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Candidate Report

Candidate name :

Paul Holland

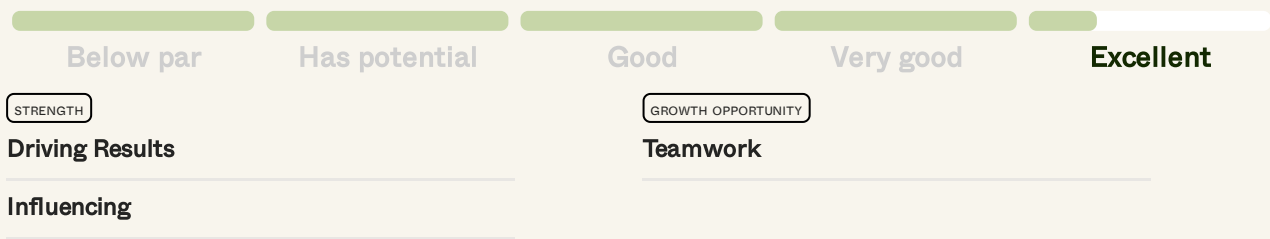
Interview name :

PeraView Young Potential

Submission date :

2022/12/28 18:46:12

How much growth potential does Paul Holland have?



Young Potential results

For this assessment, we've focused on the key competencies that contribute to fast-learning and future leadership. We've researched millions of successful young professionals with 0-3 years of working experience from around the globe to use as a reference point. We've compared the answers from each one of your candidates to those who have proven successful within this area. The following insights are based on this correlation.

	Below par	Has potential	Good	Very good	Excellent
Business Agility	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Innovative Mindset	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
<div>GROWTH OPPORTUNITY</div> Teamwork	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
<div>STRENGTH</div> Influencing	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
<div>STRENGTH</div> Driving Results	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Organisational Excellence	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>

Tips

We have rated your candidate's score from 'below par' to 'excellent'. What do each of these scores mean?

- Excellent:** We rate candidates as excellent when they score better than 75% of the norm group.
- Very good:** We rate candidates very good when they score better than 50% of the norm group.
- Good:** We rate candidates good when they score better than 25% of the norm group.
- Has potential:** We rate candidates as has potential when 75% or more of the norm group had better scores than the candidate. Look at the individual competencies to see where the candidate excels and make your own judgement.
- Below par:** We use this rating when the score did not fall within the scores of the norm group. For an individual competency it's not a bad thing. It means it needs improvement. Especially when it's countered with some very good or excellent scores

Business Agility

Ability to apply different techniques to test ideas, solutions, or products. To learn quickly from experiments and use data for decision-making.

Other associated competencies: Adapts to changing circumstances, Agile, Entrepreneurial, Flexible.

Innovative Mindset

Ability to find new ideas for difficult challenges.

Other associated competencies: Creative , Proactive, Idea generator, Looking for solutions , Open to experiencing new things , Accepts ambiguity, Curiosity, Growth mindset.

Teamwork

Ability to collaborate effectively and efficiently with others towards a common goal.

Other associated competencies: Builds good rapport , Results-driven, Collaborator, Mobilises people.

Follow-up questions

Use these questions to look for answers related to

- Experiments
- Decision-making
- Learning new things

Questions

1. What is your relationship with experiments?
2. When making decisions or defining solutions to a problem, what role does data play in your thinking?
3. How often are you learning new techniques?
4. Are you a person who gets their hands dirty and learns by 'doing' or someone who needs to do meticulous research before diving into a task?
5. Give me an example of a time you had to try something you had never done before to solve a task.

Follow-up questions

Use these questions to look for answers related to

- Learning new things
- Outside the box thinking

Questions

1. When is the last time you learned something new?
2. How curious are you?
3. Give us an example of a solution you came up with that was outside the box.

Follow-up questions

Use these questions to look for answers related to

- Working in a team
- Working on your own

Questions

1. What do you enjoy most about working in a team?
2. What are the biggest challenges you face when working in a team?
3. How comfortable are you working on your own?
4. Could you give us an example of a teamwork success story you have been part of.

Influencing

Ability to adjust one's communication style to different audiences.

