

## Feedback Report - Online Testing

### Overview

**Thank you for completing the testing stage of our selection process.**

We appreciate the time you have invested, and are pleased to provide feedback on the initial stage of your application. Please note that everyone who completes this stage will receive this report.

You have completed two tests, as detailed below:

- **Strengths Assessment:** This test measures your alignment to the programme you have applied for through a series of scenarios relating to the key strengths required, your motivation for the programme, and preference for logical thinking. The strengths assessed in this test were selected following analysis of the indicators linked to high performance of this programme. Your top three strengths are outlined on the following pages of this report.
- **Numerical Reasoning Test (NRT):** The NRT measures your numerical reasoning ability across a range of mathematical abilities. Some programmes require a higher pass mark due to the level of numerical ability required for the role.

### How we calculate your score

We use a weighted scoring approach to assess which applications are progressed by combining the results of your two tests above to look at your overall performance. This approach gives us a balanced view of your potential and allows us to make a more informed decision.

You'll notice below your results have been described as percentiles, this provides an indication of your performance in comparison to others i.e. if you score in the 90th percentile, you have performed better than 90% of our applicant pool. The level you perform in comparison to your peer group will be used to assess whether you have met the required benchmark and progressed accordingly to the next stage of the assessment process.

You scored between 90th percentile and 99th percentile on the Strengths Assessment

You scored between 90th percentile and 99th percentile on the Numerical Reasoning Test

By now you will have received an email confirming the outcome of this stage as to whether you met the required benchmark level and if you were successful or not.

### Questions and Answers

#### Q: Can I re-take the tests?

Unfortunately not, as we need to be fair to all candidates. We are unable to accept more than one application per campaign year. We do not allow re-takes during the same hiring season, although you are welcome to re-apply next season should you not be successful.

#### Q: What can I do to improve my test performance?

For the Strengths Assessment, we always recommend answering these without trying to second guess the answers. Your first response tends to be your natural response. For the NRT, whilst it is known that cognitive ability is relatively fixed and tends not to change between re-takes, you may find practicing numerical tests online helpful.

### Your Leading Strengths

Your leading strengths are likely to be areas in which you perform well. You are likely to feel energised and motivated when you do these things or you are involved in similar situations.

You should try and explore how you can focus on playing to your leading strengths and finding opportunities to use them in more stretching situations to help you build your reputation in the professional arena.

Here are the three leading strengths that we have identified based on your responses to the Strengths Assessment.

## CLARITY

You like to analyse information, simplify complexity and help your audience to understand it. You are passionate about creating simplicity within an often confusing world – bringing fresh understanding to those around you. You enjoy explaining difficult concept so that everyone understands.

### TO STRETCH YOURSELF IN YOUR CAREER

- Put yourself forward to work with analysing information. With your natural ability to see patterns and associations, you are likely to be stimulated by the challenge of arranging data into meaningful clusters.
- Always keep your core message in mind – in every email, in every presentation, and every phone call. Check that you have a simple message and it has been conveyed effectively.
- Observe other people communicating effectively on presentations or meetings. How do they do it?
- Understand what resulted in a failed or successful project, and present a summary to the people involved.

### TO STRETCH YOURSELF IN YOUR PERSONAL LIFE

- Don't just limit yourself to words. Play to your strength by getting into the habit of using mind maps, diagrams or illustrations to convey messages. Sometimes images say things better than words.
- Observe yourself: do you change the way you explain something depending on the people in front of you? If yes, how? If not, why?

### DON'T FORGET

- Help others to understand what your decision making process involves – they may be unaware of how you reach the conclusions you do.

## CHAMPION

You are dedicated in providing a voice to other people's needs. You will naturally take time to understand situations from a customer's perspective. You focus on long term value for all parties.

### TO STRETCH YOURSELF IN YOUR CAREER

- Broaden your understanding of customer needs in different settings. . What do different customers have in common?
- Understand how technology and innovation can support people and what they need?
- Establish solutions that will benefit future customers. Be innovative. Understand the customer's needs and always put yourself in their shoes.
- Research the financial industry and customers' trends, behaviour and patterns. You need to understand your customer well.
- Understand how you decide to buy something. What kind of message appeals to you and what type of products? If you understand yourself as a customer, you will be able to understand others even better.
- Continue to listen to and understand what colleagues have to say and how might they be saying it; it will be a critical aspect in establishing meaningful relationships and collaborative working.
- Intake on roles that allow you to get better customer insight, this may involve being involved in customer focus groups.

### TO STRETCH YOURSELF IN YOUR PERSONAL LIFE

- When listening to people's needs, ask questions to understand their motivations. Explore how the brain processes feelings and formulates or articulates needs.
- Observe advertising videos and posters and try and understand who they are aimed at. What kind of people would they be and how would they respond? What may they believe in? It will help you to understand people from different backgrounds.

### DON'T FORGET

- To always balance customer needs with long-term value and business ethics. Sometimes it might be appropriate, and necessary, to say 'no' to a customer request.

## INSIGHT

You are able to gauge situations and other people's emotions well, and know how to adapt your own behaviour to have a positive impact on them. Your self-awareness, adaptability and interest in others help you to form open and trusting relationships.

### TO STRETCH YOURSELF IN YOUR CAREER

- Look for an opportunity to collect and analyse feedback. Build a climate of trust so try and experiment with your approach. Start by using different types of questions – direct, indirect and open-ended questions.
- Be more aware of others around you and how they may be feeling? By focusing on people you will develop more genuine and meaningful relationships

### TO STRETCH YOURSELF IN YOUR PERSONAL LIFE

- It's time to make the first move. If you find yourself with the opportunity to make a new connection in your personal life, take the initiative to follow up on it – invite them out for a coffee, get to know them more, introduce them to others or do something different together.
- Attend a development workshop that focuses on self-awareness– ask for feedback and observe how you react to it and why.

### DON'T FORGET

- We live in a world with many cultures and perspectives, don't be afraid to learn something new!

### Next Steps

Please remember that these strengths are taken from the full set of strengths we have assessed based upon your responses. You will have more strengths than the three leading strengths described in this feedback report.

If you are interested to learn more we recommend the following resources and tips:

- [www.discoverwhatmatters.co.uk](http://www.discoverwhatmatters.co.uk) - learn more about yourself and what matters to you.
- [www.jobmi.com](http://www.jobmi.com) - learn about your strengths and how you can use them to achieve your goals. Learn more about your personality, and more.

We hope that this feedback helps you to reflect on how you can make the most of your potential at this stage of your career.