Graduate Talent Assessment Group Report

Overall Report for Sample Group – May 2014

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Raters

Managers	14
Peers	55
Others	20
Participants	9
Total	89

Sample Group

Reading and Interpreting the Group Report

This report presents the aggregated results for all participants in your Graduate Talent Assessment feedback process.

It provides an invaluable opportunity for a team to celebrate its collective strengths and to develop action plans to address common development opportunities in consultation with participants.

It also provides a series of benchmarks against which individual graduate participants can compare themselves in each of the graduate competencies presented below.

Name

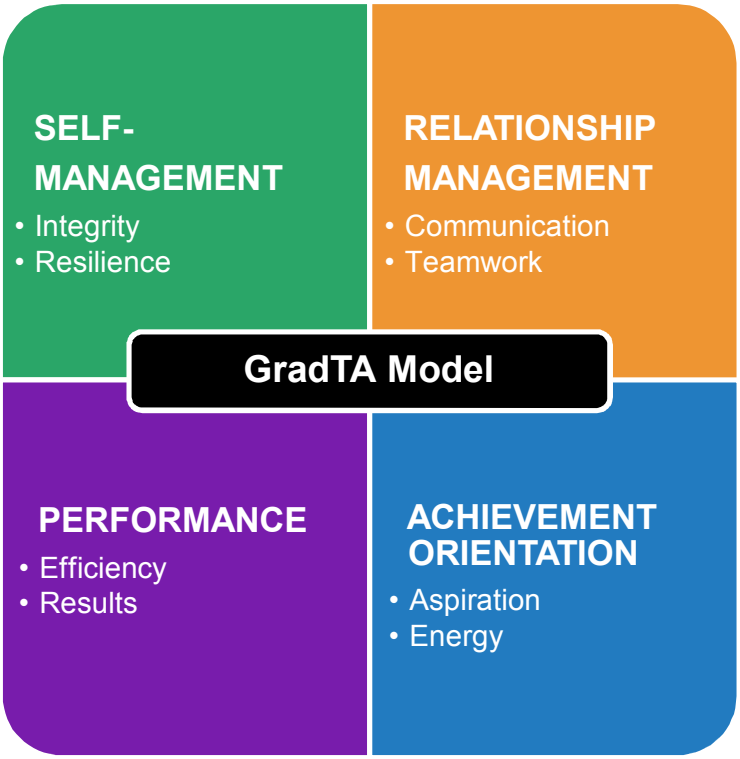
Overall

Score

5.7

No. of Raters

89



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

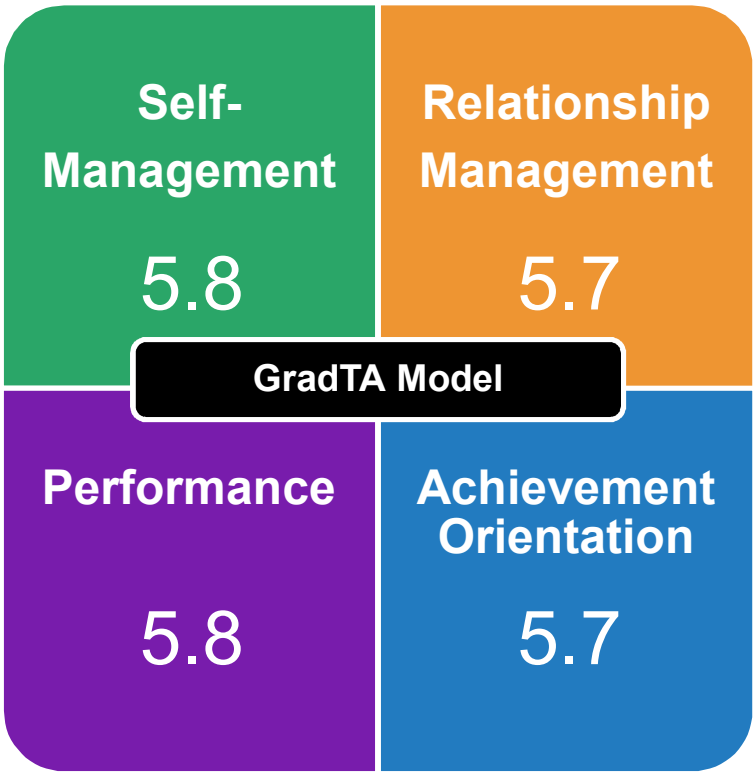
The GradTA comprises 47 items rated on a scale of 1 to 7 (see the rating scale on previous page). The table below lists the items in descending order from the group's highest scoring item to its lowest scoring item. Read through them to identify any common themes among the highest and lowest rated items.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

