

Personal details

Name	Sample Candidate
Score band	Medium
Email	Sample_Candidate14@sample.com
Participant id	268453278980146
Client	Aspiringminds

Project details

Project name	Mechanical and Vigilance JFA Demo Reports
Participant start date	February 16, 2024
Participant completion date	February 16, 2024
Total questions	77
Total time	34 min
Response time	16 min 12 sec

Instructions

This report is designed to give information about the participant's relative strengths and development areas on the competencies known to be important for success in this type of job. In addition, the report provides valuable on-the-job tips and suggestions to help the participant excel in the workplace.


The score that a participant receives describes how the participant's responses compared against our database of responses consisting of the participant's peers. The assessment that a participant has taken has been scientifically validated by up to 30 years of statistical data collection and analysis. People who score higher on the dimensions tend to perform better on the job in the key areas outlined in the report.

This report is confidential, and its contents are intended to assist in the prediction of a participant's work behavior. Please note that the assessment components included in this solution report are not necessarily weighted equally. Some of the components are

broad measures of behavior and some are more narrow. Competencies denoted by an asterisk (*) are measures of narrow behaviors. While these behaviors are important to the overall score, they are not weighted as heavily when compared to other components in this solution. Our research indicates this weighting best predicts job performance.

Overall score

Overall scores: Headlines from the participant's completed assessment(s)



50th
Percentile

Manufacturing & Industrial Mechanical & Vigilance 8.0

Test Taken: February 16, 2024

Medium

Development advice

Competency development advice

Overall



Development Advice Guidance

The developmental tips that you receive are intended to help you improve your skills for each specific competency. All of us, regardless of our scores, can improve our job performance by following appropriate developmental solutions and strategically focusing on areas that may require improvement. A commitment to personal improvement signifies initiative and developmental planning, both of which are important to job performance. Try using this feedback to formulate specific development plans that relate to your work goals and objectives. Don't try to do everything at once, as personal development does not happen overnight. If you score low on a competency, this may be an area where you want to focus your developmental efforts. Even if you score well, it is still important for you to use the developmental tips to leverage your strength in this competency.

Safety and dependability



You are likely to recognize the importance of following safety rules and regulations in at least some situations. You may ignore safety protocols sometimes, which may lead to some incidents on the job. Remain aware of this tendency when your focus on safety begins to slip. You can reduce the likelihood of safety incidents by doing the following:

- Do not become complacent after performing a job many times without an accident; skipping safety procedures or steps because you feel 'experienced' will lead to an accident.
- Take your time when performing work tasks. You will be less likely to make a mistake if you slow down to ensure you are completing each step correctly.
- Always use protective safety equipment.
- Be knowledgeable of all safety rules and regulations within your work environment. Follow these rules exactly as specified every time you work.

Makes difficult decisions*



You are likely to be fairly comfortable making difficult decisions, but at times may choose a more favorable option to appease others.

- Remember the last time you made a difficult decision. How did it turn out? What would you have done differently? What did you learn? The next time you are faced with a difficult decision, think about how you could apply these strategies to be more effective in making and remaining committed to a difficult decision.
- Think back to a time when you made a difficult decision that others disagreed with. To what extent did you maintain your position in the face of opposition? Were you ultimately able to achieve your desired goal? Looking back, what would you have done differently in this situation? Apply these strategies the next time you are in a similar situation to help you remain committed to a difficult decision in the face of opposition.

Supports and coaches others*



You are likely to support others in pursuing development opportunities, but may not hold regular development discussions.

- Lead by example by enrolling in a couple of development activities. Emphasize the importance of continuous learning and development by providing your team examples of those categories in which you're furthering your skills, knowledge, and abilities.
- Collaborate with your team members by developing an action plan with each of them after a coaching session. Let them drive the next steps in the action plan, including the rationale for the development, and provide support as necessary to help them achieve their development and learning goals identified in the plan.

Offers help*



You are likely to share information and offer guidance to others.

- If you see someone on the team who appears to be struggling with something that you know how to do very well, offer to help them.
- When you encounter new information, think about who else might find it useful. Make an effort to share the information with the relevant parties.

Applies functional expertise*



You are likely to have detailed job knowledge and apply that knowledge effectively

- When presented with a problem, focus on understanding the cause before focusing on the solution.
- Advance your skill set by learning more about equipment you don't frequently use in books, trade magazines, the internet and advanced technical classes.
- Learn how mechanical systems at work operate so you can develop contingency plans that can be quickly enacted if equipment breaks down.
- Seek to understand company objectives and how the performance of your area impacts them.

Offers practical solutions*



You are likely to provide workable solutions that are relevant to the problem at hand.

