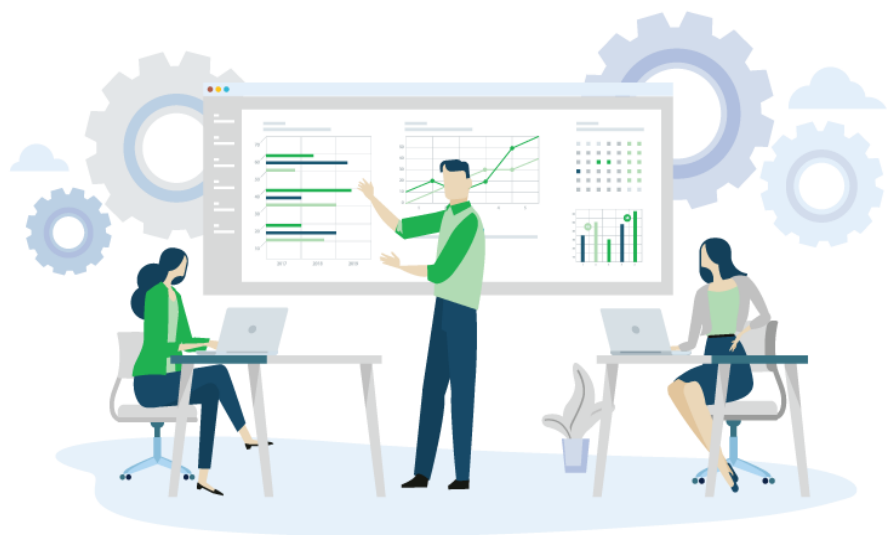

Simone Sample

Apprentice Roles

Apprentice Competency Report



Report Information

This report has been generated using results from the Test Partnership Apprentice Roles, which analyses a person's personal preferences, motives, and behavioural tendencies.

This report presents personality scales based on the candidate's own responses to behavioural questions. Research has shown that the self-reporting measures used in this questionnaire are a valid measure of how people behave in the workplace.

Scales have been generated by comparing the candidate's responses with the responses of thousands of other people, to give a comparison of personality traits in the form of sten scores.

Sten scores of 4, 5, 6, or 7 are considered to be within an 'average' range for the comparison group, whilst higher and lower sten scores suggest stronger and weaker preferences compared with the comparison group. It is important to note that low sten scores do not necessarily mean poor performance; they just mean a low tendency to exhibit that particular personality trait. Indeed in some roles it is preferable to display low tendencies towards certain personality traits.

The information contained in this report is confidential and should be stored securely.

The information in this report is likely to remain valid for up to 24 months from the date of taking the questionnaire.

Disclaimer

This report has been computer-generated and it cannot be guaranteed that this report has not been changed or adapted from the original computer-generated output. If the test was completed without supervision, the identity of the test-taker cannot be guaranteed.

Test Partnership accept no liability for the consequences of the use of this report.

Report Sections

Full Personality Scales

This section gives a detailed view of the candidate's full personality profile presented on 20 scales. By providing a spectrum of personality traits, it's possible to focus on particular aspects of the candidate's personality.

Summary Personality Profile





Since it's sometimes impractical or unnecessary to analyse every one of the personality traits contained in the first section, this summary profile recasts the candidate's personality traits in an aggregated, more tailored format for alternative interpretation.

Summary Personality Profile Report





These pages act as narrative to support the Summary Personality Profile section. The report describes how the candidate's responses relate to each of the summary markers, and what their preferences indicate in practice.