Other associated competencies: Helps others to develop, Shows listening skills and empathy, Is aware of sensitivities, Shows social intelligence, Builds relationships, Networker.

Driving Results

Ability to deliver what has been promised even when met with setbacks that stop others.

Other associated competencies: Not afraid to take risks, Shows courage, Dares to deal with uncomfortable situations, Resilient.

Organisational Excellence

Ability to establish standards and processes and motivate team members to deliver business success.

Other associated competencies: Stays focused, Organised, Ability to prioritise and set milestones, Project management.

Follow-up questions

Use these questions to look for answers related to

- Networking
- Communication
- Mentoring

Questions

1. In your opinion, what makes someone a good networker?
2. How would you describe yourself? As more of a talker or a listener?
3. Have you ever been a mentor to someone in some way? Could you tell us more about that experience?

Follow-up questions

Use these questions to look for answers related to

- Taking risks
- Outside your comfort zone
- Showing courage
- Failing

Questions

1. Tell us about the biggest risk you have ever taken to achieve a goal.
2. How do you deal with stepping outside your comfort zone?
3. Can you talk about a time you showed courage and resilience?
4. What would you say is your biggest challenge when going after a goal?
5. When is the last time you failed at something?

Follow-up questions

Use these questions to look for answers related to


- Teamwork
- Staying focused
- Team management
- Time management

Questions


1. What are your biggest priorities when working in a team?
2. Do you have any tricks on how to stay focused?
3. Give us an example of a time when the organisation of a team worked fantastically and another when it worked tragically. Tell us why they did and didn't work for you.
4. How do you like to organise your time?
5. What is your relationship with taking breaks?

Questions and Answers


PeraView Young Potential

- 1  Describe a moment in life that changed you as a person. Tell us about this moment and how it influenced you.

Several years ago I had a colleague with whom I couldn't work together with. In my eyes he did everything wrong and for him it was the same towards me. We both went to our bosses each of us to complain about the other. Our boss did not choose between us. He said you're both grown up people: solve your own problems. But I thought my colleague to be the problem. He has to change! What I at first didn't realise was that I put the responsibility as well as the ability to change in his hands. Knowing that he was not going to change for him it was the other way around. It took sometime to realise how to get the power back to change the situation in my own hands. Then I did the following: I went to him and told him; We have now for a long time problems with each other. We want each other to change. Well I don't want you to change anymore. I am the one who is going to change and I am going to do that until our problems are gone. Then we talk sincerely about my wish to end the problems. I think it took only a few weeks and all our problems were gone. We worked very well together after that.

- 2  Describe a situation in which you had to adjust to changes over which you had no control. How did the changes affect you? How did you adapt to the new situation?

I'm responsible for hiring people in certain roles in teams in which they work together. When a team is working a long time very good together it's much more easy to add a new person to the team but sometimes a team is not completely adult and then a new (less experienced) member can cause problems. But if you as a hiring manager have gone through a lot of trouble finding this new candidate you have the tendency to give it more time to adjust even if you know it's not gonna work out. What I learned from this that recruiting talent is one thing but positioning that talent at the right place and following has the same importance.

- 3  How do you deal with problems when you can't seem to find the right solution? Please give us an example.

When the COVID pandemic struck us in the Netherlands, we were all forced to work from home. That brought a lot of unexpected stress and feelings of disconnectedness to me, but surely also to all my colleagues. I saw that people were struggling with the virtual work setting and that they needed to feel a sense of togetherness again. I came up with the idea to create a video together. Just shortly before this, famous radio DJs came up with the idea of jointly playing the song "Walk on", to thank all people in healthcare. My idea was to have all colleagues singing along with this same song and video-tape this at home. I knew a lot of my colleagues felt stuck at the time and many colleagues were unwilling and really hesitant to participate at first. But I convinced them by stressing the importance of this collaborative effort and raised possibilities to motivate them for example, as long as they were visible in the joined team effort. The end result was all colleagues, including partners and other high-placed individuals, singing a song together whilst not physically

being together. This gave everybody an amazing feeling of all being together for a moment and for hope and perspective to better times.