

ITESTHUB · TEAM LEADER SJT - CANDIDATE REPORT

Team 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 Team Leader. The competencies assessed are defined below.

How To Use This Report

This report provides you with feedback from the Team 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 Team 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?

Team Leader Competencies

Purposeful Engagement

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

- Builds trust and confidence with colleagues, stakeholders, and clients, through personal engagement and support.
 - Collaborates within and across teams (i.e. contributes fully, being as inclusive as possible).
 - Communicates clearly and confidently (i.e., being clear, precise and timely).
 - Negotiates fluently and calmly, esp. with colleagues and stakeholders.
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Analytical Thinking

Systematically gathers and analyses information to identify, assess, and resolve complex issues and challenges, driving effective decision-making.

- Breaks down complex problems into manageable components for analysis.
 - Evaluates various data sources to extract relevant information.
 - Identifies patterns and trends to make informed decisions.
 - Demonstrating insight into self and others, esp. strengths, weaknesses, attitudes etc.
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Resource Management

Aligns organisational goals with resource allocation strategies to optimise efficiency, maintain performance standards, and adapt to changing business needs.

- Is proactive at all times, in dealing with responsibilities and challenges, esp. business development activities.
 - Is resilient, having effective strategies for dealing with work-related pressures and setbacks.
 - Allocates resources based on priority and impact, considering budget, personnel, and time.
 - Monitors and adapts to situations and resource utilisation to achieve optimal operational outcomes.
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Professional Credibility

Exhibits unwavering integrity, transparency, and ethical behaviour in all interactions, inspiring trust and fostering a culture of professionalism.

- Demonstrates consistency between words and actions, upholding high safety and ethical standards.
- Leads by example, displaying honesty and accountability in decision making.
- Creates an inclusive and diverse work environment that values fairness and respect.
- Seeks opportunities for personal growth and development to enhance leadership skills.

Purposeful Engagement

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

Your responses suggest that you:

- Prioritises open and collaborative discussions, encouraging teamwork, transparency and trust.
- Seeks to communicate confidently and clearly, effectively balancing understanding individual needs with reinforcing team goals and expectations.
- Takes ownership of situations, effectively addressing concerns while proactively building trust and maintaining positive relationships with others.
- Fluently negotiates compromises that carefully balances improvements while mitigating potential concerns.

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

- Explore advanced techniques for facilitating discussions, such as conflict resolution workshops or strategic brainstorming sessions, to further enhance team collaboration and transparency.
- Focus on integrating feedback mechanisms to ensure individual and team contributions are recognized and aligned with broader organizational objectives, fostering long-term engagement and motivation.
- Expand your leadership influence by mentoring others and creating succession plans that build a pipeline of confident and capable leaders within the team.
- Develop more complex negotiation strategies by incorporating data-driven insights and exploring innovative solutions that maximize benefits while addressing potential concerns effectively.

SMART NOTES

Analytical Thinking

Systematically gathers and analyses information to identify, assess, and resolve complex issues and challenges, driving effective decision-making.

Your responses suggest that you:

- Prioritises problem-solving, identifying, categorising, and analysing all aspects of the problem, ensuring a holistic and inclusive approach to breaking it down.
- Maximises understanding by engaging with a broad range of stakeholders to gather diverse insights and practical knowledge.
- Proactively identifies patterns and trends by combining data analysis with team feedback, ensuring decisions are well-informed and aligned with goals.
- Demonstrates emotional intelligence, starting conversations with open-ended questions that encourages greater self-awareness while fostering a constructive dialogue.

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

- Explore advanced problem-solving frameworks, such as systems thinking or root cause analysis, to deepen the holistic approach to challenges.
- Engage with external experts or diverse industry stakeholders to bring in fresh perspectives and enhance the quality of insights gathered during analysis.
- Leverage predictive analytics tools or models to identify emerging trends and patterns, enabling proactive and strategic decision-making.
- Strengthen emotional intelligence further by designing structured coaching sessions or workshops that facilitate self-awareness and constructive feedback among team members.

SMART NOTES

Resource Management

Aligns organisational goals with resource allocation strategies to optimise efficiency, maintain performance standards, and adapt to changing business needs.

Your responses suggest that you:

- Proactively addresses issues, having constructive and clear conversation with individuals, setting firm expectations while demonstrating understanding of an individual's performance value.
- Actively seeks solutions, maintaining a clear focus on long-term resilience and high performance standards.
- Leads effectively by transparently relaying challenges, contingency planning, and empowering the team to tackle issues collectively while boosting morale.
- Demonstrates a strategic approach by proactively seeking alternatives when faced with setbacks, ensuring continuity of operations and service delivery with minimal impact.

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

- Introduce advanced coaching or mentoring practices to deepen constructive conversations with individuals, enhancing both performance and engagement.
- Focus on building team resilience by creating frameworks for long-term planning, incorporating regular reviews of objectives and progress to sustain high performance.
- Leverage transparent communication to build trust during contingency planning, ensuring the team is motivated and aligned with strategic goals.
- Adopt advanced strategic planning techniques, such as scenario planning, to explore and prepare for potential setbacks, ensuring seamless continuity of operations and service delivery.

SMART NOTES

Professional Credibility

Exhibits unwavering integrity, transparency, and ethical behaviour in all interactions, inspiring trust and fostering a culture of professionalism.

Your responses suggest that you:

- Leads by example by arriving early to meetings, reinforcing the importance of professionalism through consistent actions that align with stated expectations.
- Demonstrates strong accountability by taking full responsibility for team mistakes, modelling honesty while working constructively to prevent future mistakes.
- Proactively addresses interpersonal conflicts, seeking to understand the perspectives of individuals, fostering a respectful and inclusive work environment through constructive dialogue.
- Exhibits a proactive approach to self-development, seeking valuable insights and guidance from others to enhance leadership skills.

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

- Enhance leadership presence by actively mentoring emerging leaders, ensuring that role-modelling extends beyond skills to professional behaviours.
- Strengthen accountability by creating frameworks for team members to report and learn from mistakes collectively, reinforcing a culture of shared responsibility.
- Advance conflict resolution skills by hosting team-building workshops or training sessions, promoting a deeper understanding of inclusivity and collaboration across the team.
- Broaden self-development by engaging in external leadership programs or networking with industry leaders to gain fresh perspectives and innovative approaches.

SMART NOTES