



KPMG Strengths

Transcript

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Hi, my name is Lorien, I am part of the Student Recruitment team at KPMG and want to provide you with a bit more information on what we mean when talking about strength-based assessments.

Throughout the recruitment process you will be assessed against the strengths that are key to success at KPMG. You should consider your own strengths and motivations, and how these compare with what we look for at KPMG.

These are: Career Motivation, Drive Quality, Demonstrate Integrity, Critical Thinker, Resilient Performer, Leverage Technology, Communicate Effectively, Foster Innovation, Credible Connector, Show Curiosity, Purposeful Collaborator.

When completing an application for a KPMG apprenticeship programme you will be taking part in a strengths-based process.

A strength is something you do regularly, that you do well, and energises you when doing it. There are three components of a strength:

- Performance - How well you perform when using these strengths
- Energy - How energised you are by using these strengths
- Use - How often you use these strengths

It's really important that you demonstrate your authentic self as our process is designed to give you the opportunity to gain an insight into how you align to the KPMG culture & values. As well as this we are looking for people with the potential to be exceptional, therefore we do not want to focus solely on what you know and have done.

Before completing any Strengths-based assessment, we recommend you reflect on your own strengths. Strengths can make you feel passionate, focused, animated, energised and relaxed. You are likely to learn any skill that comes with the strength quickly and you are likely to volunteer to showcase this strength.

In order for you to figure out what your strengths are, here is an exercise we think you would find helpful.

Write down something you do that energises you, and then write down something you do that you find draining.

By identifying the things that differ between each, you will gain a practical idea of where your strengths lie

Another exercise that may help you to prepare for a strengths based assessment is to use the questions below to think about what you are good at and enjoy doing. Remember, these strengths may be in your personal or professional lives.

- What do your friends and family know you for?
- What activities would you plan in a perfect day?
- What do you truly enjoy doing, and what are you like at your best?
- What achievements are you most proud of, and how did you get there?
- What activities do you not enjoy?
- Why do you think that is?
- Are there any recurring themes?
- Remember that we want you to be authentic and honest during the assessment process. We really do want you to be yourself!

If you have any issues or questions then please contact us via email or give us a call on 0800 328 5764.

Good luck!