



Talent Dimensions
Personality Profile Report

Ann Sample

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Introduction

This report is confidential and is produced on behalf of Ann Sample who completed the Talent Dimensions Personality Questionnaire on 24-01-2019. The results are likely to be valid for 18-24 months.

The questionnaire asks individuals to describe their behaviour and preferences in relation to personality traits that research has linked to effectiveness at work. This report has summarised those responses and compared them with a large group of people (norm group) who have also completed the same questionnaire. Thus, the results are shaped by a meaningful comparison with others.

It is important to recognise that this report is restricted to the answers provided in this questionnaire and further meaning is established by comparing the results with a norm group. That said, this report provides rich insight into some important aspects of personality in relation to work performance and enables you to predict how an individual is likely to behave.

Profile Chart

This report summarises responses into 10 individual scales, which themselves fall under five broader domains:

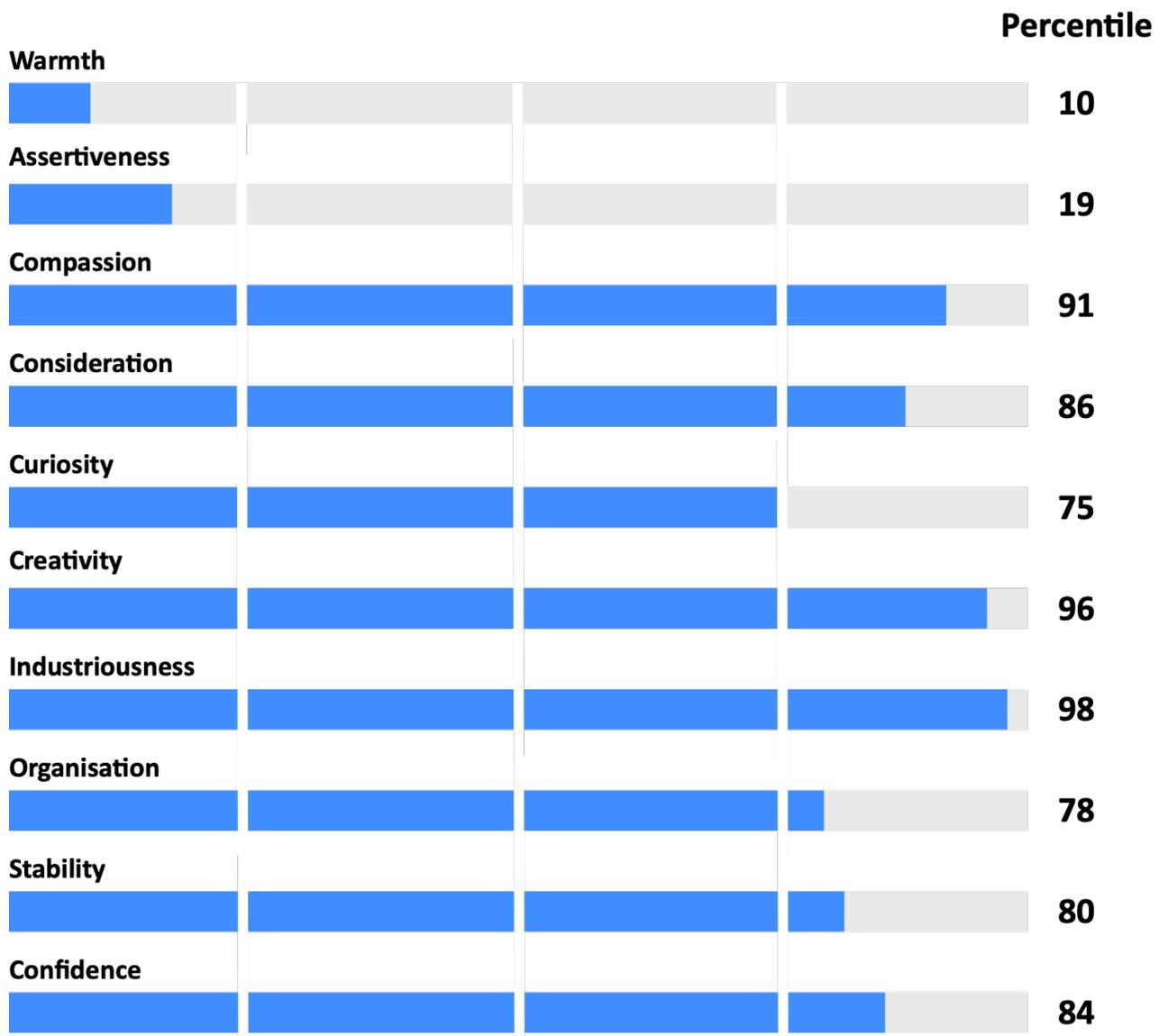
1. **Extraversion** is about the amount and intensity of energy directed towards social activities & people.
2. **Agreeableness** is about the kinds of interactions an individual prefers to have with others.
3. **Openness** is about the active seeking and appreciation of experiences and possibilities.
4. **Conscientiousness** is about the degree of organisation, persistence, control and motivation in goal directed behaviour.
5. **Resilience** is about the degree to which an individual is prone to psychological distress.

