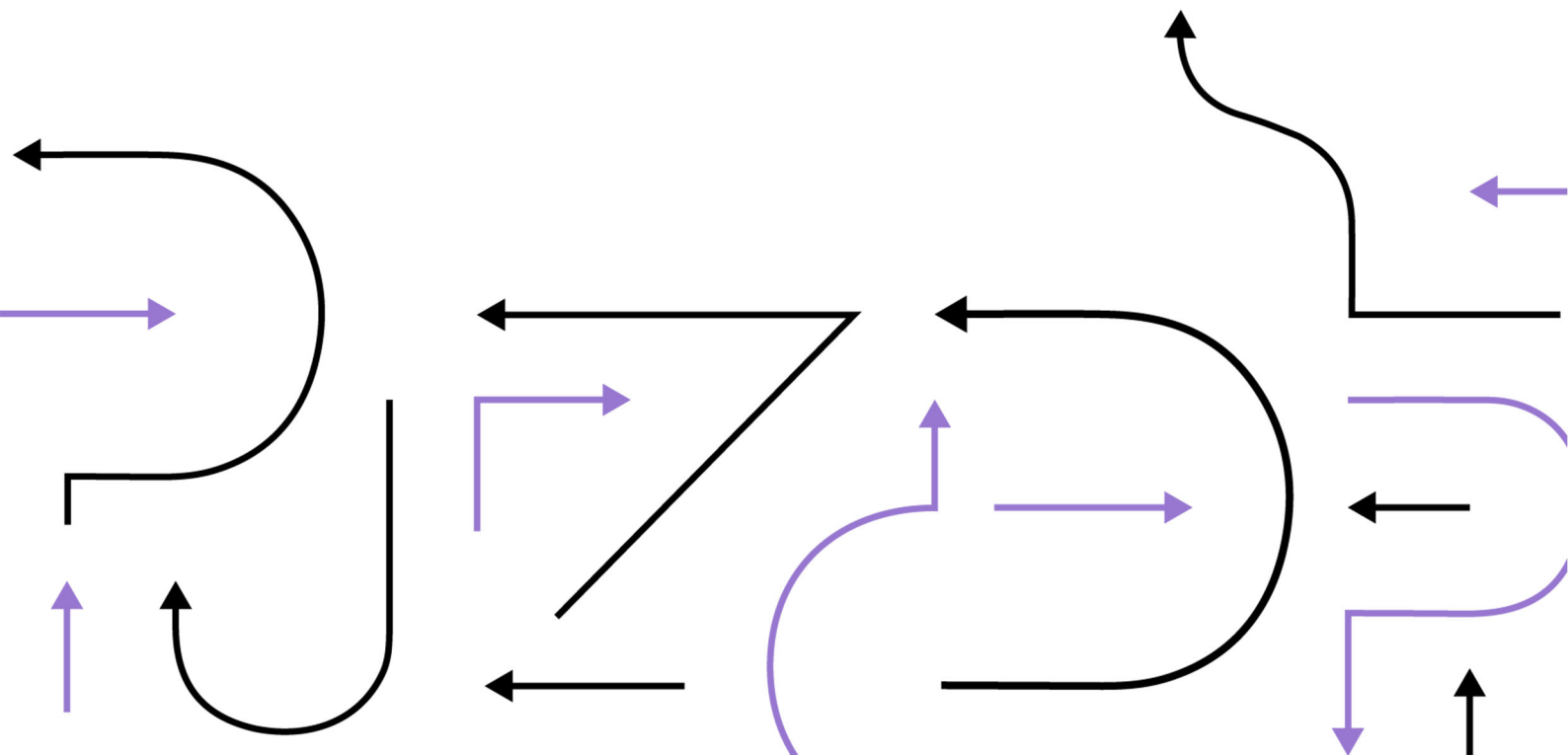


Assessment Centre Experience Feedback Report

Jessica Ingram

**University of Hertfordshire - Assessment Centre
Experience - 6th November (PM)**



About this report

During the exercises, we look for behaviours which are indicative of key competencies. These are some of the competencies that are crucial to employers and are assessed as part of their recruitment process.

This report summarises the evidence gained from these exercises and the feedback reflects your performance at the time. Remember, with practice it is possible to improve your performance.

You should use this report to reflect on the feedback and consider how you might improve next time.

