

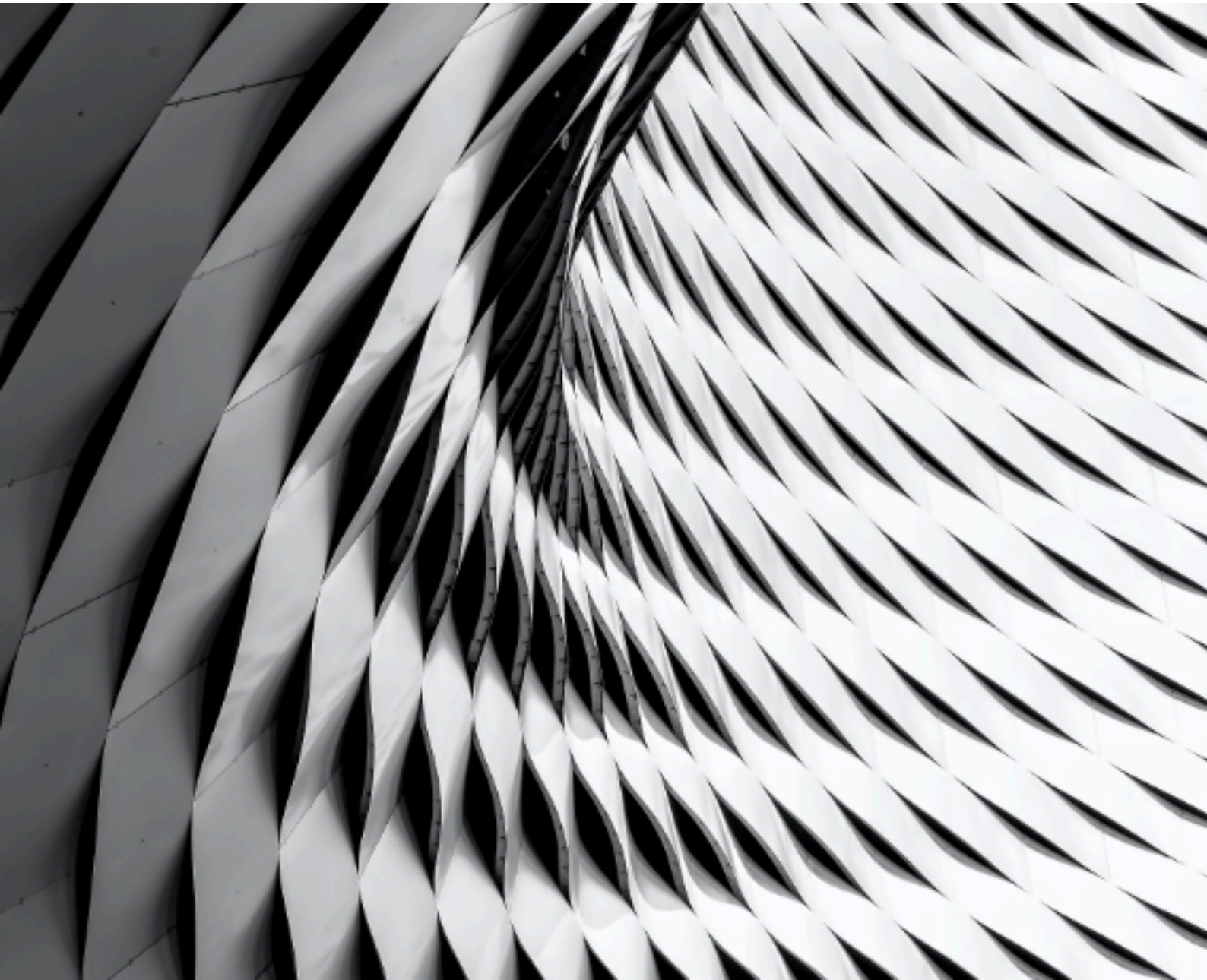


# Development Dimensions

A report for:

**Sam Sample**

Created 22<sup>nd</sup> August 2023



## Introduction

This report is confidential and is produced on behalf of Sam Sample who completed the Development Dimensions Personality Questionnaire on 29/07/2023. 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.

