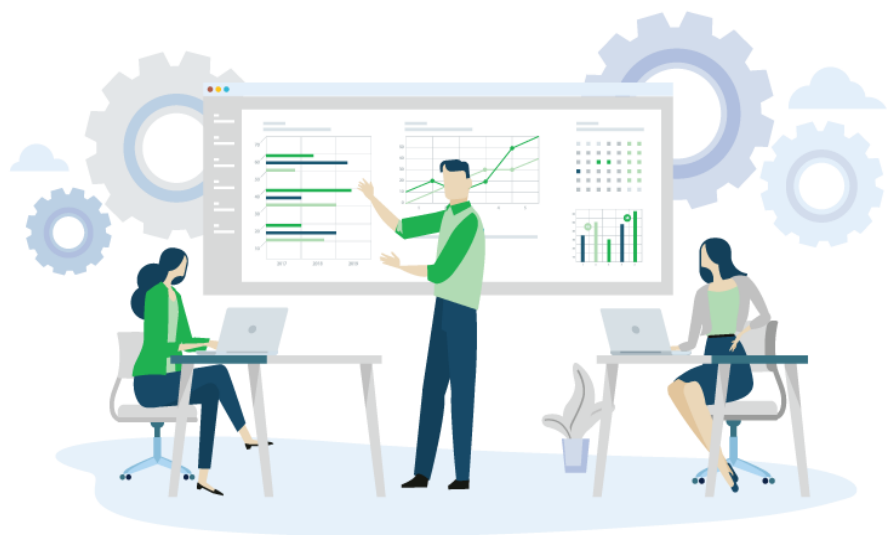

Simone Sample

TPAQ - Competency Profile

Competency Report



Report Information

This report has been generated using results from the Test Partnership TPAQ - Competency Profile, 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 test was completed without supervision, the identity of the test-taker 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 32 scales. By providing a spectrum of personality traits, it's possible to focus on particular aspects of the candidate's personality.

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.

Competency Report





This section provides information regarding the candidate's predicted potential in accordance with our full competency framework.

Full Personality Scales Report





Creativity and Flexibility

<p>Artistic An individual's pursuit of artistic interests, appreciation of aesthetics and the recognition of beauty.</p>		<p>Above average</p>
<p>Free-Thinking An individual's propensity to question convention and tradition, in favour of alternative approaches.</p>		<p>Average</p>
<p>Imaginative An individual's propensity to engage their imagination, reflecting and expanding upon their ideas.</p>		<p>Average</p>
<p>Spontaneity An Individual's preference for spontaneous activity, seeking new experiences and acceptance of change.</p>		<p>Well below average</p>





Integrity and Ethics

<p>Fairness An individual's propensity to play by the rules, even if breaking the rules increases the chance of success.</p>		<p>Below average</p>
<p>Honesty An individual's propensity to act sincerely, displaying honesty regardless of whether it is counterproductive.</p>		<p>Below average</p>
<p>Modesty An individual's disinterest in seeking recognition, praise or attention, not requiring external validation.</p>		<p>Well below average</p>
<p>Principled An individual's commitment to moral ideals, even when this inhibits the likelihood of achieving a goal.</p>		<p>Well below average</p>





Motivation and Work Ethic

<p>Drive An individual's desire to succeed or excel in everything they do, often seeking to outperform others.</p>		Well below average
<p>Goal Focus An individual's preference for setting and achieving goals, gaining satisfaction from reaching targets.</p>		Well below average
<p>Persistence An individual's likelihood of seeing a task through to completion, despite challenges, setbacks and obstacles.</p>		Below average
<p>Self-Confidence An individual's perceived competence and their sense of confidence in their own abilities.</p>		Well below average





Organisational Skills

<p>Diligence An individual's propensity to follow the rules, uphold procedure and fulfil their obligations.</p>		<p>Well below average</p>
<p>Discipline An individual's likelihood to remain productive and maintain focus during necessary day-to-day tasks.</p>		<p>Average</p>
<p>Methodical An individual's attention to detail and their propensity to conduct tasks in a meticulous way.</p>		<p>Well below average</p>
<p>Self-Directed An individual's likelihood to feel in control, rarely feeling powerless over their life's direction.</p>		<p>Well below average</p>





