

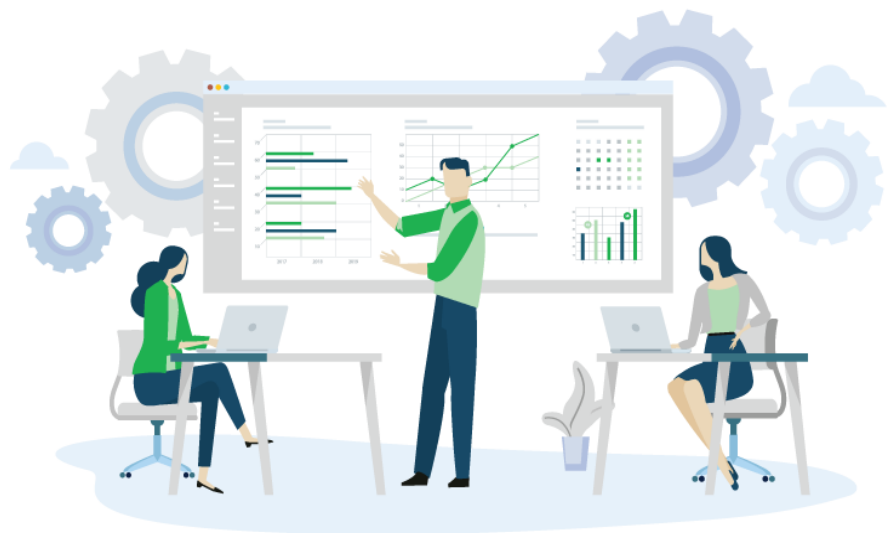
Complementary reports generated from the TPAQ

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The following complementary reports are also automatically generated from the TPAQ personality questionnaire. These supplement the traits reported in the main report.

Simone Sample

Administrative Report



Report Information

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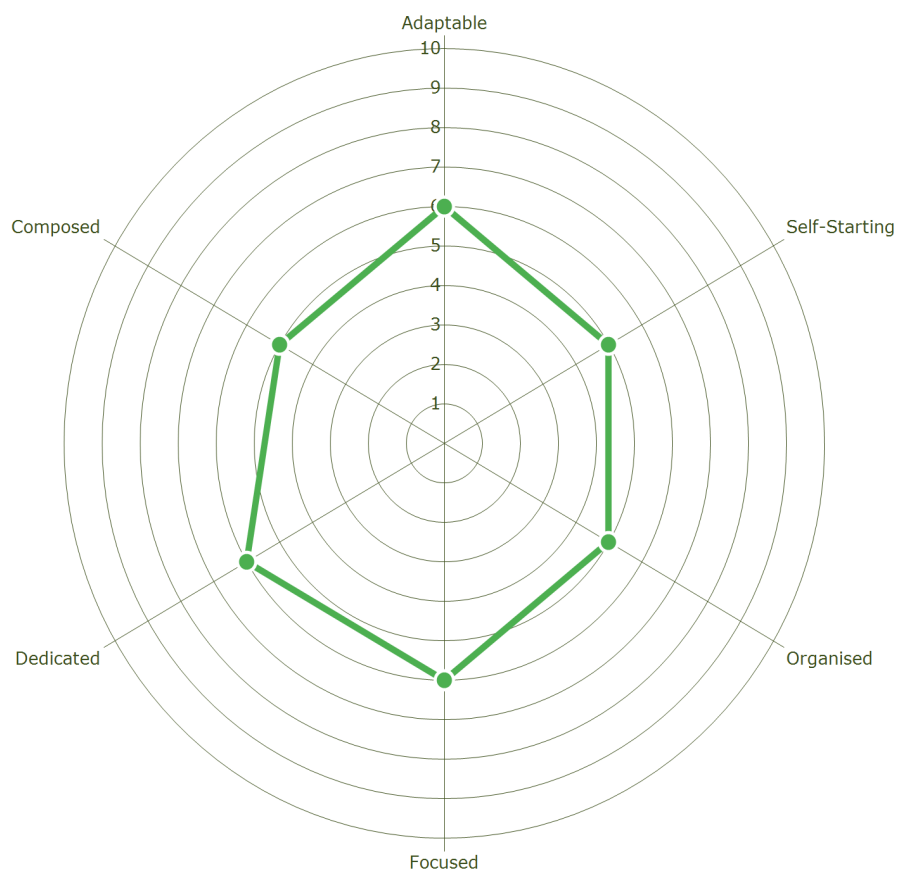
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Summary Personality Profile



Adaptable**Score:****6**

Definition: Remains confident in the face of setbacks, maintains belief in their abilities and feels comfortable in high pressure environments.

High Scorers

- Believes in their abilities
- Feels in control of situations
- Comfortable dealing with high pressure
- Not deterred by setbacks
- Positive self-regard
- Maintains a level-head

Low Scorers

- Unsure of themselves
- Questions their capabilities
- Overwhelmed by high pressure
- Discouraged by setbacks
- Negative self-regard
- Behaves erratically when stressed

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

Composed**Score:****5**

Definition: Demonstrates self-control, rarely overwhelmed when under pressure and feels generally able to overcome stressors while maintaining composure.

High Scorers

- At ease
- Unaffected by high pressure
- Feels able to overcome challenges
- Never acts erratically
- Maintains calm
- Positive outlook

Low Scorers

- Negative outlook
- Feels unable to cope with setbacks
- Easily intimidated
- Hard on themselves
- Quick to panic
- Emotionally reactive

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

Dedicated**Score:****6**

Definition: Reaches targets and completes tasks no matter the difficulties encountered, rarely abandons their obligations in the face of challenges.

