



# Aspects Report

## Example Test

08/01/2016



Internal Applicants

Styles

**Assessment**

Aspects Styles

**Completed date**

08/01/2016

**Language**

English (UK)

**Contents****Aspects Styles Competency Profile**

This report shows the scores for each competency together with the overall suitability score.

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**Aspects Styles Interview Guide**

The Aspects Styles Interview Guide includes competency-based questions for use in a follow-up recruitment interview.

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This report has a shelf life of between 18 and 24 months under normal circumstances.

## Aspects Styles Competency Profile – Internal Applicants

<b>Teamwork</b>					
Comfortable working with others, open in their dealings with colleagues. Contributes to team cohesion and calls on others for help when needed.	1	2	3	4	5
<b>Influencing and Selling</b>					
Influences effectively and enjoys situations involving selling. Strong in negotiations with others, assertive in their approach and wins others over to their perspective.	1	2	3	4	5
<b>Interpersonal Skills</b>					
Socially skilled and confident, knows how to behave in social situations and comfortable meeting new people.	1	2	3	4	5
<b>Planning and Organising</b>					
Plans and organises their work and projects effectively; structuring and scheduling tasks appropriately. Takes a methodical approach to their work.	1	2	3	4	5
<b>Decisiveness</b>					
Works at a fast pace, taking decisions quickly when required. Comfortable taking risks in their work and avoids procrastination.	1	2	3	4	5
<b>Drive and Motivation</b>					
Motivated by challenging, quantifiable targets. Ambitious and focused on delivering clearly defined objectives, drawing satisfaction from achieving their goals.	1	2	3	4	5

### Suitability score (%): 70

The suitability score (percentage fit) is based on the candidate's average competency score and converted into a percentage format. Therefore the candidate would obtain a high fit score if they scored high on all the competencies.