People Skills

<p>Assertive An individual's propensity to take control of social situations and feel comfortable speaking their mind.</p>		Well below average
<p>Negative Expression An individual's healthy expression of negative emotion, attending to negative feelings and not suppressing them.</p>		Average
<p>Positive Expression An individual's awareness and recognition of positive emotion, feeling able to express this to others.</p>		Well below average
<p>Sociable An individual's preference for group membership, participation in crowds and taking centre stage.</p>		Average





Problem Solving and Decision Making

<p>Initiative An individual's propensity towards proactivity, starting tasks autonomously without procrastination.</p>		<p>Below average</p>
<p>Intuitive An individual's propensity to use feeling, emotions, and intuition as a guide when making decisions.</p>		<p>Well above average</p>
<p>Perseverance An individual's propensity to see long-term projects through to completion, even in the face of adversity.</p>		<p>Well below average</p>
<p>Vigilance An individual's consideration of consequences and avoidance of impulsive decision-making.</p>		<p>Well below average</p>

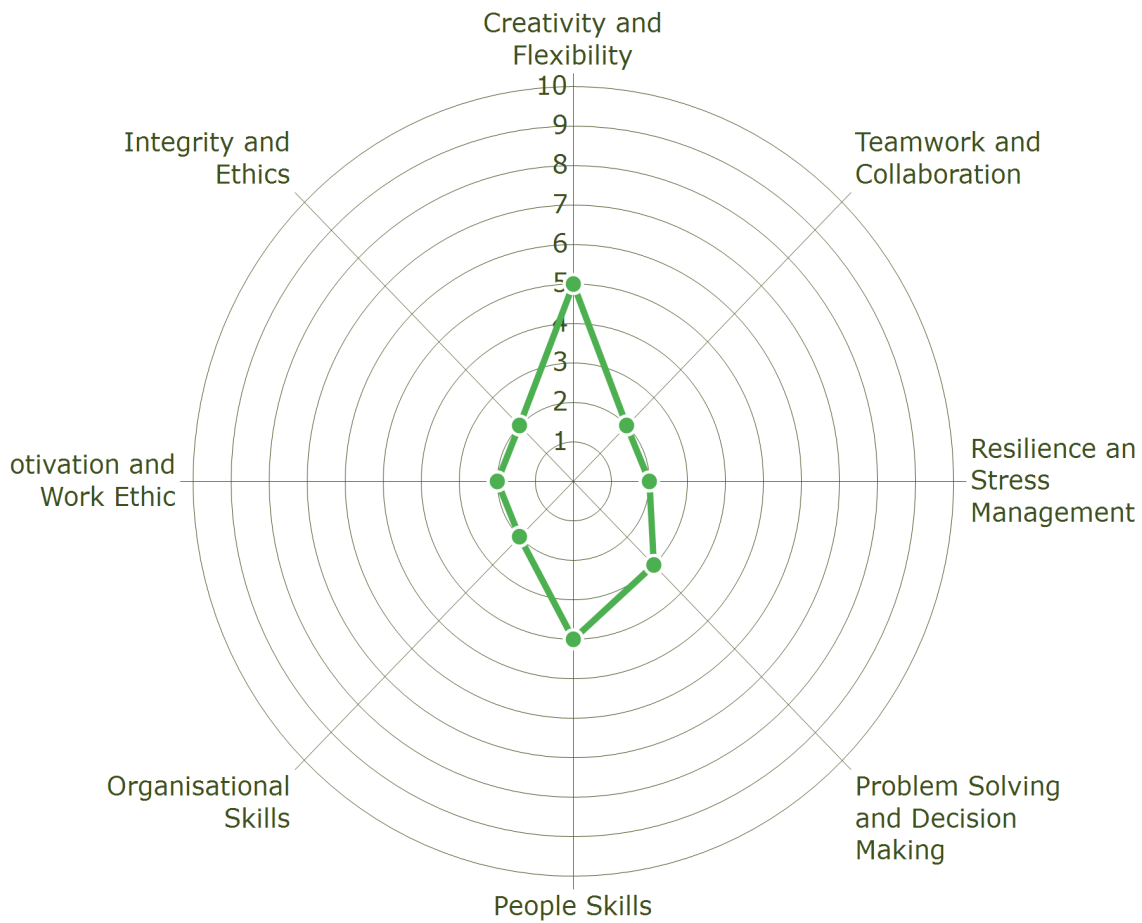
Resilience and Stress Management

<p>Calm An individual's propensity to take things in their stride, rather than becoming angry or frustrated.</p>		<p>Well below average</p>
<p>Collected An individual's emotional consistency, rarely experiencing mood swings or negative emotional reactions.</p>		<p>Well below average</p>
<p>Confidence An individual's level of belief concerning their capability to overcome obstacles, setbacks and deterrents.</p>		<p>Well below average</p>
<p>Self-Esteem An individual's perceived self-worth, concerning positive self-image and recognition of their own worth.</p>		<p>Well below average</p>

Teamwork and Collaboration

<p>Cooperative An individual's propensity to avoid confrontation, cause upset or offence to other people.</p>		<p>Below average</p>
<p>Empathetic An individual's concern for others' well-being, readily empathising with their situations, challenges and feelings.</p>		<p>Well below average</p>
<p>Sympathetic An individual's attitude towards those in need, feeling a sense of responsibility for the well-being of others.</p>		<p>Well below average</p>
<p>Trusting An individual's likelihood to trust others, see the best in people and rarely question their intentions.</p>		<p>Well below average</p>

Summary Personality Profile



Creativity and Flexibility

Score: **5**

Creativity and Flexibility is related to an individual's capacity to conceive original ideas, adjust to new environments or changes, and tackle issues with a broad-minded and adaptable attitude, especially in professional contexts.

Creativity and Flexibility are instrumental in driving an individual's ability to navigate through complex work scenarios, fostering innovation, and promoting organisational agility. This trait helps professionals to identify unique solutions to challenges and to seize opportunities for growth and advancement that might otherwise go unnoticed. Those who are high in Creativity and Flexibility not only adapt to changes but are often the catalysts for change themselves, forging new paths and setting trends in their field.

