



Avos Connect Event - Your Report

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Introduction

We were really pleased that you attended our Avos Connect Event and we do hope it has given you an opportunity to learn more about our Firm and the exciting opportunities that we have to offer. It's important that everyone who attends benefits from feedback, whatever the outcome, so we have created a personalised report for you that provides a high-level overview of your performance in the key areas that are important for success at Avos.

Observing the exercises that we asked you to complete on the day helped us to understand where we think your strengths lie in relation to the capabilities we look for in the role, and in our opinion, where we think there might be scope for further development.

The report includes:

- Your highest and lowest rated Strengths, along with some guidance about how to really make the most of your key strengths and some tips to support your ongoing career development.
- A summary of your performance in each exercise.
- And finally, there's a list of 'frequently asked questions', to answer any queries you may have.

Next to each Strength, there is a related skill in brackets. These skills are from the Skills Builder Universal Framework for Essential Skills. Developed by leading organisations from the education and employment sectors, this framework shows how you can build essential skills for success. Building these skills will help you to apply your strengths. You can find out more information about the Skills Builder Framework and related learning resources at the back of this report.

You will also notice that we've included some further considerations for you to explore and make the most of your potential. Please note, the additional learning resources that we've provided are not owned by Avos, nor do we endorse them. These are publicly available links and therefore we cannot guarantee how long they'll be available.

The outcome of the Avos Connect Event is not included in this report; we will get in touch with you separately about that. But whether you join us or not, we really hope you find the feedback insightful, whatever your next career step may be.

Summary

We thought you'd be interested to hear what we believe your top two strengths were and the area where you performed least well, in comparison with other capability areas assessed. Have a read through and consider some of the tips that we've included; you can combine this with your own ideas.

Highest performing areas:

Respectful Collaborator (Teamwork)

It's clear that you are a real team player. You showed us that you can effectively engage with others and work collaboratively to achieve common goals. At the same time you demonstrated a respect for, and sensitivity to, the viewpoints and needs of those around you. You really shone when you were participating in the discussions and helped the group to work together well. It was good to see.



How can I make the most of this strength?

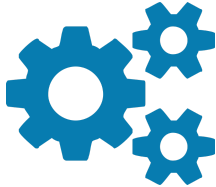
- In a work setting, use your collaborative approach to bring together individuals or groups that wouldn't normally work together to create a new idea or solve a problem.
- Continue to be a great team player, considering others' viewpoints and offering support to those who may be less vocal in the group.

Additional learning resource:

- [Leadership and effective collaboration](#)
- [How Collaboration Leads To Great Ideas](#)

Ideas Generator (Creativity)

Here, we were looking for real idea generators who come up with a range of creative suggestions. You showed the potential to think creatively, generate ideas, and be open to doing things differently, well done. With a little more encouragement to share more of your ideas and drive them forward, we think you would be a credit to any team.



How can I develop further in this area?

- Find opportunities to collaborate with others when generating new ideas or problem-solving, as the range of perspectives will help you to develop a broader range of well thought out ideas.
- Think more about how you could drive some of your ideas forward - who could you share them with? How could you explain the benefits of doing things differently?

Additional learning resource:

- [OK Go: How to find a wonderful idea](#)
- [Innovation is Not Efficient | Simon Sinek](#)

Lowest performing area:

Career Motivation and Firm Awareness

We felt your motivation and understanding of the role could be more insightful. It may help to reflect more on why you are interested in the work and qualification, particularly at Avos. That way, you can articulate your interest more clearly and with more enthusiasm. Spending time researching the work opportunity will help you with this.



What can I do to develop this area?

- Reflect on your career motivations; what do you want from your career, what is important to you, what do you see yourself doing?
- Learn more about the organisation you are applying to; take a look at their website and find out what it's like to work there, what the role can offer you and what you can offer them. Consider how working with the organisation may help you develop your career.

Additional learning resource:

- [How Well Do You Know What Motivates You?](#)

Activity Feedback

The next section will share some more detailed feedback about what we saw from you in each activity.

