# Aspects Report

**Name:** Sam Sample  
**Date of Report:** 13/01/2017

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**Also Recommended:** Aspects Ability

**Who could use components of this report:**  
- HR professionals  
- Line managers

**What can components of this report be used for:**  
- Recruitment

<table>
<thead>
<tr>
<th>Assessment</th>
<th>Aspects Styles</th>
<th>Aspects Verbal</th>
<th>Aspects Numerical</th>
<th>Aspects Checking</th>
</tr>
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<td>Completed date</td>
<td>26/03/2014</td>
<td>08/04/2014</td>
<td>02/04/2014</td>
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Aspects Ability Test Report

This report provides feedback on Sam Sample’s Aspects Ability test score(s).

The tests taken were Verbal, Numerical and Checking. All of these tests are ‘dynamic’ (or ‘adaptive’).

Dynamic (or adaptive) tests adapt themselves to the answers that are given. If someone gives a correct answer, they are moved on to a more difficult question, and each time they give an incorrect answer (or fail to answer within the time limit) they are moved to a slightly easier question. This means that people do not waste time answering questions that are too easy or too difficult. Dynamic testing enables us to pinpoint a person’s probable level more quickly than is the case with conventional tests, where all those who take the test get the same or similar questions.

Comparison group: Composite Group

The score obtained was compared with a group of job applicants and job holders who have previously completed the tests, across a range of industry sectors and functions. The majority of the group consists of people applying for or having customer service, operational, and administrative jobs at entry level and supervisory level.

Aspects Ability Verbal

The test measures analytical reasoning skills in relation to understanding written information. The score is based on how many questions have been answered correctly within the time limit and also, the difficulty level of the questions. When compared with the appropriate norm group as indicated above, the score suggests a verbal reasoning ability which is better than 55% of the comparison group.

Maximum time allowed: 12 mins
Time taken 13 minutes and 0 seconds longer than that taken by most other people.

Aspects Ability Numerical

The test measures the ability to understand numerical information. The score is based on how many questions have been answered correctly within the time limit and also, the difficulty level of the questions. When compared with the appropriate norm group as indicated above, the score suggests a numerical reasoning ability which is better than 45% of the comparison group.

Maximum time allowed: 12 mins
Time taken 10 minutes and 0 seconds about the average time taken by other people.

Aspects Ability Checking

The test measures the ability to compare information accurately and quickly. The score is based on how many questions have been answered correctly within the time limit and also, the difficulty level of the questions. When compared with the appropriate norm group as indicated above, the score suggests an information checking ability which is better than 40% of the comparison group.

Maximum time allowed: 5 mins
Time taken 6 minutes and 29 seconds about the average time taken by other people.
## Aspects Styles Competency Profile

### Sample Aspects Model - Call Centre

Influences effectively and enjoys situations involving selling. Strong in negotiations with others, assertive in their approach and wins others over to their perspective.

<table>
<thead>
<tr>
<th>Influencing and Selling</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
</tr>
</thead>
</table>

Socially skilled and confident, knows how to behave in social situations and comfortable meeting new people.

<table>
<thead>
<tr>
<th>Interpersonal Skills</th>
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<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
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</thead>
</table>

Focused on providing service to customers and meeting their needs. Enjoys listening and engaging with other people; demonstrates interest in helping them achieve their goals.

<table>
<thead>
<tr>
<th>Customer Orientation</th>
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<th>5</th>
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Understands different perspectives on complex issues. Appreciates relevant theoretical models and successfully analyses situations with many different components.

<table>
<thead>
<tr>
<th>Complex Thinking</th>
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<th>5</th>
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</thead>
</table>

Diligent in their approach to work, following through on tasks until they are completed and seeking to always deliver on their promises. Demonstrates strong attention to detail, observing rules and processes affecting their work.

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<thead>
<tr>
<th>Efficiency and Reliability</th>
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<th>3</th>
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<th>5</th>
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Motivated by challenging, quantifiable targets. Ambitious and focused on delivering clearly defined objectives, drawing satisfaction from achieving their goals.

<table>
<thead>
<tr>
<th>Drive and Motivation</th>
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<th>4</th>
<th>5</th>
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### Suitability score (%) : 5

The suitability score (percentage fit) is based on the candidate’s average competency score and converted into a percentage format. Therefore the candidate would obtain a high fit score if they scored high on all the competencies.
Aspects Styles Interview Guide

Based on the Aspects Styles competency scores, the interview guide offers corresponding interview questions to support a follow-up recruitment interview to assess the individual’s suitability in further depth. A set of suggested interview questions is provided and it is recommended that at least one from each area is used. These have been designed to enable you to explore the fit between the candidate and the role, in the light of the competency based sifting tool they have already completed.

When you have completed your interview, you can record your ratings and any comments on the final summary page.

Influencing and Selling

Influences effectively and enjoys situations involving selling. Strong in negotiations with others, assertive in their approach and wins others over to their perspective.