Domains & Scales	Low scorers tend to be described as	High scorers tend to be described as
Extraversion 1. Warmth 2. Assertiveness	<ul style="list-style-type: none"> • Distant, reserved, guarded • Cooperative, modest, shy 	<ul style="list-style-type: none"> • Enthusiastic, gregarious, expressive • Assertive, leader-like, dominant
Agreeableness 3. Compassion 4. Consideration	<ul style="list-style-type: none"> • Critical, indifferent, self-serving • Direct, independent, blunt 	<ul style="list-style-type: none"> • Generous, supportive, sympathetic • Polite, thoughtful, respectful
Openness 5. Curiosity 6. Creativity	<ul style="list-style-type: none"> • Practical, grounded, uncomplicated • Traditional, realistic, concrete 	<ul style="list-style-type: none"> • Analytical, intellectual, theoretical • Creative, artistic, imaginative
Conscientiousness 7. Industriousness 8. Organisation	<ul style="list-style-type: none"> • Laidback, distractible and laissez-faire • Casual, flexible and disorganised 	<ul style="list-style-type: none"> • Ambitious, prudent and hardworking • Structured, detail orientated, disciplined
Resilience 9. Stability 10. Confidence	<ul style="list-style-type: none"> • Impulsive, tense and volatile • Anxious, withdrawn, hesitant 	<ul style="list-style-type: none"> • Composed, even-tempered, easy-going • Assured, comfortable and resilient

Summary Profile

The percentile scores indicate the proportion of the population who will score at or below Ann Sample. For example, a score of 75 on a given scale indicates that Ann Sample's score is higher than approximately 75% of the population.

- Scores of 1 to 25 are considered low
- Scores of 26 to 50 are considered below average
- Scores of 51 to 75 are considered above average
- Scores 76 to 99 are considered high

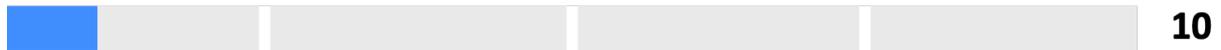


Global norm group: 15,000

This report is valid and interpretable

Scale: Warmth

Percentile



Description

The Warmth scale predicts interpersonal sensitivity, tact, charm and social skill.

Score Interpretation

Ann Sample's score on the Warmth scale suggests she will:

- Be reserved, preferring more formal, professional interaction
- Seem private and unlikely to reveal her emotions to others
- Be inclined to work alone or behind the scenes in a small team
- May avoid situations that require meeting lots of people

Typical Feedback

Individuals with a similar score on the Warmth scale can receive one or more of the following feedback comments:

- Slow to build relationships
- May seem uncooperative
- Direct communication style
- Willing to take an unpopular position

Exploring the Results

The questions below are designed to facilitate discussion with an interviewer or feedback provider to explore the personality results in more detail and reflect on strengths and development areas based on the context of the assessment.

- How do you build and maintain relationships with others?
- How do you keep in touch with important contacts?
- Are there times where you need to get a colleague to like you?
- Is it important to be popular with people you work with?
- Do you prefer to work alone on projects? Why?

Scale: Assertiveness

Percentile



Description

The Assertiveness scale predicts social confidence, energy levels and willingness to express opinion.

