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FEEDBACK REPORT

Candidate Name:



## About your personalised feedback report

Thank you for completing the Immersive Online Assessment as part of our recruitment process. The assessment is designed to give you an idea of what life is like at Deloitte and determine whether we would be a good match for each other. We hope that you enjoyed being immersed in our environment and that it's reinforced your decision to consider a career with us.

During the assessment, you may remember being presented with a wide range of questions and then asked to make choices between different answer options. The choices you made give us an insight into your likely strengths and preferences. This feedback report outlines your three top performing strengths and one area where you performed less well in relation to the others.

Next to most strengths, there is a related skill in brackets. These skills are from the Skills Builder Universal Framework for Essential Skills. Developed by leading organisations from the education and employment sectors, this framework shows how you can build essential skills for success. Building these skills will help you to apply your strengths. You can find out more information about the Skills Builder Framework and related learning resources at the back of this report.

You will also notice that we've included some further considerations for you to explore and make the most of your potential. Please note, the additional learning resources that we've provided are not owned by Deloitte, nor do we endorse them. These are publicly available links and therefore we cannot guarantee how long they will be available.

Remember, this report is a snapshot of some of your strengths and there are likely to be many more in your toolkit. We embrace diverse ways of working and look to find people who are keen to be specialists in their field as much as the generalists. There is no one right way to succeed at Deloitte. We want you to flourish as your authentic self.

Please note, the outcome of your application is not included within this report. We will carefully consider your unique strengths and abilities, before making a further decision.

We hope that you find your personalised feedback report useful.

**Deloitte Early Careers Recruitment Team**



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## Your three highest-performing strengths

This section provides you with feedback on your top three strengths as identified by completing our assessment. These are likely to be things that you do well and enjoy doing. You are likely to get an energetic buzz when using these strengths to complete a task, and feel fully absorbed in what you are doing.

When you think about your future, it may be useful to think about these strengths and how you can make the most of them. These leveraging tips can be applied to shape and direct your future career and help you use your strengths more effectively.

The three highest-scoring strengths that were identified for you from the assessment were:

### Ideas generator (Creativity)

Your responses suggest that you are motivated to think of new solutions and enjoy sharing these with the people around you.

You're likely to thrive when being creative and coming up with new ideas, which may come more naturally to you than they do to others. You're likely to see the value of doing things in a new way and enjoy being able to try out new ideas and concepts, even if some ideas don't always pay off. You're confident to bring your ideas to the table and be an advocate for positive change.

#### How to develop this strength further:

- Realising new and original ways of doing things may come more naturally to you than others, so try thinking of ways to involve others in your creative process like brainstorming sessions or focus groups.
- Consider drawing on other external sources, such as industry articles, when generating new ideas. This will enable you to get an external perspective, which you can combine with your ideas.
- Pay attention to the world around you and try to see if you can spot any challenges that could benefit from a new approach. Have the confidence to advocate for any new methods you might think of.

#### Also consider:

Coming up with new ideas often has its benefits, though bear in mind that using tried-and-tested methods may have advantages in certain situations too. At the start of a project, weigh up both options so that you utilise your energy in the most impactful way.

#### Additional learning resource:

[Okay Go: How to find a wonderful idea](#)  
[Innovation is Not Efficient | Simon Sinek](#)

### Agility (Staying positive)

Your responses suggest that your motivation to continually find better ways to do things means you are quick to adjust to new situations and information.

You are naturally able to adapt your plans or approach to successfully meet the changing demands of your environment. You are likely to enjoy and thrive in fast-paced settings where flexibility is key.

#### How to develop this strength further:



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- Experiment with new approaches to challenges that you face, such as finding a different way of working during a new or unfamiliar project. Take time to evaluate what techniques work better than others, so that you can apply what you've learned to future situations.
- Test yourself by taking on new challenges with tight deadlines, or projects where you are required to balance multiple demands, as your ability to cope with variety will make work more interesting and rewarding.
- Identify how you can support others who are less comfortable being flexible, perhaps by helping them through change so that they respond positively to developing environments.

