

Will your mindset take you further than your skillset?

Feedback and guidance on
developing your strengths.



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The better the question. The better the answer.
The better the world works.

EY Oceania's Portal Assessment

Thank you for completing our assessment. You have taken the first step to discovering if you would be a great match for us. We hope you enjoyed the experience and have learned more about how technology is changing the way we make and sustain connections as consumers, in business and in society.

The outcome of the assessment is not shared within this report. However, while we process your application, we would like to provide you with some feedback on your responses.

The assessment is designed to measure the strengths and abilities that are linked to success at EY Oceania. In this personalised report, we detail how your responses to the assessment items correspond to the strengths and abilities we measured. This report also includes some suggestions to help you develop and make the most of your potential.

Report Contents

Section 1

This section identifies your 3 highest behavioural strengths among those assessed in EY Oceania's Portal Assessment. These strengths are likely to be areas in which you typically perform well, and enjoy taking part in. When you take the opportunity to use these strengths, you are likely to reach high levels of performance, as well as feeling energised and fully engaged in what you are doing.

Section 2

This section identifies your lowest behavioural strength among those assessed in EY Oceania's Portal Assessment. This strength is likely to be an area that is less important to you, or one that you do not enjoy engaging in as much as the others.

Section 3

This section reports on your Numerical Reasoning; your performance on the analytical elements of the assessment. The feedback here can be high, medium or low and is determined by comparing your performance on these items to that of all other applicants. Since all elements of the assessment are taken into account to inform the assessment outcome, your Numerical Reasoning feedback does not directly determine whether you will be successful at this stage or not.

Please note: This report does not contain the outcome of your application to work with us. We will be in touch to confirm this with you soon.

Section 1

Proactive Achiever

Your responses on EY Oceania's Portal Assessment suggest that you may push yourself to achieve what you want out of life. A self-starter, you strive for the highest quality in everything you do and constantly take responsibility for tasks to achieve this.

Take this to the next level

- Think about situations where your determination may help others. Identify any teams struggling with motivation and see how you can help.
- Take your capability as a self-starter to the next level by creating value for those around you. Use your initiative to take responsibility for challenging projects that may have been talked about but never acted on.
- Though you prefer to focus on delivering results to the highest standard, take time to reflect when you finish a significant piece of work. Think about the approach you took and how this contributed to your success. Regularly reflecting in this way will help you achieve an even higher standard of work.

Take care

- Your determination to succeed can be the difference on challenging projects, but remember you can rely on support from others. In high-pressure situations, making the most of others' skills can be a great help – and can often lead to better results.

Agile Learner

Throughout EY Oceania's Portal Assessment, you demonstrated that you are someone who is able to learn new things very quickly and can apply this knowledge immediately. You naturally make connections between data points and are quick to interpret patterns. As a result, you are able to explain trends and implications to clients and colleagues alike.

Take this to the next level

- Think about the activities or projects you are currently involved in. How might these benefit from your strength in being able to understand and relay new information?
- You thrive when you apply what you have learned, so seek out situations which will expose you to novel experiences. The knowledge you gain may have applications in a variety of circumstances.
- Look for opportunities to help others expand their knowledge by sharing your favourite learning strategies with them. Your peers could benefit from the tips and tricks you can share with them.

Take care

- While exploring new information is exciting for you, don't forget that it is also important to interact with more familiar tasks with the same enthusiasm. These tasks can be crucial to the success of your team, so they also require your attention.

Virtual Collaborator

In your responses to EY Oceania's Portal Assessment, you demonstrated a passion for achieving results through teamwork – both face-to-face and virtually. You collaborate with enthusiasm and energy, successfully making use of the expertise of others to be successful. Working with a diverse range of people is something that is likely to be important to you.

Take this to the next level

- Take advantage of collaborative projects by seeking out different perspectives which challenge your own views. Be sure to fully explore these perspectives and apply them in future work.
- Make the most of your passion for collaboration by supporting those who are less comfortable in group settings. Facilitate discussion and invite suggestions to help others feel comfortable to contribute.
- You are a natural advocate of teamwork and understand the conditions that allow teams to thrive. Use this knowledge to create a similar environment in the virtual teams you may be part of.

Take care

- While you thrive when you make use of everyone's expertise, be mindful that the best course of action may require you to be selective in when you do this. Make sure you can balance being decisive and responsible for your own work with working well as a group.

Section 2

Digital Architect

Throughout EY Oceania's Portal Assessment, you demonstrated caution around engaging with technology and a potential concern for the implications it might have for society. Though you understand the opportunities of technology, you may prefer to adopt new features only if they clearly improve on existing ways of doing things.

Developing this strength

- Find a friend or colleague that is passionate and knowledgeable about technology. How do they learn about technology and what advice can they give you to develop your own understanding?
- Identify a new piece of technology and try to learn as much as possible about it. What does it do? How does it work? How is it better than existing technology? Finding the answers to these questions will develop your understanding of technology and its applications.
- Reflect on how you currently work – what are the problem areas? Are there any ways that you could use technology to overcome these problems?

Section 3

Numerical Reasoning

Your responses to EY Oceania's Portal Assessment show that, relative to other applicants, you achieved a high score in terms of your numerical mindset and ability to identify, comprehend, interpret, manipulate and decipher numerical information.

Your result suggests that on most questions, you could identify and act effectively upon numerical data, ignoring or deprioritising information that was not pertinent to the task. You were able to identify and understand a wide range of numerical and mathematical information presented in job-relevant formats. You also showed high capability in manipulating data arithmetically and interpreting the meaning of numerical data by making logical decisions on the most appropriate course of action. Additionally, you successfully answered more complex questions that required you to calculate multiple arithmetic steps to reach an accurate answer.

Take this to the next level

To further improve your numerical reasoning score in the future, you might want to consider the following advice:

- Sharpen your interpretation skills by reviewing data presented in different formats. Most numerical data comes in graphs, charts and tables. Take time initially to scan new data to ensure you are clear on what is being presented to you. This will help you to quickly identify what data is relevant for a given problem or question.
- Spend time practising numerical challenges to help increase your speed, whilst maintaining accuracy.

We hope you enjoyed learning more about your strengths and found our suggestions insightful for your personal and professional development.

Please note that the strengths in this report are those which have been identified as key to success at EY Oceania. There are many more strengths than these, so some of your highest and lowest strengths might not be feature in this report.

We would like to take this opportunity to thank you for considering a career with us at EY Oceania.

The EY Oceania Recruitment Team