



## Candidate Feedback Report



## About this feedback report

Thanks for completing the online assessment suite as part of the M&G Investments recruitment process. These assessments are designed to determine whether you are the right fit for M&G Investments. We hope you enjoyed them!

Regardless of whether you are successful in the recruitment process or not, we would like to take the opportunity to give you feedback on your performance.

The report contains feedback and practical development suggestions on your results across the four assessments you completed as part of the recruitment process at M&G Investments.

The **Situational Strengths Test** section contains information about your highest two and lowest one strengths identified through the Situational Strengths Test. This report also provides guidance about how to develop these strengths further.

The **Numerical Reasoning Test** section contains feedback on your Numerical Reasoning Test performance. It provides suggestions on how to further develop your ability to quickly and accurately reason with numerical information in the future.

The **Verbal Reasoning Test** section contains feedback on your Verbal Reasoning Test performance. It provides suggestions on how you could further develop your ability to evaluate the full meaning of written information and act upon it accordingly.

The **Critical Reasoning Test** section contains feedback on your Critical Reasoning Test performance. It provides suggestions on how you could further develop your ability to evaluate information efficiently and make evidence based judgements.

*Please note: the outcome of your application is not conveyed within this feedback report. We will carefully consider all aspects of your application, including your unique strengths, abilities and motivations, before making a decision on your application.*

We hope that our feedback and development suggestions help you to make the most of your potential at this stage of your career.

## Situational Strengths

This section provides feedback on your responses to the M&G Investments Situational Strengths Test. The test assesses for a range of strengths that have been identified as important for fitting into our culture and succeeding at M&G Investments.



## Your highest two scoring strengths

Your highest scoring strengths are likely to be things that you do well and that you enjoy. When you are doing tasks requiring these strengths, it is likely you will feel an energetic buzz and achieve a high level of performance. You should aim to see how you can build on these to become even more successful in the future.

Your responses to the SST suggest you are an honest individual with strong moral principles. You are a firm believer in acting and making decisions in the way you believe is right. Guided by your beliefs and moral principles, you always seek to do the right thing by yourself and others around you.

Taking this strength further...

- Develop your personal integrity further, through examining your beliefs and values and actively seeking tasks or activities where you could demonstrate them, either in your work or personal life. This will bring you fulfilment and enjoyment.
- Reflect on your recent interactions with others or decisions you have made. Do you wish you had done something differently and if so, why? Think about how this comes back to your beliefs and moral principles. Apply your learning to deal more effectively with similar situations in the future.
- Think about ways you can encourage others around you to be honest and open and do the right thing. Don't be afraid to question others when you feel their decisions are unethical, unfair or dishonest.

Your responses to the SST suggest you thrive in environments that allow you to collaborate with a range of different people, whether it is across multiple teams or departments. You value the different experiences and knowledge that are gained through working collectively with others. Overall, you are an active team player and enjoy working with others towards common goals.

Taking this strength further...

- Reflect on successes you have had while working as part of a team. What were the key factors that led to this success? How can you apply this time and time again moving forward?
- How might you support others to work more effectively as part of a team? Try looking at the teams you are working in currently and identify any opportunities to support less engaged members to be fully involved. Explore ways you could improve the overall



collaboration.

- Proactively seek to collaborate with individuals who complement your skills and objectives. It is likely that their different perspectives will bring new ideas to the table and help you expand your knowledge.

### Your lowest scoring strength

This is likely to be something that you do less well and that you find less enjoyable than your highest scoring strengths. You may find completing tasks associated with this strength draining or exhausting. If you consider this strength important for developing to your full potential, then you may want to think about how you can develop your capability in this area.

Your responses to the SST suggest you prefer solving problems by taking a high level approach. You may find you overlook finer details or find it difficult to interpret complex numbers or data. Through taking this approach, you may miss important information that may be useful in making more informed decisions, or miss spotting inconsistencies in data.

Developing this strength to be better...

- Rather than looking at a problem as a whole, try breaking it down. Ensure you work through it step-by-step in order to come up with the right answer. It may take time, but with practice this will become easier and enable you to make more robust decisions.
- Try to get more comfortable working with detail and data. Start with tasks that require you to summarise an accessible amount of information or data, and grow the complexity of the data you work with gradually. Try to focus on the finer details and challenge yourself to spot trends or inconsistencies.
- Take part in 'active reading'. This involves questioning what you're reading as you read. By regularly seeking to understand and challenge the information you read, you are engaging your brain to think more laterally.



