

Competencies - High/Low

for

Sam Sample

Produced by Selby & Mills in partnership with

Example Organisation

Report Date **Thursday 18th September 2014**

Norm Group = **General population**

This report has been prepared with every care and in good faith. However the interpretation arises from the sum of the candidate's choices and preferences in answering a series of self-report inventories, and should therefore be seen purely as indicative of certain trends in their attitudes at that time.

The results are presented as stems where a score of 1 is low and 10 is high.

They are colour-coded; the darker the colour the higher the score and the stronger the persons preference.

No liability can be accepted by the interpreter or by Selby & Mills Limited.

© Copyright 2004-2014 Selby & Mills Limited
Prospect House, Prospect Place, Beechen Cliff, Bath BA2 4QP United Kingdom
Phone +44 (0)1225 311399 Email info@selbymills.co.uk

All rights reserved.

No portion may be reproduced by any process whatsoever without prior written permission of the copyright holders.

Presented here are the candidate's 10 highest and 10 lowest scoring work competencies, based upon the 130 competencies within our directory. Each Sten score is accompanied by a small piece of text to indicate the likely behaviours which are associated with the result which they have obtained.

Taken together, these are likely to provide an indication of the detailed work areas and activities to which they may be suited. Remember that no-one can score very highly on every competency.

HIGHEST RATED COMPETENCIES

DETAIL CONSCIOUS

10

Very strongly attracted to and suited for work which involves the accurate handling of administrative matters and detail.

CORPORATE AWARENESS

10

Always perceives the impact and implications of activities on other parts of the organisation.

SECURITY

10

They prefer a clear work role which does not suddenly change. For them, a clear organisational structure and reporting relationship is a corner stone of their security at work.

RESPONSIBLE

9

Takes commitments extremely seriously and will go to any length to avoid breaking them once taken on. Expects the same standard from others.

COST CONTROL

8

Concerned to control costs and provide clients with value for money.

CLARITY

8

Whilst keen to produce clear results and to work with well defined objectives, they are less concerned about the organisation's structure and will make sense of it for themselves, in order to produce results

STRUCTURE

8

They prefer clear work structures, status and objectives. When these are in place they feel they work most effectively. They may be unsettled by prolonged change and uncertainty.

PLANNING AND ORGANISING

8

Sensitive and alert to consequences of impact of events on others and will take appropriate steps to improve any problems which may occur. Plans effectively.

MANAGEMENT PROFESSIONALISM

8

Understands job and demands intimately, maintaining appropriate distance from other people and seeking and reflecting very high standards of work.

SELF-DISCIPLINE

8

This person will display considerable self-discipline and deliver commitments with close attention to detail. A strong result.

LOWEST RATED COMPETENCIES

STAMINA

1

They prefer a number of relatively short-term tasks at work and may be deterred by frustration or difficulty. Stamina is not a particular strength.

HARD WORKING

1

Tends to be multi-focused and easy going, probably reacting rather than initiating. Focus will vary according to issue.

ATTITUDE TO AUTHORITY

1

Prefers job discretion to do what they believe are the priorities, even if they vary from agreed goals. May not always display tenacity.

INCISIVE

1

Unlikely to absorb issues quickly, preferring to focus on aspects which are understood.

NEGOTIATION

1

May not cling tenaciously to own objective and approaches issues in a win/lose way, failing to understand the need for compromise.

GOOD HUMOUR

1

Unable to respond positively during times of difficulty or hardship. Has difficulty judging when humour is appropriate.

CUSTOMER RELATIONS

1

Customer relations may not be a priority and they may not be keen on customer-facing work responsibilities. They may be more technically oriented or prefer administrative tasks.

DRIVE

1

Such people are interested in producing results, but probably do not raise their work rate when the pressure is on. They prefer dealing with easy to resolve problems of a relatively short term nature to dealing with long term strategic ones.

INTERPRETS OTHERS' BEHAVIOUR

1

May be relatively slow to reach conclusions about the quality of other peoples' work and may see each person, event or issue separately, not linking them with corporate priorities.

PERSONAL RELATIONS

1

Their relationships at work are important but will not prevent them from achieving their work objectives. They may be more individual than group oriented.

This is the end of your report.

© Copyright 2004-2014 Selby & Mills Limited