

ITESTHUB · GRADUATE FINANCIAL SERVICES SJT - CANDIDATE REPORT

Graduate Financial Services SJT

A report for

Sam Sample

Sam Sample

Completed 30/09/2026 · Report valid 12 months

Introduction

This report is confidential and is intended to provide you with feedback on your results.

The test is designed to assess key areas critical for success in the role of a Graduate working in Financial Services. The competencies assessed are defined below.

How To Use This Report

This report provides you with feedback from the Graduate Financial Services SJT. It contains 'behavioural interpretation' that you can use to help you understand how you have performed on the exercise and 'development opportunities' to inform your development priorities, should you wish to improve your skills in specific areas.

Behavioural Interpretation

For each competency measured by the Graduate Financial Services SJT, an interpretation (four bullet points) has been provided to help you better understand the decisions you made on the exercise. Not every bullet point may apply equally to you, but you should consider them all, at least initially, and then decide which are most relevant for you.

Development Opportunities

You have also been provided with some ideas to help improve the competencies. The suggestions are intended to support you in your career progression, so working through these suggestions and identifying your own ideas for improving your skills should help you create a relevant development plan. When creating your development plan, it is best to set SMART Goals:

- **S = Specific:** Clearly defined and unambiguous.
- **M = Measurable:** Contains specific criteria that you can use to measure your progress and goal accomplishment.
- **A = Achievable:** Attainable in the timeframe you have set yourself and not impossible to achieve.
- **R = Relevant:** Relevant to your goal, career or what you want to achieve.
- **T = Time-bound:** Has a clear start and end date.

Your SMART goal

Use the planner below to draft a goal of your own. Work through each element in turn – the prompts are there to help you think it through – and write your goal in the space provided.

S

Specific – Clearly defined and unambiguous.

What do I want to achieve? · When do I need to achieve it? · Why is the goal important? · Who is involved?

M

Measurable – Contains specific criteria that you can use to measure your progress and goal accomplishment.

How will I measure my progress? · How will I know when my goal is achieved? · What will be different when I have completed my goal?

A

Achievable – Attainable in the timeframe you have set yourself and not impossible to achieve.

Can I complete my goal in the time I have available? · How confident am I that I can achieve my goal? · What support will I need to achieve my goal?

R

Relevant – Relevant to your goal, career or what you want to achieve.

Why is this goal important to me? · How does this goal relate to my overall success? · What is especially meaningful about my goal?

T

Time-bound – Has a clear start and end date.

When will I be ready to start working on my goal? · What specific date will I complete my goal? · How often will I check the progress I am making on my goal?

Graduate - Financial Services Competencies

Purposeful Engagement

Supporting colleagues, management and stakeholders in an effort to improve and maximise outcomes (i.e., efficiency and quality).

- Building trust and confidence with colleagues, management and stakeholders, through personal engagement and support.
 - Establishing a network of fluent relationships with colleagues, management and stakeholders.
 - Communicating clearly and confidently (i.e., being clear, precise and timely).
 - Negotiate fluently and calmly, esp. with colleagues & senior managers / stakeholder.
-

Analytical Rigour

Establishing a Clear, precise and accurate understanding of situations and tasks to facilitate effective action and valid decision-making.

- Understanding the company (i.e., culture, priorities, procedures, etc).
 - Understanding own (and others') strengths and limitations, as well as perspectives and attitudes.
 - Gathering sufficient information to establish a clear understanding of tasks and priorities.
 - Analysing situations (i.e., risks, benefits, and opportunities) appropriately to draw valid conclusions and make appropriate decisions.
-

Sustaining Peak Performance

Routinely delivering a high quality, efficient and adaptive client-focused service (i.e., colleagues, management, stakeholders and clients).

- Setting clear and achievable targets for self (and others), monitoring progress and adapting as required.
 - Being proactive at all times, in dealing with responsibilities and challenges, esp. delays, quality and tasks.
 - Being resilient, having effective strategies for dealing with work-related pressures and setbacks.
 - Maintaining an organised and calm approach, esp. under pressure and managing deadlines.
-

Professional Credibility

Demonstrating a genuine commitment to company standards and best practice.

- Demonstrating genuine, visible commitment to company values, goals and priorities.
- Being respectful of others (i.e., knowledge, expertise, opinions etc.).
- Being open and honest about own strengths and development needs (i.e., acknowledging own limitations, errors, and misjudgements etc.).
- Welcoming constructive challenge, recognising the need to keep learning.

Purposeful Engagement

Supporting colleagues, management and stakeholders in an effort to improve and maximise outcomes (i.e., efficiency and quality).

Your responses suggest:

- Are an active collaborator, seeking opportunities to build greater trust and mutual understanding.
- Confidently build fluent working relationships with others, demonstrating warmth and an awareness of social etiquette.
- Communicate proactively, expressing their views with confidence and seeking out others' perspectives.
- Approach negotiations respectfully, engaging in constructive debate.

To develop your skills further in this area you might wish to consider:

- Review your key relationships and identify any you could benefit from improving.
- Role model to your colleagues how to build strong management and stakeholder relationships.
- Offer to mentor some of your colleagues to improve their communication skills.
- Create a list on the techniques that have helped you the most in negotiating with managers and stakeholders.

SMART NOTES

Analytical Rigour

Establishing a Clear, precise and accurate understanding of situations and tasks to facilitate effective action and valid decision-making.

Your responses suggest:

- Fully establish a clear understanding of company priorities and goals.
- Understand own strengths and limitations, and demonstrate a willingness to learn.
- Clearly establish the perspectives of relevant others before making decisions or solving challenges.
- Analyse information efficiently, identifying and seizing new opportunities.

To develop your skills further in this area you might wish to consider:

- Role modelling the importance of culture and the organisation's wider priorities to guide decision-making.
- Routinely emphasising the need to understand the perspectives of individuals before making decisions.
- Obtaining new information by having regular team discussions when complex decisions needs to be made.
- Encouraging yourself and others to rethink decisions when new information arises.

SMART NOTES

Sustaining Peak Performance

Routinely delivering a high quality, efficient and adaptive client-focused service (i.e., colleagues, management, stakeholders and clients).

Your responses suggest:

- Set clear and achievable targets, monitoring progress and adapting as required.
- Proactively deal with responsibilities and challenges.
- Are resilient, utilising effective strategies for dealing with work-related pressures and setbacks.
- Maintain an organised and calm approach, especially when facing unexpected responsibilities or managing tight deadlines.

To develop your skills further in this area you might wish to consider:

- Evaluating your goals to ensure they are all Specific, Measurable, Achievable, Relevant and Time-bound.
- Role modelling the importance of clearly taking ownership for problems that impact internal efficiency and/or client satisfaction.
- Making a list of the most challenging aspects of your role and consider how you can improve your performance and well-being in these areas.
- Coaching and supporting one of your colleagues with their Time Management skills.

SMART NOTES

Professional Credibility

Demonstrating a genuine commitment to company standards and best practice.

Your responses suggest:

- Align actions and decisions with company values, goals, and priorities.
- Apply appropriate care and attention to work, ensuring due diligence, quality, and adherence to processes.
- Openly acknowledge personal strengths and areas for development, including limitations, errors, and misjudgements.
- Are receptive to and provide constructive feedback, recognising the importance of continuous learning.

To develop your skills further in this area you might wish to consider:

- Talking to your colleagues to see what more you could do to support them with their challenges.
- Reviewing some of your recent work to establish where you could make improvements.
- Openly sharing some of your past mistakes and vulnerabilities with your colleagues.
- Using a 360-degree feedback tool to gather positive and constructive feedback from your colleagues.

SMART NOTES