



VirtualAC<sup>TM</sup>

Participant Feedback Report for  
**Ann Example**

Date completed: **17 October 2018**

Exercise name: **International Growth Initiative (UK) - Report**

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# 1. Introduction

## 1.1 Objectives

This report relates to the Virtual Assessment you completed and summarises your performance on the exercise.

## 1.2 Competencies

You were measured against each of these competencies in the Virtual Assessment.

Competency	Definition
Decisiveness	Readiness to make decisions, state opinions, take action or commit oneself.
Judgement	Ability to evaluate data and courses of action and to reach logical decisions. An unbiased, rational approach.
Organisational Sensitivity	Capacity to perceive the impact and implications of decisions and activities on other parts of the organisation.
Planning & Organising	Ability to establish efficiently an appropriate course of action for self and/or others to accomplish a goal.
Problem Analysis	Effectiveness in identifying problems, seeking pertinent data, recognising important information and identifying possible causes of problems.
Strategic Perspective	Identifies and takes account of the broader context when dealing with issues, appreciating the longer term and wider implications of their actions.

## 1.3 About the Exercise

You were given some information to analyse and were asked to write a report giving your recommendations of how to best proceed.

## 1.4 Rating Scale

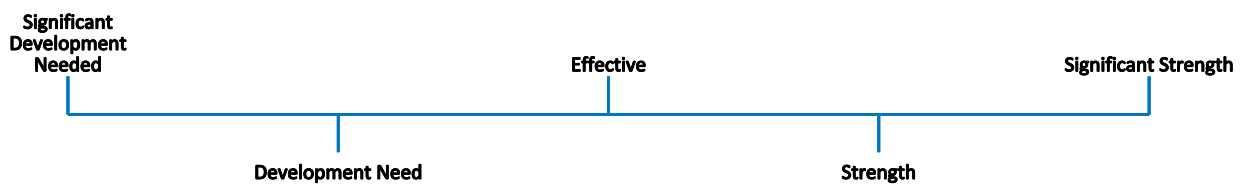
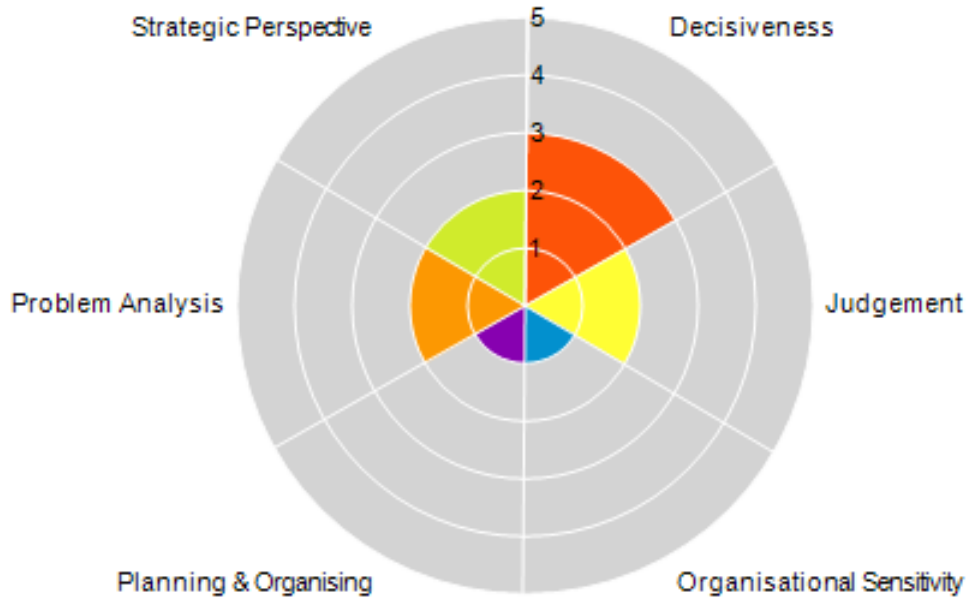
Your performance on each of the competencies measured in the Virtual Assessment was assessed based on the rating scale below:

Rating	Description
1	Significant Development Needed
2	Development Need
3	Effective
4	Strength
5	Significant Strength

## 2. Overview of Performance

### 2.1 Your Performance by Competency

The graph below represents your performance against each of the competencies measured during the Virtual Assessment.















### 3.6 Organisational Sensitivity

Capacity to perceive the impact and implications of decisions and activities on other parts of the organisation.

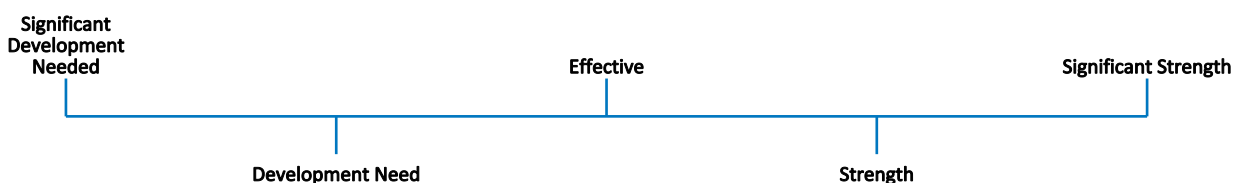
#### Overall Competency Comments

Ann's table of analysis showed that she had an appreciation of how this project would fit in with some of what the organisation was aiming to achieve, e.g. it included "Environment" and "H&S reqt".

Her table showed limited evidence of having considered the likely impact of her decisions a group of stakeholders, namely the inclusion of a line for 'communities'. However, she then explained that she had "ignored the staff satisfaction as I cannot see its bearing on the selection - appropriate lessons learned would be applied to either". Ann would have significantly benefitted from having included data from the employee survey and of considering the impact of her decisions on the company and people. She could also have considered the 'big picture', recognising that an action in one area may have consequences in another.

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Significant Development Needed



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