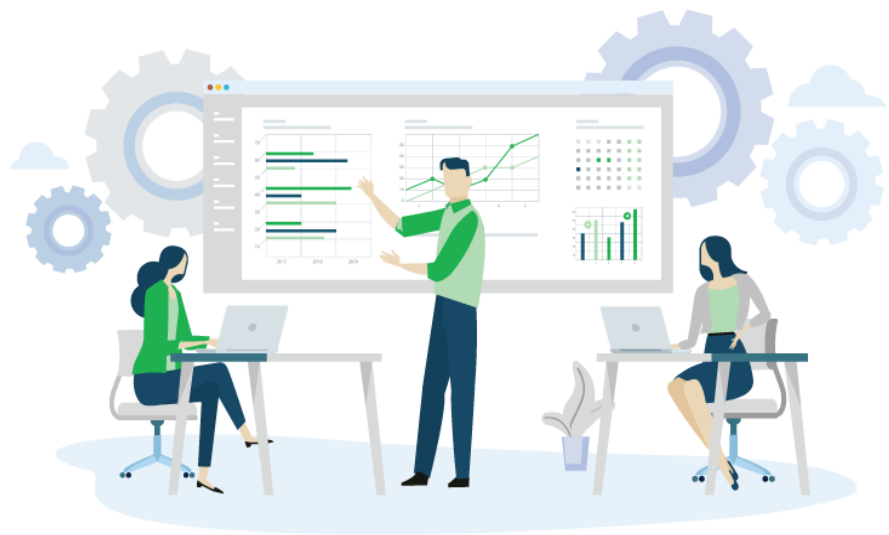


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# Simone Sample

Graduate Roles

## Graduate Competency Report



## Report Information

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This report has been generated using results from the Test Partnership Graduate 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

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





## Interpersonal Skills

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





## Problem Solving

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

## Willing to Learn

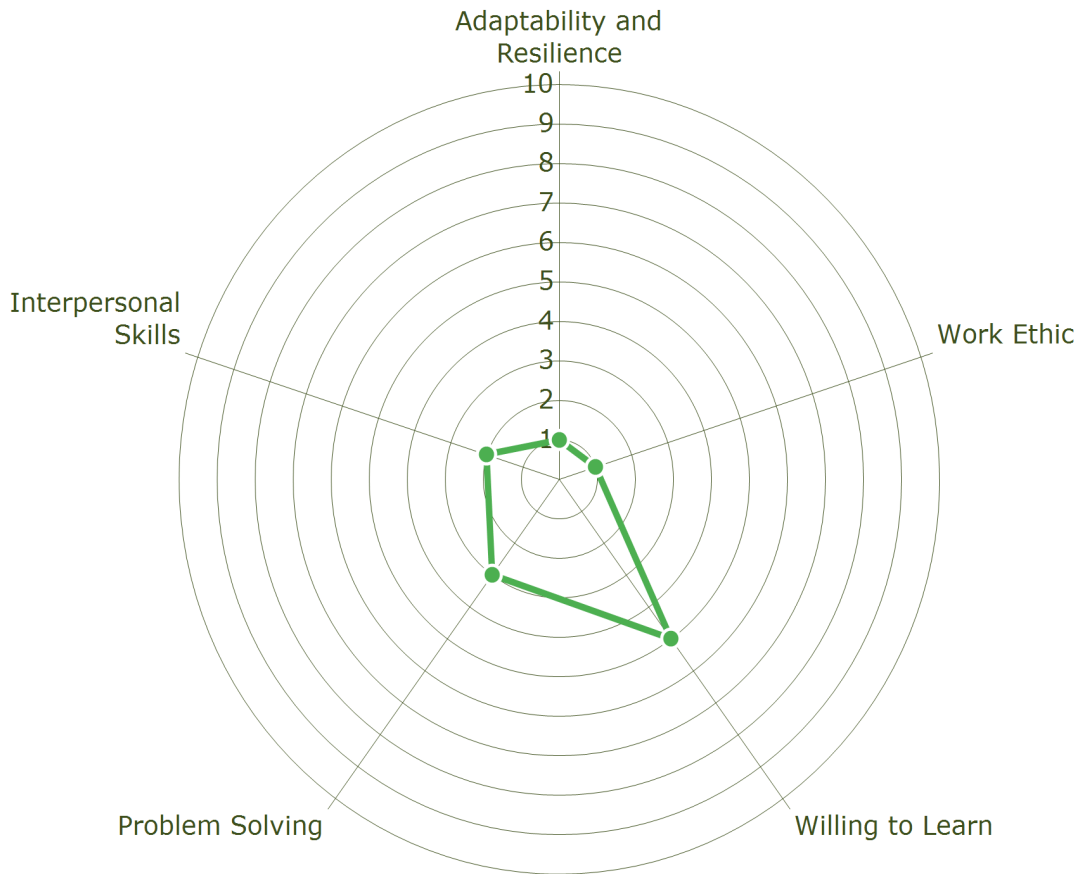
|   |  |                    |
|---|--|--------------------|
| <p><b>Cognitive Flexibility</b><br/>An individual's propensity to display openness towards new ideas, concepts, principles, and opinions.</p> |    | Well above average |
| <p><b>Curiosity</b><br/>An individual's propensity to seek new knowledge,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

