

ITESTHUB · LEADER SJT - CANDIDATE REPORT

Leader 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 Leader. The competencies assessed are defined below.

How To Use This Report

This report provides you with feedback from the Leader 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 Leader 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?

Leader Competencies

Inspirational Leadership

Maximising the aspirations and commitment of others.

- Builds and maintains caring and supportive relationships with individuals.
 - Inspires and motivates others to be courageous and perform at their best.
 - Promotes a collaborative global culture that fuels innovation and delivers results.
 - Is persuasive when advocating change or dealing with challenging situations.
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Strategic Decision Making

Defining and implementing a bold, insightful vision with sound judgement.

- Defines an ambitious, compelling vision of the company's potential.
 - Embraces complexity, tracking multiple routes to transformative change.
 - Demonstrates sound judgement, based on shared ideas and risk assessment.
 - Demonstrates insight into own (and others') strengths and development needs.
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Change Management

Optimising business performance with careful navigation of risk.

- Is strongly focused on maximising individual/business performance and managing risk.
 - Leverages internal and external relationships to deliver (and share) positive outcomes.
 - Makes efficient use of available resources (for short- and longer-term benefits).
 - Navigates often ambiguous and volatile external environment effectively.
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Role Model

Demonstrating a genuine commitment to company standards and priorities.

- Is a credible voice and role model in organisation and across the industry.
- Demonstrates genuine respect for all organisation members and customers.
- Accepts responsibility for decisions affecting delivery on key objectives.
- Welcomes constructive challenge, recognising need to keep learning.

Inspirational Leadership

Maximising the aspirations and commitment of others.

Your responses suggest that you:

- Carefully consider what support individuals need when motivating and directing others to achieve challenging goals.
- Fully encourage others to share their ideas, especially during team and group discussions.
- Will seek to create a team culture that encourages collaboration and supportive relationships.
- Proactively seek others' input and involve individuals when important decisions need to be considered as a collective.

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

- Promoting an open culture where individuals feel supported and speaking up is seen as a strength.
- Role modelling the importance of freely sharing ideas and openly recognising and valuing individuals for their input.
- Visibly demonstrating to others how best to reward teamwork and cross-team collaboration.
- Identifying some team based activities that your team could do more routinely together.

SMART NOTES

Strategic Decision Making

Defining and implementing a bold, insightful vision with sound judgement.

Your responses suggest that you:

- Focus on establishing a long-term perspective in order to guide your decision-making.
- Will establish a broad amount of information before making important decisions.
- Proactively consider innovative ideas and new alternatives / possibilities.
- Will carefully establish how best to resolve challenges and complex problems.

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 encouraging your team and others to ensure their goals are aligned to the organisation's long-term priorities.
- Establishing cross-team collaboration opportunities to broaden your team's thinking and drive initiatives in line with the strategy.
- Promoting any knowledge or best practice that you have found useful for improving organisational and people performance.

SMART NOTES

Change Management

Optimising business performance with careful navigation of risk.

Your responses suggest that you:

- Will respond promptly to address performance issues and are prepared to have challenging conversations as needed.
- Will proactively involve others when setting objectives or when establishing a new direction for your team.
- Is a supportive manager when team morale is low, and performance is suffering.
- Routinely invest time coaching others to improve their performance.

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

- Role modelling the importance of having regular and 'in the moment' coaching sessions with individuals.
- Setting individuals 'stretch goals' to develop their skills and considering their 'potential' to take on greater responsibility in the future.
- Establishing regular team coaching sessions, where you focus on developing your team's capabilities as a collective.
- Identifying someone in your team that you can work more closely with to improve their performance.

SMART NOTES

Role Model

Demonstrating a genuine commitment to company standards and priorities.

Your responses suggest that you:

- Consider the importance of your work and the commitment needed to do it properly.
- Consistently maintain two-way communication in challenging situations.
- Are thoughtful, communicating openly and prioritising team development.
- Respond openly to unexpected feedback, seeking opportunities to gain the perspectives of others.

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

- Promoting a speak up culture where individuals feel supported and encouraged to express their concerns or views.
- Role modelling the importance of freely sharing ideas and openly recognising and valuing individuals for their input.
- Visibly demonstrating to others how best to reward supportive team working and cross-team collaboration.
- Identifying what more you can do to promote the importance of your organisation's values.

SMART NOTES