Full Personality Scales Report





Adaptability and Resilience

<p>Collected An individual's emotional consistency, rarely experiencing mood swings or negative emotional reactions.</p>		Well below average
<p>Confidence An individual's level of belief concerning their capability to overcome obstacles, setbacks and deterrents.</p>		Average
<p>Self-Directed An individual's likelihood to feel in control, rarely feeling powerless over their life's direction.</p>		Average
<p>Self-Esteem An individual's perceived self-worth, concerning positive self-image and recognition of their own worth.</p>		Average





Interpersonal Skills

<p>Outgoing An individual's affinity with others, warmth towards strangers and interest in interpersonal communication.</p>		Average
<p>Positive Expression An individual's awareness and recognition of positive emotion, feeling able to express this to others.</p>		Well below average
<p>Social Tact An individual's propensity to be careful, deliberate, and savvy when engaging in meaningful social interaction.</p>		Average
<p>Socially Comfortable An individual's propensity to feel comfortable and at ease in social settings, especially when around new people.</p>		Average





Problem Solving

<p>Creativity An individual's proclivity towards solutions that are new, unusual, unorthodox, and generally outside the box.</p>		<p>Below average</p>
<p>Innovation An individual's propensity to generate new ideas, expand upon existing ideas, and identify novel solutions to problems.</p>		<p>Well below average</p>
<p>Long-term focused An individual's likelihood of taking a long-term perspective, with a focus on the bigger picture.</p>		<p>Well below average</p>
<p>Need for Cognition An individual's propensity to derive personal satisfaction from complex cognitive activities and problem solving.</p>		<p>Below average</p>

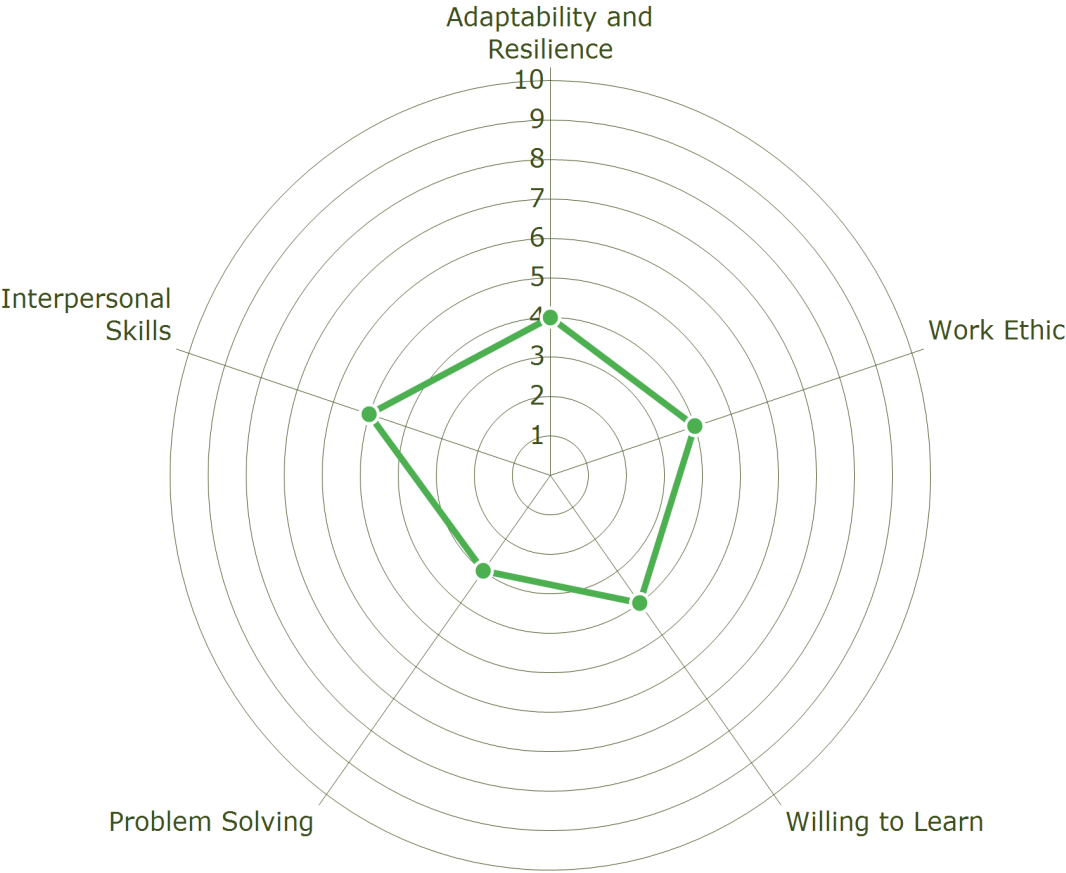
Willing to Learn

<p>Cognitive Flexibility An individual's propensity to display openness towards new ideas, concepts, principles, and opinions.</p>		Well below average
<p>Curiosity An individual's propensity to seek new knowledge, expand understanding, and investigate new topics.</p>		Average
<p>Free-Thinking An individual's propensity to question convention and tradition, in favour of alternative approaches.</p>		Well above average
<p>Inquisitive An individual's propensity towards curiosity, acquiring new information and further understanding.</p>		Well below average

