



Throughout our early careers selection process, we identify and assess your strengths. Measuring strengths helps create equal opportunity for all candidates to perform at their best, allowing you to express yourself honestly and authentically.



Strengths focus on what you're good at, your future potential, and what energises and motivates you. Unlike competency-based approaches, they don't measure your past experience.

We want you to enjoy your job at EDF, to use your strengths and feel able to be your authentic self at work. This means we offer lots of opportunities during the recruitment process for you to gain a real understanding of what the job and training will involve.



On the next page our strengths framework outlines the key behaviours and abilities you need to learn, grow and be successful at EDF.



During the online assessment, video interview and assessment centre/interview stages, you'll be able to demonstrate how you would use these strengths at work.

Our selection process identifies your strengths and assesses if they align with ours.



EARLY CAREERS STRENGTHS



Below are the core strengths in our framework. Remember to be yourself throughout our process and always answer questions in the way that feels right to you.

ADAPTABILITY

People strong in adaptability have the ability to adapt to new circumstances, thriving in a rapidly changing environment. They are comfortable with ambiguity and thrive on variety. They are able to re-focus their minds quickly to assimilate, work and act on new information or changes in requirements.



BUSINESS AFFINITY

People strong in Business Affinity have a passion, enthusiasm and curiosity for the organisation and business area they have applied to. They believe passionately in the goals and values of the organisation. They are genuinely motivated to operate within the organisation and business area to which they are applying.



COLLABORATION

People strong in Collaboration thrive in achieving results through teamwork. They are able to leverage collective expertise to achieve the best results. They proactively reach out to others across the organisation to get the best results. They are energised by the opportunity to continuously collaborate and support their colleagues.



CURIOSITY

People strong in Curiosity are interested in everything, constantly seeking out new information and learning more. They are naturally inquisitive and seek out answers to things that interest them. They ask timely and informed questions that increase their knowledge.



DRIVE

People strong in Drive are self-motivated and push themselves hard to achieve what they want out of life. They are motivated by a strong desire to succeed and excel within their chosen field. They are driven to push themselves beyond their comfort zone in the pursuit of their goals.



LEARNING AGILITY

People strong in Learning Agility rapidly absorb information and learning, being able to apply it with immediate effect. They are naturally able to grasp and learn new things very quickly, applying them effectively. They learn from their own and others' experience to improve their performance for the future.



PERSONAL RESPONSIBILITY

People strong in Personal Responsibility willingly take ownership of tasks and hold themselves accountable for delivering what they have promised to do. They naturally seek to take ownership of appropriate tasks and actions. They assume full responsibility for delivering on their promises.

