



# Talent Dimensions

A recruitment 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 Talent 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 personality traits that research has linked to effectiveness at work. 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 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

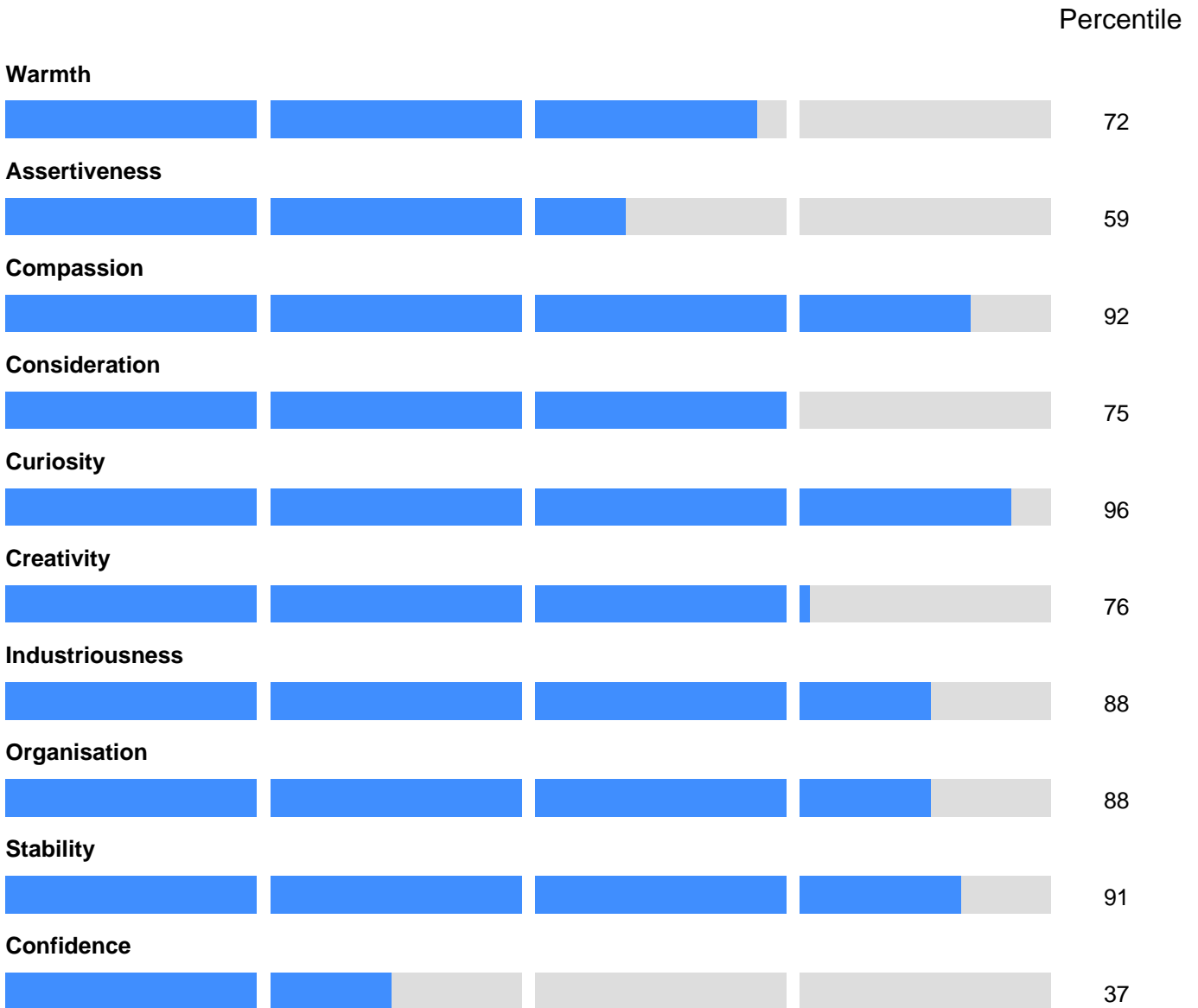
This report summarises responses into 10 individual scales:

Scales	Low scorers tend to be described as	High scorers tend to be described as
<b>Warmth</b>	Distant, reserved, guarded	Enthusiastic, gregarious, expressive
<b>Assertiveness</b>	Cooperative, modest, shy	Assertive, leader-like, dominant
<b>Compassion</b>	Critical, indifferent, self-interested	Generous, supportive, sympathetic
<b>Consideration</b>	Direct, independent, blunt	Polite, thoughtful, respectful
<b>Curiosity</b>	Practical, grounded, uncomplicated	Analytical, intellectual, theoretical
<b>Creativity</b>	Traditional, realistic, concrete	Creative, artistic, imaginative
<b>Industriousness</b>	Laid-back, distractible, laissez-faire	Ambitious, prudent, hardworking
<b>Organisation</b>	Casual, flexible, disorganised	Structured, detail orientated, disciplined
<b>Stability</b>	Impulsive, tense, volatile	Composed, even-tempered, easy-going
<b>Confidence</b>	Anxious, withdrawn, hesitant	Assured, comfortable, resilient

## Summary Profile

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

- 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 and 99 are considered **high**



Global Population Norm

The individual has presented an overly positive self-image at times.