High Scorers

- Fulfils obligations
- Endeavours to succeed
- Faces difficulties head on
- Unintimidated by task difficulty
- Undeterred by setbacks
- Strives to overcome obstacles

Low Scorers

- Easily Discouraged
- Intimidated by challenges
- May abandon tasks
- Deterred by setbacks
- Gives up on long-term goals
- Daunted by obstacles

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

Focused**Score:****6**

Definition: Maintains concentration throughout tasks, makes considered decisions and demonstrates awareness of possible consequences to their actions.

High Scorers

- Aims to work efficiently
- Uses time productively
- Committed to obligations
- Never acts on impulse
- Considers consequences
- Avoids rash decisions

Low Scorers

- Acts on impulse
- Unafraid of making mistakes
- Avoids unenjoyable tasks
- Rarely plans ahead
- Prone to distraction
- Rarely indecisive

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

Organised**Score:****5**

Definition: Conducts tasks meticulously and pays attention to detail, fulfils obligations in line with procedure and follows the rules.

High Scorers

- Always plans ahead
- Never deviates from procedure
- Strives for perfection
- Never tolerates disorder
- Always keeps their word
- Enforces the rules

Low Scorers

- Comfortable with disorder
- Takes an ad-hoc approach
- Accepts imperfection
- Bends the rules
- Dislikes rigid structure
- Rarely plans ahead

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

Self-Starting**Score:****5**

Definition: Self-motivated and conducts tasks autonomously without procrastination, approaches their obligations with immediacy.

High Scorers

- Never procrastinates
- Starts tasks immediately
- First to volunteer
- Never requires prompting
- Strives for efficiency
- Takes ownership of tasks

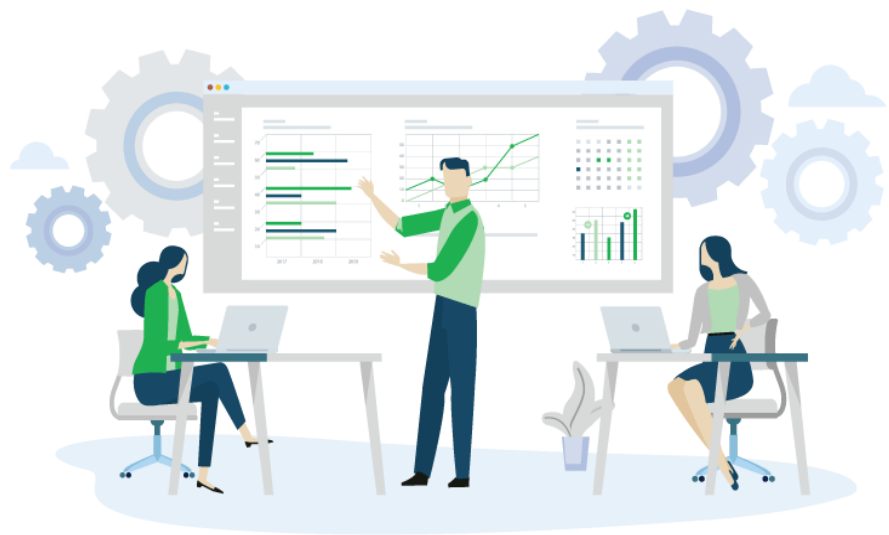
Low Scorers

- Easily distracted
- Avoids unpleasant tasks
- Leaves things to the last minute
- Requires external motivation
- Often procrastinates
- Requires prompting

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Simone Sample

Customer Service Report



Report Information

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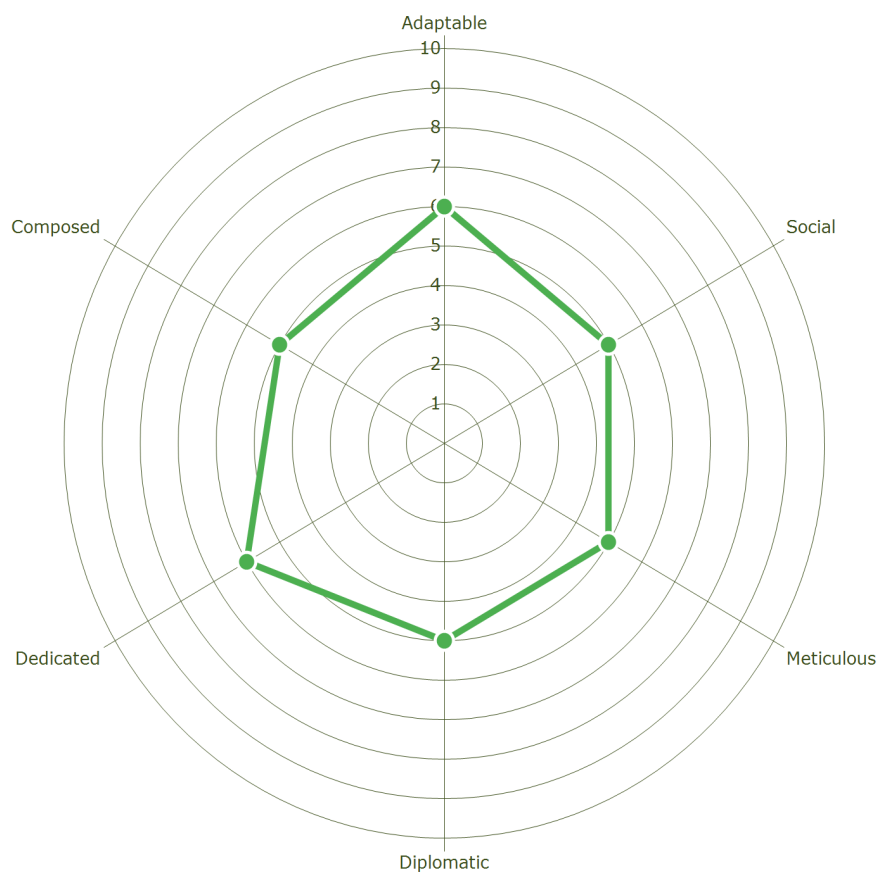
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Summary Personality Profile



