

ITESTHUB · GRADUATE SJT - CANDIDATE REPORT

Graduate SJT

A report for

Sam Sample

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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 areas of critical importance for success in the role of a graduate. The competencies assessed are defined below.

How To Use This Report

This report provides you with feedback from the Graduate 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 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 SJT Competencies

Teamwork

Working with others in order to maximise outcomes.

- Building and maintaining caring and supportive relationships with individuals
 - Creating a 'team ethic', harnessing strengths across relevant groups of individuals
 - Being assertive and convincing when communicating or initiating action
 - Negotiating effectively (especially with challenging individuals, teams, and situations)
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Problem Solving

Gathering sufficient information in order to make valid decisions and solve problems.

- Understanding the company (i.e. culture, priorities etc.)
 - Gathering sufficient information to weigh options appropriately
 - Analysing risks, benefits and opportunities appropriately to draw valid conclusions
 - Demonstrating insight into own and others' strengths and limitations, as well as the underlying attitudes, perspectives and approaches of others
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Meeting Expectations

Working in a systematic manner in order to achieve performance expectations.

- Establishing clearly defined goals and expectations (within business, team and individual planning)
 - Having an effective system for monitoring progress in meeting goals and expectations
 - Being organised and timely in approach to all aspects of work (i.e., systematic, well-paced planning, delivery and review)
 - Having an effective approach or system for managing change and challenges (e.g. struggling or difficult individuals, and complex situations)
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Professional Integrity

Demonstrating a genuine commitment to company standards and priorities.

- Demonstrating genuine, visible commitment to company goals
- Demonstrating genuine respect for others (i.e., knowledge, expertise, opinions etc.)
- Maintaining company values and priorities in high-pressure situations
- Being open and honest about own strengths and development needs (i.e., acknowledging errors and misjudgements etc.)

Teamwork

Working with others in order to maximise outcomes.

Your responses suggest that you:

- Consider what support individuals need when they are struggling, offering help as needed.
- Engage others in sensitive or difficult conversations, acting to resolve issues before they become problems.
- Quickly take action to improve team dynamics in an effort to improve performance.
- Carefully act to improve relationships with individuals, who can be difficult to get along with.

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

- Continue to consider and provide support for individuals who are struggling by regularly checking in with team members to understand their needs. Stay attuned to subtle signs of distress or difficulty, and ensure that your offers of help are timely and tailored to the specific needs of each person.
- Maintain your proactive engagement in sensitive or difficult conversations by staying ahead of potential issues. Regularly reflect on team dynamics and communication patterns to identify areas where early intervention might be needed.
- Keep up your swift actions to improve team dynamics by remaining vigilant about the state of team morale and collaboration. Regularly seek feedback from team members about the effectiveness of any changes or actions you've implemented, and be open to adjusting your approach as needed to ensure that team performance continues to improve.
- Continue to carefully manage relationships with individuals who are difficult to get along with by seeking to understand their perspectives and finding common ground. Regularly engage in self-reflection to ensure that your actions are contributing to a positive relationship, and consider seeking feedback from others to identify any additional strategies that could further improve these interactions.

SMART NOTES

Problem Solving

Gathering sufficient information in order to make valid decisions and solve problems.

Your responses suggest that you:

- Carefully weigh up a range of information before making a decision.
- Gather information from a range of sources to help solve challenges or complex problems.
- Fully consider new information or perspectives to ensure earlier decisions remain valid.
- Establish the perspectives of others before making difficult decisions.

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

- Continue to carefully weigh up a range of information before making decisions by refining your information-gathering techniques. Ensure that you consistently cross-reference data from multiple reliable sources, and consider integrating advanced tools or analytics to further enhance the accuracy and depth of the information you evaluate.
- Sustain your habit of gathering information from a diverse range of sources by actively seeking out new and emerging voices in your industry. Engage with a broader network of professionals, attend relevant conferences, or participate in online forums to stay informed about the latest developments.
- Maintain your thorough consideration of new information or perspectives by scheduling regular review points after decisions are made. Encourage a culture of continuous learning within your team, where updating and revising decisions is seen as a strength, ensuring that your approach remains adaptive and resilient.
- Keep establishing the perspectives of others before making difficult decisions by fostering open dialogue and encouraging diverse viewpoints. Regularly seek feedback from a variety of stakeholders and ensure that their input is factored into your decision-making process.

SMART NOTES

Meeting Expectations

Working in a systematic manner in order to achieve performance expectations.

Your responses suggest that you:

- Set clear and ambitious expectations for acceptable standards of performance.
- Are highly supportive when team morale is low and performance is suffering.
- Proactively involve others when setting objectives or when establishing a new direction for your team.
- Are careful not to overpromise and underdeliver, proactively seeking support when needed.

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

- Take a proactive role in project teams by offering constructive feedback and sharing resources or knowledge that can help others improve. Regularly check in with team members to discuss progress and offer support where needed, fostering a high performing team environment.
- When team performance is low, focus on contributing positively by identifying ways to improve group dynamics and offering support rather than expressing frustration. Highlighting and celebrating small successes can help build morale and encourage a more productive team atmosphere.
- Encourage collaboration by involving your team in discussions about project objectives and directions. Facilitate brainstorming sessions where everyone can share their ideas, ensuring that the goals reflect the collective input and strengths of the group.
- Manage your workload carefully by being realistic about what you can achieve within the project's timeframe. Learn to communicate your capacity to others and delegate or share tasks when necessary to ensure that you meet your commitments without becoming overwhelmed.

SMART NOTES

Professional Integrity

Demonstrating a genuine commitment to company standards and priorities.

Your responses suggest that you:

- Consider the importance of your work and show the commitment needed to do it properly.
- Firmly challenge individuals who demonstrate inappropriate behaviour.
- Readily own up to errors or mistakes.
- Speak up for yourself and present an opposing view.

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

- Continue to fully consider the importance of your work by regularly reflecting on how your tasks contribute to the overall goals of the team or organisation. Reinforce your commitment by setting personal standards for quality and consistency, ensuring that your work is always completed to the highest possible standard.
- Maintain your ability to challenge inappropriate behaviour constructively by refining your approach to feedback. Focus on delivering your message with clarity and empathy, ensuring that your challenges are both firm and respectful. This will help you address issues effectively while maintaining positive relationships.
- Keep readily owning up to errors or mistakes by embracing a mindset of continuous learning. Share your experiences with colleagues to foster a culture of openness and improvement, and use these opportunities to discuss strategies for avoiding similar errors in the future.
- Continue to speak up for yourself and present opposing views by practising assertive communication techniques. Engage in discussions where different perspectives are encouraged, and work on presenting your views with confidence and clarity. This will help you become more comfortable expressing your opinions, even in challenging situations.

SMART NOTES