## Work Ethic

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



# Summary Personality Profile



## Adaptability and Resilience

Score: 1

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

Adaptability and resilience are essential traits for success in graduate roles because they allow individuals to navigate the challenges and uncertainty that often come with starting a new job or career.

Adaptability means being able to adjust to new situations, environments, and expectations. This is particularly important for graduates, who may be entering a new industry or field and may have limited experience and knowledge compared to their more experienced colleagues. A graduate who is adaptable can quickly learn and adjust to the new environment, learn new skills and technologies, and take on new responsibilities. They can also adjust their approach to different tasks and projects, and to different managers and colleagues.

Resilience is the ability to bounce back from challenges and setbacks. Starting a new job or career can be difficult, and graduates may face rejection or disappointment. A resilient graduate will be able to handle these setbacks without becoming discouraged, and will continue to work towards their goals even when things don't go as planned. They will learn from their mistakes and use it to improve their approach to close more deals.

In addition, an adaptable and resilient graduate will be able to handle the fast-paced and ever-changing nature of the workforce. Many industries are rapidly changing and it is important for graduates to adapt and learn new technologies, trends and processes to stay relevant. A graduate who possesses these traits will be able to navigate these changes with ease and be more likely to succeed in the long-term.

Adaptability and resilience are also important for building and maintaining relationships with colleagues and managers. A graduate who is adaptable and resilient will be able to understand and respond to the needs of their colleagues, even when those needs change over time. They will also be able to handle difficult situations and conflicts with colleagues and managers in a professional and effective manner.

In conclusion, adaptability and resilience are key traits for success in graduate roles. Graduates must be able to adapt to new situations, environments, and expectations, and to bounce back from challenges and setbacks in order to be successful. Building and maintaining relationships with colleagues and managers also requires adaptability and resilience. A graduate who possesses these traits will be able to navigate the fast-paced and ever-changing workforce with ease, and will be more likely to succeed in the long-term.

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

## Interpersonal Skills

Score: **2**

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

Interpersonal skills are essential traits for success in graduate roles because they allow individuals to effectively communicate, collaborate and build relationships with colleagues, managers, and customers. Interpersonal skills involve the ability to understand, communicate, and work well with others. They include verbal and nonverbal communication, active listening, empathy, conflict resolution, and teamwork.

Effective communication is a key aspect of interpersonal skills. Graduates must be able to clearly and effectively communicate their ideas, thoughts, and suggestions to their colleagues and managers. This includes the ability to actively listen to others, understand their perspectives, and respond appropriately. Good communication skills are also important for building and maintaining relationships with colleagues, managers, and customers. In today's fast-paced and competitive environment, having the ability to communicate effectively and efficiently can set graduates apart from other candidates.

Teamwork is also an important aspect of interpersonal skills. Graduates will often be working on projects and tasks in teams, and they must be able to work well with others to achieve a common goal. This includes the ability to collaborate, share ideas, provide constructive feedback, and resolve conflicts. Graduates who possess good teamwork skills are able to contribute positively to a team environment and can foster a healthy and productive team culture.

Interpersonal skills are also important for networking and building professional relationships. Graduates who possess strong interpersonal skills are able to connect with others and establish mutually beneficial relationships. This can lead to opportunities for professional development and advancement, and can help graduates to succeed in their chosen field.

In conclusion, interpersonal skills are essential for success in graduate roles. They allow graduates to communicate and collaborate effectively, build trust and rapport with others, work well in teams, and connect with others to build professional relationships. These skills can lead to opportunities for advancement and professional development and ultimately long-term success in the industry.

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

## Problem Solving

Score: **3**

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

Problem-solving is an important trait for success in graduate roles because it allows individuals to identify and overcome obstacles and challenges in their work. Graduates are often faced with complex and unfamiliar problems, and they must be able to think critically and creatively to find solutions.

