

**Deloitte.**

Deloitte Switzerland  
**Hiring Manager Report**

Hiring report for  
**Toma Markovic**  
toma.markovic@glion.com



## Introduction

Welcome to the Deloitte Hiring Manager Report.

The following report provides an overview of the candidate's areas of high, medium, (i.e. in line with the population), and low strengths based on their responses to the scenarios within the Immersive Online Assessment.

A high strength indicates that the candidate has a good level of capability and is engaged by demonstrating this behaviour. Whereas a low strength is an area where the candidate may benefit from some support or development to reach their full potential. The strengths assessed and displayed in this report are those identified as important for success at Deloitte. This report is not designed for comparing strengths scores between

candidates, please use it instead as guidance to further explore the candidate’s suitability for the role during the interview. Please note, the candidate's responses have been compared to a wider pool of Deloitte Graduates and Interns to determine if they are high, medium, or low in each of the strengths assessed.

After the strengths summary section, you will find a bar graph for each of the strengths assessed. Here you will be able to see where the candidate scored from 1 to 5, with 1 being low performance and engagement and 5 being high performance and engagement. You will also see where the candidate performed in relation to the benchmark set for this population.

## Strengths Summary



### Agility

We are quick to adapt.



### Credible Communicator

We communicate clearly and confidently



### Drive to Deliver

We are motivated to excel.



### Hunger to Learn

We are naturally inquisitive.

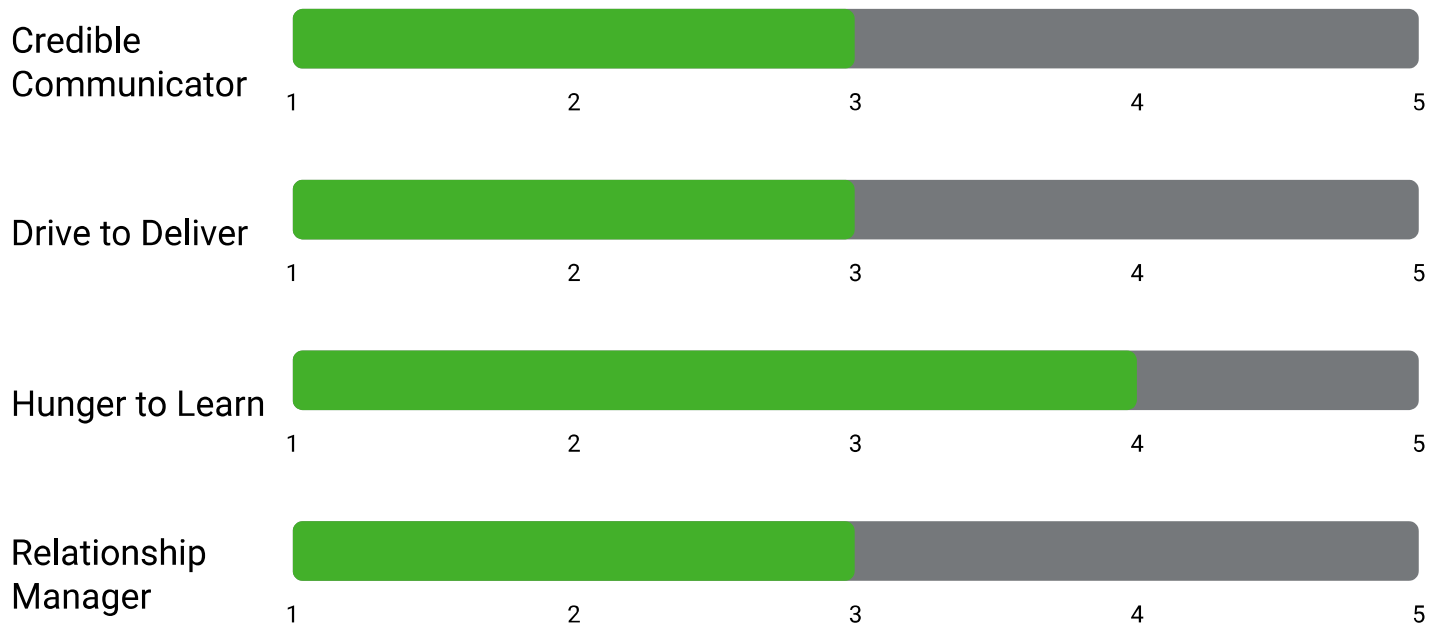


### Relationship Manager

We form lasting relationships.

The bar chart below summaries the candidate's performance on each strength:





## Independent Strength Feedback

The following section of the report provides an overview of the candidate's areas of high, middle, (i.e. in line with the population), and low strengths based on their responses to the scenarios within the Immersive Online Assessment.

To support you during the interview, we have provided two questions to explore the candidate's use of the strength in more detail.

## High Strengths

### Hunger to Learn

This is an area of strength for the candidate; their responses suggest that they are likely to proactively seek out opportunities to expand their knowledge, gain feedback, and learn new skills. Taking time to find out answers to things that interest them is a passion for them, and they are motivated by the need to learn.

They are also likely to be curious by nature, taking an investigative approach and thinking about why something is important, the impact it has, and how it relates to the work they are doing.

**If you wish to probe further, please find two questions below:**

- Give me an example of a time you have gone out of your way to learn a new skill or learn about a new topic in short space of time.

- Do you prefer to understand how to do something, or why you are doing it? Please explain your answer.

## Middle Strengths

### Drive to Deliver

The candidate has scored typically in comparison to the population. Their responses suggest they may take ownership of decisions or projects that they are familiar with; however, they may require some support in doing so in times of unfamiliarity.

The candidate may be less likely to look for opportunities that push them outside of their comfort zone, although they are happy to take responsibility when the opportunity is presented to them.

**This strength is perhaps not one to prioritise in the interview; however, if you do wish to probe further, please refer to the questions below:**

- Tell me about a time you had to make an important decision. What factors did you consider before arriving at your decision?
- Do you prefer to set goals that you are confident you will meet, or goals that are more difficult to achieve but stretch you?

### Agility

The candidate has scored typically in comparison to the population; their responses suggest that they may prefer to prepare in advance and stick to their plan as much as possible. They can adjust when necessary; however, they may need some support in doing so quickly.

Whilst the candidate is likely to be satisfied sticking with what they know most of the time, they may on occasion thrive on variety and ambiguity.

**This strength is perhaps not one to prioritise in the interview; however, if you do wish to probe further, please refer to the questions below:**

- How would a fast-paced working environment make you feel?
- When faced with unexpected last-minute changes, how would you typically respond?

## Credible Communicator

The candidate scored typically in the Credible Communicator behaviour, aligning with the general population. Their responses suggest that they may prefer not to adapt their communication style for different audiences; however, when it is clearly needed, they may choose to do so.

They may benefit from actively seeking social situations so that they can gain a better understanding of how to read them.

**Please see two questions below to probe further during interview:**

- What are the benefits of adapting your communication style to suit your audience?
- Can you describe a situation where you encountered challenges in adapting your communication style? How did you address them?

## Relationship Manager

The candidate has scored typically in comparison to the population; their responses suggest they enjoy developing relationships with new people. However, they may not view expanding their network as a top priority all the time. They may tend to rely on their close contacts when they can and will reach out to a wider network when needed.

**This strength is perhaps not one to prioritise in the interview; however, if you do wish to probe further, please refer to the questions below:**

- How do you build purposeful relationships with those around you?
- Can you describe the exact steps you would take to build your network in Deloitte?

Thank you for reviewing and utilising this report. We hope you found it a useful tool in supporting your conversations with candidates on their journey into Deloitte.