

# FEEDBACK REPORT



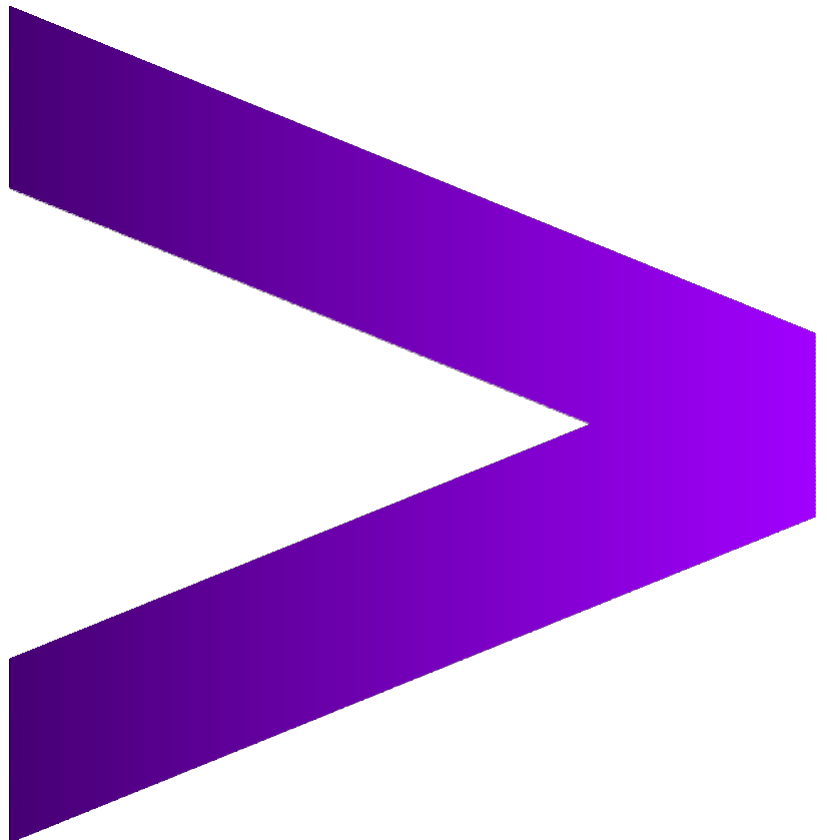
# Feedback Report

## Thanks for taking the time to complete our online assessment!

Thank you for completing the assessment in Accenture's Discovery Portal. This experience is designed to give you an idea of what life is like at Accenture and determine whether we would be a good match for you.

The challenges presented you with a wide range of questions and situations that could occur whilst working at Accenture and asked you to make choices between different answer options. Your responses provide insight into your likely workplace preferences and strengths. Overall, ten strengths were measured during the assessment, but it is important to remember that you possess many other strengths that are not being assessed at this time. This report provides you with feedback on your top three performing strengths, and one area where you performed lower in comparison to your other strengths.

Please note, the outcome of your application is not included in this report and will be communicated separately.



# Your Strengths

We are interested in the ten strengths that we know are key to success at Accenture. Each strength contains a number of different qualities, contributing to the success of our people. These strengths factor into how we deliver our projects, how we work with our colleagues and clients across the globe, how we effectively draw insights and use data to inform decisions and how we strive to constantly learn through what we do.

## Your Accenture Top Strengths

This section gives you feedback on the three areas that were identified as your top strengths. These are likely to be things which you enjoy doing and typically perform well. When you take the opportunity to use these strengths in daily tasks, you are likely to perform well, and feel energised and fully engaged with what you are doing. As you read through your top strengths, you could consider how they play out in your current responsibilities and daily activities. Also, reflect on how you envisage your career progressing and how you might best find ways to optimise your use of these strengths.

### Data Interpreter

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Our clients value our ability to see beyond simple outcomes, revealing trends and insights within complicated data that others may fail to identify.

***Your responses suggest that you are capable of extracting meaningful insight from complex information.***

You are likely able to methodically analyse data from multiple sources to determine what is important and use this to form the best answer to the question you are asking. It is likely that you communicate the findings of your analysis in a way that is logical and tailored to your audience; using data to create an engaging narrative.

#### MAKE THE MOST OF THIS STRENGTH

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|---|--|---|
| <ul style="list-style-type: none"> <li>When presenting the findings of your analysis to others unfamiliar with data, evaluate what data and insight best reinforces your conclusions for that audience. By carefully selecting what information will have the greatest impact, instead of presenting all</li> </ul> | <p>information available, your audience may understand the implications of your analysis easier.</p> <ul style="list-style-type: none"> <li>Consider increasing your familiarity with data that is presented in various formats</li> </ul> | <p>common to business. Your ability to extract valuable insight will be facilitated by becoming accustomed to the way data is likely to be presented, and therefore how best to make sense of it.</p> |
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#### REMEMBER

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| <ul style="list-style-type: none"> <li>Whilst your ability to interpret meaning from complex numerical data sets is highly valuable, be aware of other data sources that</li> </ul> | <p>could be used when forming answers to the questions you are asking. Qualitative data such as interviews,</p> | <p>observations and your own experience may nicely supplement findings from your numerical analysis.</p> |
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## Authentic Connector

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Being able to find, build and maintain genuine relationships with clients and colleagues alike is fundamental to our success.