Score Interpretation

Ann Sample's score on the Assertiveness scale suggests she will:

- Rarely express strong opinions and not make a strong first impression
- Seem somewhat timid or shy, especially in new company
- Have low energy and work at a steady pace
- Be calm and quiet, avoiding variety and challenge

Typical Feedback

Individuals with a similar score on the Assertiveness scale can receive one or more of the following feedback comments:

- Avoid public speaking
- Keep opinions to themselves
- Allow others to take charge
- Let achievements go unnoticed

Exploring the Results

The questions below are designed to facilitate discussion with an interviewer or feedback provider to explore the personality results in more detail and reflect on strengths and development areas based on the context of the assessment.

- How do you provide leadership to people working under you?
- How do you ensure that your opinions are heard in important discussions?
- Are there times when you need to be direct with others?
- Is it important for everyone to make an active contribution?
- Do you feel you cannot tell people when something is wrong? Why?

Scale: Compassion

Percentile



Description

The Compassion scale predicts willingness to trust, help and sympathise with other people.

Score Interpretation

Ann Sample's score on the Compassion scale suggests she will:

- Easily trust people, assuming the best in others
- Stay attentive to the needs of individuals
- Readily try to help people
- Make decisions out of sympathy for others

Typical Feedback

Individuals with a similar score on the Compassion scale can receive one or more of the following feedback comments:

- Easy to get along with
- Collaborate with their colleagues
- Put trust in their team members
- May let others take advantage

Exploring the Results

The questions below are designed to facilitate discussion with an interviewer or feedback provider to explore the personality results in more detail and reflect on strengths and development areas based on the context of the assessment.

- How do you determine someone who needs help from someone who is lazy?
- How do you know you can put your trust in someone?
- Are there times when you need to let people down?
- Is it important to support others as much as possible?
- Do you ever feel unappreciated? Why?

Scale: Consideration

Percentile



Description

The Consideration scale predicts straightforwardness, modesty and compliance to social etiquette

Score Interpretation

Ann Sample's score on the Consideration scale suggests she will:

- Be very sincere with other people
- Seem compliment others on her work
- Be reluctant to take the praise for her own work
- Show sensitivity to others' feelings and values her input

Typical Feedback

Individuals with a similar score on the Consideration scale can receive one or more of the following feedback comments:

- Speak plainly and honestly
- Don't blow their own trumpet
- Are unfailingly polite
- Put off tackling underperformance

Exploring the Results

The questions below are designed to facilitate discussion with an interviewer or feedback provider to explore the personality results in more detail and reflect on strengths and development areas based on the context of the assessment.

- How do you be honest with a competitor without revealing too much?
- How do you manage someone who is underperforming?
- Are there times when you need to be tough with people?
- Is it important that you acknowledge your own achievements?
- Do you ever feel you are avoiding conflict? Why?

Scale: Curiosity

Percentile



Description

The Curiosity scale predicts intellectual openness and a willingness to try new experiences

Score Interpretation

Ann Sample's score on the Curiosity scale suggests she will:

- Be intellectually curious
- Become preoccupied with ideas and abstract thought
- Remain open-minded, tolerant of many different views
- Try out lots of different experiences

Typical Feedback

Individuals with a similar score on the Curiosity scale can receive one or more of the following feedback comments:

- Have lots of different ideas for the organisation
- Are often starting up new projects
- Think quickly on their feet and solve problems
- May get distracted from the main organisation's priorities

Exploring the Results

The questions below are designed to facilitate discussion with an interviewer or feedback provider to explore the personality results in more detail and reflect on strengths and development areas based on the context of the assessment.

- How do you make your new ideas relevant to the organisation's interests?
- How do you bring new experiences into the working environment?
- Are there times when you need to focus on something specific and do it well?
- Is it important that solutions be simple and straightforward?
- Do you ever feel restricted in what you can explore? Why?

Scale: Creativity

Percentile



Description

The Creativity scale predicts imagination and willingness to re-examine traditional values.

Score Interpretation

Ann Sample's score on the Creativity scale suggests she will:

- Be very inclined to daydream and fantasise
- Stay focused on the bigger picture
- Hold radical or unconventional views
- Seem very idealistic about the future

Typical Feedback

Individuals with a similar score on the Creativity scale can receive one or more of the following feedback comments:

- Daydream a lot, without practical concerns
- Mistake important details for trivia
- Lack respect for traditional organisational values
- Expect more change for the organisation than it can handle

Exploring the Results

The questions below are designed to facilitate discussion with an interviewer or feedback provider to explore the personality results in more detail and reflect on strengths and development areas based on the context of the assessment.