# Numerical Reasoning Test

This section contains feedback on your results from the Numerical Reasoning Test that you completed as part of the selection process at M&G Investments. The purpose of this report is to give you meaningful feedback and support you in your development.

Your results show that, relative to your peer group, you achieved an above average score in terms of your numerical mind-set and ability to identify, comprehend, interpret, manipulate and decipher numerical information.

- This suggests that in the majority of the questions, you were able to identify and act upon salient numerical data, and ignore or deprioritise information that was not pertinent to the task.
- You were able to identify and understand a wide range of numerical and mathematical information presented in job-relevant formats.
- You were able to manipulate data arithmetically and interpret the meaning of numerical data by making logical decisions on the most appropriate course of action.
- You were able to answer more complex items that required you to calculate multiple arithmetic steps to reach an accurate answer, in a timely manner.

Numerical skills are important for a wide range of tasks and activities inside and outside of work. Improving your skills in this area can impact your understanding of the world around you, improve your decision making, reduce errors and save you time.

To further improve your numerical reasoning score in the future, you might want to consider the following advice:

- Practice reviewing the basics as well as more complex calculations. Multiplication and division are typical functions used in the workplace and assessed in numerical tests. So too are decimals, percentages, and ratios. Make sure you are confident with these and can complete them accurately and efficiently.
- Practice calculations involving larger numbers, or incorporate multiple steps to calculate the correct answer.
- Sharpen your interpretation skills by reviewing data presented in different formats. Most numerical data is presented in graphs, charts and tables. Spend a few moments scanning the data to ensure you are clear on what is being presented to you. This will help you to quickly identify what data is relevant for a given problem or question.
- Spend time practicing numerical questions to help increase your speed, whilst maintaining accuracy. In these tests and in the workplace, it is important that problems are resolved in the most efficient manner.



# Verbal Reasoning Test

This section contains feedback on your results of the Verbal Reasoning Test that you have completed as part of the selection process at M&G Investments. The purpose of the report is to give you meaningful feedback about your results and support you in your development.

The Verbal Reasoning Test is a measure of your ability to critically reason with verbal information in the workplace. This test is made up of a number of specific elements:

- **Verbal Adaptability:** Recognising different styles of verbal material and being able to flex verbal style for different audiences and media.
- **Verbal Dexterity:** Error checking spelling, grammar and punctuation.
- **Verbal Comprehension:** Vocabulary and understanding word meaning.
- **Verbal Interpretation:** Understanding the explicit and implicit meanings and the emotional salience of verbal material.
- **Verbal Reasoning:** Evaluating and understanding a passage of written material and reaching valid conclusions based on the information presented.


**Verbal Adaptability:** Your results show that, relative to your peer group, you achieved an average score in terms of being able to recognise different styles of verbal material.

- This suggests you were able to correctly recognise most styles presented to you and choose a suitable response. However, you may wish to consider the development tips below to increase your ability to recognise different styles of verbal material.

Verbal Adaptability is particularly useful when communicating with a diverse team or with others who have a different style of communication to you. Being able to recognise and adapt to a different style of communication can help with getting your message across to others.

To improve your **verbal adaptability** score in the future, you might want to consider the following:

- Consider situations from alternative perspectives and backgrounds, seeing how certain messages may be received from these viewpoints.
- Practice increasing the speed in which you answer each question, whilst maintaining accuracy, as this is included in your overall score.
- Check your work at different times with fresh eyes, this will enable you to spot any inconsistencies that are easily overlooked.
- Increase your knowledge of what different communication styles look like by reading online tips.



**Verbal Dexterity:** Your results show that, relative to your peer group, you achieved an average score in terms of being accurate in the use of grammar, spelling and punctuation.

- This suggests that you were able to correctly identify most of the mistakes presented to you.
- However, you may wish to consider the development tips below to increase your ability to accurately and efficiently check spelling, grammar and punctuation.

Dexterity is particularly useful when proofreading work and ensuring text is of the highest quality. Being able to identify mistakes and accurately correct them will help you to produce work free from grammatical, spelling or punctuation mistakes.

To improve your **verbal dexterity** further you might want to consider the following:

- Make time to check your work or others' work for grammatical and spelling errors. Offer to support friends or colleagues by proof-reading their work.
- Check your work at different times with fresh eyes. This will enable you to spot any mistakes that may otherwise be easily overlooked.
- Increase your knowledge of grammar, spelling and punctuation by learning the basic rules or reading online tips.
- You can also work to increase the speed in which you answer each question, whilst maintaining accuracy, as this is included in your overall score.