Those who score highly on Creativity and Flexibility exhibit a strong ability to think outside the box, creating novel and ground-breaking solutions that help their organisations stay ahead in a fast-paced world. Unlike pure intellect, this isn't just about knowledge or analytical skills but rather about the ability to see connections where others don't and to envision new possibilities. Their open-minded approach allows them to embrace change, rather than resist it, which acts as a buffer against rigidity and stagnation, enabling them to turn challenges into opportunities.

Individuals with low Creativity and Flexibility scores may struggle to adapt to new circumstances or generate innovative ideas. They often prefer known routines and traditional ways of doing things and may feel uncomfortable or overwhelmed when faced with uncertain situations or new problems to solve. This resistance to change and lack of innovative thinking may limit their ability to contribute to the organisation's growth and can result in missed opportunities.

The Creativity and Flexibility scale is rooted in the Five Factor Model of personality, particularly related to the Openness to Experience dimension. It is a valuable predictor of performance in jobs that require novel thinking, problem-solving, and adaptability, like roles in strategic planning, marketing, design, research and development, or any field with a rapidly changing landscape. Notably, Creativity and Flexibility are crucial in leadership roles, where the ability to chart new courses and adapt to evolving circumstances can be the difference between success and failure. This competence also contributes significantly to job satisfaction, with low-scoring individuals potentially finding themselves frustrated in roles that demand high levels of creativity or adaptability.

This score indicates an average level of Creativity and Flexibility, relative to the chosen norm group for this assessment.

Integrity and Ethics

Score: **2**

Integrity and Ethics are crucial qualities that reflect an individual's dedication to uphold moral standards, demonstrate honesty, and consistently show trustworthiness and accountability, particularly in a professional setting.

These values profoundly influence an individual's professional conduct, shaping their decisions and interactions, and ultimately contributing to the ethical climate of their organisation. Integrity and Ethics aren't about the simple execution of tasks, but rather about the principles that guide these actions, ensuring that work is performed honestly, responsibly, and with respect for others. Individuals who score highly on Integrity and Ethics consistently act in accordance with their moral convictions, even when no one is watching. They believe in honesty, fairness, and respect for others and hold themselves accountable for their actions. They are reliable and trustworthy, fostering an atmosphere of trust and mutual respect in the workplace. They tend not to cut corners or bend the rules, and their actions align with their words, which promotes confidence among colleagues and superiors.

