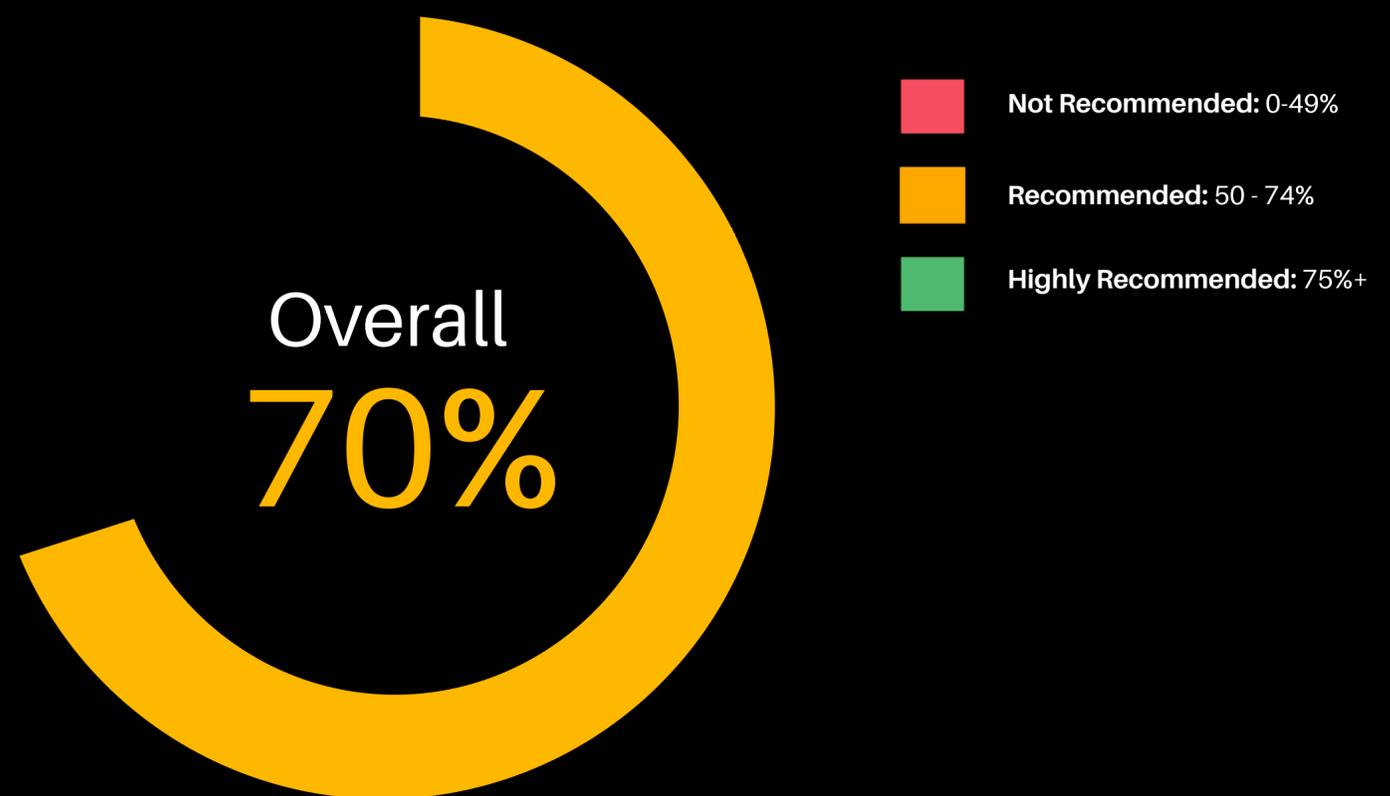# MiGrowth

Growing Careers | Growing Businesses

MiAssessment ID: MIA-1-90165789D

## Candidate MiAssessment Summary

This candidate has completed all of the MiAssessment tests asked of them. The following report therefore provides an insight into the candidate's performance across the various assessments, to ultimately determine their suitability for the role of Head of Digital, along with their cultutral fit within MiGrowth.

