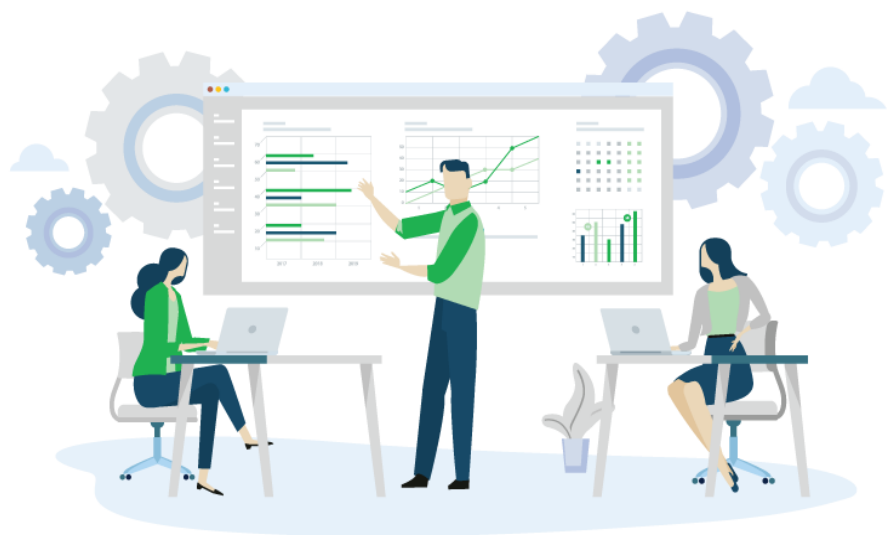

Simone Sample

Ethos Behavioural Styles (L)

Learning Agility Report



Report Information

This report has been generated using results from the Test Partnership Ethos Behavioural Styles (L), 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 19 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.

Full Personality Scales Report





Change Agility

Cognitive Flexibility An individual's propensity to display openness towards new ideas, concepts, principles, and opinions.	
Curiosity An individual's propensity to seek new knowledge, expand understanding, and investigate new topics.	
Long-term focused An individual's likelihood of taking a long-term perspective, with a focus on the bigger picture.	
Variety seeking An individual's preference for variety, novelty, and change, over predictability and routine.	





Mental Agility

Complexity An individual's likelihood of understanding, appreciating, and preferring complex and abstract information.	
Creativity An individual's proclivity towards solutions that are new, unusual, unorthodox, and generally outside the box.	
Innovation An individual's propensity to generate new ideas, expand upon existing ideas, and identify novel solutions to problems.	
Need for Cognition An individual's propensity to derive personal satisfaction from complex cognitive activities and problem solving.	




People Agility

Connection Seeking An individual's propensity to develop new social relationships and to expand upon existing ones.	
Openness to Cultures An individual's level of interest in and acceptance of other cultures, perspectives, and viewpoints.	
Openness to People An individual's likelihood of readily accepting new people into their existing social circle.	
Social Tact An individual's propensity to be careful, deliberate, and savvy when engaging in meaningful social interaction.	