Rank	Group Score	Item
1	6.0	This group is polite and considerate
2	6.0	This group is able to follow instructions
3	6.0	This group is hardworking and conscientious
4	5.9	This group is open, straightforward and honest
5	5.9	This group is respectful of diversity
6	5.9	This group is able to adapt to changing work demands
7	5.9	This group can communicate effectively in writing (grammar, spelling, etc)
8	5.9	This group is sensitive to the concerns and feelings of others
9	5.9	This group works above and beyond to get the job done
10	5.8	This group is held in high regard by others
11	5.8	This group behaves to high professional standards
12	5.8	This group consists of good team players
13	5.8	This group provides timely responses when required
14	5.8	This group has effective time management and organisational skills
15	5.8	This group always meets deadlines (within their control)
16	5.8	This group has effective problem solving skills
17	5.8	This group understands the organisation's overall goals and objectives
18	5.8	This group is socially self-confident
19	5.8	This group displays a positive and enthusiastic attitude
20	5.7	This group maintains a high level of performance even under pressure
21	5.7	This group manages their emotions effectively in stressful situations
22	5.7	This group presents ideas and concepts clearly while speaking
23	5.7	This group is able to engage in active listening when required
24	5.7	This group can adapt their verbal communication style depending on the audience
25	5.7	This group communicates comfortably with more senior staff
26	5.7	This group is always willing to help others out
27	5.7	This group is able to work well independently

Rank	Group Score	Item
28	5.7	This group looks for ways to improve efficiencies
29	5.7	This group completes work in a professional manner
30	5.7	This group consistently completes work to a high standard
31	5.7	This group displays sound judgement when making decisions
32	5.7	This group maintains an active interest in their chosen field
33	5.7	This group displays leadership potential
34	5.7	This group has effective people skills
35	5.7	This group builds networks effectively
36	5.7	This group is energetic and motivated
37	5.6	This group has a high level of self-awareness
38	5.6	This group keeps people informed as necessary
39	5.6	This group builds trust and loyalty with others
40	5.6	This group makes an effort to get along well with others
41	5.6	This group encourages others to pull together to achieve common goals
42	5.6	This group produces high-quality and error-free work
43	5.6	This group has the right knowledge, skills and abilities to be effective at work
44	5.6	This group is competitive and driven
45	5.6	This group has the passion to succeed
46	5.6	This group demonstrates a willingness to learn
47	5.5	This group is passionate about their area of work

Graduate Competencies

Each of the questions 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.