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High Scorers

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- Feels in control of situations
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- Not deterred by setbacks
- Positive self-regard
- Maintains a level-head

Low Scorers

- Unsure of themselves
- Questions their capabilities
- Overwhelmed by high pressure
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- Negative self-regard
- Behaves erratically when stressed

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Composed**Score:****5**

Definition: Demonstrates self-control, rarely overwhelmed when under pressure and feels generally able to overcome stressors while maintaining composure.

High Scorers

- At ease
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- Negative outlook
- Feels unable to cope with setbacks
- Easily intimidated
- Hard on themselves
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Definition: Reaches targets and completes tasks no matter the difficulties encountered, rarely abandons their obligations in the face of challenges.

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- Fulfils obligations
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Low Scorers

- Easily Discouraged
- Intimidated by challenges
- May abandon tasks
- Deterred by setbacks
- Gives up on long-term goals
- Daunted by obstacles

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

Diplomatic**Score:****5**

Definition: Demonstrates patience when working with people, avoids offending others and maintains a positive attitude when fulfilling their obligations.

High Scorers

- Never makes a fuss
- Always patient with others
- Avoids confrontation
- Has an optimistic outlook
- Expresses enthusiasm
- Avoids offending others

Low Scorers

- Always speaks their mind
- Never tolerates inconvenience
- Has a negative outlook
- Unafraid of contradicting others
- Difficult to please
- Can appear stern

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

Meticulous**Score:****5**

Definition: Fulfils their obligations, maintains focus on the task at hand, makes detailed plans and follows through with them.

High Scorers

- Attends to detail
- Adheres to procedure
- Seeks to fulfil obligations
- Manages tasks methodically
- Strives to be organised
- Takes a disciplined approach

Low Scorers

- Has a laid-back attitude
- Bends the rules
- Takes an ad-hoc approach to tasks
- Rarely plans ahead
- Easily distracted from tasks
- Tolerates disorder

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

Social**Score:****5**

Definition: Forms meaningful connections with others, actively seeks interpersonal relationships, rarely hesitates to reach out to new people.

High Scorers

- Seeks to make new contacts
- Initiates communication
- Establishes relationships
- Quickly forms connections
- A confident networker
- A team player

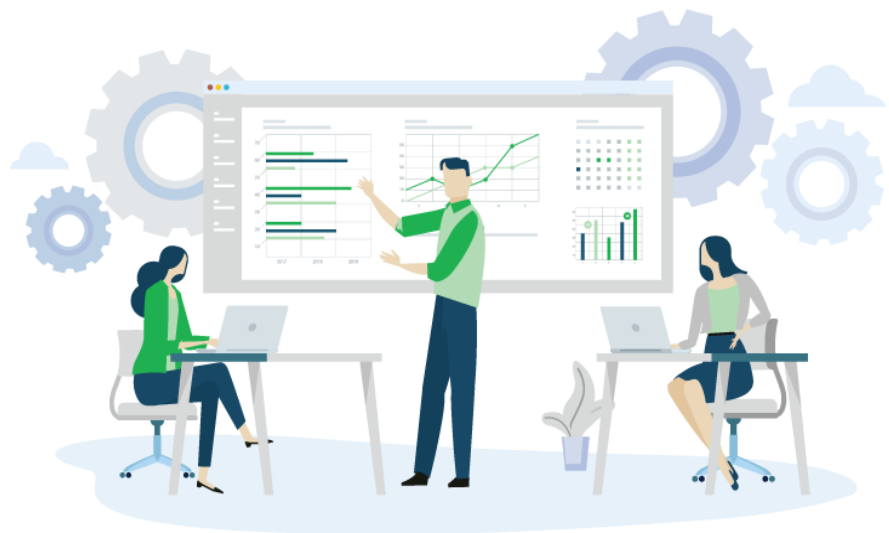
Low Scorers

- Avoids instigating initial contact
- Takes time to form relationships
- Hesitant to communicate
- A reluctant networker
- Waits for others to come to them
- Prefers to work independently

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

Simone Sample

Feedback Report



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Summary Personality Profile



Agreeableness

Score:

4

Agreeableness relates to an individual's general level of cooperation during social contexts and whether they are likely to place their trust in others, demonstrate sympathy for those less fortunate and generally tend to see the best in people.

Individuals high in Agreeableness rarely display scepticism in terms of others' intentions, often believing others to be fundamentally good-natured. They may demonstrate selfless behaviours and show genuine concern for other's well-being.

Those low in Agreeableness may be more inclined to suspect other's motives, making them more socially vigilant. They are also less likely to conform for the sake of social acceptance, tend to speak their mind and do not shy away from conflict it is deemed necessary.