## Overall
### 70%

■ **Not Recommended:** 0-49%

■ **Recommended:** 50 - 74%

■ **Highly Recommended:** 75%+

### Recommended to Progress

**50 - 74%**

This candidate has reached the minimum requirement that we consider suitable in order to progress to the next stage of the recruitment process. The candidate's scores for each individual assessment are demonstrated below.
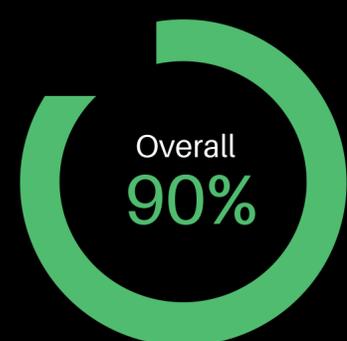
| Cognitive Ability | Job Suitability | Integrity |
|:---:|:---:|:---:|
| Overall 43% | Overall 68% | Overall 90% |
| Candidate Average: 57% | Candidate Average: 61% | Candidate Average: 78% |

# MiGrowth

Growing Careers | Growing Businesses

MiAssessment ID: MIA-1-90165789D

## Cognitive Ability

The 'Cognitive Ability' assessment tests candidates brain-based skills which are needed in acquisition of knowledge, manipulation of information, and reasoning. This seeks to understand the mechanisms of how people learn, remember, problem-solve, and pay attention. Research by Schmidt & Hunter (1998) found that for most jobs, Cognitive Ability is the most important predictor of job and training performance, as it is representative of their ability to learn.

Overall
43%

## MiAssessment Performance

**0 - 49%**

This candidate has failed to reach the minimum requirement that we consider acceptable regarding Cognitive Ability. The candidate's scores for each individual assessment within this category are demonstrated below.

## Section Results

### Numerical Skill

This assessment tests a candidate's ability to reason using number and numerical concepts. Numerical skill also demonstrates logic and analytical thinking.

Overall
30%

Candidate Average: **60%**

### Abstract Reasoning

Abstract reasoning refers to a candidate's ability to visualise, make spatial judgements and problem solve. This assessment directly correlates to general intelligence.

Overall
40%

Candidate Average: **71%**

### Verbal Reasoning

This assessment is utilised to demonstrate a candidate's reason and comprehension of word, constructive thinking and attention to detail.

Overall
60%

Candidate Average: **82%**

# MiGrowth

Growing Careers │ Growing Businesses

0121 726 2880 │ www.migrowth.co.uk │ info@migrowth.co.uk

MiAssessment ID: MIA-1-90165789D

## Job Suitability

Collectively MiGrowth and Example identified 5 core competences that were deemed essential for an individual to succeed within the role of Head Of Digital. These competences were:

- Accountability
- Achievement Motivation
- Emotional Intelligence (EQ)
- Influence
- Teamwork

The 'Job Suitability' assessment tests candidates against every competence to produce an overall score, which reflects their predictive performance within the advertised role.
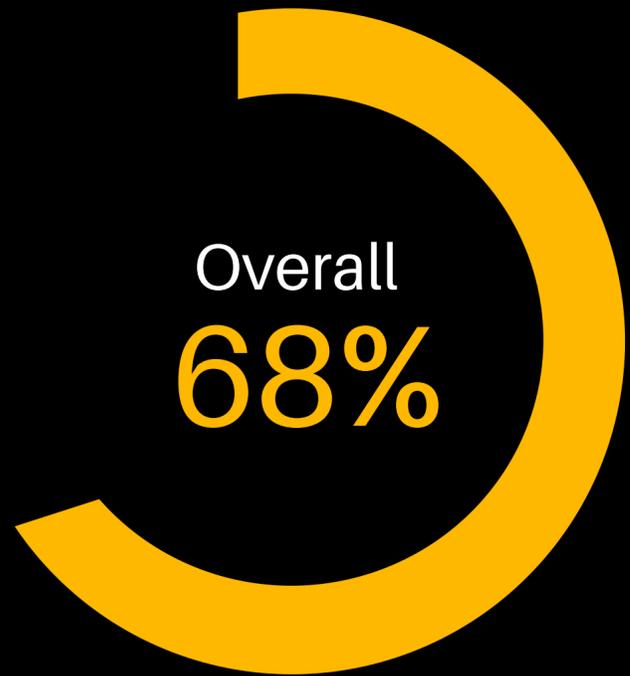
Overall
### 68%

### MiAssessment Performance

This candidate has reached the minimum requirement that we consider acceptable regarding Job Suitability. The candidate's scores for each individual assessment within this category are demonstrated below.

