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Development Dimensions

Anonymous Candidate

Report Generated: 26-08-2020



Introduction

This report is confidential and is produced on behalf of Anonymous Candidate who completed the Development Dimensions Personality Questionnaire on 23/06/2020. The results are likely to be valid for 18-24 months.

The questionnaire asks individuals to describe their typical behaviour and preferences in relation to traits that research has linked to personality difficulty or risks. This report has summarised those responses and compared them with a 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 worth noting that this is pilot survey, so the results may not be completely accurate.

Also, 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 difficulty or risks and enables you to predict how an individual is likely to behave.

Profile Chart

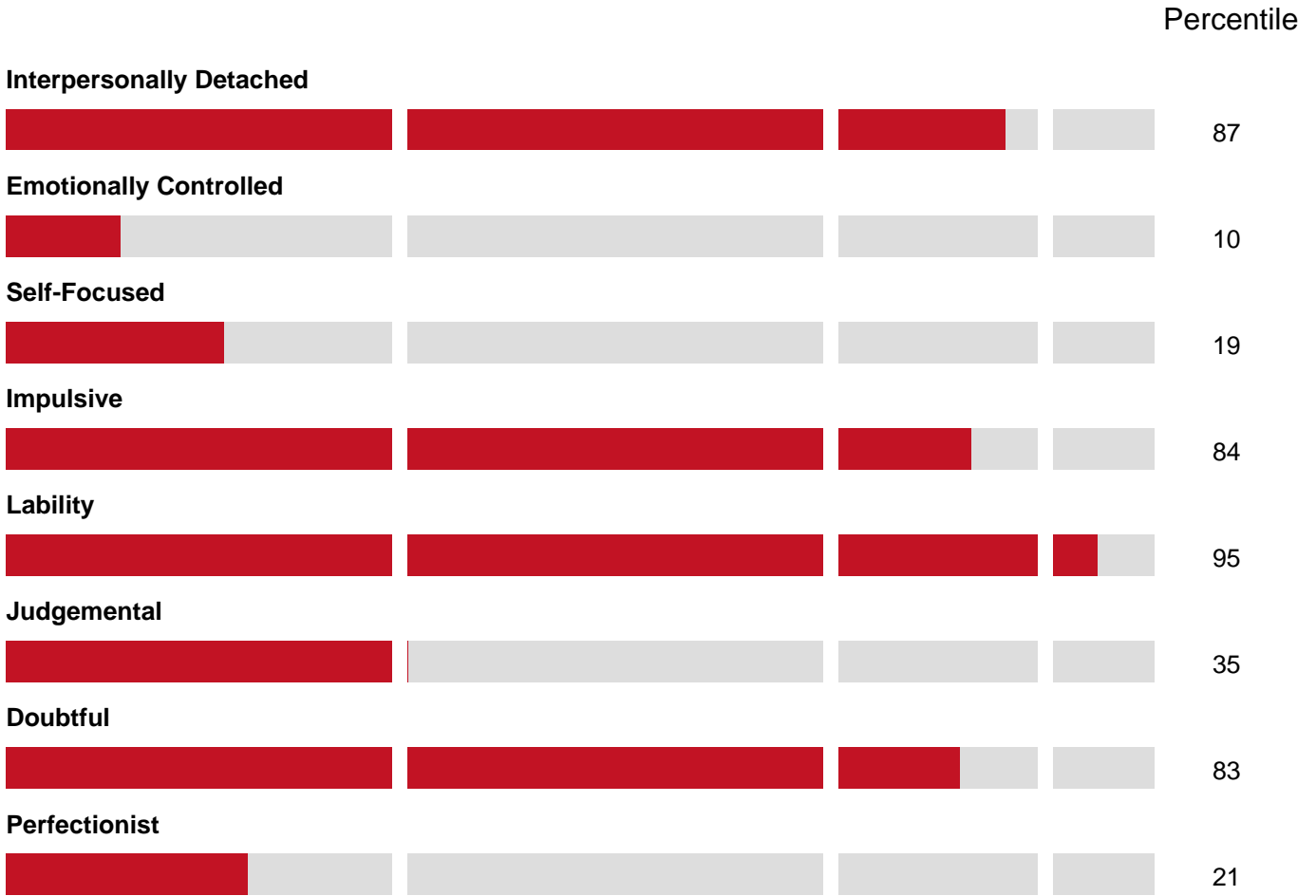
This report summarises responses into 8 individual scales:

Scales	Low scorers tend to be described as	Extreme scorers tend to be described as
Interpersonally Detached	Sociable, but may over-prioritise networking over task completion	Distrustful, suspicious of other people, and find socialising aversive
Emotionally Controlled	Emotionally expressive, but may seek guidance and clarity from others	Cold, and indifferent to praise and criticism
Self-Focused	Considerate team-players but may struggle in leadership positions	Disregard the rights and feelings of others, and lack empathy
Impulsive	Focused and careful, but not typically visionary	Rash and reactive to internal or external stimuli
Lability	Offer consistency and predictability, but may present as disengaged	Unpredictable, over-sensitive and quick to anger
Judgemental	Balanced and easy-going but can over-accommodate	Highly critical and with a tendency to expect the worst of others or situations
Doubtful	Calm and risk-tolerant but can be obstructive	Dependent on others, excessively seeking advice and reassurance
Perfectionist	Exciting and creative, but can lack credibility and reliability	Having high standards, but over-attend to detail, and be conscientious to a fault

Percentile Scores

The percentile scores indicate the proportion of the population who score at or below Anonymous Candidate. For example, a score of 50 on a given scale indicates that Anonymous' score is higher than approximately 50% of the population, but not higher than 51%.

- Scores from 1 to 39 are considered **low risk**
- Scores from 40 to 69 are considered **average risk**
- Scores from 70 to 89 are considered **above average risk**
- Scores from 90 and 99 are considered **high risk**



General Population Norm: 3,000

The individual has presented an objective self-image.

Scale: Interpersonally Detached

Percentile



Scale Description

The Interpersonally Detached scale assesses being task-focused and undistracted by personal issues, but can extend to being overly avoidant of other people and having limited social networks.

Score Interpretation

Anonymous' score on the Interpersonally Detached scale suggests she:

- Prefers to work alone
- Can be overly affected by slights or insults
- Is sceptical of others' motives
- Is highly task-focused
- Takes time to build relationships

Typical Feedback

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

- Has a small, select group of friends
- Does not mix easily with new people
- Easily offended and prone to anger
- Under-attends to interpersonal issues and social networks

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 could you extend your internal and external network?
- When you feel angry and offended, what works best to resolve it?
- How could you build more trust in your professional relationships?
- What could you do to develop your profile in the organisation?
- What strategies are effective for you when building new relationships?

Scale: Emotionally Controlled

Percentile



10

Scale Description

The Emotionally Controlled scale assesses emotional restraint and the capacity to remain calm and measured, but can extend to being perceived as cold and removed.

Score Interpretation

Anonymous' score on the Emotionally Controlled scale suggests she:

- Relates well to others
- Is emotionally expressive
- Demonstrates interest in colleagues
- May lack guidance and clarity
- Can be over-excitabile

Typical Feedback

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

- Shows empathy and compassion for others
- Strongly affected by the immediate surroundings
- May avoid conflict or difficult situations
- Can be irrational and unpredictable in a crisis or high-pressure 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.

- What more could you do to balance the welfare of others with getting the job done?
- How can you be steady in a crisis when you have strong feelings yourself?
- Does being excitable and expressive ever create problems for you?
- What works well for you in situations of conflict or dispute?
- What support could you access to develop your resilience?



19

Scale Description

The Self-Focused scale assesses belief in one's own worth and ability, as well as prioritising oneself, but can extend to egocentric behaviour and craving admiration from others.

Score Interpretation

Anonymous' score on the Self-Focused scale suggests she:

- Is a considerate team-player
- Has a measured and accurate self-perception
- Likely under-represents own achievements
- May struggle in leadership positions
- Aware of own limitations

Typical Feedback

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

- Can blend lots of competing perspectives together
- Strong at making teams work cohesively
- May need to take a stronger stand on some issues
- Could work on being more visible or self-marketing

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 could you communicate your achievements more effectively?
- Do you compromise your own interests for the sake of the team?
- Do you give other people a fairer 'crack of the whip' than you give yourself?
- How do you make and hold an unpopular decision?
- What else do you need to do to assert yourself?