## Scale: Warmth

Percentile



72

### Scale Description

The Warmth scale measures an individual's tendency to show enthusiasm, express their thoughts, and engage in social activities.

### Score Interpretation

Sam's score on the Warmth scale suggests she:

- Is outgoing and friendly
- Builds warm, cooperative relationships with people
- Is sociable and easy to get to know
- Enjoys spending time with people
- Prefers to take a collaborative approach as part of a team

### Typical Feedback

Individuals with a similar score on the Warmth scale have received the following developmental feedback comments:

- Is quick to make contact with new colleagues
- Speaks convincingly but needs to balance this with giving others enough space to share their views
- Is a collaborative team-player
- Enthusiastic about colleagues and the organisation, but might benefit from considering when a more formal approach is 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 forge strong relationships with your colleagues?
- How do you motivate or inspire your colleagues?
- Describe how you typically create a 'team ethic'.
- How do you get others enthusiastic about a project?
- What do you say to communicate goodwill to others?

## Scale: Assertiveness

Percentile



59

### Scale Description

The Assertiveness scale measures an individual's tendency to express self-confidence, take decisive action, and seek to influence others.

### Score Interpretation

Sam's score on the Assertiveness scale suggests she:

- Is willing to assume a leadership role if needed, but may not seek out the role
- Expresses her opinions with some confidence
- Enjoys a balanced pace of work
- Will pivot from talking to listening to others
- Neither leaves too strong an impression nor goes unnoticed

### Typical Feedback

Individuals with a similar score on the Assertiveness scale have received the following developmental feedback comments:

- Shares own view but listens to others
- Seeks a fair deal with competitors / colleagues
- Reasonable in getting answers from colleagues
- Will speak up on important issues

### 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 get your message across to other people in a team?
- Are some stakeholders pushy in negotiations? How do you typically handle them?
- Describe how you get the information you need from your colleagues.
- How do you typically take charge of a project that requires leadership?
- How do you typically find the energy to complete a lot of work?

## Scale: Compassion

Percentile



92

### Scale Description

The Compassion scale measures an individual's tendency to empathise with others, trust people, and experience emotions.

### Score Interpretation

Sam's score on the Compassion scale suggests she:

- Is sympathetic, caring, and interested in people
- Is positive, selfless, and understanding
- Devotes time to helping and supporting others
- Takes a strong interest in people's lives
- Readily expresses emotions

### Typical Feedback

Individuals with a similar score on the Compassion scale have received the following developmental feedback comments:

- Generous with her time, but can be too willing help others at times
- Is trusting and caring, but may benefit from considering when a wary or more sceptical approach would be more appropriate
- Tries to make things easy for others, but in doing so she can take on too much herself
- Can avoid giving tough messages and might benefit from adopting a more objective approach when giving challenging feedback

### 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 typically support your colleagues?
- How has awareness of others' needs affected your actions?
- Do struggling individuals sometimes need your help? What do you do?
- To what extent do you feel you can trust your colleagues?
- What have you done to demonstrate faith in your team members?

## Scale: Consideration

Percentile



75

### Scale Description

The Consideration scale measures an individual's tendency to be supportive of others, express their feelings, and be cooperative.

### Score Interpretation

Sam's score on the Consideration scale suggests she:

- Is very sincere with other people
- Compliments others on their work
- Can be reluctant to take the praise for her own work
- Shows sensitivity to others' feelings and values their input
- Enables others to speak up

### Typical Feedback

Individuals with a similar score on the Consideration scale have received the following developmental feedback comments:

- Courteous throughout difficult negotiations
- Deferential, even with unfriendly people
- Openly frank and sincere with others
- Tries to turn the other cheek

### 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 treat challenging individuals respectfully?
- In what ways do you demonstrate respect for other people?
- How honest do you allow yourself to be with others?
- Describe how you approach a sensitive issue with a colleague.
- What do you do in response to rudeness from other people?

## Scale: Curiosity

Percentile



96

### Scale Description

The Curiosity scale measures an individual's tendency to show an interest in new ideas, engage in self-reflection, and challenge themselves intellectually.

### Score Interpretation

Sam's score on the Curiosity scale suggests she:

- Is curious, questioning, and intellectual
- Is drawn to ideas and concepts
- Formulates ideas quickly and keen to engage intellectual debates
- Enjoys solving challenging or complex problems
- Can pursue new ideas for their own sake and struggle to stay focused on one thing

### Typical Feedback

Individuals with a similar score on the Curiosity scale have received the following developmental feedback comments:

- Tries to know everything about the organisation
- Highly informed on organisational principles
- Has found out all she can about her team members
- Frequently searches out new ideas to be implemented

### 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 take interest in the operations of the organisation?
- Describe how your interest in organisational principles is implemented.
- What do you find interesting about other team members' perspectives?
- What new ideas have you applied in the organisation?
- How curious are you to learn new things in your role?