**Verbal Comprehension:** Your results show that, relative to your peer group, you achieved an average score in terms of being able to extract meaning and intent from written material.

- This suggests that you were able to correctly extract most of the meaning and intent of the material presented to you.
- However, if this is an area you would like to develop, there are some tips below to increase your ability.

Verbal comprehension is particularly useful when understanding the meaning of different words and nuances in written resources. Being able to recognise and respond to subtle differences between commonly used words will impact on the speed and accuracy of your response. It can also help you to quickly identify the most important elements in written material.

To improve your **verbal comprehension** further for the future, you might want to consider the following:

- Read across a range of written sources to expand your knowledge and understanding of different words and how they are used.
- Practice discussing a book or an article with others to identify similarities and



differences in the understanding and meaning of particular words.

- Increase your knowledge on the different meaning of words by reading online tips and completing online verbal comprehension tests.
- You can also work to increase the speed in which you answer each question, whilst maintaining accuracy, as this is included in your overall score.

**Verbal Interpretation:** Your results show that, relative to your peer group, you achieved an average score in terms of being able to interpret implicit and explicit meanings in verbal material, as well as appreciating emotional salience.

- This suggests that you were able to correctly interpret most of the implicit and explicit meanings presented to you. However, if you would like to further develop your ability in this area, there are some development tips enclosed below.

Interpretation is particularly useful in your communication with others. Being able to understand the difference between the implicit and explicit meaning of verbal material will help you in responding to the situation in an appropriate and suitable manner.

To improve your **verbal interpretation** score in the future, you might want to consider the following:

- Increase your knowledge of emotive language, including a wide range of positive and negative emotive words.
- Practice analysing conversations you have with peers both professionally and in your private life and identify the implicit meaning of each conversation.
- Read across a range of formal and informal written sources to expand your understanding of the emotional salience and underlying sentiment in these verbal pieces of communication.
- You can also work to increase the speed in which you answer each question, whilst maintaining accuracy, as this is included in your overall score.


**Verbal Reasoning:** Your results show that, relative to your peer group, you achieved an above average score in terms of being able to understand written material and draw valid conclusions from that material.

- This suggests that you were able to understand the majority of what was presented to you and correctly draw valid conclusions based on this information.

Reasoning is particularly useful when analysing written information, and understanding the implications and actions that result from this information. Being able to draw valid conclusions based on verbal information will help you to take practical meaning from written information to help understand the bigger picture.

To improve your **verbal reasoning** further you might want to consider the following:



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- Practice verbal reasoning items in puzzles and quizzes to challenge your ability to draw valid conclusions.
  - Read across a range of written sources such as reports or research articles to improve your understanding of the written materials and ability to identify the conclusions that are drawn.
  - Practice identifying the difference in your understanding of written information by reading it thoroughly and skim reading it.

You can also work to increase the speed in which you answer each question, whilst maintaining accuracy, as this is included in your overall score.

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# Critical Reasoning Test

This section contains feedback on your results of the Critical Reasoning Test that you have completed as part of the selection process. The purpose of the report is to give you meaningful feedback about your results and support you in your development moving forward.

The Critical Reasoning Test is a measure of your ability to critically reason with information in the workplace. This test is made up of a number of specific elements:

- **Deducing Conclusions:** Determining whether conclusions necessarily follow from information in given statements or premises.
- **Drawing Logical Inferences:** Deciding to what degree conclusions are believed to be true or false, based on the data provided.
- **Evaluating Evidence:** Weighing evidence and deciding if generalisations or conclusions based on the given data are warranted.
- **Identifying Assumptions:** Deciding whether or not an assumption is being made by distinguishing between presupposed assumptions and facts.
- **Judging Arguments:** Distinguishing between arguments that are strong and arguments that are weak.


**Deducing Conclusions:** Your results show that, relative to your peer group, you achieved an above average score in terms of being able to determine whether certain conclusions necessarily follow from information in given statements or premises.

- This suggests that you were able to correctly determine the majority of the conclusions that followed from the information presented to you supported by a high level of confidence.

Deducing conclusions is particularly useful when trying to understand the cause and effect of different situations and linking separate actions. Being able to deduce conclusions will help you to better understand why certain things happen following a given statement, premise or action.

