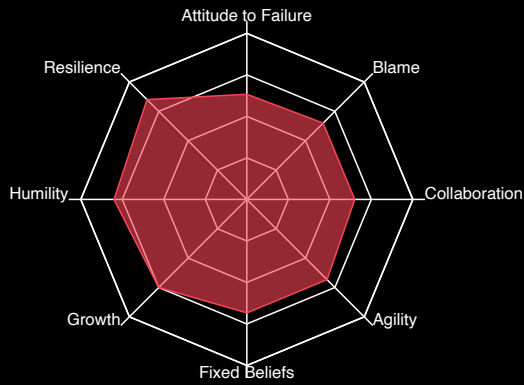# Candidate : Shamji Test (Pioneer)
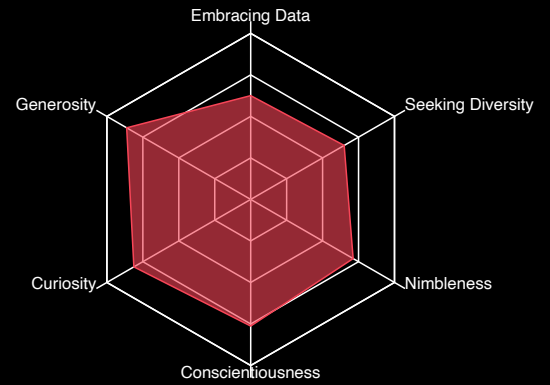
Candidate scores - Benchmarked

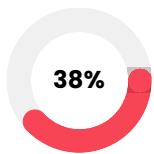### Personal Values

Blenheim Chalcot Values

Personal Category Score
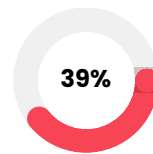
Attitude to Failure

38%

Top 25%	
Top 35%	
Top 50%	
Lowest 50%	
Lowest 35%	
Lowest 25%	

Blame

39%
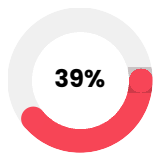
Top 25%	
Top 35%	
Top 50%	
Lowest 50%	
Lowest 35%	
Lowest 25%	

Collaboration

39%

Top 25%	
Top 35%	
Top 50%	
Lowest 50%	
Lowest 35%	
Lowest 25%	

Agility

41%
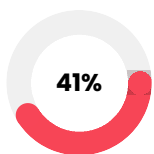
Top 25%	
Top 35%	
Top 50%	
Lowest 50%	
Lowest 35%	
Lowest 25%	

Fixed Beliefs

41%
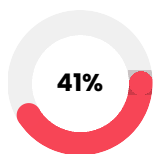
Top 25%	
Top 35%	
Top 50%	
Lowest 50%	
Lowest 35%	
Lowest 25%	

Growth

45%
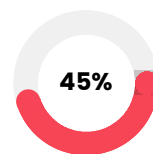
Top 25%	
Top 35%	
Top 50%	
Lowest 50%	
Lowest 35%	
Lowest 25%	

Humility

48%
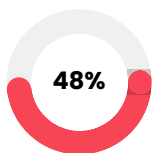
Top 25%	
Top 35%	
Top 50%	
Lowest 50%	
Lowest 35%	
Lowest 25%	

Resilience

51%
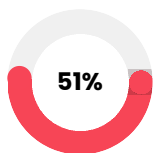
Top 25%	
Top 35%	
Top 50%	
Lowest 50%	
Lowest 35%	
Lowest 25%	

Blenheim Chalcot Category Score

Embracing Data

Seeking Diversity

Nimbleness

Conscientiousness — 50% (Top 50%)
Curiosity — 52% (Top 50%)
Generosity — 57% (Top 50%)

61% (Top 50%)
65% (Top 35%)
69% (Top 35%)
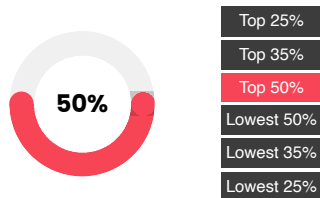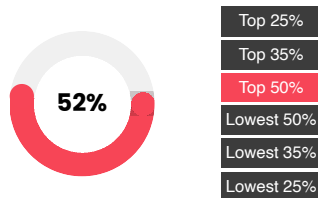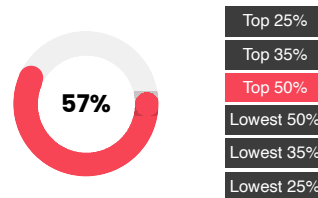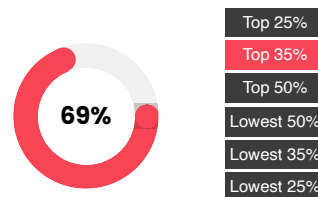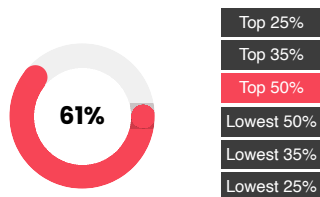
GenAI Report

