

# PARTICIPANT FEEDBACK REPORT



ORGANISATION	Australia Mizuho Bank, Ltd.
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**Thank you for completing this assessment process.**

The report below is based on how you responded. The environment in which you completed the assessment process, and your frame of mind at the time, may have influenced how you responded. The remarks below are intended to help you understand more about how you typically approach work and can be helpful in finding a role or environment that would be a good fit for you. This report has been generated automatically based only on your assessment responses. There may be other very important information about you that is not captured in this report. This information may also be taken into account when using the assessment results.

**BEHAVIOURAL COMPETENCIES**

Your assessment indicates you anticipate and meet customer needs and follow up with customers to ensure any problems are resolved. You communicate a compelling vision and inspire others to do their best to achieve work objectives. You also tend to set high standards of performance, push yourself and others to achieve results, and have a track record of exceeding goals.

**TRAITS**

Individuals with scoring patterns like yours tend to stay poised under stress, work well under pressure, and are a calming influence on others. You are also likely to be intrigued by complex problems and think deeply and creatively about how to arrive at novel, viable solutions. Finally, you may be a strong motivator and persuade other people to support a point of view or argument, even during difficult negotiations.

**DRIVERS**

According to your assessment, you find working with others toward a common goal very rewarding. You also prefer to tackle problems in a systematic way. An ideal role would involve leading or being a member of a team in an organisation that is growing steadily. You may be less concerned with balancing work and other activities, and more driven by work accomplishments. People driven by Collaboration prefer to work with others toward a collective goal. Collaboration is a good match for team-oriented environments and partnership across boundaries.

**COGNITIVE ABILITY**

Cognitive ability tests measure the ability to learn, reason, and solve problems. The questions presented to you are relevant to real-world environments and tasks. To gain a full understanding of your performance on the ability tests, your results have been compared to the results of a large group of individuals who have taken these tests in the past. This is known as a comparison group.

**Verbal**

This test assesses your ability to interpret verbal information and reach correct conclusions. People who perform well on this test are likely to find understanding business information and report writing easy. When compared with the appropriate comparison group, your score suggests a verbal reasoning ability well above the average for that comparison group.

**Numerical**

This test assesses your ability to reason with numerical information and data. People who perform well on this test tend to have the capacity to understand numerical information and are comfortable working with data. When compared with the appropriate comparison group, your score suggests a numerical reasoning ability well above the average for that comparison group.

**Logical**

This test assesses your ability to analyse abstract information and spot patterns. People who perform well on this test tend to be able to draw correct conclusions from confusing information and solve complex problems. When compared with the appropriate comparison group, your score suggests a logical reasoning ability well above the average for that comparison group.

**Concluding advice**

Psychometric-based tests of cognitive ability are widely used in recruitment. Hopefully the assessment experience has given you some useful practice in taking these kinds of tests. The results from these tests are typically very stable over time. However, a number of other factors can also have an influence on your test score. The advice below illustrates a range of ways in which you can work to optimise your results on ability tests in the future.

When completing aptitude tests, it is important that you work both quickly and accurately to achieve your best score. When working through questions, ensure you read each question and the response options carefully, while maintaining a good pace.

Many people may experience some anxiety before and during the testing process. While a little anxiety can be helpful to ensure you approach the test at a good pace, it is important to be reasonably relaxed when you take a test. Simply having a good night's rest and making sure you've had a good breakfast can have a positive effect on your ability to perform.

If you are completing a test on-line from home or an office, it is essential that you ensure you are not distracted or disturbed. This may have a direct impact on your score, so be careful to manage the conditions when you take a test.

For the sake of linguistic simplicity in this report, where the masculine form is used, the feminine form should also be understood to be included.

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