Work Ethic

<p>Drive An individual's desire to succeed or excel in everything they do, often seeking to outperform others.</p>		<p>Above average</p>
<p>Goal Focus An individual's preference for setting and achieving goals, gaining satisfaction from reaching targets.</p>		<p>Well below average</p>
<p>Initiative An individual's propensity towards proactivity, starting tasks autonomously without procrastination.</p>		<p>Below average</p>
<p>Perseverance An individual's propensity to see long-term projects through to completion, even in the face of adversity.</p>		<p>Well below average</p>

Summary Personality Profile



Adaptability and Resilience

Score: **4**

Adaptability and Resilience relates to an apprentice's propensity towards effective stress management, an acceptance of change, and a willingness to change personally. It also suggests a high degree of emotional stability, helping apprentices appear calm and composed.

Adaptability and resilience are important qualities for apprentices to possess because they enable them to navigate the challenges and changes that come with on-the-job training and professional development. In apprentice roles, adaptability and resilience are important because they allow apprentices to take full advantage of the opportunities presented to them and to continue to learn and grow even when faced with obstacles or setbacks.

First, adaptability is important in apprentice roles because it allows apprentices to navigate the dynamic nature of the workplace. Apprentices may encounter unexpected situations or problems on the job, and an apprentice who is adaptable will be more likely to find creative solutions and adjust to changing circumstances. This adaptability is a valuable skill that will serve them well throughout their careers.

Second, resilience is important in apprentice roles because it helps apprentices bounce back from setbacks and disappointments. Apprentices may face challenges or failures along the way, and an apprentice who is resilient will be able to learn from these experiences and continue to work towards their goals. This resilience will help them persevere through difficult times and ultimately achieve their objectives.

Third, adaptability and resilience are important in apprentice roles because they help apprentices learn from their mistakes. Apprentices will inevitably make mistakes as they learn and grow, but an apprentice who is adaptable and resilient will be able to learn from these mistakes and use them as opportunities for growth and development. This ability to learn from mistakes will help them become better professionals over time.

Lastly, adaptability and resilience are important in apprentice roles because they help apprentices manage stress and maintain a positive attitude. Apprenticeships can be challenging, and an apprentice who is adaptable and resilient will be better able to handle the stress that comes with on-the-job training and professional development.

In summary, adaptability and resilience are important qualities for apprentices to possess because they allow them to navigate the challenges and changes that come with on-the-job training and professional development. They allow apprentices to take full advantage of the opportunities presented to them and to continue to learn and grow even when faced with obstacles or setbacks. Adaptability and resilience help apprentices learn from mistakes, manage stress, maintain a positive attitude, and navigate uncertainty, which are all essential for success in any career.

This score indicates an average level of the Adaptability and Resilience competency, relative to the chosen norm group for this assessment.

Interpersonal Skills

Score: **5**

Interpersonal skills relates to an apprentice's propensity towards effective, careful, and goal directed interpersonal communication. It also suggests a level of comfort and confidence with interpersonal interaction, allowing apprentices to feel at ease when speaking to others.

Interpersonal skills are essential for success in apprentice roles because they allow apprentices to effectively communicate and collaborate with others in the workplace. In apprentice roles, interpersonal skills are important because they enable apprentices to build strong relationships with their supervisors, colleagues, and clients, which can be crucial for their professional development. There are several reasons why interpersonal skills are important in apprentice roles.

