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VIFM ASSESSMENT CENTER

Talent Assessment Report

Risk Manager Selection — April 2026 · Risk Manager

Aisha Al Marri

ASSESSMENT SUMMARY

Organization	Al Noor Bank (sample)
Target Role	Risk Manager
Assessment Dates	8–9 April 2026
Assessors	Dr. Sarah Al Ameri (Lead), Khalid Al Nuaimi
Report Generated	30 April 2026

About the Assessment Centre

Aisha Al Marri took part in a VIFM Talent Assessment Centre as part of the Risk Manager Selection — April 2026 engagement. This report summarises the results of the assessment.

Assessment Centres consist of a number of different activities and exercises providing participants with a range of opportunities to demonstrate their competence. Participants are observed by trained assessors who collect behavioural evidence related to the relevant competencies.

Exercises Completed

- Risk Scenario In-Tray (In-Basket / E-Tray, 90 minutes)
- Stakeholder Role Play (Role Play, 45 minutes)
- Behavioural Interview (competency_interview, 60 minutes)

How to Use This Report

For each competency, Aisha Al Marri was rated on a 1 to 5 scale:

- 5 - Significant Strength
- 4 - Strength
- 3 - Competent
- 2 - Development Needed
- 1 - Significant Development Needed

The overall competency rating is not necessarily an average of the scores from the exercises - some activities are rated more heavily than others based on the competency-to-exercise matrix.

This report provides information around the participant's strengths and development areas in relation to skills and behaviours important for the target role. You may regard this report as being particularly relevant for the next 24 months.

Summary of Performance

OVERALL RATING 3.5/5	RECOMMENDATION — Per assessor consensus	STRENGTHS 2 Of 4 scored	DEVELOPMENT NEEDS 0 Of 4 scored
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3.5/5

RECOMMENDATION - READY WITH DEVELOPMENT

Candidate demonstrated 2 clear strengths across the 4-competency profile and 2 development priorities. The overall recommendation reflects the wash-up consensus across 2 assessors over 3 exercises. (This is a sample — illustrative narrative only.)

Competency Ratings

Strategic Thinking		3/5 On Target
Decision Quality		4/5 Strength
Drive for Results		4/5 Strength
Plans and Aligns		3/5 On Target

Key Strengths

Decision Quality **Drive for Results**

Key Development Areas

Strategic Thinking **Plans and Aligns**

Competency Detail

Strategic Thinking

THINKING · Strategic Mindset · WEIGHT 18

On Target

3/5 · Competent

EXERCISE RATINGS

Risk Scenario In-Tray 2/5 · Development Needed

Stakeholder Role Play 2/5 · Development Needed

OBSERVED STRENGTHS

- + [Behavioural Interview] Took ownership of an ambiguous brief and delivered a clear plan with sequenced milestones.
- + [Case Study] Re-framed the problem to surface the upstream constraint the rest of the room had missed.

DEVELOPMENT AREAS

- [Role Play] Pace of decision-making slowed when faced with conflicting signals — could anchor on a default sooner.

SUGGESTED DEVELOPMENT ACTIONS

- Set a 24-hour decision rule on cross-functional questions: gather inputs, decide, then iterate.
- Practise a 90-second framing pattern: situation · option-set · recommendation · ask.

Decision Quality

THINKING · Strategic Mindset · WEIGHT 15

Strength

4/5 · Strength

EXERCISE RATINGS

Risk Scenario In-Tray 4/5 · Strength

Stakeholder Role Play 3/5 · Competent

OBSERVED STRENGTHS

- + [Behavioural Interview] Re-framed the problem to surface the upstream constraint the rest of the room had missed.
- + [Case Study] Pushed back on the role-player's premature conclusion while keeping the relationship intact.

SUGGESTED DEVELOPMENT ACTIONS

- Practise a 90-second framing pattern: situation · option-set · recommendation · ask.

Drive for Results

RESULTS · Execution · WEIGHT 14

Strength

4/5 · Strength

EXERCISE RATINGS

Risk Scenario In-Tray

3/5 · Competent

Stakeholder Role Play

5/5 · Significant Strength

OBSERVED STRENGTHS

- + [Behavioural Interview] Pushed back on the role-player's premature conclusion while keeping the relationship intact.
- + [Case Study] Built consensus across two assessors playing competing stakeholder positions.

SUGGESTED DEVELOPMENT ACTIONS

- Pair with a delegation coach for one quarter. Pick one workstream to fully transfer.

Plans and Aligns

RESULTS · Execution · WEIGHT 12

On Target

3/5 · Competent

EXERCISE RATINGS

Risk Scenario In-Tray

2/5 · Development Needed

Stakeholder Role Play

4/5 · Strength

OBSERVED STRENGTHS

- + [Behavioural Interview] Built consensus across two assessors playing competing stakeholder positions.
- + [Case Study] Took ownership of an ambiguous brief and delivered a clear plan with sequenced milestones.

DEVELOPMENT AREAS

- [Role Play] Defensiveness emerged when challenged on cost assumptions — separating the idea from the ego will help.

SUGGESTED DEVELOPMENT ACTIONS

- Try a weekly retrospective with your direct reports — what would you have decided differently?
- Set a 24-hour decision rule on cross-functional questions: gather inputs, decide, then iterate.

Development Recommendations

Competency	Recommendation	Priority
Strategic Thinking	Set a 24-hour decision rule on cross-functional questions: gather inputs, decide, then iterate.	high
Plans and Aligns	Try a weekly retrospective with your direct reports — what would you have decided differently?	high