



# UFLP Candidate Report

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# Introduction

Thank you for completing the UFLP online assessment. The results of your assessment will be reviewed and considered alongside your application to assess your suitability for progression to the next stage. The content in this report is confidential and is intended solely for the person who completed the assessment.

We strongly believe in the value of feedback and this report is based on your responses to the online assessment.

The report is organised to provide you with feedback on your areas of strength and development in the assessment, to support your development and self-understanding. It's important to remember your area for development does not necessarily mean you performed poorly, but it is lower in comparison to the results in other areas. We have also included some tips to help you make the most of any strengths and address any potential development gaps.

We hope that you find this information helpful and we look forward to considering your application.

# Feedback Summary

## Strengths

### Competency Name

UFLP\_Candidate\_Report\_Narratives\_\_narrative\_text

### Creative and Commercial Mindset

You appear to be someone who is very quick to adapt to changing circumstances and new challenges, and to flex your behaviour in response to a broad range of different people and situations. You readily modify your views or stance on issues as situations unfold or new information comes to light, and this will assist you to deal very well with the lack of upfront clarity that is typically associated with workplace change and uncertainty. It also seems that you enjoy finding innovative ways to solve problems and are quick to generate a range of creative new ideas and solutions.

#### Tips for leveraging or capitalising on this strength:

- Seize opportunities to respectfully challenge the status quo or convention, and test out the fresh new approaches that you identify.
- Bear in mind that your creativity need not relate to artistic expression or ground-breaking innovation. It can be applied in a number of ways to help solve the day-to-day problems you encounter at work and remove obstacles for both yourself and others.

## Development Area

### Personal Impact and Influence

Your assessment responses suggest that you tend to be careful not to assert your views on other people. There could also be times when you find it somewhat challenging to understand different points of view, and it seems you are unlikely to be motivated by the prospect of working in a customer-oriented role.

#### Tips for developing in this area:

- Consider the benefits you may gain from communicating in a more assertive or forthright manner when needed.
- Look for ongoing opportunities to better understand the needs and expectations of customers and other key stakeholders. Then find ways to meet those needs or expectations and demonstrate a greater level of service orientation.

# Frequently Asked Questions

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

This report is a personalised feedback report that is based on your response throughout the online assessment. Your report includes two areas of strength and one area in which you may wish to further develop.

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

A Unilever colleague will be in touch with you to let you know 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.

## **3. If successful, can I transfer my offer to another programme within Unilever?**

The UFLP programme is a specific process and if successfully accepted, the preference is that you continue in the programme.

## **4. How will this feedback be shared and stored?**

Only you will be able to access your personal feedback report. 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 Unilever Security Policy.

## **5. If successful, can I defer my offer?**

The UFLP programme is a specific programme inclusive of development rotations and learning assigned which is aligned with the start of the programme and is country-specific. Therefore, an offer can not be deferred.

## **6. Where can I share my own experience/feedback on the online assessment process and who can I send it 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. You can also share this with us directly through our application system support email.

## **7. How do I keep in touch with Unilever if I receive an offer?**

A Unilever colleague will be in touch with you to let you know 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.