

Leadership Questionnaire

Simon Sample
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Report Information

This report has been generated using results from the Test Partnership Personality Questionnaire, which analyses a person's personal preferences, motives, and behavioural tendencies.

This report presents personality scales based on the candidate's own responses to behavioural questions. Research has shown that the self-reporting measures used in this questionnaire are a valid measure of how people behave in the workplace.

Scales have been generated by comparing the candidate's responses with the responses of thousands of other people, to give a comparison of personality traits in the form of sten scores.

Sten scores of 4, 5, 6, or 7 are considered to be within an 'average' range for the comparison group, whilst higher and lower sten scores suggest stronger and weaker preferences compared with the comparison group. It is important to note that low sten scores do not necessarily mean poor performance; they just mean a low tendency to exhibit that particular personality trait. Indeed in some roles it is preferable to display low tendencies towards certain personality traits.

The information contained in this report is confidential and should be stored securely.

The information in this report is likely to remain valid for up to 24 months from the date of taking the questionnaire.

Disclaimer

This report has been computer-generated and it cannot be guaranteed that this report has not been changed or adapted from the original computer-generated output.

If the questionnaire was completed without supervision, the identity of the respondent cannot be guaranteed.

Test Partnership accept no liability for the consequences of the use of this report.

Report Sections

Full Personality Scales

This section gives a detailed view of the candidate's full personality profile presented on 8 scales. By providing a spectrum of personality traits, it's possible to focus on particular aspects of the candidate's personality.

Full Personality Scales Report

These pages act as narrative to support the Full Personality Scales section. The report describes how the candidate's responses relate to each of the 8 scales, and what their preferences indicate in practice.

Summary Personality Profile

Since it's sometimes impractical or unnecessary to analyse every one of the personality traits contained in the first section, this summary profile recasts the candidate's personality traits in an aggregated, more tailored format for alternative interpretation.

Summary Personality Profile Report

These pages act as narrative to support the Summary Personality Profile section. The report describes how the candidate's responses relate to each of the summary markers, and what their preferences indicate in practice.

Full Personality Scales

1 2 3 4 5 6 7 8 9 10

<p>Collaborator Engaging, forthcoming and open, leads by forming relationships.</p>	
<p>Coordinator Traditional, responsible and diligent, leads through systems.</p>	
<p>Influencer Dominant, persuasive and strong-willed, leads by convincing others.</p>	
<p>Mediator Level-headed, rational and poised, leads through balance.</p>	
<p>Organiser Systematic, ordered and disciplined, leads through goal setting.</p>	
<p>Originator Innovative, original and unorthodox, leads by managing change.</p>	
<p>Pioneer Curious, imaginative and inventive, leads through vision.</p>	
<p>Stabiliser Clear headed, self-assured and at-ease, leads through stability.</p>	

Full Personality Scales Report

Collaborator

Score: 6

Simon shows a moderate preference towards the collaborator leadership type. Simon is as likely as most people to manage staff through relationship-building. Simon is likely to strike a balance between connecting with staff on a personal level, and maintaining a professional working relationship.

Coordinator

Score: 6

Simon shows a moderate preference towards the coordinator leadership type. Simon is about as likely as most people to stick to established rules and traditions when managing staff. Simon may prefer a balance between hierarchical and flexible management structures.

Influencer

Score: 7

Simon shows a moderate preference towards the influencer leadership type. Simon is about as likely as most people to take control using persuasion or charisma. Simon is likely to feel confident convincing others to accept their authority, unless that team is especially unaccepting of the status quo.

Mediator

Score: 6

Simon shows a moderate preference towards the mediator leadership type. Simon is about as likely as most people to feel confident managing a team with a high degree of internal conflict. Simon is about as likely as most people to feel comfortable managing difficult or uncooperative staff members.

Organiser

Score: 7

Simon shows a moderate preference towards the organiser leadership type. Simon is about as likely as most people to focus on tasks and processes. Simon is about as likely as most people to feel comfortable managing teams with highly specific goals, objectives or deadlines.

Originator

Score: 4

Simon shows a moderate preference towards the originator leadership type. Simon is likely to feel about as comfortable as most people leading change. Simon is likely to show a balance between preferring established processes, and generating new ideas or spearheading change.

