

Based on the results of this candidate's Virtual Job Tryout, several suggested strengths to leverage and developmental tips are presented below for your consideration.

Candidate: Vince Test
Assessment Date: 11/11/2019

SECTION 1: STRENGTHS TO LEVERAGE

DEVELOPS AND COACHES OTHERS

Uses an effective interpersonal approach to encourage and coach others; tries to understand the individual's perspective and help them understand others' perspectives; provides specific examples of the behaviors for improvement and collaborates to form development plans

IDENTIFIES FACTORS THAT IMPACT TEAM PERFORMANCE

Good at working with both concrete data and hypotheticals; integrates information from a variety of sources to develop broad-based plans and strategies

VIEWS AMBIGUITY THROUGH A DIFFERENT LENS

Has an affinity for working through ill-defined goals and tasks; figures out what to do even when situations are unclear or ambiguous

THRIVES UNDER PRESSURE

Performs well under pressure; maintains their composure when facing difficult situations; keeps things in perspective; does not get stressed out by shifting priorities

THRIVES WHEN THE PACE GETS HECTIC

Action-oriented, they thrive in a fast-paced environment; prefers to be extremely busy; unlikely to stumble when they need to quickly assimilate new information

SECTION 2: AREAS OF OPPORTUNITY

PROACTIVELY PLANS AND PRIORITIZES

May find it difficult to prioritize when faced with numerous challenges; struggles to identify those issues most likely to impact business results; as such, guidance to their team may be unclear at times regarding the issues most critical to address and actions to take

Tip 1: Can you name your top 2-3 work priorities, as well as 4-5 less important goals? If not, you need to work on differentiation. Identify the most important and value-add activities and do them. Worry less about the smaller goals.

Tip 2: At your next team meeting, discuss examples of where deadlines or agreed-upon delivery dates have been compromised and what could have been done differently. Think of how you personally may have given lower priority to these deadlines than was required. Explicitly agree that you will take responsibility for monitoring these in the future.

STRIVES TO ENGAGE OTHERS

Describes themselves as a fairly low-key person; may have difficulty tapping into others' emotions to engage them and get them excited to work together

Tip 1: Practice being more engaging with people around you. Aim to demonstrate more enthusiasm and energy. Ask colleagues to rate you on a scale of 1-10 for being engaging. Solicit feedback on how you could improve further, and aim to move up the scale by at least one point.

Tip 2: Think about a colleague or business partner who you perceive as being very charismatic. Take some time to identify what they specifically do that makes them this way. Talk to them about their approach and tips they have for better engaging those around you. Attempt to model some of these defining characteristics and behaviors in your own day-to-day performance with the members of your team.

FOCUSES ON CAREER

Values career achievement but prefers a job with reasonable work demands; may find it difficult to achieve desired work-life balance

Tip 1: Start a group with one or more colleagues who are also trying to advance their careers. Set specific goals and strategies around doing so, and meet every month or quarter to catch up on progress.

Tip 2: If you are unhappy with your job, list your long-term career goals. Discuss them with friends or family, and identify barriers to these goals (e.g., location, salary, advancement opportunities). Determine which goals are feasible and then set short-term strategies to start the career advancement process.