

Personal details

Name	Sample Candidate
Score band	Medium
Email	Sample_Candidate06@sample.com
Participant id	268453273571039
Client	Aspiringminds

Project details

Project name	Vigilance JFA Demo Reports
Participant start date	February 14, 2024
Participant completion date	February 14, 2024
Total questions	77
Total time	34 min
Response time	12 min 39 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)



66th
Percentile

Manufacturing & Industrial Vigilance Focus 8.0

Test Taken: February 14, 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.

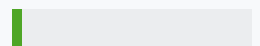
Supports and coaches others*



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.

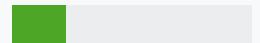
Offers help*



You may share too little information or share it too late, or not share the most relevant information.

- If someone approaches you to ask for help with a task, be aware of your response to them. Make an effort to appear friendly, open, and willing to share your knowledge and guidance to help them.
- Think about your areas of expertise and the experiences of others on the team. Identify three specific opportunities where you know you could offer help to your team members and make an effort to share your knowledge and guidance in these areas.

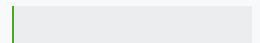
Applies functional expertise*



You may not yet possess the knowledge required for the job, or you may struggle to apply that knowledge.

- Ask others for assistance if you don't understand something.
- Always read instruction manuals and user guides for every piece of equipment you use. Take notes on critical pieces of information.
- When you are required to learn new information, try explaining the information to a coworker or friend and then see if they understand it.
- When you encounter a new piece of equipment, take the time to learn how it operates and interacts with other machines.

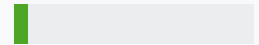
Offers practical solutions*



You may overly concentrate on the problem rather than the solution, or suggest solutions that are impractical.

- For a particular problem, make a table with a list of your objectives across the page and possible solutions down the page. Fill out the table with your assessment of how each possible solution would meet (or not meet) your objectives. Identify the solution which appears most likely to achieve the results that you want.
- The next time you are faced with a problem, challenge yourself to think of at least one practical solution. Don't worry about finding the perfect solution; instead, focus on coming up with a solution that will meet the basic demands of the situation. Next, ask a trusted colleague for feedback and refine your solution as needed.

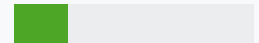
Drives improvement*



You are unlikely to initiate organizational change, choosing instead to rely on existing work methods even if they are less efficient.

- Think about a change which you decided not to make and now regret. What would the advantages and benefits have been of making this change? What have been the consequences of not changing?
- The next time someone suggests a new approach, make sure that you are not resistant to it. Remain open minded about ways to improve your systems and approaches at work to ensure that you don't miss the opportunity to benefit from change.

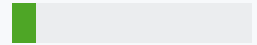
Attends to multiple tasks*



You may be challenged by handling multiple tasks, which may affect the quality of your work when trying to handle multiple tasks at once.

- Try to be aware of how long it takes you to complete various tasks. Use that information when planning how you will schedule those work tasks into your day.
- When monitoring multiple inputs at once, avoid over-focusing on just one input. Challenge yourself to constantly move your focus from one input to another.

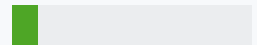
Shows commitment to the organization*



You may not show commitment to the organization nor show concern about whether you are helping it achieve its long-term goals.

- When discussing your work with other people, make an effort not to say anything negative about the organization. Try to say positive things about your organization to co-workers and customers.
- Read through the mission statement for your organization so that you are familiar with the organizations goals. Try to represent these to customers in your discussions with them. You do not necessarily have to agree 100% with the organizations goals, but it is important to convey the impression that you do.

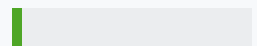
Strives to achieve*



You are not likely to set very demanding goals but instead focus on easily achievable goals that require less effort.

- Take note of the achievements of high performers in your organization and compare their level of effort to yours. Challenge yourself to do one thing that is out of your comfort zone at least once a month.
- Identify one task each month that will require extra effort to accomplish, encouraging you to push yourself in reaching goals. Then, evaluate your misses and celebrate your successes. This will help you highlight where your strengths are and where you need to develop further.

Takes action*



You may prefer a workload or schedule that is lighter than others, and likely to be less interested in keeping busy just for the sake of being busy.

- Turn work into a game with mini rewards/badges for work achieved. Reward yourself with a sweet or salty snack, a short walk, or other guilty pleasure for achieving a certain amount of work. Try to build this into your work day, and keep the rewards interesting to keep yourself motivated.
- Rather than waiting to be told what to do, proactively seek out tasks or ask colleagues or your manager what you can do to help them. Show that you have initiative and are striving to work energetically. Both are key elements that will help you to progress your career.

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 Vigilance Focus 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.