On the other hand, those who score low on the Integrity and Ethics scale might prioritise personal gain over ethical considerations or may show inconsistency between their actions and stated values. This could lead to situations where colleagues or superiors question their reliability or trustworthiness, which can damage relationships and team cohesion.

The Integrity and Ethics scale is deeply tied to the moral and ethical standards one maintains, reflecting characteristics like honesty, reliability, fairness, and respect. These values can significantly impact job performance, especially in roles where trustworthiness is essential, such as positions involving confidential information, fiduciary duties, or public service. Integrity and Ethics are critical in leadership roles, where trust and accountability are necessary for a healthy and effective team dynamic. Furthermore, individuals with high levels of Integrity and Ethics tend to have higher job satisfaction, as they align their actions with their values, leading to a sense of personal fulfilment and authenticity.

This score indicates a low level of Integrity and Ethics, relative to the chosen norm group for this assessment.

Motivation and Work Ethic

Score: **2**

Motivation and Work Ethic pertain to an individual's inner drive, commitment, and unwavering determination to consistently perform at their best, go beyond what is expected, and actively contribute to their professional environment.

This competency serves as a fuel propelling an individual's capacity to effectively carry out tasks, meet deadlines, and continually strive for excellence in their roles. It is not simply about working hard but working smart - efficiently using resources and time to maximise output and achieve desired results.

Those who score highly on Motivation and Work Ethic display an inherent sense of dedication and perseverance. They are self-starters who willingly take the initiative, put in the extra effort, and set personal benchmarks that often exceed the standard expectations. High scorers have a strong sense of duty and a dedication to their craft that keeps them focused, even in challenging circumstances. Their tenacity and unwavering commitment drive them to push boundaries, making them exceptional contributors to their work environment.

In contrast, individuals who score low on Motivation and Work Ethic may lack the inner drive to consistently perform at their best. They may be seen as complacent or content with doing just enough to get by, without the inclination to go above and beyond. This lack of initiative and dedication can limit their professional growth and potentially hinder team progress.

The Motivation and Work Ethic scale is influenced by Industriousness and the Conscientiousness dimension of the Five Factor Model of personality. It is a crucial predictor of job performance across various roles, particularly where self-discipline, responsibility, and a proactive approach are required. High levels of motivation and a strong work ethic are particularly crucial in roles that require consistent high performance and responsibility, such as leadership, entrepreneurship, and high-stakes decision-making roles. Lastly, individuals with high Motivation and Work Ethic are more likely to experience job satisfaction as they thrive on achieving their goals and exceeding expectations, driving them to find fulfilment and purpose in their work.

This score indicates a low level of Motivation and Work Ethic, relative to the chosen norm group for this assessment.

Organisational Skills

Score: **2**

Organisational Skills refer to an individual's ability to proficiently plan, prioritise tasks, manage time, and establish structured systems to optimise efficiency and productivity in a professional environment.

These skills form the foundation of an individual's ability to manage their workload effectively, ensuring they can meet deadlines, deliver on their commitments, and achieve their goals. This isn't just about managing tasks, but also about creating an environment that promotes productivity, reduces stress, and enables the efficient use of resources.

Those who score highly on Organisational Skills are adept at coordinating tasks, setting priorities, and designing systems that enhance efficiency. They excel in time management, plan their work meticulously, and have an innate ability to identify and focus on the most critical tasks. Their ability to keep everything in order, both physically and mentally, aids in reducing stress and increasing overall productivity. High scorers are often known for their punctuality, reliability, and the ability to keep a clear overview, even in complex situations.

In contrast, those who score low on Organisational Skills may struggle with time management, task prioritisation, and maintaining an orderly workspace or schedule. They may often feel overwhelmed, leading to missed deadlines or poor task execution. This lack of structure can inhibit their ability to perform efficiently and can create unnecessary stress in the workplace.

