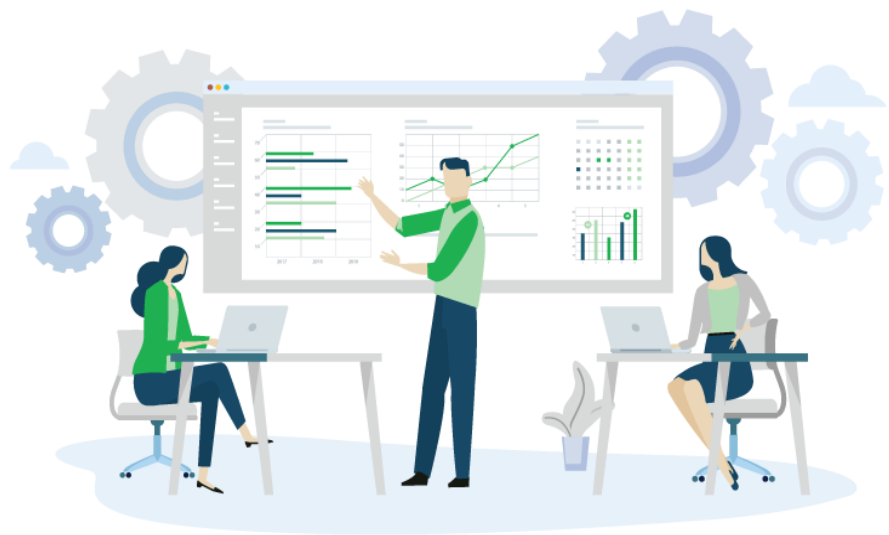

Simone Sample

TPAQ-27 Express Profile

Full Report



Report Information

This report has been generated using results from the Test Partnership TPAQ-27 Express 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 27 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




Agreeableness

Altruistic An individual's genuine and selfless concern for others, without expecting benefit or reciprocation.	
Cooperative An individual's propensity to avoid confrontation, cause upset or offence to other people.	
Sympathetic An individual's attitude towards those in need, feeling a sense of responsibility for the well-being of others.	




Conscientiousness

Discipline An individual's likelihood to remain productive and maintain focus during necessary day-to-day tasks.	
Methodical An individual's attention to detail and their propensity to conduct tasks in a meticulous way.	
Vigilance An individual's consideration of consequences and avoidance of impulsive decision-making.	




Emotional Intelligence

<p>Emotional Awareness An individual's level of emotional awareness, recognition and understanding of what they feel and why.</p>	
<p>Empathetic An individual's concern for others' well-being, readily empathising with their situations, challenges and feelings.</p>	
<p>Intuitive An individual's propensity to use feeling, emotions, and intuition as a guide when making decisions.</p>	




Emotional Stability

<p>Assurance An individual's level of comfort in social settings, rarely concerned with how others perceive them.</p>	
<p>Calm An individual's propensity to take things in their stride, rather than becoming angry or frustrated.</p>	
<p>Composure An individual's attitude towards encountering obstacles, feeling emotionally equipped to overcome stressors.</p>	




Extraversion

Assertive An individual's propensity to take control of social situations and feel comfortable speaking their mind.	
Energetic An individual's likelihood to remain highly active, keep busy and live their life at a fast pace.	
Sociable An individual's preference for group membership, participation in crowds and taking centre stage.	




Industriousness

Goal Focus An individual's preference for setting and achieving goals, gaining satisfaction from reaching targets.	
Initiative An individual's propensity towards proactivity, starting tasks autonomously without procrastination.	
Perseverance An individual's propensity to see long-term projects through to completion, even in the face of adversity.	




Integrity

<p>Fairness An individual's propensity to play by the rules, even if breaking the rules increases the chance of success.</p>	
<p>Honesty An individual's propensity to act sincerely, displaying honesty regardless of whether it is counterproductive.</p>	
<p>Modesty An individual's disinterest in seeking recognition, praise or attention, not requiring external validation.</p>	

Openness to Experience

<p>Free-Thinking An individual's propensity to question convention and tradition, in favour of alternative approaches.</p>	
<p>Imaginative An individual's propensity to engage their imagination, reflecting and expanding upon their ideas.</p>	
<p>Inquisitive An individual's propensity towards curiosity, acquiring new information and further understanding.</p>	

Resilience

Confidence An individual's level of belief concerning their capability to overcome obstacles, setbacks and deterrents.	
Self-Directed An individual's likelihood to feel in control, rarely feeling powerless over their life's direction.	
Self-Esteem An individual's perceived self-worth, concerning positive self-image and recognition of their own worth.	

