



Headline partner



Introduction

Thank you for completing the Apprentice Situational Strengths Test. This test assesses your strengths against the qualities we have identified as essential for people to be successful and enjoy working as apprentices. Being an apprentice means that you need to be able to learn while you are doing a job and apply the learning in the job to show you are competent.

This personal feedback report will present your top three strengths and offer suggestions on how you can further build on your strengths and find opportunities to make the most out of them.

Please remember that this report only explores the strengths we know are important for success in an apprentice role. You will therefore have many more strengths beyond the three explored here.

Your top three apprentice ready strengths

Your top three strengths are likely to be things that you do well, and enjoy doing as part of what makes up the strengths of a great apprentice. When you have the chance to use these strengths in daily tasks, it is likely that you will reach high levels of performance and feel fully absorbed in what you are doing.

Think about how you might find ways to play to these strengths in the future as you progress through your career.

Learning Agility

You love learning and developing yourself and always seek opportunities to expand your knowledge and skills. You quickly soak up new information, rarely having to be told how to do something twice. Once you've learned something new, you are eager to apply this knowledge immediately.

Taking this strength further...

- In your personal life or role, think of what knowledge or skills could help you in the future and set yourself a new challenge weekly. For example, if you're looking for a role, expand your knowledge by researching all you can about the position and the company. Or if you are already working, regularly seek opportunities to learn something new at work.
- When working with others, seek to share your knowledge. Pay attention to any gaps your colleagues may have in their knowledge, or any situations where something you know might help them. Then find effective ways to share this knowledge with them.
- Look for any learning methods you haven't used so far, and give them a go. For example, you could shadow a more senior colleague, sign up for online courses or read blogs and articles on your topics of interest.

Resilience

You have a natural ability to recover from setbacks without allowing them to bring you down. You are able to take them in your stride and manage to remain positive and focused when it matters most. Where others find themselves demotivated by negative feedback, you value it and learn from it.

Taking this strength further...

- When your colleagues may hold back from taking on a really challenging task, step up and volunteer to take it on yourself! Your strength in Resilience will enable you to move past challenges and successfully deliver it.
- Reflect on what makes you bounce back – what coping strategies do you use when you go through rough times to go back up? Share this with others to help them move on when their mood has been affected by a setback.
- You may find it easy to leave setbacks behind you, but challenge yourself to take a few seconds and learn from them. Think about what their causes might be, so that you can prevent them from reappearing in the future.

Social Adaptability

You are very good at interacting with a wide range of people, naturally adapting your style to each person you meet. You also enjoy reading the situation you are in and adapting your style accordingly. Whatever group or situation you find yourself in, you always find ways to quickly fit in.

Taking this strength further...

- Look for situations where you could make the most of your strength so you can develop it further - participate in events with more experienced people, interact with people from other cultures or different walks of life. Reflect on how well the techniques you use to adapt are working, and identify how you can further improve them.
- Not everyone will have the same strength in this area as you do. Think about the 3 most important things you pay attention to when you first meet a person, and share these with others to help them improve on their Social Adaptability as well.
- Think about how you could make the most of this strength in a wider range of situations. For example, you could use it to build strong relationships with others, to motivate your colleagues based on their different interests when working in a team, or to deliver presentations that match the level of your audience.

Finally...

Please remember that your top three strengths are selected from a broader set of strengths that we have identified as essential for apprentices. You will have many more strengths than the ones described in this report, as everyone has a unique combination of strengths they are able to apply in a variety of situations and careers.

You can also reflect on what your strengths might be yourself. Think about:

- What do your friends and family know you for? What kind of activities do they see you doing most often, on your own initiative?
- What gets done first and what do you always postpone until 'tomorrow'? The things that get done first are more likely to be your strengths. If you're putting tasks off, you probably find them draining – these won't be your strengths. Identify the tasks you are both good at, and enjoy doing.
- When are you most productive and feel that time flies away? When we use our strengths, we can get lost in the moment and become very productive – time passes quicker, we focus and get lots done, and we feel energised doing it.

We hope this report helps you make the most of your strengths at this stage of your life and career.

Good Luck!