Pioneer

Score: 6

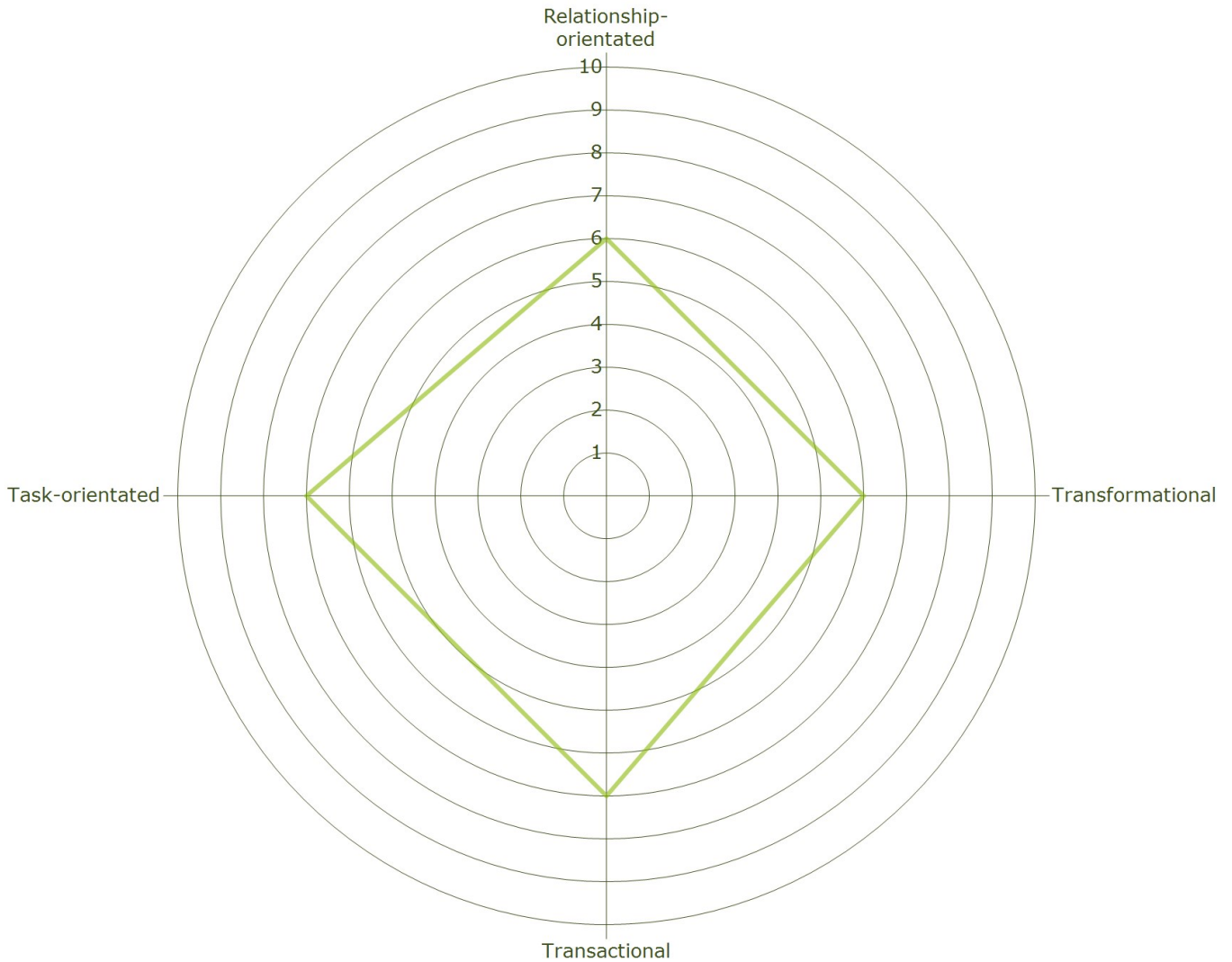
Simon shows a moderate preference towards the pioneer leadership type. Simon is likely to show a balance between traditional, tried and tested methods and new, unique management strategies. Depending on context, Simon may prefer either practical or abstract solutions to problems.

Stabiliser

Score: 6

Simon shows a moderate preference towards the stabiliser leadership type. Simon is about as likely as most people to remain calm and confident when leading during times of high stress or adversity. Simon is about as likely as most people to feel comfortable managing teams in high stress environments.

Summary Personality Profile



Summary Personality Profile Report

Relationship-orientated

Score: 6

Simon shows a moderate preference towards the relationship-orientated leadership approach. Simon is about as likely as most people to focus on relationship building, communication and interaction with employees. Simon is about as likely as most people to feel comfortable holding frequent meetings and discussing plans in-depth.

Task-orientated

Score: 7

Simon shows a moderate preference towards the task-orientated leadership approach. Simon is about as likely as most people to feel comfortable managing a team's tasks, processes and goals. Simon is likely to strike a balance between focusing on details and allowing flexibility in their management approach.

Transactional

Score: 7

Simon shows a moderate preference towards the transactional leadership approach. Simon is about as likely as most people to focus on monitoring processes and seeking compliance. Simon will likely feel most comfortable in organisations which strike a balance between hierarchical and flexible organisational structures.

Transformational

Score: 6

Simon shows a moderate preference towards the transformational leadership approach. Simon is about as likely as most people to use charisma, encourage motivation or build personal relationships with staff. Simon is about as likely as most people to feel comfortable managing change or spearheading change initiatives.