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

Strengths:

- You are likely to be cooperative, while still being able to stand your ground.
- You are likely to show concern for others without neglecting your own needs.
- You are likely to be trusting of others, but not to the point of being naive.

Drawbacks:

- You may have some difficulty remaining patient with particularly challenging people.
- You may have some trouble deciding when to trust people and when to be cautious.
- You may sometimes have trouble deciding whether to put your needs first or someone else's.

Opportunities:

- Reflect on whether trust has been earned before placing it in others.
- Consider cases individually when deciding whose needs to put first, your own or those of others.
- Contemplate the long-term benefits of either confrontation or demonstrating patience before acting.

Conscientiousness

Score:

6

Conscientiousness relates to an individual's sense of self-discipline, remaining diligent when following rules and procedures, often demonstrating strong attention to detail.

Individuals high in Conscientiousness may spend more time planning and organising, often displaying a meticulous approach to their work. They are likely to take care and consideration when making decisions, and are less likely to make impulsive choices.

Those low in Conscientiousness tend to be more laid back, are less likely to be perfectionists or workaholics. Although they may still respect the rules, they are not likely to feel bound by them, and may be more likely to question the status quo.

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

Strengths:

- You may feel comfortable applying a detail oriented approach when required, without being a perfectionist.
- You are likely to strive for efficiency, but can take a relaxed approach at times.
- You are likely to follow the rules, without depending on them.

Drawbacks:

- You may struggle to maintain focus during tasks that require a significant amount of sustained attention.
- You may be likely to give insignificant tasks unnecessary importance, when a laid-back approach is most appropriate.
- You may have some difficulty deciding between a laid-back approach versus a work-intensive approach.

Opportunities:

- Take time to assess the requirements of a task before deciding on your approach.
- Allow yourself to adopt a relaxed approach when tackling unimportant tasks.
- Challenge yourself to go the extra mile when tasks require excellence.

Emotional Intelligence

Score:

7

Emotional Intelligence refers to an individual's awareness, recognition and understanding of their own emotions, as well as those of others. This can determine the likelihood of empathising with others, identifying causes of emotions, and whether they make decisions based on emotional intuition.

Individuals high in Emotional Intelligence may be more likely to identify their emotions and understand their underlying causes, as well as express their feelings clearly and appropriately to others. They may also demonstrate greater empathy towards others and use their intuition to guide decision-making.

Those low in Emotional Intelligence may be less aware of their emotions, feelings or mood, perhaps placing less importance on them. They may have difficulty identifying or articulating their emotions to others and rarely make decisions based on their feelings, opting for an objective approach.

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

Strengths:

- You are likely to recognise significant changes to your emotions or mood.
- When you feel emotions strongly, you are likely to feel comfortable expressing them to those you trust.
- When making decisions, you are likely to consider your emotions to a degree.

Drawbacks:

- You may have difficulty identifying the underlying causes of your emotions.
- When expressing complex emotions to others, you may have difficulty articulating your feelings at times.
- When making some decisions, you may struggle to choose between intuition and objectivity.

Opportunities:

- If you notice changes to your mood, contemplate what might have caused them.
- Before expressing your feelings to others, take time to reflect upon and understand them.
- When making decisions, consider the merits of intuition or objectivity on a case-by-case basis.

Emotional Stability

Score:

5

Emotional Stability relates to an individual's tendency to demonstrate a consistent temperament, the frequency and intensity of emotional highs and lows, and overall emotional reactivity to everyday events.

Individuals high in Emotional Stability tend to exhibit lower emotional reactivity in terms of their daily routine, they tend to be less likely to experience mood swings and their general emotional state rarely fluctuates.

Those low in Emotional Stability may react to everyday events with greater intensity, tending to experience emotional extremes more often. They are also more likely to form emotional attachments where others may demonstrate stoicism or indifference.

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

Strengths:

- You are likely to be somewhat unaffected by day-to-day stresses.
- You are likely to feel passionate about things that are extremely important to you.
- You are likely to form emotional attachments somewhat easily, while able to maintain distance when appropriate.

Drawbacks:

- You may find it difficult to deal with stresses that are particularly challenging.
- You may not benefit from positive experiences unless they are important to you.
- It could take you a while to form emotional attachments, in some cases.

Opportunities:

- Try to appreciate positive experiences that you may not feel are immediately important to you.
- If you feel your emotions getting the better of you, try to reflect on things objectively.
- If you feel that you are closing yourself off emotionally, try not to put up unnecessary boundaries.

Extraversion

Score:

6

Extraversion relates to an individual's need for social interaction, engagement and confidence in social settings, and a general preference towards high levels of activity.

Individuals high in Extraversion tend to actively seek and feel most comfortable in social environments, preferring to spend the majority of their time with others. During social interaction they are likely to be lively, gregarious or outspoken when discussing their opinions.

Those low in Extraversion, also known as being introverted, are likely to feel comfortable spending time by themselves or with a small group of close knit friends. They are less likely to feel comfortable in crowded settings, tending to prefer smaller gatherings in familiar environments.

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

Strengths:

- You are likely to feel comfortable as part of a team or when working independently.
- You are likely to strike a balance between listening to others and making your own contributions.
- You are likely to be sociable yet respectful of people's boundaries.

Drawbacks:

- You may feel less comfortable when tackling tasks that are solely independent over extended periods.
- You may not always voice your opinions, even if it is beneficial to do so at the time.
- You may feel overshadowed by those who always assert themselves or constantly share their thoughts.

