

# Avos Assessment Centre Report 2023

## **Sam Sample**

01/01/23

# Introduction

Thanks for making the time to attend the Avos assessment centre, and for your efforts across the application process. We really hope you enjoyed your time with us and that it gave you a chance to learn more about us and the opportunities we have to offer.

On the day, you took part in a series of exercises, including a group exercise, role play and interview. We carefully chose these exercises to allow you to demonstrate the capabilities that are important for Avos, both now and in the future.

As a purpose-led Learning Organisation, we want to support you to champion your potential. So we're providing you with feedback to help you learn and develop from your experience, regardless of whether your future career is with Avos or with another organisation.

This feedback report shares some insights into your performance and highlights areas of observed strength and some areas where you may wish to focus your development.

The report includes:

- A summary of your highest and lowest rated capability areas, including some ideas for further development.
- A summary of your performance during each exercise.
- Frequently asked questions that may help answer any queries you have.

The content of the report is based on the observations of the assessors on the day. It's important to remember your "lowest performing" area does not necessarily mean you performed poorly, but it is lower in comparison to the results in other areas. We hope you'll find the report useful and that it supports your future career development.

# Summary

Highest performing areas:



**Improver Innovator**

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**Change Ready**

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Lowest performing area:



**Trusted Advisor**

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## Group Exercise

We saw evidence that you analysed the available information; you identified some of the relevant details of each option and participated in reviewing the pros and cons of the different initiatives. We'd have liked to have seen a more detailed contribution to these discussions and clearer links back to Moneo Bank's purpose.

You actively participated in the discussion and interacted well with the other group members. You listened to feedback on your own ideas, acknowledged others' contributions, and your communication was clear and succinct throughout.

## Interview

The answers you gave demonstrated an excellent understanding of, and motivation for, the programme you've applied to. You showed a thorough understanding of the bank's aspirations and alignment to our purpose and values.

You provided strong evidence of being open to new ideas and different ways of working, and you showed that you can identify innovative approaches in your work.

We saw strong evidence of your resilience and adaptability within your answer, showing that you respond positively to change and ambiguity, and are able to work quickly and carefully under pressure.

Your example indicated that you work reasonably well with others, using some effective influencing and feedback techniques to share knowledge. However, there is more that you could do to collaborate even more effectively with others.

Your answer showed that you're able to effectively build trusting relationships with others, taking the time to understand and empathise with their perspectives.

# Frequently Asked Questions

## 1. What feedback will I receive from the assessment centre?

This report is a personalised feedback report, that is based on our observations during the assessment centre. Your report will tell you what you've done well and where you could improve.

## 2. If I have been successful, what happens next?

Your Talent Acquisition Consultant will be in touch with you to let you know the outcome of the assessment centre and the next steps. They'll contact you either by phone or email, so please let them know if your contact details have changed since your application. If you are successful and an offer is to be made, your Talent Acquisition Consultant will talk you through the process involved, including timelines and offer details.

## 3. If I have been unsuccessful, can I reapply?

You can only apply to one programme for each year's intake, but you're welcome to reapply the following year. Please note our pathways may change and we'd recommend that you review all the information available to you before making another application.

## 4. If successful, can I transfer my offer to another programme within Avos?

Unfortunately, your offer only applies to the programme you applied for. If there is another programme you are interested in, you would need to reapply the following year.

## 5. How will this feedback be shared and stored?

Only you will be able to access your personal feedback report via your secure login details on the platform. Our HR and Recruitment systems are protected to ensure that unauthorised or unlawful processing of personal information, accidental loss or destruction of, or damage to, personal information does not occur. This is done in accordance with the Avos Security Policy. The bank also requires its third party suppliers or recipients of personal information to guarantee the same level of protection as provided by the bank. Your personal information will be retained in accordance with our Managing Records Policy. You can read more [here](#).

## 6. If successful, can I defer my offer?

Unfortunately, we do not accept deferred applications.

## 7. Where can I share my own experience/feedback on the assessment centre and who can I send this to?

We welcome and encourage all feedback and you can complete the feedback form in your Sova digital assessment platform using the same link provided to you for your assessment centre. You can also share this with us directly through your Talent Acquisition Consultant or our application system support email.

### **8. Where can I find out more information about alternative roles within Avos?**

Check out our programme pages, and videos and other content on our social media channels, for more information. Please also have a look at our events pages, as these are an ideal time to meet other graduates and interns and learn more about the programmes.

### **9. How do I keep in touch with Avos if I receive an offer?**

Your Talent Acquisition Consultant will be your main point of contact from offer to joining.

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