- How do assess if your long-term vision is achievable?
- How do you get other people on board with the big picture?
- Are there times when you need to tackle immediate concerns first?
- Is it important that some traditions be kept?
- Do you feel dissatisfied with the way things are currently done? Why?

Scale: Industriousness

Percentile



Description

The Industriousness scale predicts competence, self-discipline and the striving for achievement.

Score Interpretation

Ann Sample's score on the Industriousness scale suggests she will:

- Be extremely hardworking
- Seem highly self-disciplined and focused on outcomes
- Be constantly striving for greater achievements
- Tackle almost any task with great capability

Typical Feedback

Individuals with a similar score on the Industriousness scale can receive one or more of the following feedback comments:

- Sacrifice quality time to spend all time working
- Rarely seem to be satisfied with achievements
- Find it hard to feel challenged by most tasks
- Can have impossibly high expectations of themselves and others

Exploring the Results

The questions below are designed to facilitate discussion with an interviewer or feedback provider to explore the personality results in more detail and reflect on strengths and development areas based on the context of the assessment.

- How do you assess if a project is worth completing or not?
- How do you interact with people less driven than you are?
- Are there times when you may need help to finish a task?
- How important is it to take holidays?
- Do you feel unsatisfied with what you have achieved? Why?

Scale: Organisation

Percentile



Description

The Organisation scale predicts focus on order, fulfilling obligations and deliberating over decisions.

Score Interpretation

Ann Sample's score on the Organisation scale suggests she will:

- Have a neat, punctual and organised way of working
- Prefer a highly regulated, quality-focused work environment
- Be highly reliable and dependable in meeting obligations
- Be cautious about the risks when making decisions

Typical Feedback

Individuals with a similar score on the Organisation scale can receive one or more of the following feedback comments:

- Do things by the book
- Can be depended on to do work to a high quality
- Draw attention to the risks when making decisions
- May be inflexible when exceptions to the rules or plans are needed

Exploring the Results

The questions below are designed to facilitate discussion with an interviewer or feedback provider to explore the personality results in more detail and reflect on strengths and development areas based on the context of the assessment.

- How do you balance doing things to a high standard with getting it done on time?
- How do you interact with people who are disorganised?
- Are there times when an exception to the rule is allowed?
- When is it important to be flexible?
- How do you respond when deadlines routinely change?

Scale: Stability

Percentile



Description

The Stability scale predicts resistance to anger and mood swings while controlling impulses.

Score Interpretation

Ann Sample's score on the Stability scale suggests she will:

- Be frequently calm and easy going around people
- Deal with pressure well
- Take on more pressure with good humour
- Control impulses and delay satisfaction

Typical Feedback

Individuals with a similar score on the Stability scale receive the following feedback:

- Keep an even keel when under pressure
- Remain patient when others make mistakes
- Approach tasks in a steady manner
- Seem in control

Exploring the Results

The questions below are designed to facilitate discussion with an interviewer or feedback provider to explore personality results in more detail and reflect on strengths and development areas based on the context of the assessment.

- How do you let people know they have done something wrong to you?
- How do you communicate your passion to others?
- Are there times when showing you are upset may be a good thing?
- When is it important to act on your impulses?
- What things irritate you at work? Why?

Scale: Confidence

Percentile



84

Description

The Confidence scale predicts resistance to anxiety, depression, self-doubt and vulnerability.

Score Interpretation

Ann Sample's score on the Confidence scale suggests she will:

- Frequently maintain good composure
- Come across as poised and in good spirits
- Show resilience when things go wrong
- Take tough criticism in her stride

Typical Feedback

Individuals with a similar score on the Confidence scale can receive one or more of the following feedback comments:

- Stay confident when other people might panic
- Rarely get upset or doubt their abilities
- Seem tough and able to handle pressure
- May underplay the seriousness of a challenging situation

Exploring the Results

The questions below are designed to facilitate discussion with an interviewer or feedback provider to explore the personality results in more detail and reflect on strengths and development areas based on the context of the assessment.

- How do you create a sense of urgency in your colleagues?
- How do you relate to someone who has a lot of doubts?
- Are there times when feeling vulnerable may be a good thing?
- When might it be useful to demonstrate your own vulnerability to others?
- Do you proactively seek feedback? Why?