

STUDENT FEEDBACK



Candidate: Ajmal Sultany

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Element	Comment(s)
<p>SHL numerical and verbal ability tests (online)</p>	<ul style="list-style-type: none"> • Please note that SHL online tests are randomised, and questions are weighted meaning that some carry more marks than others. The specific group against which your scores are compared (the comparison group) is the General Population 2006 Graduate group. • The numerical test measures your ability to make correct decisions or inferences from numerical data. The verbal test measures your ability to evaluate the logic of various kinds of argument. The data and tasks for the numerical test and the information presented in the verbal test are relevant to a business environment. The emphasis, in the numerical test, is on understanding and evaluating data (rather than computation). The emphasis in the verbal test is on understanding, using and evaluating verbal information (rather than usage, grammar or spelling). • People who perform well on the numerical test tend to have the capacity to understand data and interpret mathematical information correctly. Similarly, people who perform well on the verbal test tend to have the capacity to readily understand documents and reports. <p>Ajmal, you were in the 20 percentile (20%ile) for the numerical reasoning test meaning that you did better than 20 per cent of people in the comparison group: This equates to grade D and indicates that your estimated critical reasoning in this area is below average and that you will have difficulty in understanding or interpreting mathematical calculations and numerical data. You were in the 81 percentile (81%ile) for the verbal reasoning test meaning that you did better than 81 per cent of those in the comparison group: This is above average and equates to grade B and indicates you will display a high level of ability in evaluating and understanding written documents and reports.</p> <p>Your numerical test score may be lower than you may have expected and there may be reasons for this. There is clearly room for improvement. I would encourage you, therefore, to do as many practise numerical ability tests as you can to familiarise yourself with the process and become comfortable with completing them in the time available.</p> <p>SHL online practise tests are free. You may, however, wish to use other test providers. The web site address for SHL is www.shl.com</p>

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<p>Interviews</p>	<p>Ajmal, you did very well at interview. You were considered to be very bright, very capable, very genuine, confident, humorous, personable, a clear communicator and a good candidate.</p> <p>You have clear motivation and drive but some interviewers thought that you lacked direction and focus. You are self aware, know where you have come from and are determined to make an impact. You are very initiative oriented.</p> <p>You were considered by one interviewer to be a wonderful candidate who created conversation, and who was, despite generalisations, articulate, ambitious and seemed not to be cowed by the interview process.</p> <p>You need to think about the best way to sell yourself: Consider what is impressive (about you) and what interviewers may want to hear, because you are not very clear where you want to go career-wise and what options, opportunities and openings your psychology degree affords you.</p> <p>You have “untapped potential” and “so much potential”, according to your interviewers. You are, however, far too general in your answers and must be more specific especially when giving examples of the leadership qualities/competencies asked about. You must, despite being a humble person, personalise your experiences. Your answers/responses just need a little bit of polish.</p> <p>The interview panel had no hesitation in recommending you to go forward to the assessment centre.</p>
<p>Additional</p>	<p>The Leadership by Example programme is a process to help you gain employment that is commensurate with your qualifications, abilities, skills and career aspirations. You cannot fail the process; you can only develop and improve in areas where you may lack confidence because you have not had practise (for example, ability tests), experience (e.g. competency based interviews) or real understanding of the stages you may have to go through as part of the (graduate) recruitment process.</p> <p>The programme will be run at least four times during the year. If you do not make progress to the end of the programme and achieve the Odgers quality mark, we would encourage you to return to the programme after six months. During that time, we hope that you will have taken on board the feedback provided and recommendations for additional development and employability training.</p> <p>We shall be launching our web site in 2008. Please do keep in touch with us.</p>