1. Give me an example of a time when you have had to persuade and influence another person or group of people.
   - How did you go about explaining your point of view?
   - What did you do to win others over?

Notes

2. Tell me about a situation where you have had to supervise or manage others.
   - How did you get the others to do what you wanted?
   - How did you feel about this?

Notes

3. Tell me about a time when you have negotiated over a price or outcome.
   - How did you feel about having to push your position?
   - How did you know how far to push your position?

Notes
Aspects Styles Interview Guide (continued)

Interpersonal Skills

Socially skilled and confident, knows how to behave in social situations and comfortable meeting new people.

1. Tell me about a time when you have had to approach someone important and very senior at work, or in another relevant situation, for the first time.
   - Talk me through how you established rapport with this person.
   - How did you feel about meeting them, knowing that they were so senior?

2. Tell me about a time when you have been in a formal situation with lots of other people you didn’t know.
   - What did you do to ‘break the ice’ with others?
   - Talk me through how you went about making sure others felt comfortable with you.

3. Give me an example which demonstrates your typical interpersonal style in a work, or other relevant situation.
   - What might be some of the downsides of the way that you generally interact with others?
   - Talk me through how you have adapted or changed your style over time.
Aspects Styles Interview Guide (continued)

Customer Orientation

Focused on providing service to customers and meeting their needs. Enjoys listening and engaging with other people; demonstrates interest in helping them achieve their goals.

1. Think about a specific customer you have dealt with previously; tell me about your approach to working with them.
   - What did you like about working with this customer?
   - What did you do to make sure their needs were met?

2. Tell me about a time when you have had to learn/find out about a new customer.
   - What did you do to find out about this customer?
   - What customer information was the most important?

3. Tell me about a time when you have had to work with a customer who has made you feel angry or upset.
   - What did you do to manage your feelings in front of the customer?
   - What else do you do to manage your feelings in emotionally challenging situations?
Aspects Styles Interview Guide (continued)

Complex Thinking

Understands different perspectives on complex issues. Appreciates relevant theoretical models and successfully analyses situations with many different components.

1. Give me an example of a time when your work, or other relevant tasks, have involved the application of theory or models.
   - How did you learn about the theory or model in the first place?
   - How did you go about continually improving your understanding of the theory or model?

2. Tell me about a time when you had to work through a complex issue or situation.
   - How did you go about taking into account the varying perspectives that could be taken on the issue or situation?
   - What did you do to ensure you had fully understood these different perspectives?

3. Give me an example of a time when you have broken down a complex issue so that it could be more easily understood.
   - What made this issue so complex?
   - Why did you decide to break down the issue in the way that you did?
Aspects Styles Interview Guide (continued)

**Efficiency and Reliability**

Diligent in their approach to work, following through on tasks until they are completed and seeking to always deliver on their promises. Demonstrates strong attention to detail, observing rules and processes affecting their work.

1. Thinking about some of the rules and procedures you have to follow in your work or in other relevant situations, tell me about any that you find particularly important or useful.
   
   - Why are these particular rules or procedures important for what you do?
   - What aspects of these rules are harder to stick to than others?

2. Give me an example of a time when you have made a commitment to someone which you were unable to deliver on.
   
   - What did you do to ensure that you delivered on this commitment?
   - How important is it for you to meet your commitments?

3. Tell me about a time when a task has required you to work in a very detailed way.
   
   - What steps did you take to ensure you got the details right?
   - What did you do to check the accuracy of your approach?
Aspects Styles Interview Guide (continued)

Drive and Motivation

Motivated by challenging, quantifiable targets. Ambitious and focused on delivering clearly defined objectives, drawing satisfaction from achieving their goals.

1. Tell me about a time when you have worked hard to reach a goal or target.
   - What made you want to reach this goal or target?
   - What steps did you take to make sure you were successful?

Notes

2. Tell me about a time when you have worked hard to get something you have wanted in a work or other relevant situation.
   - What did you do to make the extra effort?
   - How did you feel about having to push yourself?

Notes

3. Give me an example of a time when you have had to deliver a task you have not enjoyed or wanted to be involved with.
   - How did you keep yourself motivated until the task was done?
   - What did you do to ensure you maintained your standards whilst delivering the task?

Notes
## Interview summary

<table>
<thead>
<tr>
<th>Competency</th>
<th>Rating</th>
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<tr>
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<tr>
<td>Overall summary</td>
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This report is derived from the Talent Q Aspects Styles / Ability assessment(s), which explores the respondent’s personality in relation to employment / cognitive ability. The respondent’s results are compared with a standardisation comparison group. The Aspects Styles questionnaire is a self report measure and as such the results represent the respondent’s self perceptions. This report has been computer generated. Korn Ferry do not guarantee that the report has not been modified. The use of Talent Q Aspects Styles / Ability is restricted to individuals authorised by Korn Ferry.