

Candidate Feedback Report

Introduction

Thank you for taking the time to complete the assessments in the Aviva Assessment Suite as part of the Graduate Global Leadership Programme recruitment process. This report provides feedback on:

- The Situational Strengths Test – including your top three strengths.
- The Critical Reasoning Test – including the level you reached and how to improve.

We are currently reviewing your results and will be in touch with a decision as soon as we can. In the meantime, we hope you find this report useful. Please also remember that this report only explores those strengths we know are important for success on the Aviva Global Graduate Leadership Programme. You will have many other strengths beyond the three explored here.

Your top three strengths

Our Situational Strengths Test assesses the strengths relevant to success within the Global Graduate Leadership Programme. Your own strengths are likely to be the things that you do well and enjoy doing. Your top three strengths on our Situational Strengths Test are listed below, along with suggestions for how you can take them further.

Resilience

As with any organisation, we often have to respond to challenges within our market. It is essential to overcome obstacles to achieve success. Your results indicate that you are able to maintain a positive attitude when faced with obstacles and changes, keeping focused on what needs to be achieved.

Take this further:

- The next time a colleague needs support adjusting to an unexpected change or setback, consider how you can help others to remain positive and focused still to achieve their goals.
- You are really well-placed to handle challenges. To push yourself out of your comfort zone, take on a really challenging task or goal. You can lean on your resilience to guide you through any obstacles or setbacks you face.
- Take a step back. What have you learnt from the challenges you have faced? Could you apply this learning to other situations you encounter?

Take care:

- Honesty is important when handling an obstacle or challenge. Are you going to be able to resolve this by yourself, or are you going to need the support of others? Don't be afraid to ask for help, so that you can make sure the situation doesn't get worse.

Adaptability

We pride ourselves on being flexible, adapting to changes both in our sector, and more directly within the organisation, by considering what we need to do and acting quickly. Your responses suggest that you are comfortable when faced with changing circumstances and are able to act quickly to achieve your goals.

Take this further:

- Thinking about your current (or future roles), try to use your strength in Adaptability to develop effective ways to support colleagues through a change. Is there somebody who particularly struggles with adapting, who you can support in these circumstances?
- Using this strength, you are perfectly placed to communicate your knowledge of change more widely than your immediate team or group. Is there an opportunity to take responsibility for making sure changes are communicated effectively around the team or organisation?
- Some changes require cultural considerations too. Challenge yourself to become familiar with the various customs, products and customer profiles on a global scale. How would you tailor your approach, depending on the culture you are working within?

Take care:

- Being able to react quickly is important when there are time pressures. However, you should also recognise when you need to take a slower pace, understanding the situation so that you can respond in the best manner.

Growth

At Aviva, we believe it's important to become the best we can through continuous learning, the experiences we have, and acting on feedback. Your responses indicate that you have a personal desire to develop. You are likely to ask questions and seek new experiences to learn more, as well as being aware of your own development needs.

Take this further:

- Think about when you last gained feedback – is this usually from the same person? Gaining feedback from others is a great way of giving you a range of perspectives on your work and developmental needs.
- At the start of your career, think about ways that you can maximise this strength. What skills would you like to develop further so that you can become an effective leader? Who is the best person to ask to help you?
- With your own desire to develop further, you could consider how you can also support others to develop. Is there someone that you could mentor, either within work, at university or within a sports club, for example?

Take care:

- Being open to learning and feedback will support you in becoming a future leader. However, do take care to identify when there are more important things to focus on, as there will be times when you need to concentrate on tasks that you already understand and know, rather than constantly seeking new experiences.

Critical Reasoning Test

This section contains feedback on your results of the Critical Reasoning Test that you have completed as part of the selection process. The purpose of the report is to give you meaningful feedback about your results and support you in your development moving forward.

The Critical Reasoning Test is a measure of your ability to critically reason with information in the workplace. This test is made up of a number of specific elements:

- **Deducing Conclusions:** Determining whether conclusions necessarily follow from information in given statements or premises.
- **Drawing Logical Inferences:** Deciding to what degree conclusions are believed to be true or false, based on the data provided.
- **Evaluating Evidence:** Weighing evidence and deciding if generalisations or conclusions based on the given data are warranted.
- **Identifying assumptions:** Deciding whether or not an assumption is being made by distinguishing between presupposed assumptions and facts.
- **Judging arguments:** Distinguishing between arguments that are strong and arguments that are weak.

Drawing Logical Inferences: Your results show that, relative to your peer group, you achieved an above average score in terms of understanding whether it is logical for a given inference to be drawn, based on the information provided.

- This suggests that you were able to accurately and confidently determine to what degree certain conclusions were believed to be true or false, based on the information provided.

Your level of confidence in the answers you gave was above average

Logical inference is particularly useful when making decisions or answering questions based on limited information. Being able to decide the degree to which conclusions are believed to be true or false will help you to make more informed, valid and supported decisions.

