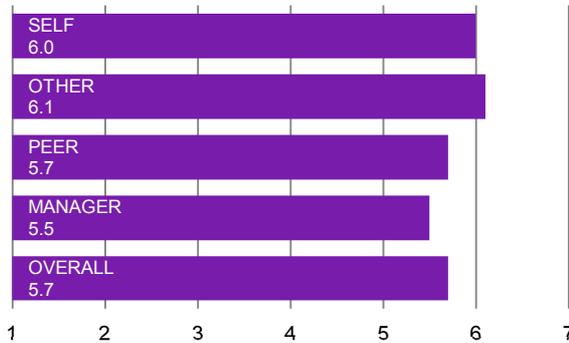


Teamwork



PERFORMANCE

Efficiency

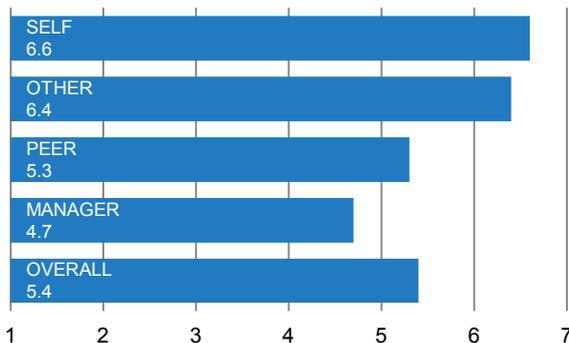


Results

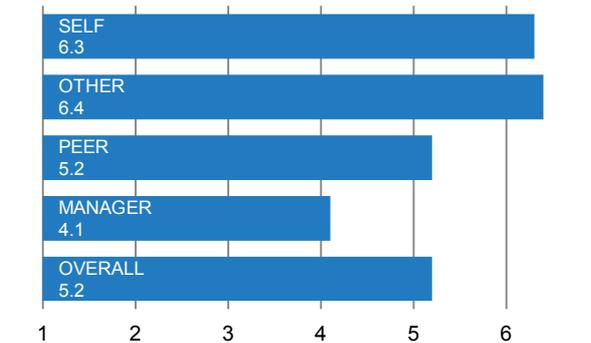


ACHIEVEMENT ORIENTATION

Aspiration



Energy



Top Strengths

Raters were asked to choose the top four strengths from the list below. The top strength has a weight of 4, the second has a weight of 3, the third has a weight of 2 and the fourth of 1. The score in the right-hand column is the sum of the scores. You should note that the top list items indicate that there is agreement about your strengths. The items with a dash (-) simply mean that no raters picked those from the list. There are no self scores in the calculation.

Group Rank	Your Rank	Strengths	Total Score
8	1	Has a professional approach	13
17	2	Has strong leadership skills	10
24	3	Is well organised	9
11	4	Works hard with a strong work ethic	9
20	5	Has strong people skills	8
1	6	Has solid technical ability, experience and knowledge	6
3	7	Adapts well to changing work demands	5
15	8	Suggests new and innovative ideas	4
22	9	Is customer focused and good with clients	3
14	10	Is reliable and dependable	2
12	11	Shows empathy and is supportive	2
2	12	Effective in making decisions	1
6	13	Has good verbal presentation skills	1
21	14	Has good written communication skills	1
16	-	Builds effective relationships	-
9	-	Good at planning and thinking ahead	-
7	-	Has a positive and enthusiastic attitude	-
23	-	Has high ethical standards and integrity	-
10	-	Is a positive role model	-
18	-	Is achievement oriented	-
13	-	Is action-oriented and gets things done	-
19	-	Is competitive and determined	-
5	-	Is good at solving problems	-
4	-	Is steady and calm under pressure	-

Top Opportunities to Improve

Raters were asked to choose the top four opportunities to improve from the list below. The top opportunity to improve has a weight of 4, the second has a weight of 3, the third has a weight of 2 and the fourth of 1. The score in the right-hand column is the sum of the scores. You should pay attention to the top few items as there is agreement among raters that these items represent your personal opportunities for improvement. The items with a dash sign (-) simply mean that no raters picked those from the list. There are no self scores included in the calculation.

Group Rank	Your Rank	Opportunities to Improve	Total Score
18	1	Share knowledge and resources	13
7	2	Improve verbal presentation	8
2	3	Be more adaptable	6
8	4	Build more effective relationships	6
10	5	Stop taking on too much and spreading yourself too thin	6
20	6	Listen more and let others have their say	4
17	7	More customer and/or client focus	4
16	8	Show leadership on issues	4
23	9	Be less aggressive	3
14	10	Improve your people and interpersonal skills	3
13	11	Acquire better job and/or industry knowledge	2
21	12	Be more of a team player	2
15	13	Improve written communication	2
6	14	Show more empathy	2
12	15	Be more action-oriented and make it happen	1
22	-	Be less moody and control your temper	-
11	-	Be more assertive	-
5	-	Be more open to change	-
9	-	Be more positive	-
24	-	Be more reliable	-
1	-	Give appropriate feedback	-
19	-	Improve problem solving skills	-
4	-	Improve your time management and organisational skills	-
3	-	More effective decision making skills	-

Comments

This section provides verbatim comments from all raters. You will gain the most value if you pay attention to the frequently occurring topics and suggestions. Try to view the information objectively and reconcile it with the information in the previous sections of the report.

Please describe this person's strengths.

: John is very flexible when it comes to new ideas, processes and challenges.

: He will always follow through with tasks.

: He is a professional, and demonstrates particularly strong communication skills when explaining complex issues.

: Really flexible work style. Is often able juggle multiple projects at a time whilst always meeting timeframes.

: Has a contagious drive for results.

: A reliable and dependable graduate. He will always follow through when asked to do something.

: John brings great passion, energy and enthusiasm to the people and projects he works with. This allows him to work effectively on a diverse range of projects for positive results.

Please describe this person's opportunities to improve.

: John can sometimes prefer to work alone than in a team, and sometimes would prefer to do the work himself than involve the input of other people.

: He could focus more on building strong relationships with the team and recognising the value of other team members.

: Can often be too task-focused. Take the time to relate with the company of others in order to work for the team to work most effectively.

: Sometimes comes across as being overly focused on tasks.

: Can shut others out when overstretched. He can then become moody or frustrated.

: John sometimes needs a little 'mood management'. His emotional demeanour can, at times, send unintentional messages which may alienate him from others and damage relationships with colleagues.

: John can contribute a lot to the overall performance of the team. He needs to understand others can benefit from his knowledge and skill

: John would benefit from having the opportunity to present more frequently and to more senior audiences.

Sometimes a person can overuse their strengths. For example, a confident person can become arrogant, a passionate person can become temperamental, or an extraverted person can become attention-seeking. Are there any strengths being overused by this person?

: John is very positive and enthusiastic when it comes to taking on new projects. However, sometimes if the project isn't going well this enthusiasm can turn into moodiness, which dampens the spirits of the team around him.

: Taking on multiple projects/workload may result in being burnt out. Take the time to take a deep breath and relax

: Overzealous drive can mean John loses sight of relationships with colleagues and clients

: John needs to carefully manage his energy and enthusiasm so he doesn't develop a reputation for moodiness or distance. At his best he is motivating and energetic but he must learn to control his frustrations in a mature manner.

Development Plan

This section provides a place for you to create a personal development plan. This plan should include behaviours that you want to keep doing, start doing and stop doing. These actions should be achievable and represent changes that you would like to make. Write them down and refer back regularly to check your progress.

Keep

-

-

-

Start

-

-

-

Stop

-

-

-
