

Candidate feedback report

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PwC Student
Recruitment



Candidate feedback report

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Understanding your feedback report

You recently completed a number of assessments as part of our student recruitment process. This report has been created to give you personal and confidential feedback on the results of your assessments. We hope this will help you to reflect on your results and use this understanding for your future career plans irrespective of the outcome of this application.

Due to the complexity and competitive nature of our programmes, PwC base assessment decisions on a combination of criteria which vary from role-to-role. This means your specific results from each assessment do not automatically guarantee progression to the next stage of our recruitment process. The outcome with regard to this stage of the recruitment process will be provided on a separate email to you when you've completed your actual assessment. If this report is from your mock assessment you'll need to complete your actual assessments to progress your application and receive an outcome.

This report is personal and confidential to you. You don't need specific training or knowledge to interpret it. The report also provides ideas to help improve your skills and guidance to help you think about your preferred working style.

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Work style preference questionnaire

The questionnaire you've completed is called a personality questionnaire. However, we refer to it as a work style preference questionnaire. This is because rather than assessing your core 'personality' out of context, it measures your behavioural preferences at work and how these align with the behaviours critical to success at PwC.

This questionnaire provides a fair and objective measure of your self-reported preferred working style. It looks at the way you see yourself in terms of how you like to do things and what approach you'd typically take in a workplace context. This questionnaire is not about your knowledge, skills or abilities, which are also critical to success. It's about your natural behavioural preferences in the work place.

The attributes shown below are from our global leadership framework: The PwC Professional. These attributes describe the behaviours our people express in support of delivering PwC's business strategy. These are behaviours we've identified as being critical to our staff being successful in their role and to our business. The work style preference questionnaire is used at this stage to provide an initial measure of your natural alignment with these behaviours. Throughout the later stages of the recruitment process your performance is assessed against these attributes using other selection techniques.

To help understand your behavioural preferences, your responses have been compared to others who have completed this questionnaire in the past. The questionnaire is a guide and, as with all self-assessment questionnaires, its accuracy depends on how you completed the questionnaire; whether you were open, honest and genuine in your responses.

Making sure the way you like to work is aligned to what will be required, and expected of you, is a likely indicator of your future job satisfaction, motivation and successful performance at PwC. So this information is as important for you, as it is for us. This isn't about looking to fit people into a predefined template. It's about trying to understand how well your working style preferences align to the working style of PwC, and how you may deliver the role requirements.

The PwC Professional attributes

The five PwC Professional attributes and their definitions are outlined below. This is followed by a brief statement which articulates why they're important behavioural attributes for PwC.

1. Whole leadership

I lead myself and others to make a difference and deliver results in a responsible, authentic, resilient, inclusive and passionate manner.

We expect our people at all levels; from Associate up to Partner, to lead themselves and others to develop and learn through every opportunity. This in turn will support PwC in delivering results for our clients and our business strategy.

2. Business acumen

I bring business knowledge, innovation and insight to create distinctive value for clients and PwC.

Maintaining effectiveness in a rapidly changing world is key to the success of our people and PwC. So, it's important for us to continually seek to understand how businesses work and how they're changing to enable us to take advantage of any new opportunities.

3. Technical capabilities

I apply a range of capabilities to deliver quality and value for clients and PwC.

We adhere to professional quality standards whilst continually building our technical knowledge and expertise to support us to deliver insights and value to our clients.

4. Global acumen

I operate and collaborate effectively with a mindset that transcends geographic and cultural boundaries.

At PwC, we operate within a world that is more interconnected and interdependent than ever before; a complex and continually changing global environment. Our people need to embrace rapid change and diversity to bring a fresh perspective to our clients and PwC.

5. Relationships

I build relationships of high value which are genuine and rooted in trust.

Our capability to remain competitive in the marketplace is underpinned by our people's ability to build relationships, with longevity, that are established in trust. At PwC, our people strive to listen and communicate with confidence in order to deliver an outstanding experience for our clients.

Work style preference questionnaire

Reflect on how you responded to the questionnaire when reviewing the information provided below, as the accuracy of the feedback is dependent on the openness and honesty with which you completed the questionnaire. Remember, this feedback is about how you like to do things and not about ability.

Whole leadership			
Business acumen			
Technical capabilities			
Global acumen			
Relationships			

Key

Strong behavioural preference alignment
 Moderate behavioural preference alignment
 Partial behavioural preference alignment

1. Whole leadership

Your responses to the questionnaire suggest that your **natural behavioural preferences are strongly aligned to this competency**. This suggests that you may be more inclined than most to lead yourself and others to make a difference and deliver results in a responsible, authentic, resilient, inclusive and passionate manner.

Things to consider about your preferred working style

Are you the kind of person who will take advantage of every opportunity for learning, growth and personal development? Are you likely to seek the feedback of others and provide constructive feedback in return? To what extent do you feel calm on important occasions and focussed on delivering results? Consider what might be stopping you from taking steps to improve your performance and tackle these directly.

Do you typically find yourself in situations where you're the one in control, leading others, and getting things done? Do you have an interest in persuading, influencing and inspiring others? Are you the kind of person who will promote the achievement of others and recognise when to trust others to deliver? Consider ways in which you could challenge yourself to try these different approaches to increase your familiarity and proficiency with them.

Do you see yourself as a role model for following and upholding policies and processes that are underpinned by values, principles and ethics? To what extent do you focus on being helpful, supportive and contributing to part of a team? Consider ways in which you can put yourself in situations to test yourself against these behaviours and receive feedback.