First, interpersonal skills are important in apprentice roles because they allow apprentices to effectively communicate with their supervisors and colleagues. Apprentices will need to be able to clearly convey their ideas and ask questions in order to learn and grow in their field. They will also need to be able to listen actively and understand the perspectives of others. Effective communication skills can help apprentices build trust and respect with their colleagues, which can be valuable for their professional development.

Second, interpersonal skills are important in apprentice roles because they allow apprentices to effectively collaborate with their colleagues and supervisors. Apprentices may be part of a team, and they will need to be able to work well with others in order to achieve common goals. Teamwork and collaboration skills can help apprentices contribute to the success of the team and build valuable professional connections.

Third, interpersonal skills are important in apprentice roles because they allow apprentices to effectively interact with clients and customers. Apprentices may have direct or indirect contact with clients, and they will need to be able to communicate effectively and professionally to build strong relationships. Good interpersonal skills can help apprentices to be more effective in their work, and it can also help them to establish valuable professional connections with clients.

Finally, interpersonal skills are essential in apprentice roles because they are transferable skills that are valuable in any career. Interpersonal skills are crucial for success in any profession, and apprentices who develop strong interpersonal skills will be well-prepared for a wide range of professional opportunities.

In summary, interpersonal skills are essential for success in apprentice roles. They allow apprentices to effectively communicate and collaborate with others in the workplace, build strong relationships with their supervisors, colleagues, and clients, develop a positive attitude and handle stress, and are transferable skills that are valuable in any career. Apprentices who develop strong interpersonal skills will be well-prepared for a wide range of professional opportunities and will be able to navigate the complexities of any work environment.

This score indicates an average level of the Interpersonal Skills competency, relative to the chosen norm group for this assessment.

Problem Solving

Score: **3**

Problem Solving relates to an apprentice's propensity towards innovation, idea generation, and outside the box thinking. It also helps apprentices to focus on the long-term, adopting a big-picture approach to solving problems.

Problem solving is an essential skill for success in apprentice roles because it allows apprentices to tackle the challenges and difficulties they will encounter on the job. Apprenticeships are designed to provide on-the-job training and apprentices will be presented with various problems, tasks, and projects that require problem-solving skills to complete. There are several reasons why problem solving is important in apprentice roles.

First, problem solving helps apprentices find creative solutions to the challenges they encounter on the job. Apprentices will encounter unexpected situations or problems on the job, and an apprentice who is skilled in problem solving will be more likely to find effective solutions. This problem-solving ability will help them to be more productive and efficient at their job, which can lead to better performance and opportunities for advancement.

Second, problem solving helps apprentices learn and grow. Apprenticeships are designed to provide on-the-job training, and an apprentice who is skilled in problem solving will be able to take full advantage of this opportunity. By solving problems, they will learn new skills, acquire new knowledge, and develop their professional expertise.

Third, problem solving helps apprentices manage stress and maintain a positive attitude. Apprenticeships can be challenging, and an apprentice who is skilled in problem solving will be better able to handle the stress that comes with on-the-job training and professional development. They will also be more likely to maintain a positive attitude, which can help them build strong relationships with their colleagues, supervisors, and clients.

Finally, problem solving is important in apprentice roles because it can help the individual to think critically and make informed decisions. Being able to analyse a problem, weigh the options, and make logical decisions is a valuable skill that is essential for success in any career. It can help individuals to be more effective and efficient in their work and make better decisions that can benefit the company and their career.

In summary, problem solving is an essential skill for success in apprentice roles. It allows apprentices to tackle the challenges and difficulties they will encounter on the job. It helps apprentices find creative solutions, learn and grow, manage stress, maintain a positive attitude, think critically and make informed decisions, and take initiative. Problem solving skills are an essential tool for apprentices to acquire as they begin their careers and will serve them well throughout their professional lives.

This score indicates a low level of the Problem Solving competency, relative to the chosen norm group for this assessment.

Willing to Learn

Score: **4**

Willing to Learn relates to an apprentice's propensity towards intellectual curiosity, flexible thinking, and a drive to acquire knowledge. It also suggests a certain degree of adaptability, helping them to challenge existing notion or incorrect ideas.

