



Mock Assessment Centre Feedback Report

Name:

Date of Assessment Centre: 18th February 2025

Welcome to your feedback report for the simulation assessment centre. This report provides useful and constructive feedback that you can use in future job applications.

You participated in a group exercise, an analysis/presentation exercise, and an interview during the assessment centre. Each exercise was carefully evaluated based on competencies and behaviours that align closely with those used by graduate employers. In addition to the assessors' evaluations, your reflections have been incorporated into this report to offer a comprehensive view of your performance.

We hope this feedback will serve as a valuable tool in your professional development, helping you to understand your strengths and identify areas for improvement as you continue your career journey.

OVERALL SUMMARY

Throughout the assessment centre, you demonstrated strong critical thinking and evaluation skills and effective communication skills, across all 3 activities. You showed your ability to collaborate in the group exercise, which was also evidenced well in the interview. Don't be afraid to leverage this in future group exercises as more collaboration as a group would have had a big impact on the overall outcome of the task.

You were an engaging candidate in all the activities, however, the area for improvement where you could have the biggest impact would be to prepare more thoroughly ahead of any future assessment days or interviews. Use the skills and competencies in the job description, job advert and any person specifications to guide you on what they are looking for.

Overall, you have a solid foundation and with focused development, you can further enhance your competencies and readiness for future job applications.

GROUP EXERCISE

You had a strong engagement with all contenders in the group setting. You used your initiative in starting the group discussion and presented good listening skills. You effectively presented your ideas while remaining open to others' perspectives. However, several development areas were identified, including the need for stronger facilitation skills i.e. time management/summarising, better awareness of group dynamics, and more proactive management of silent moments.

Strengths:

- Engaging, smiling, and nodding throughout the group task.
- Took the initiative to actively get the ball rolling in the group discussion, presenting your ideas well and allowing room for a debate to be initiated.
- Open-minded, listened well, and were willing to explore the options others presented to the group. Developed further thoughts, which encouraged the rest of the group to get involved.

- Revisited the solar option at the end to make sure everyone in the group was comfortable with not pursuing this option, which presented group collaboration awareness.
- Good level of rapport across the group and used your voice well with a varied tone but sometimes talked away from the camera.

Areas for Improvement:

- Whilst you started the group discussion well, you could have been more proactive by taking on a facilitation/leadership role which would have provided more structure to the discussion.
- You need to think about the overall objective/task to hand more thoroughly; you could have been more aware of the group dynamics, including the quieter members of the group, and built on their ideas.
- As a group, there were a lot of silent moments; if that were to happen in a real-life scenario, we strongly suggest you take the lead to summarise where the group is at - challenge what else the group needs to be thinking about and explore the risk factors. Does everybody agree? And, if not, why not?
- You demonstrated active listening skills but could take this further by summarising key points made by team members during the group exercise.
- Time management – if nobody has taken the role of watching the time, put it out to the group and suggest that someone takes the responsibility for the group and if not manage it yourself.
- Observers noticed that you were not always talking into the camera, be mindful that you are sitting closer to the camera, your hands are not covering your mouth and that you are not looking out the window.

Considerations for the future:

Employers use group exercises to assess how well candidates work collaboratively, communicate effectively, and contribute to achieving common goals. They are looking for individuals who can balance leadership with teamwork, bring valuable insights, and demonstrate adaptability and respect for diverse perspectives.

ANALYSIS & PRESENTATION

You had noted in your reflection diary that this might be the exercise you would find most challenging. Overall, you did well. I was impressed that you had included time for a practice run-through of your presentation during the preparation. You came across as confident, engaging and enthusiastic.

Strengths:

- You made an excellent start by engaging 'Sam' with strong eye-contact and body language and got into role with enthusiasm.

- You told 'Sam' what you were going to present and started with a strong structure.
- You clearly assessed the reliability, relevance and credibility of the information before drawing any conclusions and weighed up the alternatives and pros and cons of every option/approach.
- You made confident recommendations based on the information you were given.

Areas for Improvement:

- Having offered some structure at the start, you didn't stick to it throughout the presentation. At times, it was hard to establish if you were talking about strengths, weaknesses, or recommendations.
- You were a little bit flustered when put on the spot. 'Sam' asked for you to share some associated risks of your recommendations, and your answers became slightly long-winded. Make sure you occasionally stop and think about the question that has been asked, and don't be afraid to then stop when you think you've made a point.
- Assessment centres are designed to assess competencies, not technical knowledge. I sensed that in an eagerness to get the answer 'right' your recommendations weren't as convincing as they could have been.

Considerations for the future:

Employers seek candidates who can demonstrate strong analytical skills, clear and effective communication, and the ability to present their findings in a coherent and engaging manner. They look for individuals who can thoroughly work through data, draw insightful conclusions, and convey complex information in a straightforward way. Additionally, they value candidates who can answer questions confidently, adapt their presentation based on audience feedback, and show creativity while maintaining high professionalism and attention to detail.

You demonstrated some of the above, but I recommend you consider what competencies are being assessed and the points you would really like to make.

INTERVIEW

Overall, you performed well in this activity. You were confident and personable and really came to life when talking about projects that you have undertaken during your degree. Whilst you have all the fundamentals in place I have identified some areas of development that will help develop a more impactful interview performance. You excelled when drawing on some practical projects and experiences. However, you could benefit from anticipating some typical interview questions (you can get a good idea of what these might be from the job description and person specification for roles/placements you are applying for) and taking time to think of good examples that evidence this skill or behaviour and then prepare a structured answer using the STAR method ([see explanation here](#)). I would also take some time to prepare strong answers to questions that are measuring your suitability for the role (why this role and this organisation and why your strengths make you a good candidate).

Strengths:

- You performed at your best when talking about projects you have undertaken as part of your degree.
- You had a warm, personable and confident demeanour that came across well in the interview.
- You used some good examples throughout the interview.

Areas for Improvement:

- Your answers lacked structure, which meant they lost some of their impact, and it was hard to score you well against the competencies being measured, and it distracted you from the good content that you shared. As stated above, before an interview you should think about how you can prepare for the types of questions you may get asked. Structure your answers, a popular format to use is the STAR format.
- You would benefit from some additional interview practice or support. While you're naturally good at developing rapport, it's important to consider what a specific employer is looking for and then provide them with clear evidence of these competencies. They want to know how your skills will be useful to THEM!

Considerations for the future:

Employers are looking for candidates who can communicate their experiences and skills clearly and confidently during an interview. They value individuals who demonstrate self-awareness, professionalism, and the ability to reflect on their past experiences constructively. Key qualities include strong verbal communication skills, the ability to articulate motivations and goals, and the capacity to handle unexpected questions with poise. Employers also seek candidates who can show adaptability, cultural fit, and a genuine interest in the role and organisation, as well as those who provide concrete examples of their competencies and achievements.

If you take time to prepare well for an interview, being mindful of the areas for development, you will have all the components of an excellent performance on the day.

ADDITIONAL FEEDBACK

Thank you for participating in the virtual assessment centre.

You demonstrated many areas of strength during the day that form an excellent foundation, in particular, a natural ability to engage and collaborate with others, strong evaluation skills, good ideas, and an ability to think on your feet.

Turning a solid performance into an excellent one is well within your grasp with good research and preparation ahead of your next opportunity.