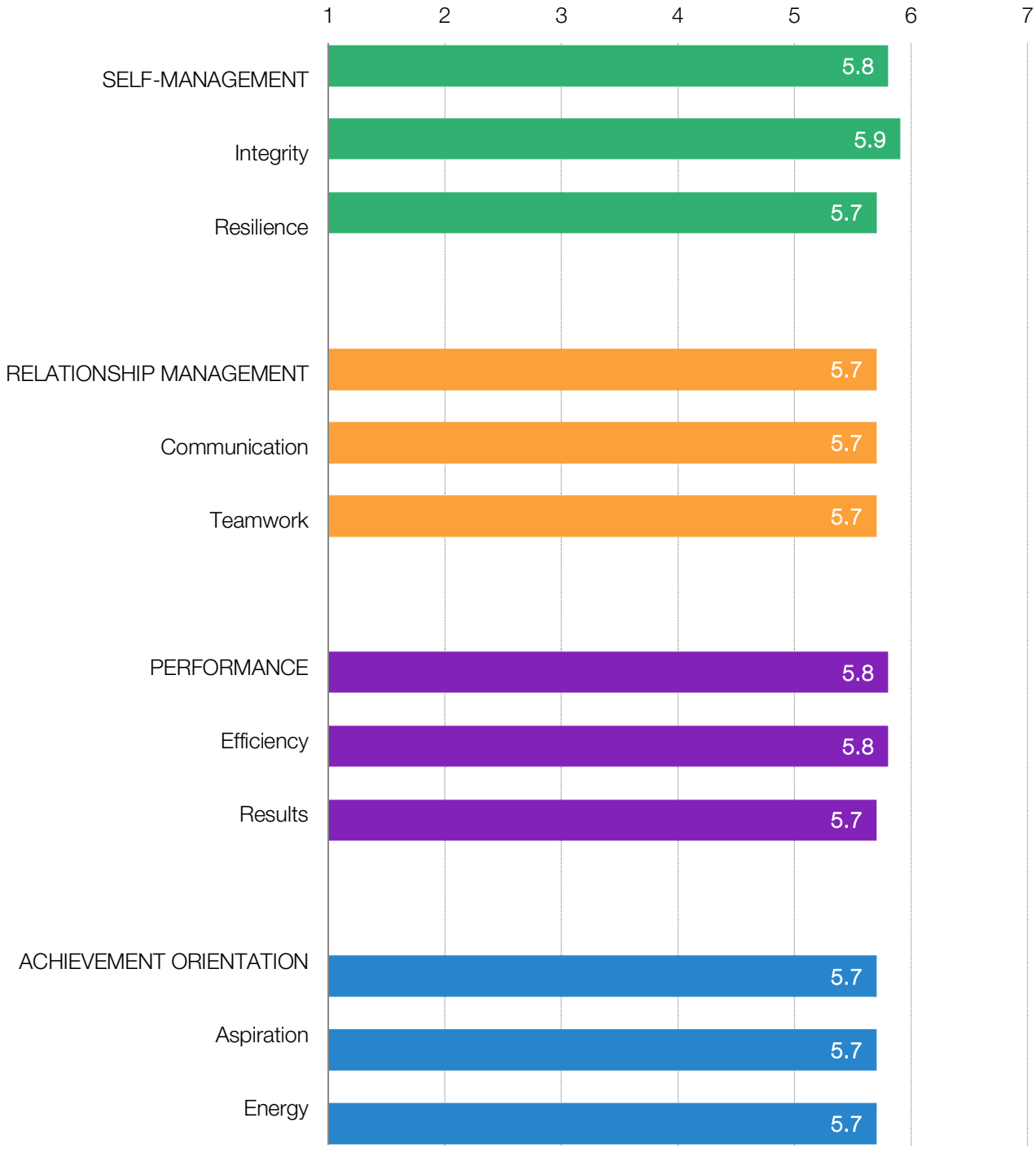
Relationship Management refers to the ability to achieve better results through better relationships and communications. It can involve the ability to communicate effectively and build trusting, loyal relationships with colleagues to support performance. Successful relationship management requires recognition 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 the group's 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
5.8	6.3	5.8	5.5	5.3	SELF-MANAGEMENT
5.9	6.3	5.9	5.7	5.6	Integrity
5.8	6.2	5.8	5.8	6.0	This group is held in high regard by others
6.0	6.5	6.1	5.6	5.4	This group is polite and considerate
5.9	6.2	5.9	5.8	5.5	This group is open, straightforward and honest
5.9	6.5	5.9	5.7	5.6	This group is respectful of diversity
5.8	6.2	5.8	5.5	5.4	This group behaves to high professional standards
5.7	6.2	5.7	5.4	5.1	Resilience
5.9	6.5	6.0	5.6	5.3	This group is able to adapt to changing work demands
5.7	6.1	5.7	5.3	5.0	This group maintains a high level of performance even under pressure
5.7	6.3	5.6	5.5	4.8	This group manages their emotions effectively in stressful situations
5.6	6.1	5.5	5.4	5.3	This group 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.

Self ratings here represent the aggregated view of the graduates as they see themselves.