## Also consider:

Whilst you are energised by reacting quickly to change, be aware there may be periods of stability in your working environment that still require you to be motivated. Consider how you can remain engaged in these situations by focusing on how they enable you to build your knowledge and skills.

## Additional learning resources:

[4 Ways to Boost Your Adaptability Skills](#)

[4 ways to improve your adaptability](#)

## Drive to deliver (Aiming high)

Your responses suggest that you are motivated to take ownership of the decisions or projects you work on, and that you ultimately hold yourself accountable for delivering the outcomes successfully.

You enjoy challenging yourself to consistently deliver work of the highest quality, and are willing to step outside of your comfort zone to achieve this. You are likely to be proactive in your approach to meeting targets, and your persistence prevents you from giving up on a goal or task.

## How to develop this strength further:

- Think about some challenging new projects or activities that you could get involved in. Constantly pushing yourself beyond your comfort zone will maintain your motivation and interest in work.
- Remember that not everyone will always share the same level of drive as you. There may be times, such as on collaborative projects, when you have to adapt your pace accordingly and ensure the team remain on course with you.
- Consider the long-term goals that you wish to achieve, in both your career and personal life. Separate these goals into shorter-term objectives and keep track of how you progress with them.

## Also consider:

Whilst it's great that you enjoy being self-motivated, don't forget that you can rely on others too. If you find yourself in a pressured or difficult situation, don't be afraid to approach someone who has the skills to help you - as this often leads to a better outcome.

## Additional learning resource:

[Elizabeth Gilbert TedTalk](#)

[Golden Rules of Goal Setting](#)



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## Your lowest-performing strength

This section gives you feedback on the area that we identified as your lowest-performing strength, from those that were measured as part of the assessment. This is likely to be an area that is less important to you or even one that you do not enjoy in relation to the others.

Please note that this should not be interpreted as a weakness; it is simply your lowest-scoring strength, and every candidate that has taken part in this assessment has one.

Your less-developed strength that was identified for you from the assessment is:

### Critical analyst (Problem solving)

Your performance suggests that you may find analysing complex information challenging. You might feel more comfortable working with limited pieces of information or focusing on a wider perspective, as opposed to taking a more specific approach.

#### How to develop your capability:

- Practise reviewing information from different perspectives. Understanding the quality of evidence for different conclusions will ensure that you select the most accurate answer.
- Consider the positive and negative evidence contained within every information source you use. By balancing these contrasting aspects, you can challenge whether the conclusions you reach are justified.
- Where possible, take a break before revisiting data that you have been working on. Creating distance will help you approach information with renewed purpose, and you may notice details that were previously missed.

#### Additional learning resource:

[5 Must-Have Analytical Skills For Your Resume](#)



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## Next steps

The strengths included in this report have been identified through an in-depth analysis as being important to deliver success at Deloitte. Everyone has a unique combination of strengths that they are able to apply in a variety of organisations and careers.

We hope that you have found your personal feedback report valuable, and have enjoyed learning more about your strengths – whilst providing an insight into our values at Deloitte.

Thanks again for your application; we'll be in touch shortly to inform you of our decision.

Wishing you the very best of luck in the recruitment process.

Deloitte Early Careers Recruitment Team

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## Introducing the Skills Builder Framework



The Skills Builder Universal Framework shows you how you can build essential skills to help you succeed in all aspects of work and life. These eight skills are relevant to everyone irrespective of the role or organisation you join.

The framework breaks down each of these skills into teachable, measurable steps, helping you to build your skills. Find out more by visiting: <https://www.skillsbuilder.org/>

### Getting started

To learn more about the skills in the framework, click 'Explore Framework' to navigate to the interactive webpages and review the definitions for each of the eight skills in the framework.

Each of the skills are broken down into skill steps, ranging from 0-15. Review the skill steps to identify where you could start building your skills.

Click 'Build it' to open up a wide range of resources to help you understand and grow in each of the skills.

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