



Your application to join the Trustee Talent Team

Please complete this form to apply to join the Trustee Talent Team. Details of how to send it back to us are on the back page. If you'd like any assistance with completing the application form, or if you'd like to request a paper version, please contact Claire Arnold on **0125 276 8004** or Andrew Brown on **0117 900 4409**, or you can email them at gevptl.secretarial@aon.com.

Please provide the following information

YOUR CONTACT INFORMATION

How you'd like to be addressed

YOUR FULL NAME

YOUR PREFERRED FIRST NAME

YOUR EMAIL ADDRESS

TELL US WHY YOU'LL MAKE A GREAT TRUSTEE TALENT TEAM MEMBER

We'd love to know more about you. Tell us about who you are and what you'd bring to the role.

WHY WOULD YOU LIKE TO JOIN THE TRUSTEE TALENT TEAM?

We all have something that motivates us and keeps us moving forward. What's that for you, and how would you bring that to the role?

WHAT DO YOU BELIEVE YOU'LL BRING TO THE TEAM THAT REFLECTS YOU?

Our differences make us stronger and each member of our team brings value in different ways. We'd like to get to know what you bring to the table, so please **choose the top 3 phrases** below that you think best reflect your personality. Please tell us more about these in the text box on the next page.

There aren't any right or wrong answers here, we're just interested in getting to know the real you!

I'm a problem solver

I find ways of problem solving through research, analysis and attention to detail.

I'm a strategic thinker

I think beyond day-to-day matters and like to assess the bigger picture.

I work best in a team

I thrive in collaborative environments, working collectively in diverse teams.

I'm an independent contributor

I work best in the realm of independent work and take pride in my ability to take initiative.

I like to be a voice

I like to express opinions thoughtfully, contributing to constructive discussions and fostering an environment where diverse viewpoints are valued.

I like to be an active listener

I like to listen and absorb insights from various voices and find strength in the wisdom that comes from the collective exchange of ideas in discussions.

I develop close working relationships

I prefer to develop a few close-knit working relationships. I believe in the strength of deep connections and the positive impact they have on collaboration.

I like to work with wider groups

I am comfortable developing relations with advisers and external groups and prefer to include them in the discussion for more varied input.

I respectfully challenge dynamic decision making

I feel comfortable challenging respectfully in a non-confrontational way.

I guide others

I am mindful of others' beliefs and values, and in a way that's respectful, I can guide others without force or coercion.

I'm a confident decision maker

I thrive in situations that demand decisive action.

I make decisions more confidently as part of a team

I thrive working within a team and prefer collaborative decision-making.

I think ahead

I'm a forward thinker who anticipates future needs and challenges.

I think about the here and now

I bring focus to the present moment and ensure that immediate priorities are addressed with precision and care.

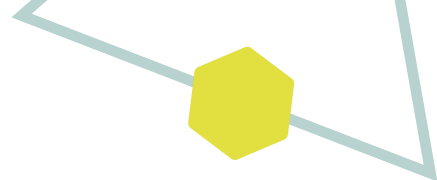
Please tell us why you chose the phrases on the previous page or give examples of when you've used these in practice.

HOW WOULD YOU, OR OTHERS, DESCRIBE YOURSELF?

Please **choose up to 4** of the following characteristics shown below that best describe you.
(PLEASE CROSS THE RELEVANT CIRCLES)

- Reflective
- Perspective
- Empathetic
- Open-minded
- Methodical
- Creative
- Adaptable
- Pragmatic
- Strategic
- Other: _____





We'd love to hear more about why you, or others, would describe you with the characteristics you've selected on the previous page. Please tell us a little more about why you chose these.

HOW DO YOU CONTRIBUTE TO DISCUSSIONS?

Let us know how you like to contribute, and feel free to share any examples.



HOW DO YOU MAKE DECISIONS?

Which of the following **two** best describes how you make decisions?

(PLEASE CROSS THE RELEVANT CIRCLES)

- Likely to go back to first principles
- Seek to arrive at a decision by compromising with others
- Use your intuition
- Consider what else is required before arriving at a decision
- Look to specialists to guide you
- Weigh up the pros and cons of each potential choice

The purpose of joining the Trustee Talent Team is so that you can have the opportunity to learn what it means to be a Trustee and put yourself forward when a vacancy arises. Inclusion and diversity is important to us, and so we'd like to get to know more about what you think and why it is important to you.

WHAT DO YOU THINK MAKES A GREAT AND DIVERSE TEAM?

Please choose the **three** most important to you. There's also space to include your own.

(PLEASE CROSS THE RELEVANT CIRCLES)

- A range of genders
- Variation of experience
- Length of tenure as a Trustee
- A range of ethnicities
- Work experience and expertise
- Cognitive background
- Varied ages
- Educational background
- Belief
- Wealth
- Representative of the membership
- Other: _____

Being as diverse and inclusive as possible is one of our core values as a Trustee Board. So we'd like to know more about why the three options you've selected above are important to you.





A BIT ABOUT US

We're asking lots of questions about you, so it's only fair we tell you a bit about us, too. We believe that encouraging everyone to feel included, without prejudice and bias, leads to a fairer and better represented board – both now and in the future.

This is a really important part of our work as Trustees, and we believe it strengthens our ability to make better decisions for all the members we support because we'll have a much better representation of our people.

We also believe in having a safe, transparent and open environment. One that is free from prejudice and victimisation, and enables both current and future Trustees to speak openly and freely.

You can find out about who we are and our roles on the Trustee Talent Team website:

www.thetrusteetalentteam.com/the-trustees

You can also find out more about the role of the Trustee by visiting The Pension Regulator's Trustee Toolkit, **<https://trusteetoolkit.thepensionsregulator.gov.uk>**

IS THERE ANYTHING ELSE YOU'D LIKE TO ADD THAT IS RELEVANT TO YOUR APPLICATION?

HOW TO SUBMIT YOUR APPLICATION

Complete this application form and return it to us via email to **gevptl.secretarial@aon.com**

OR

Print the form to complete and return it via post to: **GEVPTL, Aon, 1 Redcliff Street, BS1 6NP**

To request a physical copy of the form, or if you need assistance with completing the application form, please contact **Claire Arnold** on **0125 276 8004** or **Andrew Brown** on **0117 900 4409**, or send an email using the above email address.