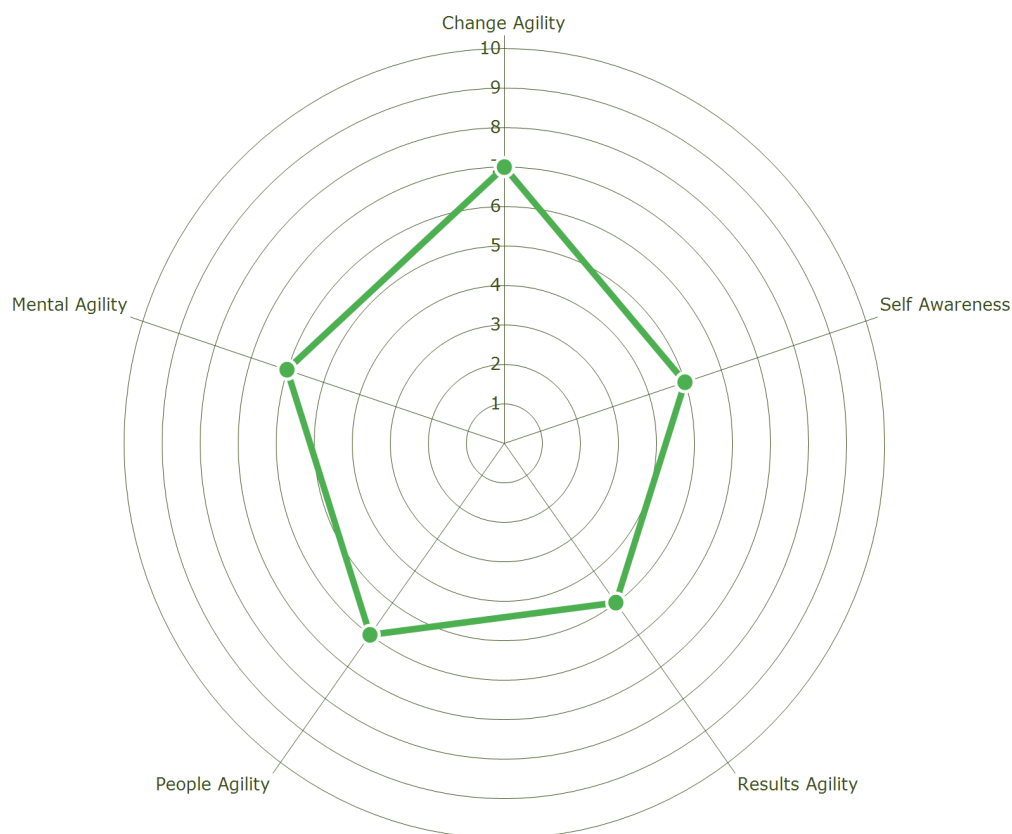
Results Agility

Ambition An individual's personal drive to succeed, out-compete others, and aspire towards high levels of achievement.	
Goal-Orientation An individual's proclivity towards finding set goals, targets, and objectives to be personally motivating.	
Perseverance An individual's likelihood of maintaining a high degree of effort in the face of obstacles and difficulties.	
Self-Confidence An individual's belief in their own personal competence, abilities, skill, and their level of agency.	

Self Awareness

Emotional regulation An individual's propensity towards managing their own emotions and associated behaviours.	
Need for Development An individual's orientation towards life-long learning and a commitment to personal development.	
Self-Monitoring An individual's propensity to pay careful attention to their own emotions, mood, feelings, and mental state.	

Summary Personality Profile



Change Agility

Score: **7**

Change agility is a person's behavioural propensity to recognise, accept, understand, and champion transformational change.

Change agility largely underpins the extent that individuals view change as an inherently positive thing, recognising the benefits and opportunities that arise during transitional periods. High levels of change agility allow people to see the potential of change, even when that particular change is associated with risks that would deter people with more rigid sensibilities. They are more likely to recognise the long-term advantages of change initiatives, even if it causes short-term discomfort during the transition period.

A change agility mind-set aids learning by helping individuals avoid unnecessarily rigid thinking. This encourages people to effectively relinquish incorrect, faulty, or outdated information, allowing them to quickly adapt to new information. As a result, those with high levels of change agility are less likely to become frustrated after finding out they were initially incorrect, readily accepting new information and changing their mind-set accordingly.

This trait is especially important in organisations which are prone to frequent and disruptive change, requiring its employees to quickly adapt to a changing landscape. For example, in smaller and more agile organisations, change agility will help them adapt to a faster pace, quickly learning the required skills and avoid getting fixated on maintaining stability at the expense of agility.

Change agility will be essential to performance in a wide range of roles, but most important in roles which are subject to frequent change. For example, new and emerging professions which have yet to reach maturity are likely to rely on staff with a high level of change agility, helping them to navigate the uncertainty. Similarly, roles which rely on ever shifting knowledge, such as those in technology, software, finance, and consulting rely heavily on those with high levels of change agility.

