



Going from strength to strength

Carla Maier personalised feedback report

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About your personalised feedback report

Thank you for completing the immersive online assessment as part of our recruitment process. The assessment is designed to give you an idea of what life is like at Deloitte and determine whether we would be a good match for each other. We hope that you enjoyed being immersed in our environment and that it's reinforced your decision to consider a career with us.

During the assessment, you may remember being presented with a wide range of questions and then asked to make choices between different answer options. The choices you made give us an insight into your likely strengths and preferences. This feedback report outlines your top three performing strengths and one area where you performed less well in relation to the others.

Please note, the outcome of your application is not included within this report. We will carefully consider your unique strengths and abilities, before making a further decision.

We hope that you find your personalised feedback report useful, you will notice that we've included some further considerations for you to explore and make the most of your potential.

Deloitte Student Recruitment team



Your three highest performing strengths

This section gives you feedback on three areas that were identified as your main strengths, from those that were measured as part of the assessment. These are likely to be areas in which you typically perform well, and enjoy taking part in.

Respect

Your responses suggest that you value and appreciate people of all standings and backgrounds.

You strongly believe in diversity and have a clear understanding of how peoples' different skills and identities can bring benefits to team activities. You are naturally compassionate and find it easy to read and respond to social situations appropriately. You treat others with respect and make those around you feel comfortable.

How to develop this strength further:

- Volunteer to help or support colleagues who are newcomers to your team. Ensure that they integrate well and feel comfortable putting forward their perspective and ideas.
- Seek opportunities to get involved with events that promote diversity and inclusion; this could be by taking part in outreach programmes or supporting specific networking groups.
- Don't be afraid to question behaviour that appears unfair or does not carry respect. Set a good example to your team and others are more likely to follow your lead.

Also consider:

- While it is great that you're strongly focused on promoting others, don't forget about your own needs and welfare. Look for opportunities that will benefit you as well as those around you.

Numerical Interpreter

Your performance suggests that you are highly capable of working with a range of numerical data.

You naturally understand the distinction between key data that requires action, and less relevant figures. It's likely that you are able to interpret the meaning of data and figures before using this understanding to make logical decisions and take an appropriate course of action.

How to develop this strength further:

- Improve your interpretation skills by reviewing data that's presented in different formats. Most numerical data can be displayed in graphs, charts and tables; spend some time analysing the data to ensure that you're clear on what is being presented. This will help you to quickly identify what information is relevant for a particular problem or question.
- Practice reviewing the basics as well as more complex calculations, whilst looking for new opportunities to apply and develop your numerical skills even further. This could be by applying your existing skills and techniques to new contexts or situations, or seeking opportunities to learn about more sophisticated analysis techniques.

Also consider:

- Whilst being proficient in analysing numerical data is commendable, be mindful of other data sources that you could use when solving problems. When approaching problems, make sure you consider other types of information that could add value - including your intuition, other peoples' views and non-data sources.



Hunger to Learn

Your responses suggest that you have a real passion for learning.

You have a natural awareness of your own capabilities and are likely to proactively seek out opportunities to expand your knowledge and learn new skills. Taking time to invest in your own personal development is really important to you, and you are motivated by the need to continuously improve.

How to develop this strength further:

- Take time to share what you've learned with those around you. Sharing your knowledge will not only reinforce your own learning, but will also improve your colleagues' understanding.
- Make the most of your thirst for learning by becoming an expert in an area that's relevant to your career interests; this could involve discovering more about trends and current challenges within a particular industry.
- Be patient when you are faced with more familiar or routine tasks, which may not always satisfy your craving to learn but can be equally important.

Also consider:

- Whilst learning new things is extremely valuable, don't let this prevent you from becoming an expert in the areas that are most relevant to you. And, make sure that you have fully understood a topic before moving onto something new.



Your lowest performing strength

This section gives you feedback on the area that we identified as your lowest performing strength, from those that were measured as part of the 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 the others.

Please note that this should not be interpreted as a weakness; it is simply your lowest scoring strength and every candidate that has taken part in this assessment has one.

Agility

Your responses suggest that you may have a clear and preferred way of working.

It's likely that you have a set approach that is effective in most situations, and believe in tried and tested ways of dealing with tasks that you know will be successful. You are also likely to perform best in environments that are considered clear and certain.

How to develop your capability:

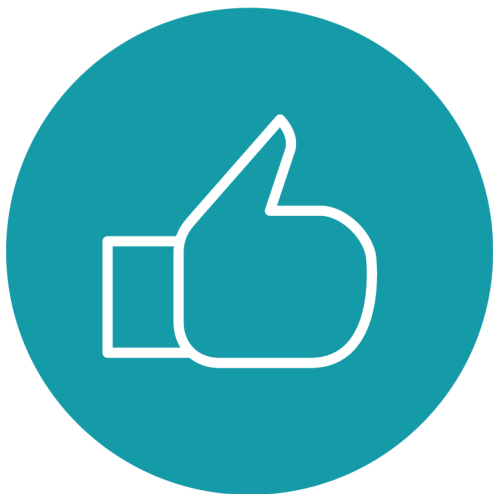
- In uncertain or dynamic situations, try to plan ahead for possible change. Preparing for potential new demands will help you to adjust more smoothly and limit their impact.
- Challenge yourself to experiment with new ways of working. Reconsider the way you carry out routine tasks and explore whether there could be a more effective way of doing this.
- Find a role model who reacts well to change. Learn how they adapt to dynamic environments and challenges, and try to incorporate this into your own approach.



Next steps

The strengths included in this report have been identified through an in-depth analysis as being important to deliver success at Deloitte. Everyone has a unique combination of strengths that they are able to apply in a variety of organisations and careers.

We hope that you have found your personal feedback report valuable, and have enjoyed learning more about your strengths – whilst providing an insight into our values at Deloitte.



Thanks again for your application, we'll be in touch shortly to inform you of our decision.

Wishing you the very best of luck in the recruitment process.

Deloitte Student Recruitment team





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