Opportunities:

- Try to stand your ground when expressing your opinions, ensuring that they are heard.
- Challenge yourself to take the lead during group discussions.
- During tasks that require independent work, try to be as autonomous as possible.

Industriousness

Score:

5

Industriousness relates to an individual's personal drive, achievement motivation and attitude towards set goals. This trait can determine a person's likelihood to take ownership of necessary tasks without procrastination, and to see long-term projects through to completion.

An individual high in Industriousness is unlikely to abandon a set goal, even in the face of adversity, obstacles or challenges, working to the best of their ability throughout. They tend to prefer to begin tasks immediately, striving at all times for the best possible result.

Those low in Industriousness may focus on processes more than end results, taking their time to complete projects and take a laid-back approach to work in general. They are not likely to be overtly competitive and tend to accept their relative strengths and weaknesses.

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

Strengths:

- You are less likely to abandon your goals, unless you deem them unattainable.
- You may be less likely to procrastinate when beginning tasks, unless you find it particularly uninteresting.
- In the face of challenges or obstacles, it is likely that you will strive to overcome them.

Drawbacks:

- You may abandon attainable goals if met with particularly challenging obstacles.
- You may be likely to procrastinate when required to complete particularly unenjoyable tasks.
- You may be less likely to go the extra mile to achieve the best possible result.

Opportunities:

- When considering abandoning a task, remember that feeling challenged does not necessarily mean you cannot succeed.
- Challenge yourself to take ownership of additional tasks, in order to go the extra mile.
- Volunteer yourself for tasks that you feel could challenge you.

Integrity

Score:

4

Integrity relates to an individual's propensity for honesty, fairness and transparency in relation to both their actions and motives. It can determine the extent to which someone may follow their principles and their willingness to compromise them for personal gain.

An individual high in Integrity is unlikely to break rules, violate their principles or behave dishonestly, even if it may be beneficial to do so in that context. They do not tend to be motivated by the pursuit of power, wealth or status.

Those low in Integrity tend to be comfortable adopting various interpersonal approaches, such as flattery, feigned interest and social tact, in order to achieve their goals. They tend to value power, wealth or status, and are unlikely to allow rigidly set principles to prevent them from achieving their objectives.

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

Strengths:

- You are likely to follow the rules, without being restricted by them.
- You are likely to permit yourself to take shortcuts, if you feel they are appropriate.
- You are likely to hold moral principles, without engaging in counter-productive adherence to them.

Drawbacks:

- You may have some difficulty deciding whether an available shortcut is appropriate.
- You may feel conflicted when deciding which rules to follow and which to disregard.
- You could have some trouble deciding how much of the truth to disclose and when.

Opportunities:

- Before taking a shortcut, consider the situational context and possible risks.
- When deciding whether to display honesty, try to envisage the possible outcomes that this could lead to.
- Contemplate the importance of rules and the consequences of disregarding them, on a case-by-case basis.

Openness to Experience

Score:

7

Openness to Experience relates to an individual's readiness to acquire new information, demonstrate acceptance of unconventional ideas and pursue new experiences.

Individuals high in Openness to Experience may display a natural curiosity towards life, whether in terms of furthering their understanding and knowledge of certain topics or questioning conventional approaches.

Those low in Openness to Experience tend to be more content when following convention and may be more likely to accept tradition. These individuals tend to demonstrate concrete thinking, with a focus on practical solutions, as opposed to abstract theoretical discussions.

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

Strengths:

- You are likely to balance your time between exploring new ideas and those that are conventional.
- You are likely to be comfortable working with either traditional or unconventional methods.
- You are generally at ease when working with either abstract or practical concepts.

Drawbacks:

- You may have some difficulty when deciding between either traditional or unconventional approaches.
- Although you are likely to generate new ideas, you may not always explore them fully.
- You may alternate between practical and abstract concepts, committing fully to neither.

Opportunities:

- When asked to adopt a very abstract approach, try to avoid evaluating it in terms of practical benefit.
- When asked to adopt a very conventional approach, try to avoid over complicating it in order to reject the status quo.
- When you have new ideas, ensure that you take the time to develop them fully, instead of abandoning them.

Resilience

Score:

6

Resilience relates to an individual's propensity to overcome stress, particularly in times of difficulty or adversity, maintaining a positive outlook and remaining confident in their own capability to overcome obstacles.

Individuals high in Resilience tend to remain optimistic in times of difficulty and their belief in their own abilities does not tend to falter despite hardship. They generally feel in control of their own lives, rarely feeling hopeless, powerless or at the mercy of others.

Those low in Resilience may doubt their abilities during difficult times and can adopt a pessimistic outlook when they experience adversity. They may feel that most of their life's events occur outside of their control and that their actions would have little or no effect.

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

Strengths:

- You are likely to remain optimistic when facing some setbacks.
- You are likely to have a realistic outlook regarding your own capabilities.
- You are likely to push yourself, without placing yourself at risk of excessive stress.