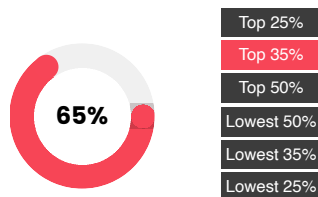| VALUE	COMMENT	SUGGESTED INTERVIEW QUESTIONS
Attitude to Failure Score: LOW	The candidate's attitude towards failure may hinder their ability to learn and grow from mistakes.	Can you describe a time when you failed at a task or project and what you learned from the experience?
Fixed Beliefs Score: LOW	The candidate's strong convictions may limit their ability to consider alternate perspectives or incorporate new information.	Can you describe a time when your beliefs or opinions on a topic were challenged, and how did you respond?
Blame Score: LOW	The candidate may be quick to assign blame rather than taking responsibility for their own actions.	Can you describe a time when you made a mistake and how you took responsibility for it?
Agility Score: LOW	The candidate may struggle with adapting quickly to changing circumstances or challenges.	Can you describe a time when you encountered a difficult or unexpected challenge in your work, and how did you respond?
Collaboration Score: LOW	The candidate may not be as effective in working with others towards a common goal or sharing responsibilities.	Can you describe a time when you worked successfully with a team towards achieving a common goal? How did you contribute to the team's success?
Humility Score: MEDIUM	While the candidate is not arrogant or excessively proud, there may be room for improvement in recognizing and accepting their limitations and mistakes.	Can you provide an example of a time when you made a mistake and how you handled it with Humility?
Growth Score: MEDIUM	While the candidate shows a willingness to learn and improve, there may be opportunities for further personal or professional development.	Can you describe a specific area in which you would like to grow and how you are working towards that goal?
Resilience Score: MEDIUM	The candidate has demonstrated some level of resilience, but there is room for improvement in their ability to quickly bounce back from setbacks or adversity.	Can you describe a time when you faced a difficult situation and how you overcame it?
Embracing Data Score: MEDIUM	The candidate has demonstrated some level of proficiency in using data to drive decisions and innovations, but there may be opportunities for further improvement.	Can you describe a time when you used data to identify a problem or opportunity, and how did you leverage that information to drive a solution?
Nimbleness Score: MEDIUM	The candidate has demonstrated some level of agility and adaptability to changing circumstances or challenges, but there may be room for improvement.	Can you describe a time when you had to pivot quickly in response to an unexpected change or challenge? How did you successfully navigate that situation?
Seeking Diversity Score: MEDIUM	The candidate has shown a commitment to embracing a broad range of perspectives, experiences, and backgrounds, but there may be opportunities for further improvement.	Can you describe a time when you sought out and incorporated diverse perspectives or ideas into a project or solution, and how did that contribute to the success of that initiative?
Curiosity Score: HIGH	The candidate has demonstrated a strong desire for learning and exploring new ideas or experiences.	What do you do outside of work to continue learning and growing? Can you describe a specific topic or skill you are currently interested in learning more about?
Conscientiousness Score: N/A	There is not sufficient information to determine the candidate's level of Conscientiousness based on the provided data.	Can you describe a project or task that you took ownership of from start to finish? How did you ensure its success?
Generosity Score: HIGH	The candidate has demonstrated a strong willingness to give freely without expecting anything in return, enriching both themselves and others.	Can you describe a time when you went above and beyond to help someone else, either in your personal or professional life?

Attempted Questions

Question 1: The organisation is able to take decisions quickly

Somewhat Disagree

Question 2: I think that the organisation is keen to adapt and adopt better ways of doing things even if it means taking risks

Somewhat Agree

Question 3: I like to finish a task first and then move on to think of fresh ideas

Agree

Question 4: I like to have the time to get things just right

Strongly Agree

Question 5: The organisation has a culture of 'safety in numbers' when it comes to decision making

Disagree

Question 6: I like it when people tell me better ways to do things

Somewhat Agree

Question 7: I spend a lot of time comparing myself to others

Somewhat Disagree

Question 8: That hierarchy of seniority is respected

Disagree

Question 9: I think that others would describe me as curious

Strongly Disagree

Question 10: No matter how hard some people try, they'll never improve at mathematics

Neutral

Question 11: If someone is critical of my performance my first reaction is to defend myself

Strongly Agree

Question 12: I sometimes refuse help when it is first offered

Agree

Question 13: I have taught myself a brand new skill in the last 6 months

Somewhat Agree

Question 14: I am judgemental of others

Neutral

Question 15: Senior management are interested in understanding the issues that I face in my role on a daily basis

Somewhat Disagree

Question 16: That other people think I am smart

Disagree

Question 17: To first know who is at fault when something goes wrong

Somewhat Disagree

Question 18: I naturally gravitate to the tasks I know I can already do well

Neutral

Question 19: I like to take my time when considering a new idea before going ahead with it

Somewhat Agree

Question 20: I think that the organisation is quick to identify those responsible when something goes wrong

Agree

Question 21: When things go wrong there is usually someone to blame

Strongly Agree

Question 22: I find it difficult if someone challenges a decision I make about something I know I am good at

Somewhat Agree

Question 23: I don't think you can train to be good at drawing

Neutral

Question 24: I am always very trusting of my colleagues

Somewhat Disagree

Question 25: I have a tendency to avoid negative feedback if I can

Disagree

Question 26: Consciously decide to reframe a rejection as an opportunity to learn

Disagree

Question 27: Understanding what my competitors are doing

Somewhat Disagree

Question 28: I tend to prefer to hear about my successes than focus on my faults

Neutral

Question 29: I trust my colleagues

Somewhat Agree

Question 30: Status?

