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# Talent Q Aspects

## Aspects Candidate Report

Candidate **Sam Sample**

Date of Report: **23/05/2017**

Who could use components of this report:



Candidate

## Introduction to Aspects Styles

Thank you for completing this questionnaire. Aspects Styles is a competency-based questionnaire offering efficient and understandable scientific insight into your preferred style or typical way of behaving in the workplace. It provides a framework for discussing your likely strengths and development needs against competencies from the Talent Q Aspects Competency Model. The relative importance of each of the competencies will vary depending on the requirements of the job role for which you applied.

The report is based on your responses to the questionnaire which have been compared against those of a large relevant comparison group to give a description of your preferred approach to work. As a self-report questionnaire, its accuracy depends on your self-awareness and the frankness with which you completed it. The reports may therefore fail to take into account other very important information about you.

The information contained within this report is not intended to be definitive. It should be treated as a starting point for considering your development needs in relation to the job role you applied for. You will get the most benefit from this report if you ensure that you have the opportunity to identify the most effective development plan for you both in the short and longer term.

# Aspects Styles Competency Profile

Below is a summary of your competency profile, which is based on making comparisons with a large relevant comparison group. In the next section of this report you can find more information about each of the competencies.

	Development needs	Scope for development	Considerable strength
<p><b>Influencing and Selling</b></p> <p>Influences effectively and enjoys situations involving selling. Strong in negotiations with others, assertive in their approach and wins others over to their perspective.</p>			
<p><b>Interpersonal Skills</b></p> <p>Socially skilled and confident, knows how to behave in social situations and comfortable meeting new people.</p>			
<p><b>Customer Orientation</b></p> <p>Focused on providing service to customers and meeting their needs. Enjoys listening and engaging with other people; demonstrates interest in helping them achieve their goals.</p>			
<p><b>Complex Thinking</b></p> <p>Understands different perspectives on complex issues. Appreciates relevant theoretical models and successfully analyses situations with many different components.</p>			
<p><b>Efficiency and Reliability</b></p> <p>Diligent in their approach to work, following through on tasks until they are completed and seeking to always deliver on their promises. Demonstrates strong attention to detail, observing rules and processes affecting their work.</p>			
<p><b>Drive and Motivation</b></p> <p>Motivated by challenging, quantifiable targets. Ambitious and focused on delivering clearly defined objectives, drawing satisfaction from achieving their goals.</p>			

# Aspects Styles Narrative Report

In reading the report below, you should consider how typical your responses may have been. It may be worth bearing in mind whether the environment was conducive to answering the questions and whether your frame of mind was unusual. It should always be understood that a questionnaire of this kind can only go so far as to present hypotheses based on your responses.

## Influencing and Selling

You accept there is a need to sell to and influence others, and often rise to this challenge. However you seem to prefer situations where there is already some level of agreement between parties. You appear to have a reasonable amount of assertiveness, but may not always feel the need to assert yourself.

## Interpersonal Skills

While you are happy to engage in social situations, you also value time spent alone or with your closest counterparts. You appear happy meeting new people, but may sometimes feel a little awkward whilst you are becoming acquainted.

## Customer Orientation

You appear to focus on what you know needs to be achieved, rather than being swayed by the needs of customers. You prefer focusing on your own work rather than listening to customers or responding to their demands.

## Complex Thinking

You seem to enjoy focusing on clear or fairly straightforward tasks. Conversely, you may find it challenging dealing with complex problems with many different components.

## Efficiency and Reliability

You recognise it is not always possible to complete the tasks you begin. You seem to view deadlines and rules as flexible and identify where these need to be broken. You are more focused on the big picture of what you are trying to achieve, rather than being overly concerned with the detail.

## Drive and Motivation

You prefer to focus on manageable tasks, rather than working to challenging targets. You recognise the importance of enjoying the journey, rather than simply achieving the end product.



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This report is derived from the Talent Q Aspects Styles / Ability assessment(s), which explores the respondent's personality in relation to employment / cognitive ability. The respondent's results are compared with a standardisation comparison group. The Aspects Styles questionnaire is a self report measure and as such the results represent the respondent's self perceptions. This report has been computer generated. Korn Ferry do not guarantee that the report has not been modified. The use of Talent Q Aspects Styles / Ability is restricted to individuals authorised by Korn Ferry.