Sustainability Challenge

We felt that you sometimes found it difficult to adapt to changing situations in this task and may have missed opportunities to come up with better ways of doing things. It would have been good to see you focus more on the people aspects of your decision-making during the task, by considering the impact on clients. You worked effectively as part of a team, being generally respectful of the different viewpoints shared, handling any difference of opinion.

Discovery

It was clear that you love to learn; you ask insightful questions and are keen to understand more about a range of topics. We saw that you were relatively comfortable adapting to different tasks and reflecting on your approach to each one.

New Initiatives

You could have shown us more of a drive to take responsibility for delivering high quality results. You showed us that you're a strong team player; taking others' views on board, offering support and proactively helping the team work well together. We saw that you made attempts to come up with new ideas to improve the initiatives.

Interview

We would have liked to hear more about your research into, and reasons for choosing, the role and qualifications, as well as your reasoning for wanting to work at Avos. It would have been great to have seen more passion for learning and greater awareness about your own strengths and development areas. You showed some interest in coming up with new / innovative ideas and sharing these with others. It's obvious to us that you thoroughly enjoy building relationships with others, and were able to describe how you effectively build rapport and strong relationships. On the whole, you communicated effectively, actively listening and using appropriate language, with a flow that was easily followed.

Supplier Selection

We were impressed by your ability to work through the options in a structured and methodical way; outlining a clear rationale for your recommendation. You showed determination to complete the task, handling the pressure, and remaining fairly focussed and composed throughout. You could have increased the effectiveness of your written communication by using more appropriate language and structure to help get your point across.

Frequently Asked Questions

1. What happens next?

After the Avos Connect Event we carefully consider all candidates and, in most cases, will let you know whether you've been successful within five working days. If you are successful, we'll send you a letter outlining the conditions of our offer, so you can review and hopefully accept. For those who do not receive an offer, we'll also let you know this in writing within five working days. We understand this might be disappointing, but remember that you do have the opportunity to make a new application the following year. If you choose to reapply, try to think about your development areas outlined in your feedback report and consider how you can develop your skills.

2. What do the development areas mean in this feedback report?

Your report contains some personalised feedback and tips. We're really committed to sharing feedback to help you on your career journey and encourage you to be open to it. The report describes your relative strengths and development areas; whilst one area will have been highlighted as your lowest performing area, be reassured that this doesn't mean you've performed poorly, it just means that you performed less well in comparison with other areas and it is therefore an area for you to focus your development on.

3. What is the Skills Builder Framework, and how can I use it?

The Skills Builder Universal Framework shows you how you can build essential skills to help you succeed in all aspects of work and life. These eight skills are relevant to everyone irrespective of the role or organisation you join. The framework breaks down each of these skills into teachable, measurable steps, helping you to build your skills. Find out more by visiting:

<https://www.skillsbuilder.org/>

The 8 Essential Skills are:

- Listening
- Speaking
- Problem Solving
- Creativity
- Staying Positive
- Aiming High
- Leadership
- Teamwork

To learn more about the skills in the Framework, click 'Explore Framework' to navigate to the interactive webpages and review the definitions for each of the eight skills in the framework.

Each of the skills are broken down into skill steps, ranging from 0-15. Review the skill steps to identify where you could start building your skills. Click 'Build it' to open up a wide range of resources to help you understand and grow in each of the skills.

4. Who can I speak to if I have any questions regarding my feedback?

The report aims to be comprehensive, but if you do have a question just get in touch with your Early Careers Recruitment contact who will be happy to help.

5. How will this feedback be shared and stored?

For more details on how Avos handles and shares your information and for details on your rights, please visit [link here](#).

6. Where can I share my own experience/feedback on the Avos Connect Event and who can I send it to?

We are constantly looking to improve our candidates' experience of our assessment and selection process. It's really important to us and we welcome all feedback. You can either share your thoughts with your Early Careers Recruitment contact or log back into your account area and rate your experience out of 10. This option also offers space to send optional comments as well. Your feedback is anonymous and won't affect your outcome in any way. If you wish to receive a response to your feedback, please speak directly to your Early Careers Recruitment contact.