Effective problem-solving requires the ability to analyse and understand a problem, identify potential solutions, and evaluate the consequences of each solution. This process involves gathering and analysing data, considering multiple perspectives, and making logical and informed decisions. Graduates who are skilled in problem-solving can quickly and effectively identify and resolve issues that arise in their work, which can save time and resources for their organisation.

Problem-solving is also important for critical thinking and decision making. Graduates often have to make decisions based on limited information and with a high level of uncertainty. Being able to analyse and evaluate different options and make informed decisions is an essential skill for success in many graduate roles.

Furthermore, problem-solving is also important for innovation and creativity. Graduates who are able to think outside the box and come up with unique solutions to problems can bring new ideas and perspectives to their organisation and help drive innovation and growth.

In addition, problem-solving is also crucial in working in teams. Graduates will often be working on projects and tasks in teams, and effective problem-solving skills are important for collaborating with others to find solutions and overcome obstacles. Being able to work well in teams is an essential skill for many graduate roles and will help them to build strong relationships with colleagues and managers.

In conclusion, problem-solving is an important trait for success in graduate roles. Graduates who are skilled in problem-solving can quickly and effectively identify and resolve issues that arise in their work, think critically and make informed decisions, bring new ideas and perspectives to their organisation, and work well in teams. These skills can lead to opportunities for advancement and professional development and ultimately long-term success in the industry.

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

## Willing to Learn

Score: **5**

Willing to Learn relates to a graduate'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 trait for success in graduate roles because it allows individuals to continuously improve and grow in their field. Graduates are often entering a new industry or field, and they may have limited experience and knowledge compared to their more experienced colleagues. Therefore, being willing to learn is crucial for quickly gaining the skills and knowledge necessary to excel in the role.

A willingness to learn also demonstrates a positive attitude and strong work ethic to employers, which can lead to opportunities for advancement and professional development. Employers value employees who are eager to learn and take on new responsibilities, and they are more likely to invest time and resources into training and development for those employees.

Being open to learning also means being open to feedback and constructive criticism. This allows individuals to identify areas where they need to improve, and to make changes to their approach or work. It also helps them to understand how they are perceived by others and to make adjustments to their behaviour, if necessary.

Additionally, the nature of many industries is rapidly changing and it is a must for graduates to adapt and learn new technologies, trends and processes to stay relevant. For example, in the field of technology, new programming languages, frameworks, and tools are constantly being developed, and it is important for software developers to stay up-to-date on these advancements.

Furthermore, a willingness to learn can also lead to increased job satisfaction and engagement. When individuals are continuously learning and growing, they are more likely to feel fulfilled and motivated in their work, which can lead to better performance and productivity.

In conclusion, being willing to learn is an important trait for success in graduate roles. Graduates who are willing to learn can quickly gain skills, adapt to new technologies, and increase their job satisfaction and engagement. These skills can lead to more opportunities for advancement and professional development, and ultimately, long-term success in the industry.

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

## Work Ethic

Score: 1

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

Work ethic is an important trait for success in graduate roles because it demonstrates a commitment and dedication to the job. Graduates are often new to the workforce and may be less experienced than their colleagues. A strong work ethic can help them to make a positive impression and establish themselves as valuable members of the team.

A strong work ethic means being reliable, responsible and punctual. Employers value employees who are dependable and can be counted on to meet deadlines and deliver quality work. Graduates with a strong work ethic are more likely to be trusted with important projects and responsibilities, which can lead to opportunities for advancement and professional development. Additionally, a strong work ethic means being self-motivated and proactive. Graduates who are willing to take initiative and go above and beyond the expectations of the job are more likely to be noticed and appreciated by employers. They will be able to take on new challenges and responsibilities, and to make a meaningful contribution to the organisation.

Furthermore, a strong work ethic means being able to handle pressure and stress. In many graduate roles, there are high expectations and deadlines. Graduates who can handle pressure and stress well, will be able to deliver quality work and meet deadlines even under difficult circumstances. Moreover, in today's competitive job market, a strong work ethic can set graduates apart from other candidates. Employers are looking for individuals who are dedicated and committed to the job, and who have a positive attitude and strong work ethic. Graduates with a strong work ethic are more likely to be hired and to have a successful career.

In conclusion, work ethic is an important trait for success in graduate roles. Graduates who have a strong work ethic are reliable, responsible, punctual, self-motivated, proactive, able to handle pressure and stress well, and able to make a positive impression and establish themselves as valuable members of the team. These skills can lead to opportunities for advancement and professional development, and ultimately, long-term success in the industry.

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