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

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

Relationship Management

Overall	Mgr	Peer	Others	Self	Items by Competency
5.7	6.2	5.7	5.5	5.2	RELATIONSHIP MANAGEMENT
5.7	6.3	5.7	5.5	5.3	Communication
5.7	6.2	5.8	5.4	5.4	This group presents ideas and concepts clearly while speaking
5.7	6.2	5.6	5.5	5.1	This group is able to engage in active listening when required
5.7	6.4	5.7	5.3	5.0	This group can adapt their verbal communication style depending on the audience
5.7	6.1	5.7	5.4	5.5	This group communicates comfortably with more senior staff
5.9	6.5	5.8	5.7	5.5	This group can communicate effectively in writing (grammar, spelling, etc)
5.6	6.2	5.5	5.6	5.1	This group keeps people informed as necessary
5.7	6.2	5.7	5.4	5.2	Teamwork
5.8	6.3	5.7	5.5	5.1	This group consists of good team players
5.6	6.2	5.6	5.4	5.3	This group builds trust and loyalty with others
5.9	6.3	5.8	5.7	5.5	This group is sensitive to the concerns and feelings of others
5.6	6.0	5.6	5.4	5.3	This group makes an effort to get along well with others
5.7	6.2	5.7	5.5	5.1	This group is always willing to help others out
5.6	6.1	5.5	5.3	4.9	This group encourages others to pull together to achieve common goals

Performance

Overall	Mgr	Peer	Others	Self	Items by Competency
5.8	6.4	5.7	5.5	5.1	PERFORMANCE
5.8	6.5	5.8	5.6	5.2	Efficiency
6.0	6.8	5.9	5.6	5.3	This group is able to follow instructions
5.7	6.5	5.5	5.6	4.8	This group is able to work well independently
5.8	6.7	5.6	5.6	4.9	This group provides timely responses when required
6.0	6.3	5.9	6.0	5.6	This group is hardworking and conscientious
5.8	6.5	5.9	5.3	5.5	This group has effective time management and organisational skills
5.8	6.2	5.8	5.5	5.3	This group always meets deadlines (within their control)
5.7	6.5	5.7	5.4	4.9	This group looks for ways to improve efficiencies
5.7	6.4	5.6	5.5	5.1	Results
5.6	6.2	5.5	5.4	5.0	This group produces high-quality and error-free work
5.7	6.6	5.6	5.3	4.6	This group completes work in a professional manner
5.7	6.2	5.6	5.5	5.1	This group consistently completes work to a high standard
5.8	6.5	5.7	5.6	5.1	This group has effective problem solving skills
5.7	6.2	5.6	5.6	5.0	This group displays sound judgement when making decisions
5.6	6.3	5.5	5.4	5.1	This group has the right knowledge, skills and abilities to be effective at work
5.7	6.4	5.6	5.7	5.4	This group maintains an active interest in their chosen field
5.9	6.5	5.8	5.7	5.3	This group works above and beyond to get the job done

Achievement Orientation

Overall	Mgr	Peer	Others	Self	Items by Competency
5.7	6.3	5.6	5.5	4.9	ACHIEVEMENT ORIENTATION
5.7	6.3	5.6	5.5	4.9	Aspiration
5.7	6.3	5.5	5.8	5.3	This group displays leadership potential
5.8	6.6	5.7	5.8	5.3	This group understands the organisation's overall goals and objectives
5.7	6.0	5.6	5.6	4.6	This group has effective people skills
5.7	6.2	5.6	5.6	4.8	This group builds networks effectively
5.6	6.2	5.5	5.3	4.5	This group is competitive and driven
5.8	6.5	5.6	5.6	5.1	This group is socially self-confident
5.6	6.2	5.6	5.1	5.1	This group has the passion to succeed
5.7	6.3	5.6	5.4	4.8	Energy
5.8	6.3	5.8	5.3	5.0	This group displays a positive and enthusiastic attitude
5.5	6.2	5.4	5.4	4.6	This group is passionate about their area of work
5.7	6.6	5.6	5.5	5.0	This group is energetic and motivated
5.6	6.3	5.5	5.5	4.5	This group demonstrates a willingness to learn

