



Your KPMG Strengths Report



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Thank you for taking part in KPMG's Transforming Small businesses online assessment. This assessment is designed to introduce you to life within KPMG as a graduate and to assess your suitability for the role.

During the assessment, the questions you answered gave us insight into your likely natural strengths and preferences. The following report provides feedback on your two highest and two lowest performing strengths.

This feedback is based on the seven strengths we assessed in this assessment. These strengths are some of the things we look for in all our people and will set our graduates up for success in their careers with KPMG. But it is also important to remember that you are likely to have many other strengths beyond those highlighted in this report.

Please note, the outcome of your application is not considered within this report. We will be in touch in due course with the outcome of your application.

The KPMG Student Recruitment Team

Your KPMG top strengths

This section provides you with feedback on your top two strengths as identified by completing our assessment. These are areas in which you likely perform well and strengths you enjoy using. We recommend you consider how to optimise your use of these strengths to feel fully engaged in your work.

Foster Innovation

We want our people to respond positively to the unfamiliar and ambiguous, stepping into the unknown and developing new ideas and solutions. Your responses suggest that you are likely to be comfortable adapting your approach when things change or when requirements are unclear. You may enjoy coming up with new ways of doing things and experimenting with your approach.

How to develop this strength further...

- Look ahead to future changes. Consider how the current situation may suddenly change and plan how you could respond in an effective way. Think innovatively when considering solutions.
- Take on new challenges. Your ability to offer new ideas and solutions may help you find a new way of working.

Leverage Technology

We combine industry knowledge with technical experience to provide insights to our clients, so our people need to embrace these developments and spot opportunities to apply them. Your responses suggest that you have a natural affinity for working with new technologies. You enjoy learning about technological advancements and act as an advocate of technology to others.

How to develop this strength further...

- Challenge yourself to think even further into the future. Find out about innovations in their early stages of development and consider how these could be applied in the future.
- Proactively champion a piece of technology within your workplace, studies or personal life. Find a process or task that could be made easier or more efficient and take ownership for implementing a technological solution.

Your less developed KPMG strengths

This section provides you with feedback on the two areas identified as your main areas for development during our assessment. These are areas you may find more challenging or less enjoyable.

Resilient Performer

Your responses suggest that you may at times struggle to remain calm and focussed when working under pressure. You may find it challenging to overcome a disappointment or may tend to experience an obstacle as a setback.

How to develop your capability...

- Reflect on a time when you showed resilience or coped well with a setback. What helped you in this situation? How could you draw on this in future scenarios?
- As you begin a new challenge, consider where obstacles may arise. This will enable you to prepare strategies to help you cope and maintain a positive attitude and still deliver high quality results. Preparing in this way will help you to take challenging situations in your stride.

Demonstrate Integrity

Your responses suggest that you may not always be driven to challenge things that you believe to be wrong or unfair. You may prefer working in a way which is not overly regulated and find it frustrating when having to follow strict processes or guidelines.

How to develop your capability...

- If someone is acting unethically, reflect on what the outcome will be if they are not challenged. Find ways to speak up when you see something you do not agree with. Identify people you can escalate this to or whether it is something you can raise with them directly.
- Try to appreciate the values of others, whether they be at an individual or organisational level. Think about how adopting these values may positively impact the work that you do and why it is necessary for you to work in this way.

Thank you for taking the time to read your KPMG Strengths Report. We hope you have found it insightful and have gained a clearer understanding of your strengths and development areas in some of the behaviours that we look for in our people.

We will be in touch in due course with the outcome of your application.

The KPMG Student Recruitment Team

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