Drawbacks:

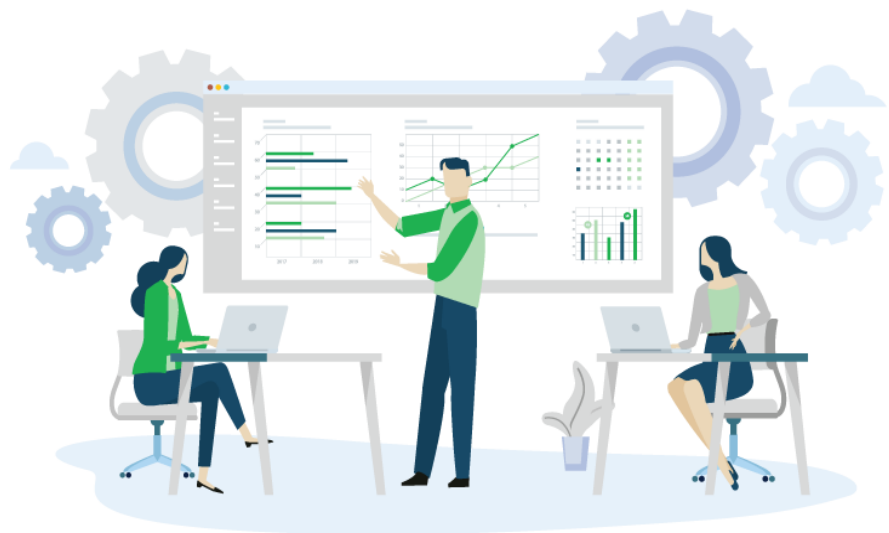
- You are likely to have some difficulty working in high-pressure environments for long periods of time.
- You are likely to feel less optimistic when placed under extreme stress.
- Your belief in your own capabilities may falter during particularly challenging times.

Opportunities:

- Try to avoid assessing your capabilities based on how difficult you find challenging tasks.
- When working towards a particularly challenging goal, try to acknowledge small successes along the way.
- If you struggle to feel optimistic during highly stressful times, try to identify the positive aspects of the situation.

Simone Sample

Leadership Report



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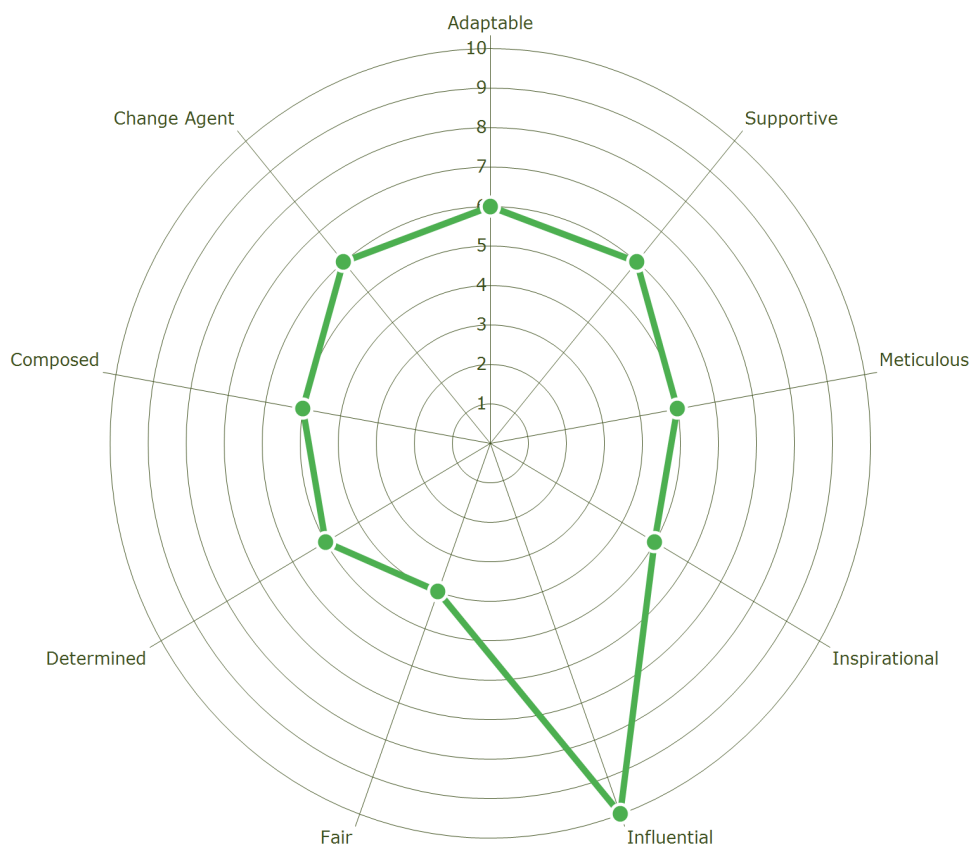
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Summary Personality Profile



Adaptable**Score:****6**

Definition: Remains confident in the face of setbacks, maintains belief in their abilities and feels comfortable in high pressure environments.

High Scorers

- Believes in their abilities
- Feels in control of situations
- Comfortable dealing with high pressure
- Not deterred by setbacks
- Positive self-regard
- Maintains a level-head

Low Scorers

- Unsure of themselves
- Questions their capabilities
- Overwhelmed by high pressure
- Discouraged by setbacks
- Negative self-regard
- Behaves erratically when stressed

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

Change Agent**Score:****6**

Definition: Readily accepts change, seeks to acquire further understanding and considers alternative approaches to improving the status quo.

High Scorers

- Rejects the status quo
- Adopts new approaches
- Challenges convention
- Champions change
- Considers alternatives
- Comfortable breaking routine

Low Scorers

- Accepts the status quo
- Values tradition
- Opts for conventional approaches
- Resists change
- Prefers routine
- Avoids alternatives

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

Composed**Score:****5**

Definition: Demonstrates self-control, rarely overwhelmed when under pressure and feels generally able to overcome stressors while maintaining composure.

