



Candidate Competency Report

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Teamwork

You appear to have a strong preference for working independently rather than having to work in a team with shared goals. You may not always agree with others, or attempt to fully understand their points of view. Furthermore, you may not always show a lot of tolerance and empathy for others. Together, these factors may sometimes make it difficult for you to collaborate with others and demonstrate a team-oriented approach.

Developing Relationships

Your responses suggest that you do not place a huge amount of emphasis on developing new relationships. It appears that you may find it somewhat difficult to build rapport with people you have only just met, particularly those who are very different to you.

Influencing

Persuading and influencing others appear to be something that you are relatively comfortable with. You seem to be as confident as most when expressing your opinions and trying to get others to change their minds.

Interpersonal Communication

Engaging and communicating with others seems to be a lower priority for you than other aspects of your work. It may be that you prefer to maintain a professional distance from others in the workplace, place less emphasis on trying to understand how others are feeling, or find it difficult to pay close attention to other people's views and perspectives.

Customer Focus

Working with customers to solve their problems and support their needs is something you do not appear to particularly enjoy. As a result, you may not always strive to understand things from a customer perspective or ensure that you deliver on customer-related commitments.

Planning

Planning ahead is an activity that you seem to really enjoy. You are likely to spend time carefully mapping out what needs to be done, and will typically strive to meet set timeframes. At the same time, you enjoy adapting to new situations and challenges and readily modify your initial plans in situations where circumstances change and a different approach is required.

Organising and Prioritising

Your responses suggest you enjoy being reasonably organised and that you are likely to spend some time establishing priorities for action. It is likely that you will generally maintain a moderate degree of focus on quality and key timescales so that you can meet delivery expectations, although you may not enjoy this as much when working on objectives that are more demanding in nature.

Quality Focus

The way in which you approach your work appears to be somewhat steered by quality. You report maintaining and promoting reasonably high standards, and are likely to spend some time ensuring your work is accurate. Your level of quality focus is also likely to be apparent to others in your attention to detail and desire to play by the rules most of the time.

Problem Solving

Problem solving does not appear to be a key source of satisfaction for you. It seems that you typically rely on your intuition and previous experience when addressing new problems, rather than delving into detailed analysis. Your responses also suggest that you are less likely than most to investigate issues in depth in order to understand their root causes. Overall, your tendency to avoid over evaluating information may sometimes prevent you from identifying optimal solutions.

Adaptability

Your responses suggest that you prefer working in a familiar and stable environment, and feel less comfortable when needing to deal with the unexpected or to vary your approach. Overall, others may value your steadiness and consistency, but may view you as someone who is less adaptable to change and less responsive to shifting requirements or circumstances.

Resilience

You report being someone who finds it difficult to cope with stressful situations and to control your feelings and reactions when you are under pressure. It seems you also tend to worry and may become a little pessimistic when things go wrong, and take longer than most to recover from setbacks.

Drive

You appear to be less focused on setting and achieving challenging goals than most other people. You probably prefer a fairly steady pace of work and do not like to feel rushed or having to juggle different demands all at once.

Reliability

You appear to accept that it may be not always be possible to keep promises and deliver on commitments you make to people. It seems you may find it somewhat difficult to remain task focused, especially when working on things that are repetitive or less interesting to you. As a result, there may be times when others look elsewhere if they need a guarantee that something will be reliably seen through to completion.

Integrity

Your responses suggest that you generally work within set rules and guidelines and follow through on the promises and commitments you make to others. Overall, others are likely to see you as having as much integrity as most and just as much of a focus on the maintenance of expected work standards.

Initiative

You report having a strong preference for receiving a lot of support and encouragement from others. You seem less likely than most to take a proactive approach, instead looking for others to give you direction and guidance about decisions to be made and actions to be taken.

Learning Focus

Your responses suggest that you are unlikely to have much interest in expanding your knowledge and skills. You also appear to have relatively little interest in trying out or learning new things. It is therefore unlikely that you will look for, or capitalise on, opportunities for ongoing learning and development.