



CEB

SHL Talent
Measurement

Graduate Scenarios

Profile

Name

Clay Ferrell

Date

05 April 2016



INTRODUCTION

Clay Ferrell completed Graduate Scenarios. The test presented them with a number of different scenarios followed by a number of possible responses and asked them to rate each of the responses for its effectiveness in dealing with that scenario. Their responses have been compared with those of a large and appropriate comparison group. Clay Ferrell's performance on Graduate Scenarios is presented as a profile.

This information should be treated confidentially. The shelf life of the information contained in this report is considered to be 12 – 18 months, depending upon Clay Ferrell's work role and personal circumstances.

FEEDING BACK RESULTS

Start by explaining the rationale for the test – it aims to assess managerial judgement in graduates, rather than test more general reasoning or personality. Ask about the person's managerial background and experience of working in large organisations. Briefly explain the main scale and each of the three sub-scales using the descriptions provided on the profile. Begin by feeding back on the Managerial Judgement scale, as this gives the individual an overall impression of how they have done. Next give feedback on each sub-scale in turn, using the following guideline:

- Stens 9-10 show that their level of ability is substantially higher than that of most people with a similar background.
- Stens 7-8 show that their level of ability is somewhat higher than most people with a similar background.
- Stens 5-6 show that their level of ability is neither higher nor lower than that of other people with a similar background.
- Stens 3-4 show that their level of ability is somewhat lower than that of most people with a similar background.
- Stens 1-2 show that their ability is substantially lower than that of most people with a similar background.

COMPARISON GROUP

Pre-screened graduate & undergraduate

Graduate Scenarios Profile

The overall Managerial Judgement scale provides an assessment of Clay Ferrell's current level of judgement. Individuals who score strongly on the scale are demonstrating practical managerial judgement, and are therefore more likely to cope well with the demands of a real life managerial role.

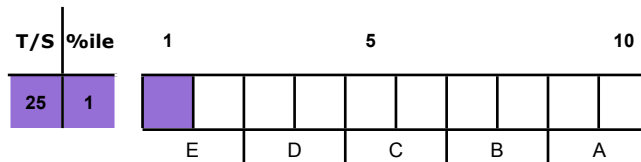
This scale is broken down into three areas, or sub-scales, Managing Objectives, People Management and Corporate Management. Each of these sub-scales examines Managerial Judgement in a more specific area than the overall scale.

These three sub-scales and the overall scale are scored against a set of correct answers. Research shows that the nearer an individual's responses are to these correct answers, the higher their level of managerial effectiveness.

The following profile displays Clay Ferrell's scores on these scales in terms of four types of norm system; T-scores, Percentiles, Stens and Grades.

Managerial Judgement

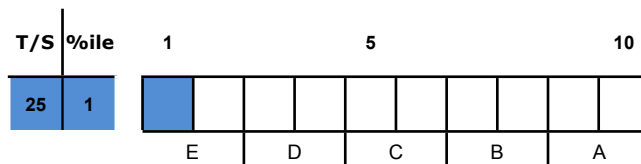
Less effective at weighing up managerial situations and deciding on ways of handling them.



Effective at weighing up managerial situations and deciding on ways of handling them.

Managing Objectives

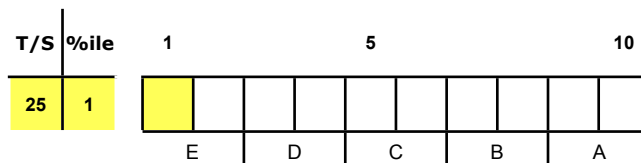
Less effective at benchmarking, consulting others and networking; less focus on the longer term and wider picture; less planning, organising and prioritising.



Effective at benchmarking, consulting others and networking to produce solutions; focuses on the longer term and wider picture; plans, organises and prioritises.

People Management

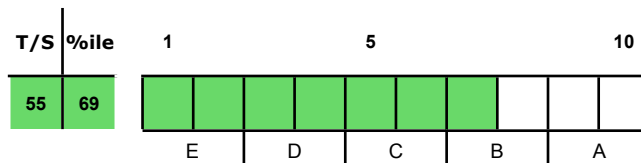
Less effective at tackling individual or team morale and motivation issues; less inclined to take responsibility for team plans and resources.



Effective at addressing individual and team morale / motivation issues; ensures that the team plans for and resources itself to meet objectives.

Corporate Management

Less effective at influencing, and at initiating action. Avoids issues and passes responsibility to others; denigrates or blames the organisation.



Takes a corporate approach. Attempts to tackle issues, takes personal responsibility for initiating action and is positive about the organisation.

ASSESSMENT METHODOLOGY

This Profile is based upon the following sources of information for Clay Ferrell:

Questionnaire / Ability Test	Comparison Group
Graduate scenarios beta	Pre-screened graduate & undergraduate

PERSON DETAIL SECTION

Name	Clay Ferrell
Candidate Data	MJ = 1, MO = 1, PM = 1, CM = 7
Report	Graduate Scenarios Profile v2.0 ^{RE}

ABOUT THIS REPORT

This report was generated using SHL's Online Assessment System. The use of this questionnaire is limited to those people who have received specialist training in its use and interpretation.

The report herein is generated from the results of a questionnaire answered by the respondent(s) and substantially reflects the answers made by them. Due consideration must be given to the subjective nature of questionnaire-based ratings in the interpretation of this data.

This report has been generated electronically - the user of the software can make amendments and additions to the text of the report.

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