

The profiles

Candidate A – Alex:



Alex achieved excellent academic results and has very strong technical knowledge. Alex is confident in her ability and usually completes individual tasks to a very high standard.

When Alex believes someone else's idea is incorrect, she tends to say so directly. She sometimes becomes frustrated when colleagues take longer to understand something that seems obvious to her.

Alex prefers completing important work personally because she knows it will be done correctly.

Colleague comment:

"Alex is brilliant at what they do. I'm just sometimes reluctant to ask her for help."

The profiles

Candidate B – Morgan



Morgan is friendly, enthusiastic and very confident. He regularly volunteers for additional tasks and is usually the first person to say: "Yes, I can do that."

Morgan contributes lots of ideas in meetings and gets on well with colleagues. However, Morgan sometimes underestimates how long work will take. He has missed several deadlines because he agreed to too many things.

Colleague comment:

"Morgan's great to have around, but I'm never completely sure whether something will actually be finished when he says it will."

The profiles

Candidate C – Sam



Sam doesn't usually speak first in meetings and can appear quiet when joining an unfamiliar group.

She listens carefully, takes notes and asks questions when she doesn't understand something. Sam reliably completes agreed tasks and will tell colleagues early if they encounter a problem.

After becoming comfortable with a team, Sam increasingly contributes ideas.

Colleague comment:

"Sam doesn't make a big impression immediately, but if she says she'll do something, it gets done."

The profiles

Candidate D – Taylor



Taylor produces excellent work independently.

She rarely need assistance and prefers getting on with her tasks without unnecessary meetings or conversations.

Taylor sometimes doesn't respond quickly to messages because she doesn't want communication interrupting her concentration.

She rarely asks colleagues for help and doesn't particularly enjoy group work.

Colleague comment:

"Taylor's work is excellent. Sometimes we just don't know what she is doing until it's finished."

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Candidate E – Jordan



Jordan is supportive and gets on well with most people.

If someone is struggling, Jordan will usually offer to help. He dislikes conflict and tries to keep everyone happy.

When Jordan disagrees with a decision, he will sometimes remain quiet rather than risk upsetting someone.

He has occasionally taken on additional work because he found it difficult to say no.

Colleague comment:

"Jordan is lovely to work with. I sometimes wish he'd tell us what he really thinks."

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Candidate F – Casey



Casey has less experience than some of the other candidates.

He openly acknowledges this and asks plenty of questions.

Casey regularly asks colleagues for feedback and keeps notes about things he needs to learn. He made a mistake during his placement but informed his supervisor immediately, helped correct it and changed his working process so it didn't happen again.

Colleague comment:

"Casey doesn't know everything yet, but he learns incredibly quickly."