High Scorers

- At ease
- Unaffected by high pressure
- Feels able to overcome challenges
- Never acts erratically
- Maintains calm
- Positive outlook

Low Scorers

- Negative outlook
- Feels unable to cope with setbacks
- Easily intimidated
- Hard on themselves
- Quick to panic
- Emotionally reactive

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

Determined**Score:****5**

Definition: Sees tasks through to completion, despite their duration or difficulties encountered in the process. Seeks to achieve goals and excel in all that they do.

High Scorers

- Target driven
- Motivated by set goals
- Goes the extra mile
- Is proactive
- Not deterred by setbacks
- Overcomes obstacles

Low Scorers

- Takes a laid-back approach
- Daunted by obstacles
- Deterred by setbacks
- Discouraged by difficulties
- Seldom takes initiative
- Comfortable abandoning goals

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

Fair**Score:****4**

Definition: Upholds procedure and plays by the rules, acts with sincerity and operates with transparency.

High Scorers

- Strives to uphold moral ideals
- Displays honesty
- Well-meaning
- Has good intentions
- Never breaks the rules
- Will not compromise principles

Low Scorers

- Has ulterior motives
- Comfortable bending the truth
- Takes shortcuts
- Not restricted by rigid principles
- Driven by self-interest
- Hides motivations from others

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

Influential**Score:****10**

Definition: Readily offers opinions and speaks their mind, takes command of a situation when necessary.

High Scorers

- Confidently voices opinions
- Takes charge
- Never backs down
- Not intimidated by confrontation
- Speaks their mind
- Comfortable exerting influence

Low Scorers

- Keeps opinions to themselves
- Allows others to take the lead
- Intimidated by confrontation
- Hesitant to speak their mind
- Gives in to others
- Remains in the background

This score indicates a high level of this trait, relative to the chosen norm group for this assessment.

Inspirational**Score:****5**

Definition: Actively engages with others and seeks new experiences, takes an enthusiastic approach and projects optimism.

High Scorers

- Inspires enthusiasm
- High energy
- Generates optimism
- Exudes positivity
- Transformational leadership style
- Dynamic approach

Low Scorers

- Stoic demeanour
- Transactional leadership style
- Manages by exception
- Maintains distance
- Preference for routine
- Never reckless

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

Meticulous**Score:****5**

Definition: Fulfils their obligations, maintains focus on the task at hand, makes detailed plans and follows through with them.

High Scorers

- Attends to detail
- Adheres to procedure
- Seeks to fulfil obligations
- Manages tasks methodically
- Strives to be organised
- Takes a disciplined approach

Low Scorers

- Has a laid-back attitude
- Bends the rules
- Takes an ad-hoc approach to tasks
- Rarely plans ahead
- Easily distracted from tasks
- Tolerates disorder

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

Supportive**Score:****6**

Definition: Empathises with others, showing genuine concern for those around them, demonstrates understanding and expresses emotions positively.

High Scorers

- Makes time for others
- Concerned for others' wellbeing
- Empathises with others' hardships
- Shares positive emotions
- Reflects on feelings
- High emotional awareness
- Strives to understand others

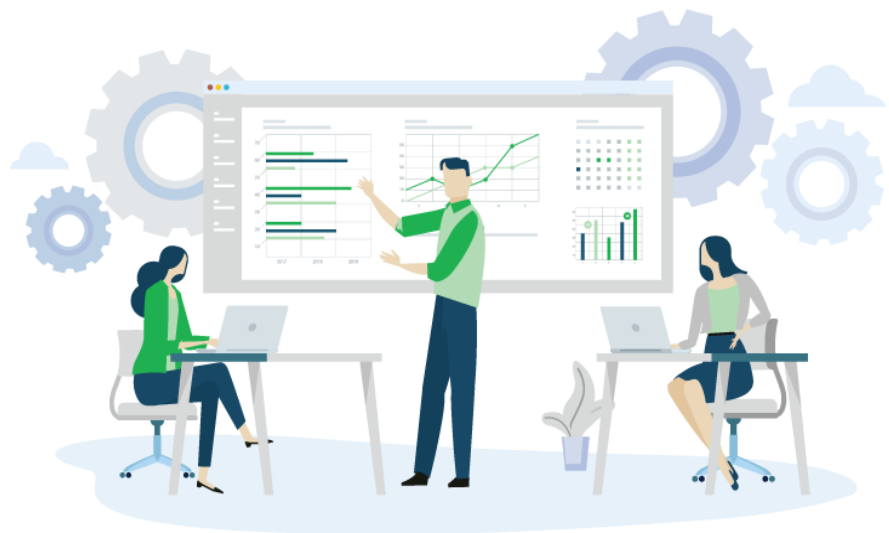
Low Scorers

- Never attends to mood
- Uncomfortable with emotions
- Keeps feelings to themselves
- Difficulty anticipating others' needs
- Unconcerned with others' hardships
- Struggles to empathise

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

Simone Sample

Sales Report



Report Information

This report has been generated using results from the Test Partnership TPAQ-45 Complete 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.