Without change agility, transformational change would quickly become overwhelming, and individuals would eventually begin to resist the oncoming changes to their own detriment. This will also hinder learning, as people will refuse to give up older perspectives and ways of thinking, even when contradictory evidence has been presented to them. This leads to an unnecessarily rigid and inflexible mind-set, impeding life-long learning.

This score indicates a fairly high level of change agility, relative to the norm group.

Mental Agility

Score: **6**

Mental agility is a person's behavioural propensity to gear their cognitive resources towards learning and problem solving.

Mental agility largely underpins the extent to which people enjoy, focus on, and are personally inclined to engage their minds towards complex cognitive activities. A high level of mental agility allows people to spend time and effort on cognitively complex tasks, finding enjoyment in the challenge and satisfaction in their completion. They are more likely to find abstract, theoretical, and novel problems to be interesting, investing more time and effort on these issues than most people.

A mental agility mind-set encourages natural curiosity, providing individuals with the drive to seek, understand, and utilise new information. This helps promote life-long learning, ensuring that people continue to seek new and useful information throughout their lives. As a result, those with higher levels of mental agility are less likely to become frustrated when digesting complicated information, feeling comfortable working with complex, abstract, and theoretical information sources.

This trait is particularly important in organisations that rely on complex information and large sets of data to solve key real-world problems. For example, organisations that rely heavily on knowledge workers to interpret data, research findings, and real-world observations will depend heavily on people with high levels of mental agility.

Mental agility is essential for knowledge workers, as it underpins their propensity to expand upon their knowledge. For example, those working in research will heavily rely on their mental agility, helping them to maintain a high level of intellectual curiosity and a natural thirst for knowledge. Similarly, roles which require complex problem solving rely heavily on staff with high levels of mental agility, including those who work in STEM, law, finance, management, and complex operations.

Without mental agility, complex information would feel overwhelming, tedious, or uninteresting, discouraging staff from trying to understand it. This will hinder learning, as individuals would only focus their development around simple, routine, and easy-to-learn skills, which are less likely to expand their knowledge or dramatically enhance their performance at work. This can lead to skills shortages in organisations that rely on knowledge workers, along with an over-reliance on simple solutions to complex problems.

This score indicates an average level of mental agility, relative to the norm group.

People Agility

Score: **6**

People agility is a person's behavioural propensity to form meaningful and effective connections with the people around them.

People agility largely underpins the extent that individuals willingly engage in social interaction with others, greatly facilitating teamwork and information exchange. A high level of people agility allows people to share information effectively, helping them to gain valuable knowledge and skills from members of their team. They are more likely to work collaboratively with others, ensuring that teams work cohesively, and that useful knowledge diffuses throughout the organisation.

A people agility is mind-set encourages positive interpersonal connections and helps individuals to form useful social networks with those around them. This promotes learning and knowledge acquisition by encouraging useful exchanges between people, allowing information to spread both more rapidly and more widely. As a result, those with higher levels of people agility are likely to learn more from those around them and spread that information to a wider range of people.

This trait is particularly important in organisations that rely on the spread of useful information between members of staff. For example, organisations which have a significant customer-facing function would rely on staff with notable people agility to carefully manage customers, learn from customer interactions, and share this information with the wider organisation.

People agility is essential in roles with significant interpersonal interaction, as it largely determines how much a person seeks, and ultimately benefits from, social interaction. For example, those working in customer service roles would rely heavily on people agility to form meaningful connections with customers, helping them carefully navigate the interpersonal domain. Similarly, roles that involve learning directly from other people rely heavily on staff with high levels of people agility, including sales, management, consultancy, marketing, and public relations.

Without people agility, individuals would avoid seeking information from other people, instead preferring to keep them at arm's length. This will inevitably hinder team-building between employees, reducing the flow of useful information, skills, and knowledge throughout the organisation. This may lead to a disjointedness between departments, teams, and the organisation as a whole, individuals forming insular silos where information is not shared.