**50 - 74%**

## Section Results

### Accountability

Individuals who take responsibility for their actions are deemed to be more successful because they take ownership of the processes they employ, along with the generated results. Professionals who have an aptitude for taking responsibility tend to internalize the blame rather than accuse others.

Candidate Average: **79%**

Overall
83%
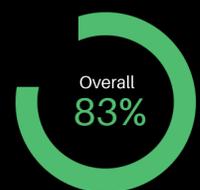
### Organisational Skills

Individuals who demonstrate significant organisational skills are able to balance tasks efficiently, and effectively. Professionals of this nature ensure that time is sufficiently allocated to each task, hence facilitating optimum performance, which can save a business both time and money.

Candidate Average: **61%**

Overall
63%

### Influence

Influence relates to the ability of a professional to capture attention, persuade others, and to ultimately inspire colleagues and consumers alike. Individuals who demonstrate a high level of influence are able to build trusting relationships which generate results.

Candidate Average: **56%**

Overall
60%

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## Motivation / Resilience

What differentiates high performers from their colleagues is their motivation to achieve more than they thought possible. This contrasts with low performers who are predominantly concerned with a fear of failure. Therefore, achievement motivation can be defined as the desire to attain excellence.

Candidate Average: **76%**

Overall
**52%**

## Emotional Intelligence (EQ)

EQ is an individual's ability to recognize and regulate emotions in oneself and others. In practical application, it is the ability to understand how our emotions and the emotions of others impact action and performance.

Candidate Average: **52%**

Overall
**80%**

## Integrity

The 'Integrity' assessment  was originally developed to identify individuals that were high risks for stealing an employer's money and/or merchandise. However, as the research base for these instruments expanded, it was found that integrity tests did a good job of predicting other forms of general counter productivity, which includes turnover, absenteeism, disciplinary problems and wasting time. Therefore, these tests provide an insight into a candidate's personality, and likely course of action in certain scenarios.

Overall
90%
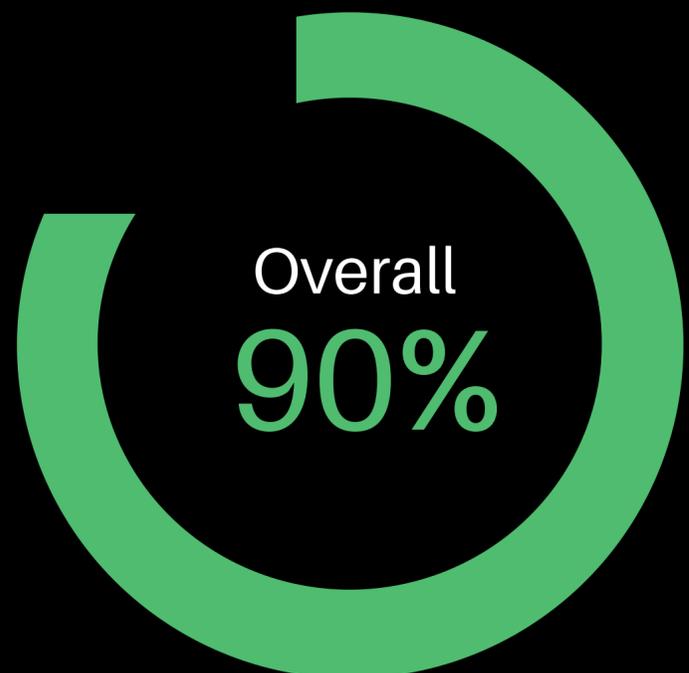
**75%+**

### MiAssessment Performance

This candidate has surpassed the minimum requirement that we consider acceptable regarding integrity. The candidate's scores for each individual assessment within this category are demonstrated below.

# MiGrowth

MiAssessment ID: MIA-1-90165789D

## Candidate Values

Candidate values are important, as a team that works together with the same core values functions better than a team with disjointed priorities. Further to this, professional and personal differences are much easier to resolve in teams where employees are committed to similar values.

| Value | Rating |
|---|---|
| Fun | 4 |
| Equality | 7.2 |
| Teamwork | 6.9 |
| Diversity | 2.3 |
| Resilient | 6 |
| Innovation | 6.4 |
| Passionate | 3.3 |
| Accountability | 5.2 |
| Customer Focus | 7.2 |
| Results Orientated | 2.7 |