Summary Personality Profile



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

Agreeableness is often referred to as a "niceness" factor of personality, determining whether or not a person displays a friendly and welcoming demeanour. Agreeableness is a largely interpersonal-focused personality trait, influencing the probability of displaying altruistic behaviours or providing support to those in need. There is an intrapersonal component to Agreeableness however, as agreeableness is related to personal moral principle development and the formulation of an internal moral code.

People who score highly on Agreeableness tend to be deeply trusting individuals, rarely suspecting ulterior motives or questioning a person's word. They are naturally cooperative and friendly, being especially keen to make a good impression on people and ensure smooth social interactions with everyone they meet. Agreeable people show a genuine concern for the wellbeing of others, showing high levels of sympathy and empathy for those less fortunate than themselves. Lastly, highly agreeable people are likely to hold strong moral and ethical principles, rarely deviating from their moral compass.

Those who score low on Agreeableness tend to be suspicious and cynical individuals, constantly suspecting the motives of other people and being distrustful by default. They tend to prefer focusing on their own endeavours and objectives, feeling that cooperation is an unnecessary barrier to success. Disagreeable people are less likely to show sympathy or empathy towards others, especially to strangers or those who they do not know well. Lastly, disagreeable people tend to show flexible moral principles, focusing more on outcomes than on ethical concerns.

Agreeableness is one of the five global traits comprising the Big Five model of personality, which is largely considered to be the gold standard in personality testing. Agreeableness has been linked to increased levels of prosocial behaviour, making highly agreeable people especially helpful. Agreeableness has been linked to performance in caring and supporting roles, including social work, nursing, caring, child-care, and work in the third sector. People who score highly on Agreeableness are also more likely to show higher levels of contextual performance at work, along with higher levels of organisational citizenship.

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

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

Conscientiousness is broadly considered to be an "organisation" focused personality factor, determining the extent in which people keep their lives structured. Conscientiousness is often considered one of the more work-relevant personality traits, as organisational ability is often highly prized by employers. Conscientiousness is a largely intrapersonal trait, affecting how people work and structure their personal lives, making it very difficult to express interpersonally. However, conscientiousness can be readily seen by co-workers and friends, and people who score at the extremes on Conscientiousness tend to be easily identified by those who know them.

Individuals who score highly on Conscientiousness tend to focus on organisation and planning, favouring processes and systems when problem solving. They are likely to remain focused and attentive during their tasks, showing an increased ability to resist the urge to procrastinate or loaf. Conscientious people are also likely to show greater attention to detail, focusing on the small details and placing great importance on the minutiae. Lastly, highly conscientious people display greater levels of caution and thoughtfulness when making decisions, rarely displaying impulsivity or taking unnecessary risks.

People who score low on Conscientiousness tend to prefer taking an ad hoc approach to work, finding formal processes and procedures to be stifling. They tend to struggle with staying focused when working, readily becoming distracted and are thus more prone to procrastination. Those scoring low on Conscientiousness are less focused on the minor details, preferring to look at the big picture rather than the minutiae. Lastly, less conscientious people tend to be more decisive, but also more impulsive, making important decisions on a whim and rarely doing their due diligence when taking a particular course of action.

Conscientiousness is one of the five global traits comprising the Big Five model of personality, which is largely considered to be the gold standard in personality testing. Of the Big Five personality traits, Conscientiousness is the trait most commonly associated with job performance. In the majority of roles, Conscientiousness is positively associated with job performance, particularly the task performance component of the role (rather than contextual performance). Conscientiousness is likely of particular importance to roles which are highly process-oriented, such as administration, project management, human resources, software development, and operational roles.

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

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.

Emotional Intelligence relates to a person's propensity to understand both their emotions and the emotions of other people. As a result, it is both an interpersonal and intrapersonal trait, influencing relationships with others, while also affecting a person's internal emotional state. Emotional Intelligence largely determines how effectively people are able to utilise emotion, both within themselves and in other people, which is essential to smooth team working and avoiding unnecessary conflict.

Individuals who score highly on Emotional Intelligence are better able to identify their own emotions, understanding why they feel a certain way, and thus are better prepared to manage their own emotional state. They are better equipped to express emotion, both positive and negative emotions, doing so both appropriately and effectively. People who are highly emotionally intelligent are also more likely to display empathy and sympathy, being more emotionally connected to people and the world around them. Lastly, highly emotionally intelligent people are better equipped to use emotion in decision making, showing a finely tuned sense of intuition.

Those who score low on emotional Intelligence may struggle to identify their specific emotions, resulting in unexpected emotional outbursts or inner emotional turmoil. They may have difficulty expressing both positive and negative emotion, and will either avoid expressing emotion all together or will do so at inappropriate times. Low Emotional Intelligence individuals are less likely to show compassion or empathy to others, struggling with the idea that other people are emotional beings that need support. Lastly, they struggle to effectively utilise emotion in decision making, either detaching themselves from emotion all together, or letting their emotions get carried away with them.