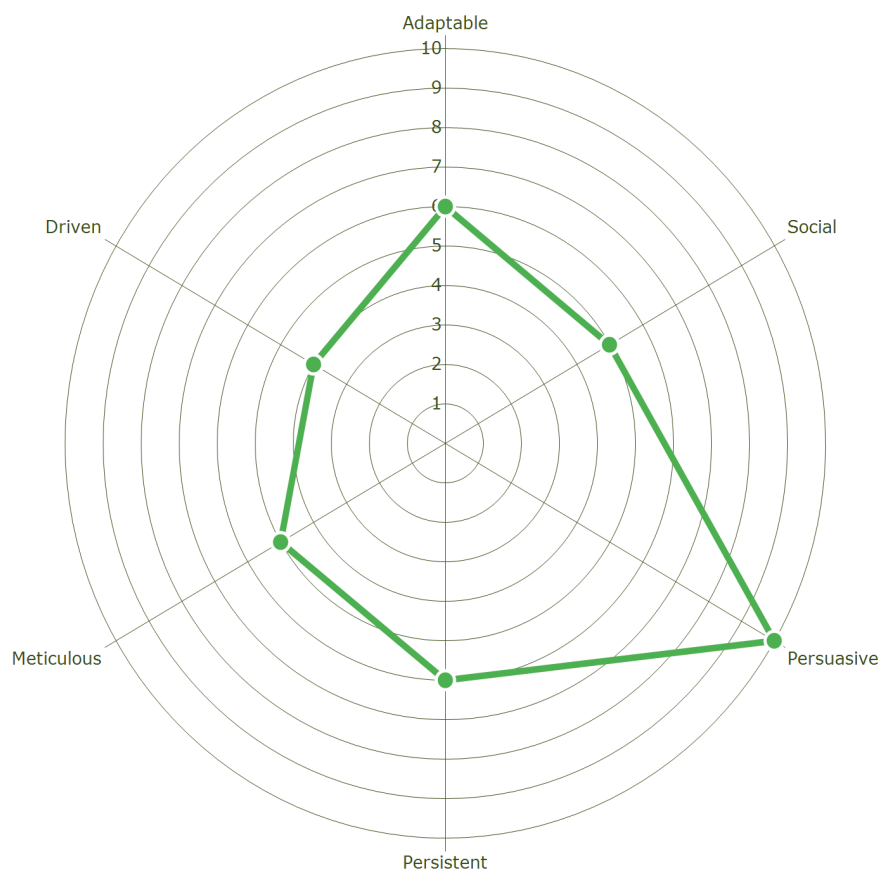
The information in this report is likely to remain valid for up to 24 months from the date of taking the questionnaire.

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.

Summary Personality Profile



Adaptable**Score:****6**

Definition: Remains confident in the face of setbacks, maintains belief in their abilities and feels comfortable in high pressure environments.

High Scorers

- Believes in their abilities
- Feels in control of situations
- Comfortable dealing with high pressure
- Not deterred by setbacks
- Positive self-regard
- Maintains a level-head

Low Scorers

- Unsure of themselves
- Questions their capabilities
- Overwhelmed by high pressure
- Discouraged by setbacks
- Negative self-regard
- Behaves erratically when stressed

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

Driven**Score:****4**

Definition: Sets and achieves goals, dedicated to succeeding in all tasks, works autonomously and takes a proactive approach to reaching targets.

High Scorers

- Motivated by set goals
- Seeks to exceed expectation
- Starts tasks immediately
- Takes ownership of tasks
- Strives to achieve
- Is proactive

Low Scorers

- Rarely motivated by set goals
- Does not go the extra mile
- Prone to procrastination
- Requires prompts to begin tasks
- Comfortable abandoning goals
- Seldom takes initiative

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

Meticulous**Score:****5**

Definition: Fulfils their obligations, maintains focus on the task at hand, makes detailed plans and follows through with them.

High Scorers

- Attends to detail
- Adheres to procedure
- Seeks to fulfil obligations
- Manages tasks methodically
- Strives to be organised
- Takes a disciplined approach

Low Scorers

- Has a laid-back attitude
- Bends the rules
- Takes an ad-hoc approach to tasks
- Rarely plans ahead
- Easily distracted from tasks
- Tolerates disorder

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

Persistent**Score:****6**

Definition: Endeavours to meet targets no matter the difficulty, rarely abandons goals and sees things through to the end.

High Scorers

- Never gives up
- Sees tasks through to completion
- Challenges themselves to succeed
- Faces difficulties head on
- Unaffected by task difficulty
- Powers through setbacks
- Strives to overcome obstacles

Low Scorers

- Discouraged by difficulties
- Overwhelmed by challenges
- May abandon tasks
- Deterred by setbacks
- Gives up on long-term goals
- Daunted by obstacles

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

Persuasive**Score:****10**

Definition: Asserts themselves within client relationships, confidently leads discussions and presents cases boldly.

High Scorers

- Takes control of situations
- Feels comfortable presenting ideas
- Never takes "no" for an answer
- Stands by their opinions
- Confidently handles objections
- Imposes their will on others
- A forceful negotiator

Low Scorers

- Allows clients to take the lead
- Backs down during confrontation
- Intimidated by objections
- Unlikely to assert themselves
- Hands control to others
- Discouraged by being told "no"

This score indicates a high level of this trait, relative to the chosen norm group for this assessment.

Social**Score:****5**

Definition: Forms meaningful connections with others, actively seeks interpersonal relationships, rarely hesitates to reach out to new people.

High Scorers

- Seeks to make new contacts
- Initiates communication
- Establishes relationships
- Quickly forms connections
- A confident networker
- A team player

Low Scorers

- Avoids instigating initial contact
- Takes time to form relationships
- Hesitant to communicate
- A reluctant networker
- Waits for others to come to them
- Prefers to work independently

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