

**Feedback Report - GIB**

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Online Assessment  
**Online Assessment**



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### Overview

Thank you for taking part in the assessment process for the Royal Bank of Canada. As part of this, you completed several online assessments:

- A Situational Assessment
- A Verbal Reasoning Test
- A Numerical Reasoning Test

This report provides you with feedback from the assessments to help you learn more about yourself and what your results suggest.

### Situational Assessment

This assessment required you to interact with different colleagues on a number of different topics via a messaging platform. This assessment helps us understand your decision-making style.

What your responses suggest about your decision-making style:

**Openness** - You are keen to build trust and be open and honest with others wherever possible. This will help you develop trusting relationships with your colleagues and customers. You are likely to enjoy roles where you are encouraged to treat others with transparency and fairness. When thinking about your preferred graduate or intern role, look for opportunities to share information, difficulties, and ideas with others.

**Collaboration** - You place a high value on leveraging others' skills and knowledge, and you seem to enjoy achieving results as a team rather than individually. You are likely to enjoy roles where you can work with others in a supportive, respectful environment. When thinking about your preferred graduate or intern role, consider the balance between individual working and team working, and how that is likely to make you feel.

**Involving Others** - You seem to understand the benefits of involving people with different viewpoints in your decision-making, as well as the steps you need to take to do so. You are likely to enjoy roles where consensus decision-making is the norm. When thinking about your preferred graduate or intern role, seek to understand how decisions are made: how different viewpoints are considered as well as how quickly decision-making occurs.

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**Verbal Reasoning**

This test required you to work with complex business-related written information, using the information presented to answer questions.

Your performance on this test has been compared with a large group of other similar applicants (the 'comparison group').

Compared to other participants, it is **much easier** for you to handle the tasks in this test successfully.

Your completion of the test was **extremely fast**, this means that you completed more tasks in the default time than most other participants. At the same time you were **quite accurate** which means that you answered approximately as many tasks correct as most other participants.

**Here are some tips to help you improve your skills in working with complex verbal information:**

- Read complex articles from quality news websites/newspapers and try to summarize them in three to five lines. What is the essential information from each article? What can be left out?
- Listen to audiobooks. After every five minutes try to summarize what you've heard. What information was important? What information was unimportant?
- When preparing written correspondence, write a first draft and then review it. How can you make it more concise? What key points are you trying to get across? Re-draft your message until it expresses your key points in a concise and meaningful way.

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**Numerical Reasoning**

This test required you to work with complex business-related data, presented in charts and tables. You were asked to use the information given to answer questions.

Your performance on this test has been compared with a large group of other similar applicants (the 'comparison group').

Compared to other participants, it is **much easier** for you to handle the tasks in this test successfully.

Your completion of the test was **extremely fast**, this means that you completed more tasks in the default time than most other participants. At the same time you were **quite accurate** which means that you answered approximately as many tasks correct as most other participants.

**Here are some tips to help you improve your skills in working with complex numerical information:**

- Spend time looking at tables and charts and breaking them down. Ask yourself what quick conclusions you can draw from such information, and what more you could extract from it if you went into the detail of the numbers.
- Look for opportunities to support your views with data. Practice creating clear, succinct arguments based around numerical information. In particular, try to summarise complex data in ways that are understandable to others who are not familiar with the data.
- When making basic calculations in your day-to-day activities, explore other calculations you can do using the same data to cross-check your working out. What additional insight can you gain from making the calculations in a different way?

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