



TALEGENT.

DETAIL REPORT

Grit Report

Simon Sample

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Professionals

This Talegent Grit report gives you deep insight into how a candidate profiles against some of the key competencies used to predict grit. It contains sensitive personal information, and should be kept in a secure location with minimal access. The report should be disposed of confidentially once the results are no longer valid.

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Summary

Grit Overall  **HIGH**
92nd Percentile

Profile

Grit Scores

CAPABLE			
 Problem Analysis		CAPABLE 58th Percentile	
 Self-Control		CAPABLE 54th Percentile	
 Self-Belief		CAPABLE 52nd Percentile	
AREA FOR DEVELOPMENT			
 Persistence		AREA FOR DEVELOPMENT 19th Percentile	

Detail



Problem Analysis

Uses experience, data, and theory to work through problems.

High Scorers are likely to

- Evaluate the logic of information presented
- Use data to support decision making
- Reflect and draw on past experience
- Use theories as a basis for problem solving
- Be aware of and manage risk



CAPABLE
58th Percentile

About Simon's score

When analysing problems, Simon is expected to be aware of some of the risks involved with certain courses of action. He should be somewhat comfortable identifying and working with risks if he thinks they will lead to better forward planning.

As much of a critical thinker as peers, Simon is likely to analyse the logic of the information presented, and use this to help plan how he will reach his goals. At other times, he may take information at face value without digging deeper.

Simon indicates he does not use personal experience and intuition as a basis for problem

solving. This may limit his ability to apply his past learnings to new situations.

Reporting less curiosity towards hypothetical concepts, Simon may deem theoretical knowledge irrelevant to his analysis of the problem. Due to this, he is not expected to invest much time in understanding the 'why' behind initiatives.

Unlikely to use facts and evidence in decision making, Simon is expected to shy away from relying on hard data to formulate his approach. For this reason, he may miss out on incorporating key facts and figures which could have strengthened his planning.



Self-Control



CAPABLE
54th Percentile

Resists temptations in favour of long-term goals.

High Scorers are likely to

- Keep the promises they make to themselves and others
- Remain calm and controlled despite challenges
- Be aware of own weaknesses
- Focus on long-term payoffs over short-term temptations

About Simon's score

Calm and composed, Simon is anticipated to regulate his emotions and behaviour well under pressure. This control should make him more successful in meeting his goals.

The results indicate Simon places great importance on keeping promises or commitments, and is therefore likely to stick to the goals he sets himself. Others should therefore feel comfortable relying on him to keep his promises.

Simon should usually keep the long-term pay offs of his goals in mind. However, he may need to remind himself of these on occasions where short-term alternatives are more alluring.

Simon demonstrates an awareness and acceptance of some of his limitations. It is therefore expected that he should try to mitigate these so that they do not derail his progress.



Self-Belief



CAPABLE
52nd Percentile

Confident in ability to succeed, retains a positive attitude.

High Scorers are likely to

- Have confidence in their ability to succeed
- Be comfortable making their own decisions
- See feedback as valuable
- Maintain a positive outlook despite adversity

About Simon's score

Focusing on the positives should be one of Simon's strengths. He is expected to be adept at finding the silver lining to most situations, helping him to bounce back after any failures or disappointments.

Simon profiles as confident making decisions, even those which may be tough. Due to this, he is expected to move forward more quickly than others, uninhibited by indecision or excessive need for consultation.

Simon should appreciate some feedback on his decisions or progress towards his goals. This may be best received from those whom he trusts, particularly if the feedback is critical.

Like most, Simon demonstrates a reasonable level of confidence in his ability to succeed. On occasion, he may doubt his decisions and require reassurance from others to increase his confidence in his course of action.



Persistence

Focused and determined to achieve despite difficulties.

High Scorers are likely to

- Push themselves forward towards goals
- See commitments through to the end
- Remain focused and engaged
- Work with managed risk



AREA FOR DEVELOPMENT
19th Percentile

About Simon's score

Simon comes across as taking a cautious approach to risk. He is expected to adopt the perspective that risks are a threat to goal attainment, and is unlikely to incorporate any perceived risk regardless of its potential pay off.

Simon profiles as being typically engaged in his work, and should generally maintain focus. At times he may become distracted by something urgent or particularly interesting which could reduce persistence.

