

## Lloyds Banking Group Assessment Centre

### Congratulations!

You have secured a place at the Lloyds Banking Group assessment centre, which is the final stage in the selection process.

At Lloyds Banking Group, our strategy is to be the best bank for customers, it is at the heart of everything we do. At the assessment centre, we would like to give you the opportunity to demonstrate that you are the right candidate to join Lloyds Banking Group.

Please see below an overview of the different exercises that you will look to complete as part of the day.

### Strengths Based Interview

A strengths based interview is designed to establish your key strengths and identify whether these match with the strengths required to be successful at Lloyds Banking Group.

The interview will provide you with the opportunity to showcase your strengths, your motivation to work for Lloyds Banking Group and your knowledge and interest into the specific graduate programme that you have applied for.

A strengths based interview is very different to a competency-based interview, so please ensure you do not try to 'force' competency-based answers on the day itself. The best advice we can give you is to relax, listen carefully to the questions, and answer each question naturally.

To best demonstrate your strengths, ensure you share examples and evidence from your personal life and work experience.

#### To better understand your strengths, think about the following:

- Things you are most proud of to have achieved and how you achieved them
- What you enjoy doing
- What you are like at your best

### Group Exercise

As part of the day, you will complete a group exercise. You will be in a group of no more than 4 people and be required to work together to complete a task.

You will be given an initial brief and some content to use as part of the exercise. The exercise will have time restrictions and you will have a certain amount of time to complete the exercise.

### Micro Exercise

You will also look to complete 4 micro exercises. Micro exercises are mini assessments, which will last 10 minutes each.

Within each micro exercise, you will be presented with a challenge or scenario that you must respond to. You may be asked to review information or instructions to allow you to complete the exercises within the time given.

One of the four challenges will require you to use a laptop as part of the exercise.

This exercise is completed on a 1:1 basis.



## Virtual Reality

As part of the day, you will experience a Virtual Reality exercise. You will enter an immersive environment where you will interact in a seemingly real and physical way.

You will be expected to put on a headset which will cover your eyes. You will be placed in a scenario in virtual reality and guided through a challenge. The exercise will need to be completed standing up and will require movement around the room.

You will be given 2 hand held controllers, which you will need to use as part of the exercise.

## Numerical Reasoning Test

(Only applicable for the following streams: Finance, Finance Scotland, Internal Audit, Risk and Commercial Banking Clients and Markets)

As part of the day, you will be required to complete a test of our Numerical Reasoning Test using a laptop.

Please feel free to bring in your own calculator, however calculators will also be provided on the day.

## Reasonable Adjustments

If you feel there are any reasonable adjustments required in any of the above activities, please do reach out to us via email at [lloydsbankinggrouptalent@tmpw.co.uk](mailto:lloydsbankinggrouptalent@tmpw.co.uk) or via phone on 0845 330 4576 and we will look to provide the right adjustments to support you through the process.

We wish you the best of luck.

Lloyds Banking Group

## Hints & Tips

### Before you arrive at the Assessment Centre

- If there is a problem which prevents you from attending the centre then please contact us as soon as possible via email at [lloydsbankinggrouptalent@tmpw.co.uk](mailto:lloydsbankinggrouptalent@tmpw.co.uk) or via phone on 0845 330 4576.
- Before the assessment centre, make sure all the practical arrangements are organised so you don't arrive feeling unprepared or tight for time on the day.
- Naturally we will expect candidates to be dressed in business attire but wear clothes in which you feel comfortable and in which you won't feel self-conscious
- All stationary will be provided for each exercise; therefore you do not need to bring anything with you. Calculators will be provided for exercises where appropriate
- If you are unable to attend the assessment centre we will do our best to reschedule your centre, but we cannot guarantee we will be able to accommodate an alternative date

### During the Assessment Centre

- During the centre listen carefully to any instructions you get and ask if you are uncertain of anything
- The most important advice is to be yourself
- Try to remember that you are all being assessed against the required standard to join the programme and not against other people who are there on the day
- Don't be afraid of asking questions before or during the day
- Don't worry if one exercise hasn't gone well; you'll have at least one more opportunity to demonstrate your strength in that area
- Get involved in all the exercises as then your contribution can be assessed.
- It's important to keep your energy levels and enthusiasm throughout the day. Consistency of performance is important throughout the day



### **Additional support**

We want all candidates to perform to the best of their abilities at the assessment centre. **If there are any reasonable adjustments that we can make for you, do let us know.** Please contact us as soon as you can if you wish to discuss any further.

Please inform us prior to attending the centre if you have any special dietary requirements. If you find that you have any problems or concerns let your Centre Manager know at the earliest opportunity, and they will rectify the situation for you as soon as possible.

### **After the Assessment Centre**

If you are successful we will contact you within two weeks of your assessment centre to let you know the outcome.

We will also provide you with a bespoke feedback report within four weeks of you attending the assessment centre.

Good luck at your assessment centre.

We look forward to meeting you.

**The Emerging Talent Recruitment Team**

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