To improve your **deducing conclusions** score in the future, you might want to consider the following:

- Challenging yourself to question whether every conclusion you make is substantiated by the statement it was derived from.
- You can also work to increase the speed in which you answer each question, whilst maintaining accuracy, as this is included in your overall score.
- Practice analysing your conclusions by identifying any assumptions you might have had. You may find that the conclusion is different than previously found.



**Drawing Logical Inferences:** Your results show that, relative to your peer group, you achieved an average score in terms of understanding whether it is logical for a given inference to be drawn, based on the information provided.

- This suggests that you were able to correctly determine to what degree a certain conclusion is believed to be true or false.
- However, if this is an area you would like to develop, there are some suggested tips enclosed below.

Logical inference is particularly useful when making decisions or answering questions based on limited information. Being able to decide the degree to which conclusions are believed to be true or false will help you to make more informed, valid and supported decisions.

To improve your **logical inference** score in the future, you might want to consider the following:

- Practice logical reasoning items in puzzles and quizzes to challenge your ability to draw objective conclusions.
- Give yourself time to check your analysis a second time before making a decision. This will help you to look at the data with fresh eyes and prevent rushed conclusions.
- You can also work to increase the speed in which you answer each question, whilst maintaining accuracy, as this is included in your overall score.

**Evaluating Evidence:** Your results show that, relative to your peer group, you achieved an above average score in terms of being able to weigh up evidence and decide if generalisations or conclusions based on given data are warranted.

- This suggests that you were able to correctly weigh up the majority of the evidence and justify conclusions from the information presented to you, supported by a high level of confidence.

Evaluating evidence is particularly useful when you are presented with multiple pieces of information and you want to make an informed and balanced decision by considering all of the information available to you. Being able to evaluate evidence and confirm whether conclusions based on the evidence are warranted will help you to deliver factual information that is supported and justified by evidence.

To improve your **evaluating evidence** score in the future, you might want to consider the following:

- Consider the positive and negative evidence within every information source you work with. By balancing these contrasting facts, challenge whether subsequent conclusions



are justified.

- Practice looking at evidence from different angles and identify if the evidence can be interpreted in multiple ways. By eliminating any angle that is not justified you will strengthen your conclusion.
- You can also work to increase the speed in which you answer each question, whilst maintaining accuracy, as this is included in your overall score.

**Identifying Assumptions:** Your results show that, relative to your peer group, you achieved an above average score in terms of being able to distinguish between presupposed assumptions and actual fact.

- This suggests that you were able to correctly distinguish between the majority of the presupposed assumptions and facts from the information presented to you supported by a high level of confidence.

Identifying assumptions is particularly useful when you work with information that may or may not need to be guided by other people's convictions or judgement. Being able to identify if information is based on an assumption or on a fact will help you to make more substantiated and underpinned decisions.

To improve your **Identifying Assumptions** score in the future, you might want to consider the following:


- Reading across a range of literature to distinguish the finer differences between sources of opinion and concrete evidence.
- You can also work to increase the speed in which you answer each question, whilst maintaining accuracy, as this is included in your overall score.

Practice questioning your own assumptions when looking at information. Think about your ideas, thoughts or convictions that may cause bias in your decision making process.

**Judging Arguments:** Your results show that, relative to your peer group, you achieved an average score in terms of being able to distinguish between strong and weak arguments, as far as the question at hand is concerned.

- This suggests that you were able to correctly distinguish the strength of most of the arguments presented to you. However, if this is an area you prefer to increase your level of confidence there are some development tips enclosed below.

Judging arguments is particularly useful when you are presented with multiple arguments and there is a need to reach a conclusion based on these. Being able to judge different arguments, and analyse and value the strength of each argument will help you link the strongest arguments to your final decision.



To improve your judging arguments score in the future, you might want to consider the following:

- Always considering the content of the arguments presented to you, weighing up the strength of the data in relation to the question presented.
- You can also work to increase the speed in which you answer each question, whilst maintaining accuracy, as this is included in your overall score.
- Practice viewing other people's arguments from their perspective and see whether they have a point. By further investigating their arguments you will get a clearer view on the strength of their argument.

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## Lastly...

Please remember: these strengths are selected from a broader set of strengths that we have identified as essential for success at M&G Investments. You will have many more strengths than the ones described in this feedback report, as everyone has a unique combination of strengths they are able to apply in a variety of organisations, roles and careers.

If you are interested to learn more about your strengths we recommend visiting [www.jobmi.com](http://www.jobmi.com) to discover more about your strengths, your personality and how you can make the most of your natural motivations to successfully achieve your goals.

Best wishes,

**The M&G Recruitment Team**

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