## Scale: Creativity

Percentile



76

### Scale Description

The Creativity scale measures an individual's tendency to use their imagination, explore different experiences, and be open to creative endeavours.

### Score Interpretation

Sam's score on the Creativity scale suggests she:

- Is imaginative, regularly daydreaming
- Sees things in terms of the big picture
- May question the way things are done
- Is enthusiastic about ideas and possibilities
- Is good at thinking laterally

### Typical Feedback

Individuals with a similar score on the Creativity scale have received the following developmental feedback comments:

- Prefers to consider the big picture
- Can clearly imagine future risks while planning
- Eager to see changes implemented in organisation
- Highly aware of strengths and areas to develop

### 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 the big picture relevant in the day to day?
- Describe how you visualise future risks when making decisions.
- How do you bring about change in the organisation?
- How aware are you of your own strengths and weaknesses?
- What organisational values do you consider important?

## Scale: Industriousness

Percentile



88

### Scale Description

The Industriousness scale measures an individual's tendency to be self-disciplined, work efficiently, and strive to achieve outcomes.

### Score Interpretation

Sam's score on the Industriousness scale suggests she:

- Is hardworking, efficient, and self-disciplined
- Sacrifices personal time to achieve work commitments
- Rarely seems to be satisfied with achievements and finds it hard to feel challenged by routine tasks
- Has very high expectations of self and others
- Is highly goal driven and regularly achieves goals

### Typical Feedback

Individuals with a similar score on the Industriousness scale have received the following developmental feedback comments:

- Maximises the performance of colleagues
- Produces top work despite large organisational change
- Retains high performance regardless of personal pressures
- Pursues matters of highest meaning to the organisation

### 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 keep up the performance of your colleagues?
- How do you use SMART goals in setting out your objectives?
- How do you prevent organisational change from derailing you?
- How do you typically keep up performance when unmotivated?
- In what ways do your achievements contribute to the organisation?

## Scale: Organisation

Percentile



88

### Scale Description

The Organisation scale measures an individual's tendency to establish structure, routine, and plan their activities.

### Score Interpretation

Sam's score on the Organisation scale suggests she:

- Is organised, structured, and likes to plan things
- Is highly reliable and dependable in meeting obligations
- Is very responsible, taking their obligations seriously
- Is good with routine and works efficiently
- Might be somewhat inflexible, especially if working to a short deadline

### Typical Feedback

Individuals with a similar score on the Organisation scale have received the following developmental feedback comments:

- Committed to ensuring everyone is following practices
- Thorough in subjecting all plans to risk analysis
- Has very meticulous processes to ensure timely completion
- Appears untouchable in defending organisational values

### 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 ensure other people are operating responsibly?
- How do you increase adherence to principles in your organisation?
- In what ways do you assess risk before taking action?
- How do you typically ensure goals are completed in a timely manner?
- How do you act to maintain organisational values?

## Scale: Stability

Percentile



91

### Scale Description

The Stability scale measures an individual's tendency to exercise self-control, be tolerant of others, and manage their emotional reactions.

### Score Interpretation

Sam's score on the Stability scale suggests she:

- Is very calm, tolerant, and easy-going
- Rarely loses her temper and has good control over her impulses
- Copes very well with unfamiliar situations and events
- Has good self-control, managing own impulses or reactions
- Is highly even-tempered and stable, even when under pressure

### Typical Feedback

Individuals with a similar score on the Stability scale have received the following developmental feedback comments:

- Almost never gets annoyed with others
- Seemingly doesn't get frustrated, but may benefit from expressing more emotion
- Almost always relaxed and easy-going in conversation
- Retains calm professionalism consistently

### 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 are you able to remain diplomatic with a rude individual?
- What techniques do you use when staying calm?
- How do you stop emotions from derailing you?
- How do you control your emotional reaction when upset?
- What enables you to protect organisational values when under pressure?

## Scale: Confidence

Percentile



37

### Scale Description

The Confidence scale measures an individual's tendency to manage pressure, remain optimistic, and deal with ambiguity.

### Score Interpretation

Sam's score on the Confidence scale suggests she:

- Can be pre-occupied that things will go wrong
- Can become less confident in front of new people
- May become discouraged if challenged
- Is somewhat sensitive to criticism
- Under pressure, can start to doubt herself

### Typical Feedback

Individuals with a similar score on the Confidence scale have received the following developmental feedback comments:

- Finds it hard to speak with confidence
- Could experience anxiety with sudden changes
- May struggle to find effective coping strategies
- Can feel vulnerable admitting 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.

- How do you get yourself to speak in front of others?
- What techniques do you have to not panic in an unfamiliar situation?
- How do you cope during a setback?
- How do you typically handle criticism?
- What do you do to stay cheerful?