Scores by Competency

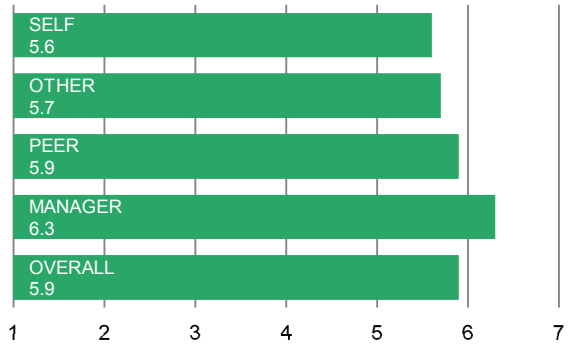
Self	Overall	Mgrs	Peers	Other	
5.3	5.8	6.3	5.8	5.5	SELF-MANAGEMENT
5.6	5.9	6.3	5.9	5.7	Integrity
5.1	5.7	6.2	5.7	5.4	Resilience
5.2	5.7	6.2	5.7	5.5	RELATIONSHIP MANAGEMENT
5.3	5.7	6.3	5.7	5.5	Communication
5.2	5.7	6.2	5.7	5.4	Teamwork
5.1	5.8	6.4	5.7	5.5	PERFORMANCE
5.2	5.8	6.5	5.8	5.6	Efficiency
5.1	5.7	6.4	5.6	5.5	Results
4.9	5.7	6.3	5.6	5.5	ACHIEVEMENT ORIENTATION
4.9	5.7	6.3	5.6	5.5	Aspiration
4.8	5.7	6.3	5.6	5.4	Energy

Competency and Rater Review

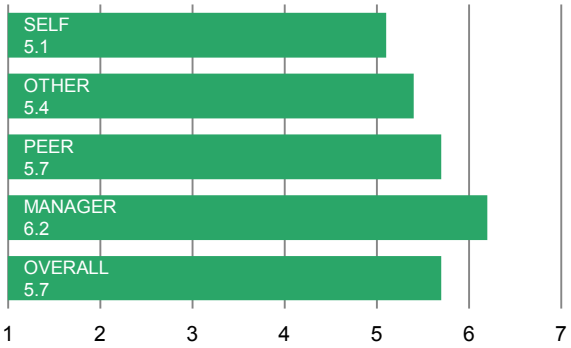
The charts below display the group's results by competency and rater type.