***Your responses suggest you are driven to make authentic connections with others.***

You are likely to invest time and energy in making new connections with clients and with colleagues across the business. You will likely make genuine connections with others to broaden your areas of interest and to boost your career.

### MAKE THE MOST OF THIS STRENGTH

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|---|--|---|
| <ul style="list-style-type: none"> <li>Consider how to best develop authentic connections with people. Your strength in building relationships could introduce you to new ideas and contacts you</li> </ul> | <ul style="list-style-type: none"> <li>Consider using your strength in building meaningful relationships with those that find meeting new people more</li> </ul> | <ul style="list-style-type: none"> <li>don't usually engage with.</li> <li>difficult than you do. Help them to feel at ease and focus on introducing them to others to help them grow their own network.</li> </ul> |
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### REMEMBER

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| <ul style="list-style-type: none"> <li>Whilst you may see value in continually establishing connections with new people, try not to compromise on the</li> </ul> | <ul style="list-style-type: none"> <li>quality of relationships in favour of quantity of connections. Think about how you can support your existing</li> </ul> | <ul style="list-style-type: none"> <li>connections and what opportunities you can offer them.</li> </ul> |
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## Agile Worker

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The needs of our clients are constantly evolving, which means that we need to remain flexible and adapt to whatever new demands we are presented with.

***Your responses suggest that you may thrive in a constantly changing environment.***

You are likely able to take newly presented requirements in your stride and adapt your thinking accordingly. You may enjoy working in situations where the demands are frequently subject to change.

### MAKE THE MOST OF THIS STRENGTH

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|---|--|--|
| <ul style="list-style-type: none"> <li>Consider the opportunities unforeseen demands and challenges present you with, such as trying new ideas and strategies. Your tendency to enjoy reacting to new circumstances may provide a good base to try novel approaches.</li> </ul> | <ul style="list-style-type: none"> <li>Consider taking on new responsibilities, balancing additional priorities, or working to more challenging deadlines. Your ability to take things in your stride may make this work more engaging.</li> </ul> | <ul style="list-style-type: none"> <li>Think about how you can help others who perceive change as a threat. React positively to change by highlighting the relationship between the new circumstances and the opportunities it can bring.</li> </ul> |
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### REMEMBER

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|---|---|---|
| <ul style="list-style-type: none"> <li>Although you are energised by working flexibly and reacting quickly to change, there are likely to be periods of time where</li> </ul> | <ul style="list-style-type: none"> <li>your work remains consistent and stable. These periods will still require you to be motivated in order to perform at your best.</li> </ul> | <ul style="list-style-type: none"> <li>Therefore, it is good to identify these times and consider how you can remain engaged throughout.</li> </ul> |
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## Your Less Developed Strengths

This section gives you feedback on a less developed strength (in comparison to the rest of the strengths that were measured as part of this assessment.) This is likely to be an area that is less important to you, or even one that you do not enjoy in relation to others.

Please note that this should not be interpreted as a weakness; it is simply your lowest scoring strength; every candidate that has taken part in this assessment will receive feedback on their lowest scoring strength.

### Online Collaborator

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***Your responses suggest you may have a preference for working on tasks independently over working as a team.***

You are likely to prefer working independently on tasks as opposed to collaborating with others and may not favour the use of virtual methods of communication (e.g. email, instant messaging) to correspond with others. You may not be energised by the opportunity to continuously collaborate with other team members and may, at times, need to be reminded to share knowledge with others.

#### ***Developing this strength***

- Consider the knowledge you have that would help others produce high quality work. When you develop an understanding of this, think about ways that this could be shared with others in an efficient manner.
- Think about times when independently may not be as effective as working in a team and think about who the most valuable people to involve to remedy this would be. Perhaps seek advice and learn from someone who is clearly energised by collaboration to facilitate this.
- Review the technology currently used by your colleagues for collaboration and consider whether it could work for you, or whether additional technical support would help maximise its value to you for collaboration.



## **Finally...**

**We hope you have enjoyed discovering more about life at Accenture.**

**The outcome of your assessments will follow by email in the next 10 working days.**

**We aim to provide you with useful feedback on your performance and hope that this report has given you an opportunity to reflect on your strengths and that you now have a clearer idea of how you could develop and flourish in the future.**