2. Business acumen

Your responses to the questionnaire suggest that your **natural behavioural preferences are strongly aligned to this competency**. This suggests that you may be more inclined than most to bring business knowledge, innovation and insight to create distinctive value for clients and PwC.

Things to consider about your preferred working style

Are you the kind of person who is curious to understand how businesses work and keen to broaden your knowledge of the economy and how it is changing? To what extent are you inclined to think ahead about the future, to identify opportunities for improvements, or to come up with new ideas completely? Try to find opportunities in all aspects of your work to help build and develop your knowledge and experience in this area.

Do you see yourself as someone who tends to work with data and information when making decisions? Do you like to critically review data and information to verify its accuracy? Do you prefer to take a structured approach to your analysis, and are you inclined to take a broad view so that you can combine new complex information easily? These behavioural preferences combine to support the critical analysis of data and information for decision making. Try to find learning opportunities within your role to practice these skills.

To what extent do you have an interest in understanding financial performance information? Do you see yourself as the kind of person who will plan an approach that will see business opportunities through to execution? Are you likely to proactively pursue opportunities and solve complex business problems? Do you know someone that does possess these characteristics that you could learn from or get some experience from?

3. Technical capabilities

Your responses to the questionnaire suggest that your **natural behavioural preferences are strongly aligned to this competency**. This suggests that you may be more inclined than most to apply a range of capabilities to deliver quality and value for clients and PwC.

Things to consider about your preferred working style

Are you the kind of person that will naturally seek to adhere to professional standards? Do you check the detail of your work to ensure its quality? Do you check the accuracy and relevance of information that you analyse? Are you likely to see the importance of, and follow, policies and processes? Consider ways in which you could challenge yourself to do this more often.

Do you see yourself as intellectually curious? Are you likely to take steps to keep up-to-date with developments in the field? Are you the kind of person that will seek out opportunities to develop your own expertise and experience as well as your technical knowledge? Try to find an approach that suits you that will help you to enhance your technical competence.

Reflect on the degree to which you collaborate with others and share information. Are you the kind of person who will draw on the expertise of your colleagues for support when appropriate? To what extent do you use your network and existing resources to enhance quality and efficiency? How likely are you then to share insights back with clients in formal situations? Try to find opportunities to put yourself in situations where you would be more likely to demonstrate these behavioural preferences.

4. Global acumen

Your responses to the questionnaire suggest that your **natural behavioural preferences are moderately aligned to this competency**. This suggests that you may be as inclined as most to operate and collaborate effectively with a mindset that transcends geographic and cultural boundaries.

Things to consider about your preferred working style

Are you the kind of person who takes an interest in the world around you and the people in it? Are you interested in: understanding people's behaviour; opportunities for frequent change and variety; and taking a broad view of how everything fits together? Are you likely to adapt your style readily to align with different people and situations? Consider how you could put yourself in these situations to increase your confidence with them.

- Consider the extent to which you enjoy new experiences. If you prefer frequent change and variety you may be more inclined to work in, and with, different parts of the business. Exposure and experience of working with different parts of the business is likely to support your success here at PwC.

To what extent do you favour new ways of working? Do you like to try new things and new approaches at work? Are you naturally inclined to adapt your approach to different situations and different people? Do you prefer the company of others compared to spending time on your own? Consider the extent to which you have experience of working in a constantly changing environment and seek opportunities to increase your familiarity with this.

- At PwC we operate in a complex, constantly changing environment. Think about the extent to which you favour new ways of working, as this is likely to help you to engage productively in changing environments.
- The world of work comes with a degree of uncertainty. Consider whether you prefer variety as opposed to more routine work, as this is likely to help you harness uncertainty. Reflect on what you may need to do differently to become more confident when faced with more ambiguous situations.

Review the degree to which you are the kind of person who will share knowledge and exchange ideas widely with others. Do you like to influence the perspective of others when sharing those ideas? Are you interested in engaging with others to shape your perspective? Do you feel confident to engage with others who you do not know? Do you try to find opportunities to do this more often, and then reflect on the extent to which this has influenced your thinking?

- Reflect on how often you tend to consult other people. Make a conscious effort to invite others to share their views, ideas and knowledge to ensure the best possible outcome.
- Consider the extent to which you like to change other people's views. This preference is likely to help you be more impactful when sharing ideas and knowledge with others. Ask someone you trust to give you feedback on your influencing style and what you can do differently to communicate with more influence.

5. Relationships

Your responses to the questionnaire suggest that your **natural behavioural preferences are strongly aligned to this competency**. This suggests that you may be more inclined than most to build relationships of high value which are genuine and rooted in trust.

Things to consider about your preferred working style

Reflect on the degree to which you consider your audience when communicating. Do you listen intently and adapt your style based on their responses? Do you enjoy talking to formal audiences and steering them towards your desired view point? Try to find opportunities, in a safe environment, to practice and develop your experience and confidence in these areas.

To what extent are you interested in the diverse views and perspectives of others? How much do you enjoy getting to know and understand people who are different to yourself? How inclined are you to develop open, trusting and supportive relationships with others? Consider ways in which you could challenge yourself to be more inclusive, developing both a broad network of contacts with deep sustainable relationships within it.

To what degree do you find yourself setting high standards, relentlessly pursuing excellence, taking a methodical and structured approach, while still focussing on meeting the needs and requirements of others? These characteristics, when combined, help to support the delivery of exceptional client experiences so by monitoring all aspects this will help us to achieve success in this area.

We hope that this report has been useful in providing you with feedback relative to your assessment at this stage of the recruitment process. PwC wishes you all the best with your future career, at PwC or otherwise.

End of Report

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