Being willing to learn is an essential attribute for success in apprentice roles. An apprentice who is open to new ideas, willing to try new things, and eager to acquire new skills will be better positioned to succeed in their chosen field. There are several reasons why being willing to learn is important in apprentice roles.

First, apprenticeships are designed to provide on-the-job training, and an apprentice who is willing to learn will be able to take full advantage of this opportunity. They will be more likely to ask questions, seek feedback, and actively seek out new learning opportunities. This will help them acquire the skills and knowledge they need to succeed in their chosen field, and it will also demonstrate to their supervisors and employers that they are serious about their job and dedicated to becoming a skilled professional.

Second, being willing to learn helps apprentices adapt to new situations and overcome challenges. Apprentices may encounter unexpected situations or problems on the job, and an apprentice who is willing to learn will be more likely to find creative solutions and adapt to changing circumstances. This adaptability is a valuable skill that will serve them well throughout their careers.

Third, being willing to learn helps apprentices stay current with the latest trends and developments in their field. Technology and industry standards are constantly evolving, and an apprentice who is willing to learn will be more likely to stay up-to-date with these changes. This will help them remain competitive in their field and increase their chances of success.

Finally, being willing to learn is important in apprentice roles because it helps the individual develop a lifelong learning mind-set. As the field and industry are constantly evolving and changing, it's vital for individuals to continuously learn and adapt to the changes to be successful and stay relevant.

In summary, being willing to learn is an essential attribute for success in apprentice roles. It helps apprentices acquire the skills and knowledge they need to succeed in their chosen field, adapt to new situations and overcome challenges, stay current with the latest trends and developments, develop a positive attitude and lifelong learning mind-set, which are all essential for success in any career. An apprentice who is willing to learn will be more likely to advance in their careers and achieve their professional goals.

This score indicates an average level of the Willing to Learn competency, relative to the chosen norm group for this assessment.

Work Ethic

Score: **4**

Work Ethic relates to an apprentice's propensity towards a high level of effort, achievement motivation, and a drive to succeed. It also suggests a degree of persistence, helping apprentices to stay the course when they encounter roadblocks.

Work ethic is the set of values and principles that guide an individual's attitude and approach to their job. It encompasses qualities such as reliability, punctuality, responsibility, and a willingness to learn and improve. In apprentice roles, work ethic is particularly important because it lays the foundation for future success in the field.

One of the primary reasons work ethic is important in apprentice roles is that it demonstrates to employers and supervisors that the individual is serious about their job and dedicated to becoming a skilled professional. Employers want to know that they can rely on their employees to show up on time, work hard, and take responsibility for their actions. An apprentice with a strong work ethic is more likely to be trusted with important tasks and given more opportunities for advancement.

Another reason work ethic is important in apprentice roles is that it helps the individual acquire the skills and knowledge they need to succeed in their chosen field. Apprenticeships are designed to provide on-the-job training, and an apprentice with a strong work ethic is more likely to take advantage of this opportunity by asking questions, seeking feedback, and actively seeking out new learning opportunities. Additionally, apprentices who demonstrate a strong work ethic may be more likely to be selected for additional training and professional development opportunities, which can help them advance in their careers.

Work ethic also helps apprentices develop a strong sense of self-discipline, which is essential for success in any career. Self-discipline is the ability to stay focused, manage time effectively, and set and achieve goals. Apprentices who demonstrate a strong work ethic are more likely to be able to focus on their tasks and complete them efficiently, which will help them advance in their careers.

Finally, work ethic is important in apprentice roles because it helps the individual develop a positive reputation. An apprentice who demonstrates a strong work ethic will be viewed positively by their supervisors, colleagues, and clients, which can help them establish valuable professional connections and open doors to new opportunities.

In summary, work ethic is a critical component of success in apprentice roles. It demonstrates to employers and supervisors that the individual is serious about their job and dedicated to becoming a skilled professional. Additionally, work ethic helps apprentices acquire the skills and knowledge they need to succeed in their chosen field, develop a strong sense of self-discipline, and establish a positive reputation which can open doors to new opportunities.

This score indicates an average level of the Work Ethic competency, relative to the chosen norm group for this assessment.