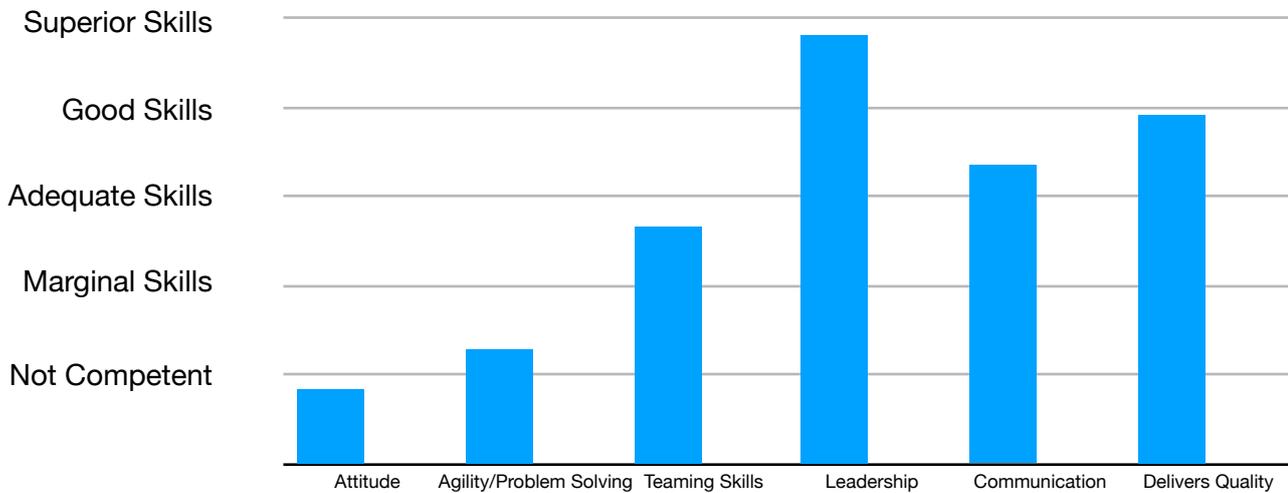


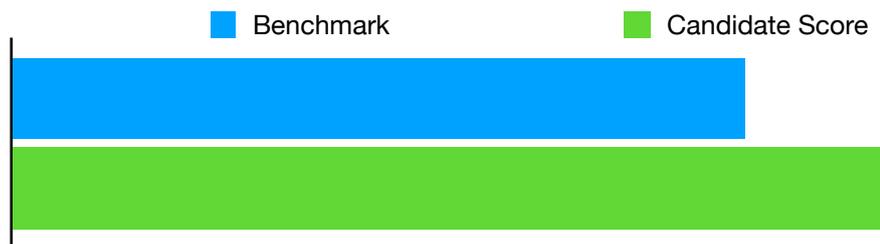
# Candidate Assessment Sheet

## Competency Scores



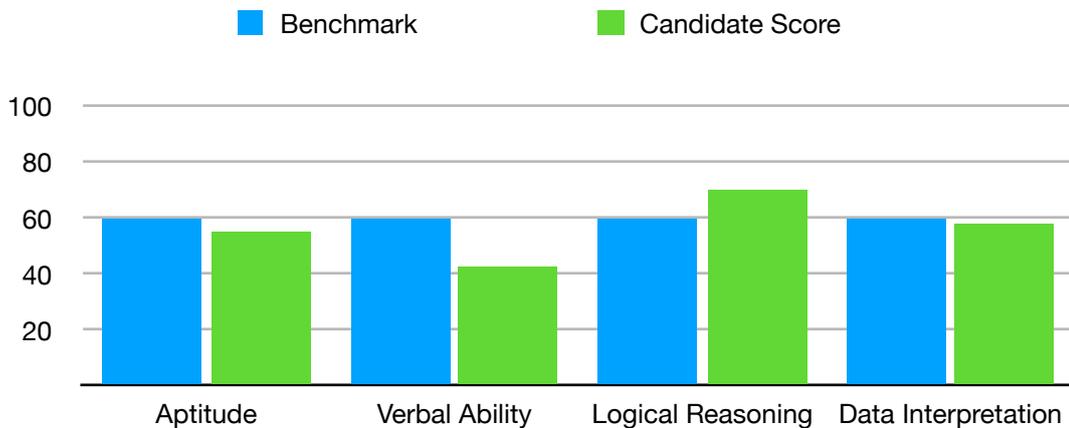
*(For definition & Key Success Attributes, refer to Glossary on last page)*