The Organisational Skills competency is influenced by the Conscientiousness dimension of the Five Factor Model of personality. It is a significant predictor of job performance in roles where planning, coordination, and time management are crucial. This competency is particularly essential in managerial and administrative roles, project management, and any position where juggling multiple tasks and deadlines is a regular part of the job. Further, high levels of Organisational Skills often contribute to job satisfaction, as individuals who score high in this competency are likely to feel more in control and less stressed in their work environment.

This score indicates a low level of Organisational Skills, relative to the chosen norm group for this assessment.

People Skills

Score: **4**

People Skills pertain to an individual's ability to effectively express ideas, actively listen, adapt communication styles, and apply persuasive techniques to positively influence others and achieve desired results within a professional context.

These skills shape an individual's capacity to interact constructively with others, fostering strong relationships, and promoting effective collaboration. People Skills extend beyond just communicating ideas but involve a deeper understanding of the interpersonal dynamics, emotional intelligence, and empathy, enabling individuals to connect with a diverse array of personalities and backgrounds.

Individuals who score highly on People Skills are adept at conveying their thoughts and ideas in a clear and compelling manner. They excel at active listening, showing genuine interest in others' perspectives, fostering an environment of respect and mutual understanding. Their adaptability in communication styles allows them to engage effectively with different personalities, cultures, or levels within an organisation. They are persuasive, able to influence others subtly and positively, guiding conversations and negotiations towards mutually beneficial outcomes.

Conversely, those who score low on People Skills may struggle with effective communication and understanding others' viewpoints. They may have difficulty adapting their communication style to different situations or individuals, which can result in misunderstandings or conflict. Their inability to persuade or influence others effectively can limit their impact within their roles, potentially affecting team dynamics and collaboration.

The People Skills scale is influenced by Emotional Intelligence and the Extraversion dimension of the Five Factor Model of personality. It is a key predictor of job performance in roles where interaction, collaboration, negotiation, and influence are required, such as sales, customer service, management, and any leadership roles. Furthermore, high levels of People Skills tend to contribute to greater job satisfaction as these individuals thrive in roles that involve interaction and teamwork, often leading to stronger relationships and a more positive work environment.

This score indicates an average level of People Skills, relative to the chosen norm group for this assessment.

Problem Solving and Decision Making

Score: **3**

Problem Solving and Decision Making refer to an individual's ability to dissect complex situations, pinpoint root causes, consider alternate solutions, and make informed decisions leading to effective resolutions and optimal outcomes in the professional setting.

This competency underpins an individual's ability to navigate intricate scenarios, implement improvements, and drive change within their role. It's not simply about making choices but about making the right choices - those that are backed by sound reasoning and informed analysis, leading to the most effective outcomes.

Those who score highly on Problem Solving and Decision Making possess a keen analytical mind, allowing them to break down complex problems into manageable parts. They have a knack for identifying the core of an issue and are effective in exploring multiple potential solutions. Their decision-making process is comprehensive and well-informed, enabling them to make choices that not only solve problems but also optimise processes and drive growth. High scorers in this area are often seen as strategic thinkers, able to see the big picture while paying attention to detail, and are valued for their insight and judgment.

In contrast, individuals who score low on the Problem Solving and Decision Making scale may struggle to analyse complex situations thoroughly. They might resort to making hasty decisions without fully exploring potential solutions, which could lead to ineffective results or even exacerbate the issues at hand. Their difficulty in identifying root causes may prevent them from fully addressing problems, which can result in recurring issues and suboptimal performance.

The Problem Solving and Decision Making scale draws upon a range of traits across different models of personality. It is a crucial predictor of job performance, especially in roles that require complex analysis, strategic thinking, and decision-making, such as management, consulting, engineering, and research roles. Additionally, high levels of Problem Solving and Decision Making abilities contribute to job satisfaction, as individuals with these skills often find themselves better equipped to handle challenges, leading to a greater sense of achievement and control in their work.

This score indicates a low level of Problem Solving and Decision Making, relative to the chosen norm group for this assessment.

Resilience and Stress Management

Score: **2**

Resilience and Stress Management pertain to an individual's ability to recover from setbacks, adapt to challenging situations, sustain a positive mind-set, and apply effective strategies to manage and alleviate stress in the professional environment.