To improve your **logical inference** score in the future, you might want to consider the following:

- Practice logical reasoning items in puzzles and quizzes to challenge your ability to draw objective conclusions.
- Give yourself time to check your analysis a second time before making a decision. This will help you to look at the data with fresh eyes and prevent rushed conclusions.
- You can also work to increase the speed in which you answer each question, whilst maintaining accuracy, as this is included in your overall score.

Identifying Assumptions: Your results show that, relative to your peer group, you achieved an above average score in terms of being able to distinguish between presupposed assumptions and actual fact.

- This suggests that you were able to correctly distinguish between the majority of the presupposed assumptions and facts from the information presented to you supported by a high level of confidence.

Your level of confidence in the answers you gave was above average.

Identifying assumptions is particularly useful when you work with information that may or may not need to be guided by other people's convictions or judgement. Being able to identify if information is based on an assumption or on a fact will help you to make more substantiated and underpinned decisions.

To improve your **identifying assumptions** score in the future, you might want to consider the following:

- Reading across a range of literature to distinguish the finer differences between sources of opinion and concrete evidence.
- You can also work to increase the speed in which you answer each question, whilst maintaining accuracy, as this is included in your overall score.
- Practice questioning your own assumptions when looking at information. Think about your ideas, thoughts or convictions that may cause bias in your decision making process.

Deducing Conclusions: Your results show that, relative to your peer group, you achieved an above average in terms of being able to determine whether certain conclusions necessarily follow from information in given statements or premises.

- This suggests that you were able to correctly determine the majority of the conclusions that followed from the information presented to you supported by a high level of confidence.

Your level of confidence in the answers you gave was above average.

Deducing conclusions is particularly useful when trying to understand the cause and effect of different situations and linking separate actions. Being able to deduce conclusions will help you to better understand why certain things happen following a given statement, premise or action.

To improve your **deducing conclusions** score in the future, you might want to consider the following:

- Challenging yourself to question whether every conclusion you make is substantiated by the statement it was derived from.
- You can also work to increase the speed in which you answer each question, whilst maintaining accuracy, as this is included in your overall score.
- Practice analysing your conclusions by identifying any assumptions you might have had. You may find that the conclusion is different than previously found.

Evaluating Evidence: Your results show that, relative to your peer group, you achieved an above average score in terms of being able to weigh up evidence and decide if generalisation or conclusions based on given data are warranted.

- This suggests that you were able to correctly weigh up the majority of the evidence and justify conclusions from the information presented to you, supported by a high level of confidence.

Your level of confidence in the answers you gave was above average.

Evaluating evidence is particularly useful when you are presented with multiple pieces of information and you want to make an informed and balanced decision by considering all of the information available to you. Being able to evaluate evidence and confirm whether conclusions based on the evidence are warranted will help you to deliver factual information that is supported and justified by evidence.

To improve your **evaluating evidence** score in the future, you might want to consider the following:

- Consider the positive and negative evidence within every information source you work with. By balancing these contrasting facts, challenge whether subsequent conclusions are justified.
- Practice looking at evidence from different angles and identify if the evidence can be interpreted in multiple ways. By eliminating any angle that is not justified you will strengthen your conclusion.
- You can also work to increase the speed in which you answer each question, whilst maintaining accuracy, as this is included in your overall score.

Judging Arguments: Your results show that, relative to your peer group, you achieved an above average score in terms of being able to distinguish between strong and weak arguments, as far as the question at hand is concerned.

- This suggests that you were able to correctly distinguish the strength of the majority of arguments presented to you supported by a high level of confidence.

Your level of confidence in the answers you gave was above average.

Judging arguments is particularly useful when you are presented with multiple arguments and there is a need to reach a conclusion based on these. Being able to judge different arguments, and analyse and value the strength of each argument will help you link the strongest arguments to your final decision.

To improve your **judging arguments** score in the future, you might want to consider the following:

- Always considering the content of the arguments presented to you, weighing up the strength of the data in relation to the question presented.
- You can also work to increase the speed in which you answer each question, whilst maintaining accuracy, as this is included in your overall score.
- Practice viewing other people's arguments from their perspective and see whether they have a point. By further investigating their argument you will get a clearer view on the strength of their argument.



Please do remember that this feedback only covers the things assessed as part of the Aviva recruitment process for the Global Graduate Leadership Programme.

There are many more strengths and skills than those assessed within this process which will lead to your future success. Take time to think about what else you do well and love to do. This will help you on your journey to realising your strengths and unlocking your potential. To find out more about your strengths, take practice tests and learn more about the many things that make up you, sign up to www.jobmi.com – it's free and always will be. We hope this information has allowed you to reflect upon your own strengths and given you some ideas as to how you can develop in the future.

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