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. The 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

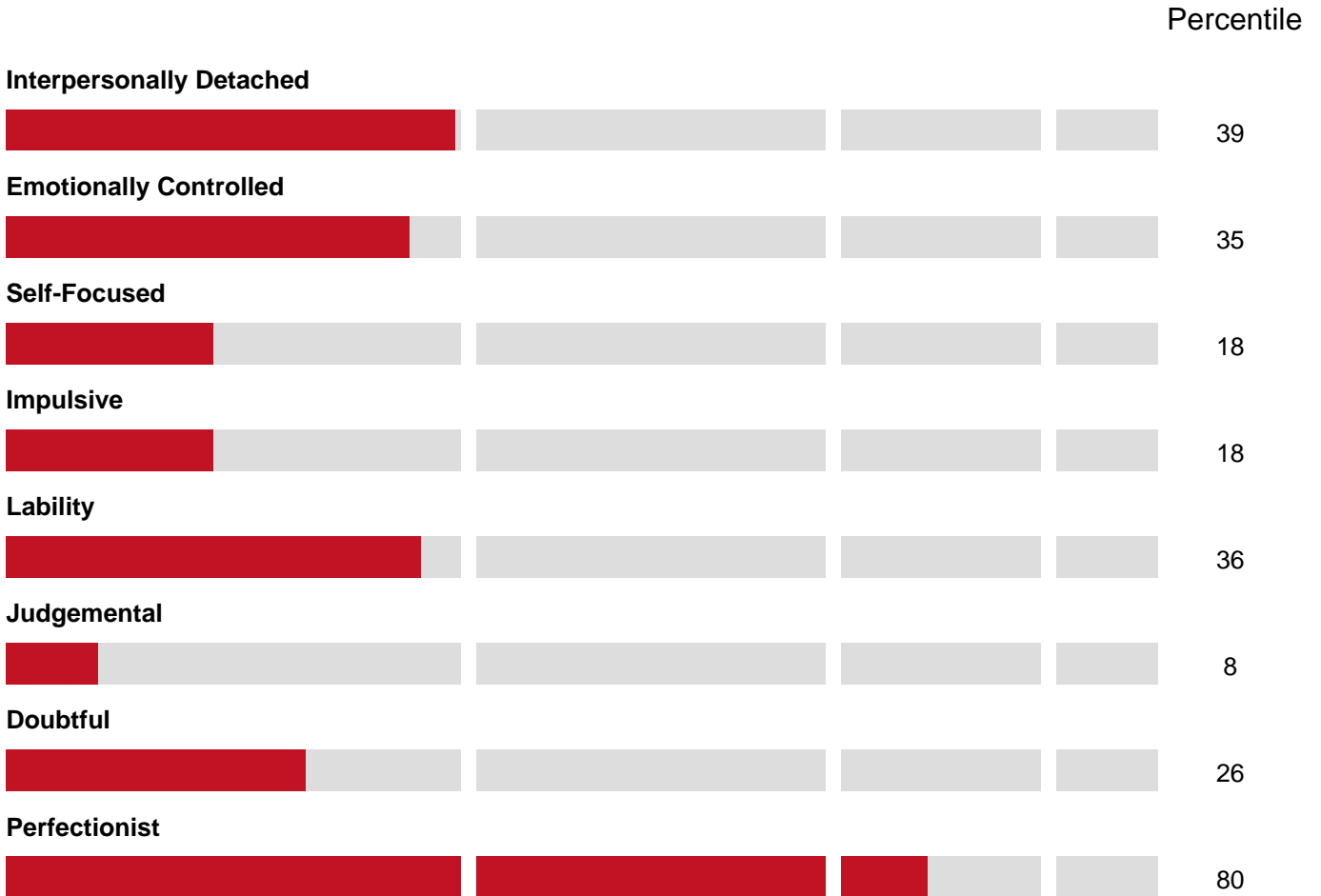
This report summarises responses into 8 individual scales:

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

## Summary Profile

Percentile scores indicate the proportion of the population who score at or below Sam Sample. For example, a score of 50 on a personality scale indicates that Sam’s 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**



**Comparative Group:** General Population

# 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

Sam's score on the Interpersonally Detached scale suggests she:

- Is happy to spend time interacting with new people
- Does not attempt to limit her relationships with people
- Is open and friendly
- Is easy-going and not easily irritated
- Is reasonably trusting of others

## Typical Feedback

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

- Invests time in both work and networking
- Is a co-operative team member
- Is easy to get along with
- Trusts others to do the right thing

## 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 keep your work priorities in mind?
- How can you find a balance of getting on with colleagues and completing all your tasks?
- Could your willingness to engage with others easily make you open to being taken advantage of?
- What else could you do to make sure your work is organised and systematic?
- How could you adapt to share the limelight with others?

## Subscales

The subscales below provide additional insight into the overall personality scale. An interpretation of each subscale is provided below for Sam's responses.



### Wary

Generally trusts other's intentions, building close relationships over time



### Avoidant

Comfortable spending time alone and may limit social interactions



### Easily Offended

Generally easy-going but may be slow to forgive past wrongs

# Scale: Emotionally Controlled

Percentile



## 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

Sam's score on the Emotionally Controlled scale suggests she:

- Relates well to others
- Shows an appropriate amount of feeling in the workplace
- Is emotionally expressive and sensitive to others
- Connects well with colleagues
- Shows predictable reactions to situations

## 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
- Is Collaborative with colleagues
- Demonstrates interest in others
- May avoid conflict or difficult situations

## 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're feeling strongly yourself?
- Does being excitable and expressive ever work poorly for you?
- What works well for you in situations of conflict or dispute?
- What support could you access to develop your dependability?

## Subscales

The subscales below provide additional insight into the overall personality scale. An interpretation of each subscale is provided below for Sam's responses.



### Reserved

Usually open with emotions, but may struggle to express themselves at times



### Aloof

Tends to be friendly, but can grow standoffish when upset



### Overly-logical

Can consult their feelings, but may prioritise a logical rationale for decisions



## 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

Sam's score on the Self-Focused scale suggests she:

- Has a fairly measured self-perception of own worth and ability
- Is unlikely to seek out others' approval
- Is a considerate team-player
- Is appreciative of others who are supportive
- May under-represent her own achievements

## Typical Feedback

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

- Is fair and objective when considering others' perspectives
- Is supportive of colleagues
- May need to speak up more
- Could work on being more visible or self-marketing in order to get ahead

## 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?

## Subscales

The subscales below provide additional insight into the overall personality scale. An interpretation of each subscale is provided below for Sam's responses.



### Self-centred

Typically focused on helping others and showing concern for others' wellbeing



### Grandiose

Is largely humble but may compare themselves to others too often



### Low-empathy

Typically caring but may prioritise getting tasks done over people's feelings



## 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

Sam's score on the Impulsive scale suggests she:

- Is focused and invests time in her work
- Is steady and unlikely to push the limits
- Is seen as a safe pair of hands
- Focuses on one thing at a time
- Is even-keeled

## Typical Feedback

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

- Is cautious, perhaps even risk averse
- Is attentive and not easily distracted
- Weighs up options responsibly, not making rash mistakes
- Does her homework before taking action

## 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.

- Do you achieve the right balance between being cautious and taking risks?
- Does focusing on the task cause you to miss out on other activities in the workplace?
- What more could you do to be more creative or free-thinking?
- Do you need to do more to inspire others and motivate them?
- Could your careful deliberation ever hinder the pace at which things need to happen?

## Subscales

The subscales below provide additional insight into the overall personality scale. An interpretation of each subscale is provided below for Sam's responses.