SELF-MANAGEMENT

Integrity

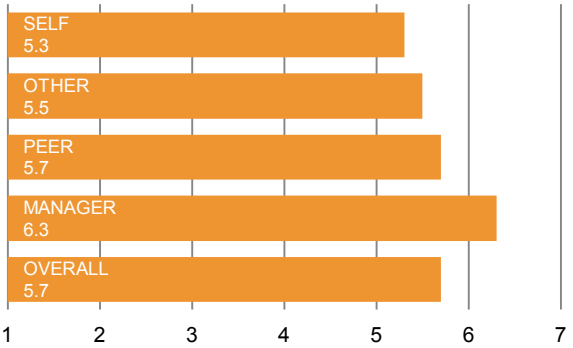


Resilience

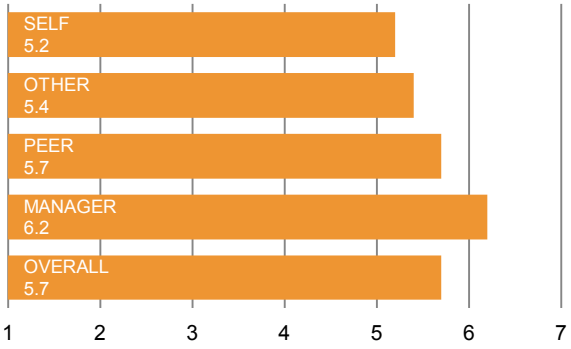


RELATIONSHIP MANAGEMENT

Communication

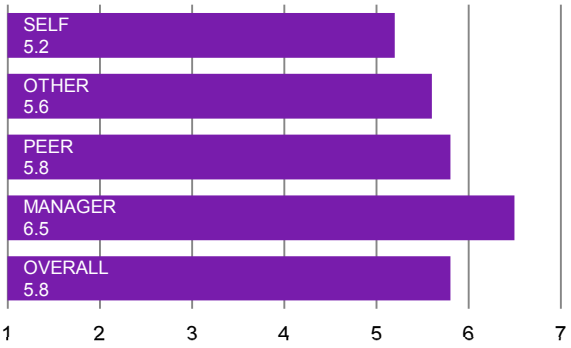


Teamwork

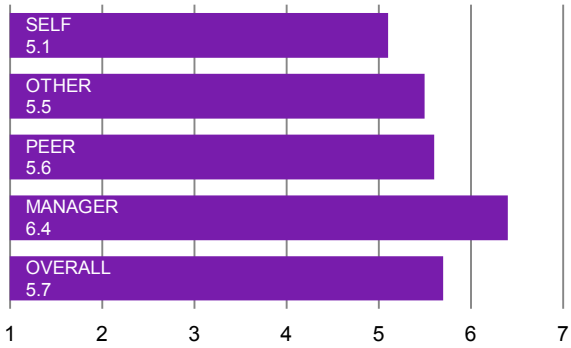


PERFORMANCE

Efficiency

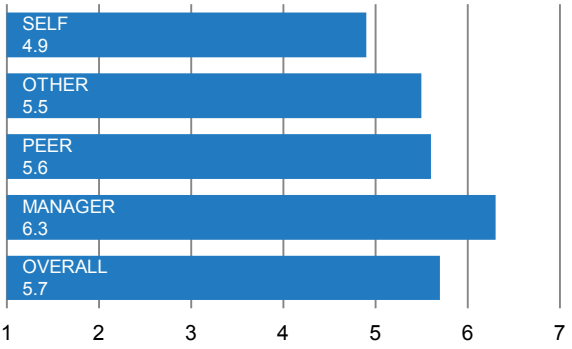


Results

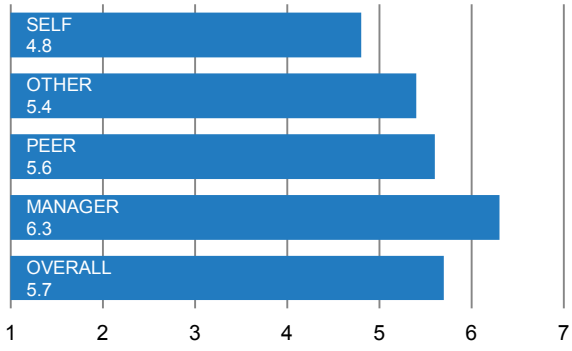


ACHIEVEMENT ORIENTATION

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 the top list items indicate that there is agreement about the strengths of the group. 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	Strengths	Total Score
1	Has a professional approach	81
2	Has strong people skills	58
3	Has good verbal presentation skills	53
4	Works hard with a strong work ethic	52
5	Suggests new and innovative ideas	48
6	Is a positive role model	46
7	Is customer focused and good with clients	42
8	Adapts well to changing work demands	39
9	Is competitive and determined	37
10	Is reliable and dependable	36
11	Good at planning and thinking ahead	35
12	Has strong leadership skills	32
13	Is well organised	24
14	Has solid technical ability, experience and knowledge	22
15	Has good written communication skills	20
16	Is action-oriented and gets things done	16
17	Builds effective relationships	15
18	Is steady and calm under pressure	14
19	Shows empathy and is supportive	13
20	Has a positive and enthusiastic attitude	9
21	Is achievement oriented	9
22	Has high ethical standards and integrity	6
23	Is good at solving problems	2
24	Effective in making decisions	1

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 the top opportunities for improvement in this group. The items with a dash (-) simply mean that no raters picked those from the list. There are no self scores included in the calculation.

Group Rank	Opportunities to Improve	Total Score
1	Share knowledge and resources	78
2	Be less moody and control your temper	54
3	Stop taking on too much and spreading yourself too thin	51
4	Show more empathy	48
5	Listen more and let others have their say	47
6	Improve verbal presentation	45
7	Be less aggressive	43
8	Be more action-oriented and make it happen	41
9	More customer and/or client focus	37
10	Be more adaptable	28
11	Improve your time management and organisational skills	24
12	Improve written communication	23
13	Build more effective relationships	22
14	Be more reliable	21
15	Improve problem solving skills	21
16	Be more open to change	20
17	Be more of a team player	19
18	Acquire better job and/or industry knowledge	18
19	Show leadership on issues	18
20	Be more assertive	16
21	Give appropriate feedback	16
22	Improve your people and interpersonal skills	14
23	Be more positive	7
24	More effective decision making skills	1