This score indicates an average level of people agility, relative to the norm group.

Results Agility

Score: **5**

Results agility is a person's behavioural propensity to display strong and consistent levels of achievement motivation.

Results agility largely underpins the extent in which people invest a high degree of effort into their personal and professional tasks, objectives, or goals. A high level of results agility allows people to display a consistently high level of effort, providing them the drive they need to remain motivated even in the face of adversity. This makes people more likely to learn through experience, as it encourages people to gain more practical experience by working more frequently or intensely.

A results agility mind-set encourages a high degree of effort, helping individuals stay motivated even in the face of obstacles or challenges. This promotes learning and knowledge acquisition by increasing a person's drive to excel, encouraging them to try harder and remain motivated for longer. As a result, those with higher levels of results agility are likely to learn more from self-directed learning and are likely to gain more real-world experience in a shorter timeframe.

This trait is particularly important in organisations which provide staff with objective goals, specific targets, or fixed deadlines. For example, organisations which rely on high-touch sales processes are likely to place significant value on results agility, ensuring that sales professionals are quickly onboarded, learn rapidly from their experiences, and begin to excel as soon as possible.

Results agility is essential in roles which are highly independent, where staff are expected to display high levels of individual achievement. For example, those working in high-ticket business development roles would rely heavily on results agility to remain motivated and learn practical skills from their experiences. Similarly, roles that require a great deal of self-directed learning are likely to rely heavily on people with results agility, such as management consultants, sales professionals, directors, managers, and finance professionals.

Without results agility, individuals would readily give up on their goals and objectives, either losing the motivation or the confidence to continue. This will inevitably limit learning and knowledge acquisition, as a low level of activity will slow down the rate of practical experience gained. Similarly, when faced with challenges and obstacles, this may discourage further participation, preventing the individual from learning certain skills or expanding upon their existing knowledge.

This score indicates an average level of results agility, relative to the norm group.

Self Awareness

Score: **5**

Self-awareness is a person's propensity to monitor, evaluate, and make meaningful adjustments to their direction in life.

Self-awareness largely underpins the extent in which people keep stock of their mood, feelings, experiences, and well-being. A high level of self-awareness allows people to avoid emotional burnout, allowing them to remain focused and active on their daily tasks and their goals for personal development. This means people are more likely to prioritise their own personal development, recognising the intrinsic value that life-long learning has regarding a person's overall well-being.

A self-awareness mind-set encourages people to be proactive regarding their emotions, mood, direction, and wellbeing. This promotes learning and knowledge acquisition by giving people the insight required to take ownership of their own direction in life, rather than feeling out of control. As a result, those with higher levels of self-awareness are likely to recognise when they are becoming emotionally overwhelmed and take proper action before burn-out interferes with their personal development plans.

This trait is particularly important in organisations that place a significant degree of emotional-load onto their staff. For example, healthcare organisations which provide a great deal of emotional labour are likely to place significant value on self-awareness, ensuring that staff are keeping track of their mood, emotions, and mental state, while not neglecting their personal development needs.

Self-awareness is essential in roles that rely on staff managing their emotions, and where their personal development is key to helping them achieve this. For example, those working in social care rely heavily on self-awareness to avoid stress, burnout, or compassion fatigue, helping them remain focused on their personal development and buffer against negative emotional reactions to stress. Similarly, roles that require individuals to be responsible for the wellbeing of other people are likely to rely heavily on those with high levels of self-awareness, such as managers, directors, medical professionals, and teaching staff.

Without self-awareness, individuals would be prone to emotional outbursts, higher levels of stress, and burnout. They would inevitably neglect personal development, failing to recognise the impact of life-long learning on emotional wellbeing. Similarly, a lack of self-awareness is likely to obfuscate a person's development needs, as individuals will be less likely to consider their own personal development needs or identify ways to address them.

This score indicates an average level of self-awareness, relative to the norm group.