

## Constructive Feedback and Values Exercises

### Introduction

It is important at E<sup>3</sup> Consulting, that all team members actively contribute and understand they are brand ambassadors, at all times. Each of us should fully understand our values and culture, both within the business and externally; consistently demonstrating our ethos to all our clients, suppliers and wider business community. As such, it is important that everybody fully understands how all of our actions demonstrate what we stand for, how we support our clients and how we operate day to day.

Accordingly, we would like you to carry out the following two tasks.



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### Constructive Feedback Report

#### Your opinion matters!

Please put together a brief report which includes our strengths (what we do well) and weaknesses (areas we could improve) - summarising YOUR first impressions of E<sup>3</sup> Consulting - commenting particularly on our branding, marketing and social media activity.

Please include areas of strength and areas for improvement. For each point, please mark a grade out of 7, with 0 being 100% off the mark and 7 being the highest standard and not likely to require much, if any, adjustment.

Please put together your findings in a business report format and include an executive summary. **Your report's word count should be between 819 and a maximum of 1,391.**

## Values Elicitation Exercise

### What are your key motivations in life?

Values are important in life, and are a core part of how anyone motivates oneself day to day. Please reflect and give thought to what your core values are. We would like you to outline what your values are (you should detail at least 5).

Please describe your values in your own words and please give examples of your own real-life experience of how they influence your actions and behaviours day to day.

Please put together your findings in a business report format and include an executive summary.

Your values report should be no more than 929 words.



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## Other information

During your interview process, you will be asked to present and discuss both your values and feedback reports. We do not prohibit, nor expect use of AI, but ask that if you have used any AI for any part of this exercise, you set out which apps you have used and for what purpose for each. AI can be useful for candidates to support with grammar, planning and facilitation, at the same time, we expect your submission to be a true reflection of both your own thoughts, experiences and skills - at each and every stage of our recruitment process.

Please produce your task reports in MS Word/pdf format. Our standard business formatting uses Trebuchet MS font, at 12pt, as this document.

Please send your reports and compiled source list by email to [recruitment@e3consulting.co.uk](mailto:recruitment@e3consulting.co.uk) by the stated deadline.