## Suitability Index



*(Suitability Index is the behavioural suitability of the candidate for the given role within KPMG)*

## Assessment Scores



*(Role related aptitude assessments sores)*

## Psychometric Profile

|                                |  |
|--------------------------------|--|
| <b>Personality Description</b> | People of this personality type usually make hard-working, dutiful employees. They are exceptionally loyal, dedicated, meticulous and patient in completing their work. They crave responsibility, which makes them the go-to people for most projects. Often seen as jacks of all trades, they can competently tackle any project that comes with a manual. |
| <b>Key Strengths</b>           | <ul style="list-style-type: none"> <li>• Patient and determined</li> <li>• Reliable and can be counted to see things through</li> <li>• Create order by establishing rules, structures and clear goals</li> <li>• Rational, practical and detail oriented</li> </ul>   |
| <b>Areas to Probe</b>          | <ul style="list-style-type: none"> <li>• Assertiveness</li> <li>• Sensitivity to others feelings</li> <li>• Attitude towards structure, rules and expectations</li> <li>• Attitude towards other peoples convictions and ideas</li> </ul>  |

## Glossary

| Competency                                      | Definition  | Key Success Attributes  |
|---|---|---|
| Professional Demeanor/Attitude                  | Maintains composure and represent self in a professional manner; display ethical behavior and acts with integrity; adapts to organizational change and to changes in job demands.   | Adjusts well to fast-paced environments and/or heavy workloads; stays calm under pressure, does not react negatively to stress. For ethical dilemmas, seeks guidance from others.   |
| Agility/Problem Solving/Analysis & Insight      | Demonstrates unstructured thinking, positive attitude, resilience and openness to changes in the environment, processes and structure. Effective problem solving and decision-making skills, good insight, and judgment, as well as innovative and creative thinking.                         | Anticipates potential in every opportunity. Assumes new responsibilities, takes risks and stretches when required. Mines experiences for insights. Values problem-solving environments where they can stay current with new technical and business information and involve new technology in work procedures; values analytical problem solving, curiosity and objective decision-making. |
| Teaming Skills/Drives Collaboration & Inclusion | Ability to work cooperatively with individuals in multi-dimensional roles towards the achievement of team goals   | Interpersonal adaptability; ability to work collaboratively; seeks input from others; ability to successfully manage competing work styles; employs conscientious decision making   |
| Leadership                                      | Extracurricular activities and group projects involving leadership roles (inside and outside of campus); employs solid decision-making techniques; serves as a coach/ mentor to others. Demonstrates the ability to influence, inspire and motivate individuals and groups to achieve results | Demonstrates self-confidence; takes ownership and initiative; values achievement and accomplishment; desires challenge  |
| Communication                                   | Ability to give and exchange information within a meaningful context and with appropriate delivery; convey ideas, organization of ideas and ability to listen and understand, makes eye contact, giving and receiving feedback.   | Gives and exchanges information within a meaningful context. Conveys ideas clearly and effectively  |
| Delivers Quality                                | The degree to which a set of inherent characteristics to fulfill requirements are met in order to provide an effective and efficient work process that leads to excellence in output.   | Passionate about consistently delivering high quality work. Effectively prioritize workload to ensure timely delivery of work. Ability to multi-task and consult with others or escalate issues that are beyond understanding.  |