Scale: Impulsive

Percentile



Scale Description

The Impulsive scale assesses acting quickly and being able to thrive at a fast pace, which can extend to maverick behaviour and thrill-seeking.

Score Interpretation

Anonymous' score on the Impulsive scale suggests she:

- Is bright and innovative
- Shows skill in managing several tasks simultaneously
- Thrives in rapidly changing, intense situations
- Can be reckless to the point of irresponsibility
- Tends to be overly impulsive

Typical Feedback

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

- Rarely gets anxious
- Often quick-witted and adaptive
- Can be easily distracted by what is going on in the immediate environment
- May be guided by gratifying desires rather than a planned purpose

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 manage distractions from your core tasks?
- How could you protect yourself and your work from recklessness?
- What helps you to manage your impulses?
- What support do you need to behave in a steadier manner?
- How can you motivate yourself to complete tasks you find boring?

Scale: Lability

Percentile



95

Scale Description

The Lability scale assesses passion and dynamism, but can extend to intense bursts of enthusiasm which burn out, making the person appear flighty.

Score Interpretation

Anonymous' score on the Lability scale suggests she:

- Can be unpredictable
- Is quick to anger
- Can be too intense
- Tends to over-react
- Is moody and capricious

Typical Feedback

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

- Can be over-sensitive
- Hard to work with because of intense and contradictory emotional outbursts
- Needs to have more stable views and reactions
- Can be over-reactive

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.

- When you feel rejected, what is your most effective response?
- What helps you contain your volatility?
- When you feel something strongly, how can you ensure you behave in a measured way?
- How can you exert more control over yourself when you are riled up?
- What needs to be in place for you to feel calm and steady?

Scale: Judgemental

Percentile



Scale Description

The Judgmental scale assesses critical thinking and having astute reasoning, but can extend to harshness and expecting the worst of others or situations.

Score Interpretation

Anonymous' score on the Judgmental scale suggests she:

- Can take a strong stand on issues
- Expresses opinions with confidence and security
- Strong at appraising and often astute
- Can be quick to judge
- May be pessimistic

Typical Feedback

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

- Can be too strong on evaluation rather than understanding
- A clear thinker
- Has a strong moral sense
- Can be harsh about 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.

- What more could you do to ensure you are being fair to others?
- Do you need to give other people more of a chance?
- Does your sense of morality ever interfere with forming good relationships at work?
- What additional checks and balances could you put in place to make sure your view is right?
- How can you share your views of others in a more team-orientated way?

Scale: Doubtful

Percentile



Scale Description

The Doubtful scale assesses the avoidance of risk, desire for cooperation, and dependence on others, but can extend to self-doubt and unhelpful reassurance-seeking.

Score Interpretation

Anonymous' score on the Doubtful scale suggests she:

- Is eager to please
- Puts work and colleagues first
- May not be sufficiently independent
- May overly seek approval
- Tends to over-attribute failure to self

Typical Feedback

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

- Over-attentive to negative consequences
- Willing to support other people, perhaps to a fault
- Can be overly dependent on others
- May lack leadership capability

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.

- When do you feel at your most confident?
- How does it help you to put others before yourself?
- What helps you to make decisions independently?
- How could you improve your opinion of yourself?
- What could you do to take a more visible position at work?

Scale: Perfectionist

Percentile



21

Scale Description

The Perfectionist scale assesses having high standards and precision, but can extend to being overly detail-focused and conscientious to a fault.

Score Interpretation

Anonymous' score on the Perfectionist scale suggests she:

- Is exciting and creative
- Is easy to work with and for
- Is strong on goal attainment
- Can lack credibility and reliability
- May lack the necessary attention to process

Typical Feedback

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

- Good at big-picture thinking
- Inventive and imaginative
- Can break new ground
- May be harder to put faith in

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.

- What helps you to take more care in your tasks?
- How can you be more thorough?
- What needs to happen to help you be more reliable?
- How can you translate your big picture ideas into practical solutions?
- What helps you to keep an eye on the detail?