

CAREER DISCUSSION REPORT

CONFIDENTIAL INFORMATION

2018/05/02

Participant Wednesday wednesday

Purpose: The purpose of this report is to indicate the test-taker's results on various skills, aptitudes, potential and behavioural attributes. This report is for the attention of the manager who requested the assessment and remains the property of Imperial Group. This report may not be shared with any individual or company who is not trained in psychometric testing or have been authorised through informed consent by the test-taker and supervising psychologist.

Disclaimer: Since the report contains confidential information it needs to be dealt with accordingly. Consequently this report may not be handed over to the participant. It may also not be used as evidence in a disciplinary hearing. Should this report or the content of the report be handled or communicated incorrectly by any party within the company, Imperial Group cannot be held liable for any claims resulting from such action.

SECTION 1 – BIOGRAPHICAL INFORMATION

PERSONAL INFORMATION

FULL NAME	Participant Wednesday wednesday	EMAIL	part02@ahonline.co
ID/PASSPORT NUMBER	342342562	RACE	White
GENDER	Male	AGE	25
NATIONALITY	South Africa	COUNTRY YOU CURRENTLY WORK IN	South Africa

QUALIFICATIONS

	Name	Type	Completed	Date achived
Qualification 2	PhD	Advanced Degree	Yes	2016-01-02
Qualification 3	BCom	Degree	Yes	2015-02-23
Qualification 4	Marketing	Certificate	Not completed	2015-02-02

Are you planning to study further in the future?

yes

CAREER

CURRENT ROLE			
CURRENT JOB TITLE		Group Head	
POTENTIAL FUTURE ROLE			
IDEAL ROLE			
YEARS EXPERIENCE IN CURRENT ROLE		YEARS EXPERIENCE IN TOTAL	

CAREER HISTORY (LAST 3 POSITIONS)

CURRENT ROLE			
CURRENT JOB TITLE	Group Head	COMPANY	
DIVISION	Assessments	START DATE	2016-06-01

PREVIOUS JOB			
JOB TITLE	Talent Lead	COMPANY	KPMG
DIVISION	Finance		
START DATE	2015-02-23	END DATE	2015-02-23

PREVIOUS JOB			
JOB TITLE	Recruiter	COMPANY	Recruiter
DIVISION	Recruiter		
START DATE	Recruiter	END DATE	Recruiter

SECTION 2 – CAREER ACHIEVEMENTS

1. What career achievements are you most proud of? Please explain why:

Joining Imperial

2. What is your future vision/legacy for yourself ?

International work

3. What are you passionate about – personally/professionally?

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4. How are you doing at integrating your work/life goals?

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5. What is leadership style and how effective is it?

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6. How can we help you achieve your future vision/legacy in Imperial?

sdfs

7. What part of working at Imperial adds value to your life?

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8. What part detracts value? How could we do better?

sdfs

9. What value do you believe you add to Imperial? How could you add more?

sfsd

MANAGER COMMENTS/FEEDBACK

sdfsdf

SECTION 3 – FUTURE GOALS AND SUPPORT

1. What are your objectives for the coming year? Do you have the resources to accomplish these objectives? How can Imperial help you to accomplish these objectives?

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2. What are your career aspirations? Please explain why, and your suitability for these possible roles:

sdf

3. What are your longer term career aspirations? Please explain why, and your suitability for these possible roles:

sdf

MANAGER COMMENTS/FEEDBACK

sdfs

SECTION 4 – READINESS AND ASPIRATION TO GROW

	About 1 year PERSONAL VIEW	EXPLANATION
Readiness Estimated amount of time it might take to develop the required experience and competence to perform at the next level of complexity.	Striving to accelerate up multiple levels	sdf
Aspiration Aspires to career growth and higher levels of responsibility and complexity. Demonstrated by ambition, drive for results, initiative, taking on additional responsibilities, setting stretch goals, calculated risk taking, curiosity and thirst for learning and feedback.		
Engagement Demonstrates emotional and rational commitment to the organisation, including loyalty and intent to stay and contribute. Demonstrated by a high level of interest, time and energy spent in getting results in work. Volunteers extra work to help the team, encourages others to see the organisation in a positive way, asks questions that demonstrate an interest in the organisation and its success and makes plans for career growth with the organisation.	Comfortable with current role	1
Other considerations or general comments i.e. motivating factors, risks or areas of concern.	1	

MANAGER COMMENTS/FEEDBACK

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SECTION 5 – TRAINING AND DEVELOPMENT

What soft skills training would you like to receive?	<ul style="list-style-type: none">• sdf
What job specific training would you like to receive?	<ul style="list-style-type: none">• sdf
What on-the-job training would you like to receive?	<ul style="list-style-type: none">• sdf
Who would you regard as a mentor/coach who can help you develop?	<ul style="list-style-type: none">• sdf

MANAGER COMMENTS/FEEDBACK

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SECTION 6 – IMPERIAL LEARNING ACADEMY

The Learning Academy offers a wide range of courses that may be of interest to you to support your career development.

CATEGORIES	SELECTED COURSES
PEOPLE MANAGEMENT & LEADERSHIP	<ul style="list-style-type: none">•
TECHNICAL RELATED DEVELOPMENT	
ESSENTIAL SOFT SKILLS	
BUSINESS TOOLS	

MANAGER COMMENTS/FEEDBACK

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SECTION 7 – PERFORMANCE AT WORK

COMMENTS ON OWN PERFORMANCE

COMMENTS ON PERFORMANCE BY MANAGER

SECTION8 – LEADERSHIP REVIEW

	Employee rating	Manager rating
Gives appreciation to others		
Confronts people with problems/situations as they arise		
Spends time walking floor and stays close to subordinate activity		
Gives encouragement to others		
Makes clear to subordinates what is expected on the job		
Is a good listener		
Coaches/counsels employees to ensure compliance with goals		
Treats people with respect (i.e., like they are important people)		
Is actively involved in the development of subordinates		
Holds people accountable for meeting the standards set		
Gives credit to those who deserve it		
Shows patience and self-control with others		
Is a leader people feel confident following		
Has the technical skills necessary to do the job		
Meets the legitimate needs (as opposed to wants) of others		
Is able to forgive mistakes and not hold grudges		
Is someone people can trust		
Does not engage in backstabbing (talking behind backs, etc)		

	Employee rating	Manager rating
Gives positive feedback to subordinates when appropriate		
Does not embarrass people or punish them in front of others		
Sets high goals for self, subordinates, and department		
Has a positive attitude on the job		
Is sensible to the implications of their decisions on other departments		
Is a fair and consistent leader and leads by example		
Is not over-controlling or over-domineering person		
Is customer centric		
Does not engage in favouritism		

COMMENTS ON OWN PERFORMANCE

COMMENTS ON PERFORMANCE BY MANAGER

SECTION 9 – GENERAL FEEDBACK

ADDITIONAL COMMENTS / FEEDBACK

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OVERALL COMMENTS AND RECOMMENDATIONS BY MANAGER

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