These traits underpin an individual's capacity to endure high-pressure situations, bounce back from failure or disappointment, and continue to perform effectively despite adversity. It's not just about withstanding stress, but how one manages it, using effective strategies to mitigate its impact and maintain psychological and emotional well-being.

Individuals scoring high on Resilience and Stress Management demonstrate a remarkable ability to bounce back from adversity. They view setbacks as temporary hurdles rather than insurmountable obstacles, allowing them to maintain their focus and productivity even under challenging circumstances. They are adept at identifying and using stress management techniques that work for them, helping to maintain their composure and positivity. High scorers in this area are often seen as pillars of strength within their teams, providing stability and optimism in times of uncertainty or difficulty.

In contrast, individuals scoring low on Resilience and Stress Management may have a hard time dealing with stress and adversity. They may find it difficult to bounce back from setbacks, leading to prolonged periods of lowered productivity or morale. They might struggle with effective stress management, which can lead to burnout or other stress-related issues that could affect their overall job performance and well-being.

The Resilience and Stress Management scale is influenced by the Core Self Evaluations, and the Emotional Stability dimension of the Five Factor Model of personality. It is a significant predictor of job performance in roles where high-pressure situations are common, or where setbacks and obstacles are a part of the job, such as roles in management, sales, customer service, or healthcare. Moreover, high levels of Resilience and Stress Management contribute to job satisfaction, as individuals with these traits are better equipped to maintain their emotional equilibrium and positivity, resulting in a healthier and more balanced work life.

This score indicates a low level of Resilience and Stress Management, relative to the chosen norm group for this assessment.

Teamwork and Collaboration

Score: **2**

Teamwork and Collaboration refer to an individual's inclination to actively engage with colleagues, cultivate open communication, mutual respect, shared responsibility, and empathetic understanding to accomplish common objectives within a professional context.

These traits form the backbone of an individual's ability to work effectively within a team, contributing to a harmonious and productive work environment. It's not only about achieving individual tasks but about collaborating, contributing to a shared goal, and creating synergies within a group.



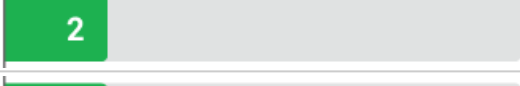
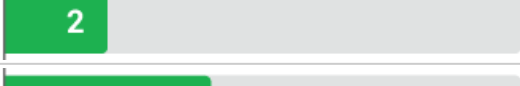




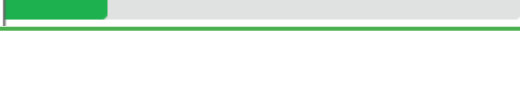
Individuals who score high on Teamwork and Collaboration are seen as team players, able to communicate effectively and respectfully with diverse personalities. They show a willingness to share responsibilities, and their empathy allows them to understand and accommodate their colleagues' perspectives and needs. High scorers in this area are often seen as bridge builders, adept at mediating, uniting team members, and fostering a cooperative environment that can drive the team to achieve more than the sum of its parts.

On the other hand, those who score low on Teamwork and Collaboration may struggle with group dynamics, preferring to work independently or having difficulty fostering effective communication and shared accountability within a team. This can lead to misunderstandings, conflicts, or inefficiencies, affecting overall team performance and morale.

The Teamwork and Collaboration scale is influenced by the Agreeableness dimension of the Five Factor Model of personality. It is a critical predictor of job performance in roles where cooperation, group problem-solving, and coordination are necessary, such as project management, customer service, or any team-based roles. Furthermore, high levels of Teamwork and Collaboration often contribute to job satisfaction, as individuals who excel in this competency typically thrive in cooperative environments, resulting in more positive and harmonious work experiences.

This score indicates a low level of Teamwork and Collaboration, relative to the chosen norm group for this assessment.

Competency Profile

Competency		Potential
Creativity and Flexibility		Average
Integrity and Ethics		Very Low
Motivation and Work Ethic		Very Low
Organisational Skills		Very Low
People Skills		Fairly Low
Problem Solving and Decision Making		Low
Resilience and Stress Management		Very Low
Teamwork and Collaboration		Very Low
Total Competency Potential		Very Low