You were assessed against the following competencies:

- **Motivation/ Drive for results** - The ability to push things forward to achieve higher results. A passion and enthusiasm to push through tasks in the face of difficulties.
- **Commercial Awareness** - The ability to demonstrate an understanding of different industry sectors and the factors that affect them.
- **Emotional Intelligence** - An understanding of your own and other's strengths and development areas, that helps you to communicate effectively and empathise with others.
- **Working Together** - The ability to share information and build supportive, trusting, and professional relationships with others.
- **Communication** - The ability to clearly articulate thoughts and ideas and listen to the views of other people.

Jessica Ingram

How you performed

Competencies

1	2	3	4
No evidence	Moderate Performance	Good performance	Exceptional Performance
No evidence of the required behaviours and would not progress to the next stage of the process.	Limited evidence of the required behaviours. Significant improvement is required to progress to the next stage.	Good evidence of the required behaviours. More consistency is required to guarantee progress to the next stage.	Exceptional evidence of the required behaviours. Candidate would pass this stage of the process.

Motivation/ Drive for results 2 Satisfactory	Commercial Awareness 1 Development Needed
Emotional Intelligence 4 Strength	Working Together 4 Strength
Communication 4 Strength	

Your Average: 3

Interview Exercise

Feedback Summary

You said you are open-minded and ready to lead at any time. You can coordinate team members in a group. You demonstrated a great level self awareness. You are aware of the role and love to be very creative and have chosen to be in the front end. Your motivation is that you enjoy being creative and website development is quite fun for you..You demonstrated a level of understanding of the future of the industry and how AI can affect in the future. You believe that with technological advancement, web development will be a lot easier.

Regarding your skills, you are very innovative and would offer the company new ideas. You demonstrated that you are good with working with anyone irrespective of cultural differences and you are a good collaborator. You are also a good team player and leader.

Although you displayed enthusiasm about the role, you were a little tense and tended to forget a few details. When going for an interview, prepare well ahead of time and be more confident, answer questions using the STARR method. This will help calm you because you will feel like you are telling a story to your interviewer. Also, remember to dress formal or semi-formal. Generally, you were very enthusiastic about the role but need some improvement and training on the job.

Motivation/ Drive for results : 1 - Development Needed

You came across as nervous and lacking in energy which compromised the quality of your answers. Think about how you can build on your confidence and enthusiasm through further practise and preparation.

Commercial Awareness : 1 - Development Needed

There was no evidence of you having researched this opportunity. It is important to show that you understand the organisation, what it is trying to achieve and how it operates in the industry.

Emotional Intelligence : 4 - Strength

You demonstrated strong self-awareness. You talked with confidence about your strengths and development areas, and identified opportunities to develop them further.

Working Together : 4 - Strength

Your examples were very good at showing the individual actions you took within the team, and how this then helped to achieve the overall objectives.

Group Exercise

Feedback Summary

Well done for kicking off the task and bringing other colleagues into the discussion, you were confident to put your ideas forward. You spent time with your colleague to explain ideas in more detail and clarify the use of AI. You thought through the brief quite thoroughly and were happy to discuss the ideas in more detail. You did encourage the views of others however you could build on this experience and make use of open questions and probe in more detail to encourage involvement from others. Well done for summarising the findings in the meeting, it would have been useful to the group if there had been an initial plan put in place with some idea of timings attached to the individual sections. On the whole the group worked really well together. Well done for your contribution and sharing ideas with others.

Communication : 4 - Strength

Your communication style was very clear and well-structured, which added value to the group's discussion.

Working Together : 4 - Strength

You established yourself as a leader within the group and made valuable contributions throughout the group discussion.

Emotional Intelligence : 4 - Strength

You clearly understood the importance of active listening and inviting others to contribute their opinions. You encouraged people's ideas and helped to ensure that everyone's views were considered. You were not afraid to challenge and professionally question others' points.

Motivation/ Drive for results : 3 - Competent

Your passion and drive came across in the exercise, and it was clear you had a role to play in the team's success in the task. Think about how you can find ways to demonstrate this further.

What's next?

Now you have completed the ACE activities, you can get support from Careers and Employment in finding and applying for internships and placements.

To explore available opportunities, visit <https://herts.joinhandshake.co.uk/> or download the Handshake app on your phone.

For additional resources and guidance on your applications, check out herts.ac.uk/careers.

Ready to put your skills to the test and apply for internships, placements or graduate roles?

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