- Spend a week gathering 2-3 most common problems that arise at work. For each of these, write down some possible solutions. Meet with your manager to discuss these problems and the various solutions you've come to and together identify the pros and cons of each.
- When someone comes to you with a problem, think of a variety of solutions that might address the problem. Don't worry about finding the perfect solution; instead, focus on coming up with a few that you can propose back to the person. Pay attention to which solution seems best from their perspective and reasons why they chose that option over the others.

Drives improvement*



You are likely to adopt and devise change initiatives when current work practices or systems have been shown to be ineffective.

- Identify one area where your work could be made more efficient. Challenge yourself to come up with a new approach. Try putting the change into practice for a short time, then debrief with your manager to determine whether this is a worthwhile opportunity to introduce long-term change.
- Regularly review ways to improve your systems and approaches at work to ensure that you don't miss the opportunity to benefit from change.

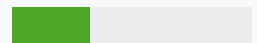
Attends to multiple tasks*



You are likely to work on multiple tasks without compromising on quality.

- Focus on improving the accuracy with which you can complete multiple work activities with overlapping time demands.

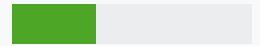
Shows commitment to the organization*



You are likely to show commitment to the organization and its long term goals, but at times not give full dedication to helping the organization achieve its targets.

- Think of your current organization (or past organizations you've worked for) and list six positive and six negative factors about working in this organization. Think of ways you could make sure to emphasize the positive factors and think less about the factors that you find to be negative.
- Think about someone you know who comes across as having lots of commitment to the organization. What is it that they do that makes you think this? Are there any 'tips' that you can pick up from them?

Strives to achieve*



You are likely to set goals that are somewhat demanding but still achievable and you put in good effort to complete them.

- Try to increase the number of challenging goals you set for yourself rather than playing it safe. Identifying challenging goals will show other people that you are committed to your role and interested in progressing your career.
- After clarifying goals and identifying challenges, focus on execution of your work. Make sure you have time to achieve your more difficult goals. Put some time in your schedule to tackle the most difficult goals.

Takes action*



You will likely prefer a full workload or schedule that keeps you busy most of the time, and will take on new responsibilities as long as they do not become too taxing or demanding.

- Grit your teeth and bear it. If additional work is unusually unpleasant, focus your energy on what needs to get done. View it as a temporary assignment and do your best despite the circumstances.
- Take on extra tasks. The next time you find your workload has decreased and you have some free time, try to think of a task you could do that would be beneficial to your own work or the work of the team.

Glossary

Competency Definitions

Safety and dependability

This assessment measures the behaviors that underlie safe performance in a work setting, including: behaving safely in the workplace; complying with rules and regulations; applying domain-related expertise; making difficult decisions when necessary; seeking opportunities for improvement; and attending to multiple tasks. The safety and dependability score is a composite of relevant scores included in this report, but not included in the calculation of the overall score.

Makes difficult decisions*

This measures the extent to which the candidate is comfortable making difficult decisions and is not deterred by opposition.

Supports and coaches others*

This measures the extent to which the candidate coaches and helps others develop.

Offers help*

This measures the extent to which the candidate shares information and offers guidance to others.

Applies functional expertise*

This measures the extent to which the candidate proficiently applies relevant knowledge and skills to one's job.

This score is a composite that includes the scores from both the behavioural assessment and the cognitive ability test.

Offers practical solutions*

This measures the extent to which the candidate provides workable solutions to problems.

Drives improvement*

This measures the extent to which the candidate seeks opportunities to improve the organization and introduce change.

Attends to multiple tasks*

This measures the extent to which the candidate works on several tasks simultaneously.

This score is a composite that includes the scores from both the behavioural assessment and the cognitive ability test.

Shows commitment to the organization*

This measures the extent to which the candidate is committed to the organization and its success.

Strives to achieve*

This measures the extent to which the candidate sets demanding goals and makes a determined effort to meet or exceed them.

Takes action*

This measures the extent to which the candidate keeps busy at work and enjoys taking on new responsibilities.

Band definition

Manufacturing & Industrial Mechanical & Vigilance 8.0

- 0-30 Percentile: Low
- 31-70 Percentile: Medium
- 71-99 Percentile: High

Disclaimer: The report herein is generated from the results of a questionnaire answered by the participant and reflects the answers provided by them. Due consideration must be given to the subjective nature of questionnaire-based ratings in the interpretation of this data. The information enclosed in this report is confidential in nature and is intended only for the person(s) to whom it pertains or other authorized individuals. You must not rely on the information in the report as an alternative to certain advice from an appropriately qualified professional. If you have any specific questions about any specific matter, you should consult an appropriately qualified professional. Please note, this report has been generated electronically – the user of the software can make amendments and additions to the text of the report.