### Thrill-seeking

Can be hotheaded and enjoys the experience of taking risks



### Distractible

Rather focused on tasks, with a long attention span



### Rash

Acts with a sense of urgency





## 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

Sam's score on the Lability scale suggests she:

- Is not strongly emotional or passionate
- Is fairly constant and predictable
- Responds in a steady, measured manner
- Is reliable and calm
- Is not easily upset

## Typical Feedback

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

- Moderate and even-tempered
- Reliable and dependable
- Not overly reactive
- May need to work on how to inspire 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 demonstrate your enthusiasm?
- How could you develop your ability to inspire others?
- What else do you need to do to communicate your value to your seniors?
- Do you ever need to take a stronger stand on work issues?
- What helps you to work outside your comfort zone in fast-paced, changing situations?

## Subscales

The subscales below provide additional insight into the overall personality scale. An interpretation of each subscale is provided below for Sam's responses.



### Intense

Mostly mild-mannered, but may react unpredictably under pressure



### Flighty

Usually has a stable mood, but may be put off projects under stress



### Emotionally Expressive

Emotionally sensitive, being affected by powerful mood changes





## 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

Sam's score on the Judgmental scale suggests she:

- Is balanced and fair in their appraisal of others
- Typically forms a reasonable judgement of events
- Evaluates others and self with equal measure
- Values the contribution of other people
- Looks for a the 'silver-lining' in most situations

## Typical Feedback

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

- Shows a mature outlook
- Is fair and well-liked by others
- Is constructive when evaluating the performance of people
- Doesn't dwell on mistakes

## 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 can you do to ensure you are not under-estimated?
- Do you need to stand up to other people more?
- Does being fair and easy-going ever work against you?
- How can you show your value more clearly?
- Could your balanced views ever be perceived as weakness?

## Subscales

The subscales below provide additional insight into the overall personality scale. An interpretation of each subscale is provided below for Sam's responses.



### Pessimistic

Tends to give people the benefit of the doubt in most situations



### Disapproving

Mostly looks forward to the future, but can have doubts or worries



### Critical

Normally easygoing, but can find things to criticise about others

## Scale: Doubtful

Percentile



26

### 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

Sam's score on the Doubtful scale suggests she:

- Is not prone to worry and can take risks independently
- Is prepared to take on new challenges
- Has a secure sense of self
- Demonstrates a capacity for leadership
- Is reasonably confident and able to be in the spotlight

### Typical Feedback

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

- Is able to take risks
- Is independent and capable of making unpopular decisions
- Will share credit with others
- Readily offers own opinions when asked

### 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.

- Can a bit of self-doubt be helpful?
- How can you make sure other people find you a good team player?
- Do you sometimes take risks when you shouldn't?
- What would help you bring more consideration to your decision-making?
- Do you need to be more facilitative?

### Subscales

The subscales below provide additional insight into the overall personality scale. An interpretation of each subscale is provided below for Sam's responses.



#### Submissive

Prefers to make own decisions, but may defer to others' expertise if in doubt



#### Risk-averse

Usually able to assess risks for themselves and can own their mistakes



#### Insecure

Often seeks advice from others, and may be reliant on approval

# Scale: Perfectionist

Percentile



## 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

Sam's score on the Perfectionist scale suggests she:

- Has high performance standards for self and others
- Takes her responsibilities seriously, perhaps to a fault
- Is highly diligent in delivering quality results
- Can be demanding and detail-orientated, perhaps even rigid at times
- May be overly-reliant with rules and ways of doing things, especially when under pressure

## Typical Feedback

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

- Can limit the effectiveness of her relationships by being too demanding
- Can delay progress by trying to achieve perfection
- Is a stickler for detail
- Can be overly focused on order and control when under pressure

## 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 are the downsides to your precision?
- Can being exacting bring difficult consequences for you and others?
- What would be the benefits to being less demanding?
- When you are more relaxed about rules, how does it work out for you?
- Do you take more responsibility than you should?

## Subscales

The subscales below provide additional insight into the overall personality scale. An interpretation of each subscale is provided below for Sam's responses.



### Rule-bound

Able to adapt to new situations, but may desire a structured approach at times



### Meticulous

Painstaking attention to detail, finding nothing is perfect enough



### Conscientious

Mostly laid-back, but can put pressure on others to perform better