Strongly Agree

Question 31: I believe my organisation is supportive of calculated risk taking

Strongly Agree

Question 32: I think that confidence is something you are born with

Agree

Question 33: I like to rely on methods I have used effectively before

Somewhat Agree

Question 34: I make time to reflect on my performance regularly

Somewhat Disagree

Question 35: Some people are just not cut out for public speaking

Neutral

Question 36: I think this organisation values qualifications from prestigious institutions above self-starters and independent learners

Somewhat Disagree

Question 37: The organisation prides itself on recruiting the very smartest people with academic pedigree

Neutral

Question 38: This organisation has rigid hierarchy which can mean information is slow to flow up and down it

Somewhat Agree

Question 39: I get disappointed if I have formed my opinion and then new data arrives which conflicts with my opinion

Agree

Question 40: I think this organisation over values a handful of 'star' employees

Somewhat Agree

Question 41: You're either a natural leader or you're not

Agree

Question 42: I have good intuition when it comes to predicting the outcome of events

Somewhat Agree

Question 43: I am better at identifying issues than solving them

Agree

Question 44: Making an example of someone is likely to raise the standards of others

Somewhat Agree

Question 45: I tend to avoid taking risks

Agree

Question 46: I believe that everyone's opinion counts in this organisation from the CEO through to the most junior member of the team

Somewhat Disagree

Question 47: That I come up with new ideas first

Neutral

Question 48: People have a level of intelligence which doesn't tend to change much

Somewhat Agree

Question 49: I often worry that I won't be good enough before trying something new

Agree

Question 50: I tend to have a plan for pressure situations

Strongly Agree

Question 51: I think that the organisation rewards and remunerates its people fairly based on an accurate reflection of performance

Strongly Agree

Question 52: I am empowered to make decisions within my role

Agree

Question 53: I think that you have to be super smart to work here

Somewhat Agree

Question 54: I understand the strategic direction of the organisation

Agree

Question 55: I think employees keep information to themselves as a form of power

Strongly Agree

Question 56: I think this organisation values past qualifications from prestigious institutions above potential for growth

Strongly Agree

Question 57: I tend to avoid a challenging situation for as long as possible

Agree

Question 58: I prefer to engage with people I know well

Somewhat Agree

Question 59: Explore ideas I know aren't immediately relevant

Agree

Question 60: I don't like it when I am faced with a problem I have never seen before

Strongly Agree

Question 61: I am comfortable making decisions when information is limited

Somewhat Agree

Question 62: I tend to think the worst outcome is most likely to happen

Agree

Question 63: Make time to reflect on improvements to something I have already done well

Strongly Agree

Question 64: I believe my boss is supportive of me

Somewhat Agree

Question 65: I tend to avoid tough conversations

Agree

Question 66: I am sometimes nervous in front of people more expert than me

Strongly Agree

Question 67: I find it difficult when someone is better than me in my field of expertise

Agree

Question 68: Play devil's advocate

Somewhat Agree

Question 69: I believe in my own ability

Somewhat Agree

Question 70: I like to figure things out on my own

Strongly Agree

Question 71: It doesn't bother me at all if someone criticises my performance

Strongly Agree

Question 72: I often prefer to wait until I am sure a new idea will be successful before implementing it

Agree

Question 73: I often divert my energy to a more familiar task if I have failed at something

Somewhat Agree

Question 74: I am discouraged by setbacks

Somewhat Agree

Question 75: I think I can voice my opinion without fear of being judged

Agree

Question 76: One of my strengths is applying new ideas to solve problems

Strongly Agree

Question 77: I am stimulated by doing things that I find difficult

Agree

Question 78: I would tend to choose to do something I am good at over something that I know will be hard

Somewhat Agree

Question 79: I tend not to ask a question if I think it might be a stupid one

Agree

Question 80: I have a tendency to dwell on negative feedback

Strongly Agree

Question 81: If I lose or fail at something I would be inclined to invest my time elsewhere

Somewhat Agree

Question 82: I like to make decisions in a group so no one person is at fault if something goes wrong

Agree

Question 83: To hold someone to account if something goes wrong

Strongly Agree

Question 84: I worry that others will take credit for my ideas

Agree

Question 85: I like to be one of the smartest people in a room

Somewhat Agree

Question 86: I often know I'm right even when others bring information that conflicts with my position

Agree

Question 87: People have a level of sporting ability which doesn't tend to change much

Strongly Agree

Question 88: It is not easy to be open about mistakes or failures in this organisation

Somewhat Agree

Question 89: I prefer it when someone tells me what to do and how to do it

Agree

Question 90: I prefer to focus on one project than have a number of projects

Strongly Agree