Public Service Commission

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Example of a candidate's consolidated results (all capabilities assessed)

Capability group	Capability	Cognitive ability (/5)	Written activity (/5)	Role play (/5)	Structured interview (/5)	Final rating (/5)
Personal attributes	Display Resilience and Courage *	5	3			4.0
Personal attributes	Act with Integrity *			4	4	4.0
Personal attributes	Manage Self			4	3	3.5
Personal attributes	Value Diversity and Inclusion				3	3.0
Relationships	Communicate Effectively *	4	5		3	4.0
Relationships	Commit to Customer Service	4				4.0
Relationships	Work Collaboratively				4	4.0
Relationships	Influence and Negotiate *			4	4	4.0
Results	Deliver Results			4		4.0

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Results	Plan and Prioritise		4			4.0
Results	Think and Solve Problems *	4	4	5		4.3
Results	Demonstrate Accountability			4		4.0
Business enablers	Finance		2			2.0
Business enablers	Technology		4			4.0
Business enablers	Procurement and Contract Management		2			2.0
Business enablers	Project Management *			4	4	4.0
People management	Manage and Develop People				4	4.0
People management	Inspire Direction and Purpose				3	3.0
People management	Optimise Business Outcomes		4			4.0
People management	Manage Reform and Change *		4		2	3.0
	* Indicates a focus capability				Overall score (/100)	72.8

Rating scale

1. Significant development required (None of the behavioural indicators were seen. The candidate did not demonstrate competence in the capability at this level and would need significant development)

2. Development required (Few behavioural indicators were seen. The candidate would require development on this capability)

3. Meets requirements (A satisfactory number of indicators were seen. The candidate provided a satisfactory response which met the pre-established standards for this capability)

4. Likely to be strength (Most behavioural indicators were seen. The candidate provided a thorough response which clearly demonstrated capability at this level)

5. Very likely to be a strength (All behavioural indicators were seen. The candidate provided an excellent response demonstrating consistent application of capability at this level and could mentor others)