With a strong focus on meeting commitments, Simon should be motivated to see his goals through to the end. As such, he is unlikely to leave tasks incomplete or fail to deliver on his word.

Reporting a strong drive to achieve, Simon is likely to push himself forward towards his goals. He should overcome potential setbacks with relative ease, not letting anything stand in his way.

Scale Scores

Driven	Relaxed about goals and targets	3	Motivated by goals, overcomes obstacles
Reliable	Responsive, readily shifts priorities	5	Makes fulfilling promises a priority
Work Focused	Regularly shifts focus between tasks	2	Engaged in work, rarely distracted
Risk Tolerant	Cautious, seeks certainty	4	Accepts risks that have potential benefits

Interview Questions



Problem Analysis

Capable - 58th Percentile

- 1 How do you go about getting the information you need to solve a problem? What sources do you draw on? How do you incorporate each piece of information? How do you move from analysis to solution?
- 2 Tell me about a difficult problem you analysed. How did you identify its root cause? What approaches did you consider, and which one did you settle on? What was the conclusion? What would you do differently next time?
- 3 Talk me through a time when you had to solve a complex problem which had multiple elements. How did you approach the analysis? How did you verify the information? What was the outcome?



Self-Control

Capable - 54th Percentile

- 1 Talk me through a time when you have broken a commitment that you made to yourself. What was the situation? Why did you break it? How did you feel about it? What was the end result?
- 2 What are your biggest weaknesses when it comes to managing your emotions in the pursuit of your long-term goals? How do you mitigate these? On occasions where you've given in to these weaknesses, how do you react?
- 3 Tell me about a time when you resisted a short-term temptation in favour of a long-term benefit. What was the temptation? What was the gain? How did you manage to resist it in the end?



Self-Belief

Capable - 52nd Percentile

- 1 Describe a time when you used your optimistic outlook to bounce back from adversity. What went wrong? What feedback did you receive on your approach? How did you keep a positive mindset?
- 2 Talk to me about your confidence in making big decisions. How decisive are you? To what extent do you consult others? How often do you experience doubt regarding your decisions? Can you give an example?
- 3 Describe a time when something went wrong with a plan you were following. What did you focus on when resolving the issue? What was the outcome? What would you do differently next time?



Persistence

Area for Development - 19th Percentile

- 1 Can you take me through what you find to be most challenging about persisting with projects? How do you mitigate these challenges? What risks do you consider when evaluating the challenges? How do you remain focused?
- 2 Tell me about the biggest hurdle you've overcome to achieve a goal. What made the hurdle so large? What did you try initially to overcome it? What worked in the end? What feedback did you get on your approach?
- 3 Can you tell me what you do to ensure you meet your long-term goals? How do you keep yourself motivated to continue? How do you keep track of things to ensure nothing slips along the way?

Employer Recommendations



Problem Analysis

Capable - 58th Percentile

Encourage Alternate Sources: Does Simon have a single 'tried and true' approach for analysing problems and evaluating risk? If he relies mostly on theory, encourage him to examine past experience or objective data, and vice versa. Promote the idea that different problems call for different resources. Reflect on the Past: When Simon comes across a problem, point him in the direction of past, similar issues he has overcome. What approach was taken? What worked well and what didn't? Doing this can create a blueprint for how to face the current problem.



Self-Control

Capable - 54th Percentile

Read the Signs: Simon should usually be successful at resisting temptations or distractions, but be mindful of the signs that indicate he is struggling. Has his demeanour changed? Has he vocalised any difficulty? Stay attuned to these cues so you can help him get back on track. Highlight the Implications: Simon may not be acutely aware of, or attached to, the long-term impact of completing his goals. Ensure he understands the need to deliver on time, and the reasons why, including the implications of succumbing to distractions.



Self-Belief

Capable - 52nd Percentile

Cultivate Strong Arguments: While Simon should have a typical level of self-belief, this could falter at times. Perhaps this occurs when facing tough stakeholders, or when coming up against roadblocks. Help him to articulate why his course of action is the best, and rehearse this in preparation for potential opposition. Be a Sounding Board: The next time he expresses any indecisiveness about his approach, discuss why these thoughts have occurred. Is it the duration or difficulty of the goal? What can you do to help him overcome these concerns?