The Emotional Intelligence scale is based on Barchard's components of Emotional Intelligence. Emotional Intelligence is essential to performance in any role with a significant care-giving or supportive component, such as those that involve working with vulnerable people. Emotional Intelligence can also help to prevent burnout and compassion fatigue, particularly in roles that require high levels of emotional labour.

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

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.

Emotional stability is the opposite of Neuroticism, and in many personality measures, Neuroticism is measured directly instead. Emotional Stability / Neuroticism determine how strongly people experience negative emotion, along with the extent in which those negative emotions tend to interfere with their day to day functioning. This has important implications for stress management, along with the related outcomes of burnout and overall wellbeing. It is largely an intrapersonal trait, focusing on internal emotional volatility, but naturally one's emotional state has significant implications for one's interpersonal relationships as well.

Individuals who score highly in Emotional Stability show lower levels of emotional reactivity in response to daily stressors, taking things in their stride. Their emotional state is less likely to fluctuate, maintaining a consistent level of emotionality throughout the day, even in response to stressful stimuli. They will show greater ability to control their emotions, rarely displaying emotional outbursts or meltdowns. Lastly, those scoring highly on Emotional Stability tend to feel more comfortable at rest, rarely showing persistent levels of general anxiety, worry, or nervousness, and instead will appear calm and collected almost all of the time.

Those scoring low on Emotional Stability tend to show higher levels of emotional reactivity, reacting negatively to everyday stressors and inconveniences. They tend to be emotionally reactive, experiencing frequent mood swings or sudden changes in their emotional state, alternating unpredictably between positive and negative emotion. They may struggle with controlling their emotions, becoming overwhelmed with emotion and experiencing frequent emotional outbursts. Lastly, less emotionally stable individuals tend to experience more negative emotion at rest, showing higher levels of general anxiety and nervousness, even without an external stressor.

Emotional Stability is one of the five global traits comprising the Big Five model of personality, which is largely considered to be the gold standard in personality testing. Emotional Stability is considered a useful predictor of job performance, particularly in roles that require a level of stress tolerance. Emotional Stability is also a major determiner of employee retention in roles that require a level of stress tolerance and the ability to work under pressure, including sales roles, managerial roles, and other roles which involve fixed deadlines or high-stakes targets.

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

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.

Extraversion in the traditional sense, relates to a person's propensity to engage with the external world, rather than their own internal thoughts or feelings. Interpersonally, Extraversion determines a person's preferences regarding interpersonal communication and relationship seeking. Intrapersonally, Extraversion determines a person's level of energy and enthusiasm, especially for experiences and fun activities. In the workplace, Extraversion has significant implications for organisational culture and role fit, as well as implications for team-building and managerial responsibility.

Individuals that score highly on Extraversion tend to seek out social interaction, finding great enjoyment from interpersonal connections and relationship building. They tend to be open with people, readily sharing their opinions and forming connections with acquaintances quickly. Extraverts enjoy being part of a group, relishing the opportunity to meet new people and develop new relationships. They tend to show "Strong" personalities, being inherently assertive and dominant, gravitating towards leadership roles. Extraverted individuals also show high levels of energy and enthusiasm, displaying boundless energy which never seems to dwindle.

Those who score low on Extraversion, also known as introverts, tend to feel more comfortable on their own than in groups of people. Their requirements for interpersonal communication tend to be lower, requiring less social interaction in order to feel satisfied with their social lives. They tend to avoid large groups of people, preferring to hold a small but close-knit circle of trusted friends over a large network of acquaintances. Intrapersonally, they are more focused on their internal thoughts, feelings, emotions, and opinions, preferring solitary activities to highly social ones. Introverts are less likely to appear energetic and enthusiastic, presenting a reserved and understated demeanour.

Extraversion is one of the five global traits comprising the Big Five model of personality, which is largely considered to be the gold standard in personality testing. Extraversion is associated with performance in many roles, especially those which require a high degree of interpersonal communication. For example, sales roles, customer service roles, managerial roles, and retail-focused roles are likely to attract highly extraverted staff. Conversely, in remote work or in highly solitary roles, Extraversion could be considered a disadvantage, likely resulting in lower job satisfaction.

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

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.

Industriousness is closely aligned to the Big Five personality trait of conscientiousness, but focuses more on performance and effort. Industriousness largely determines how hard people try to achieve their goals, and how long they persist in those efforts. It also determines a person's level of proactivity, whether or not they will get started on their tasks in the first place. Being a purely intrapersonal trait, Industriousness is hard to express in conversation, but is easy to identify when watching them work or when measuring the intensity of their efforts.

People who score highly on Industriousness are naturally driven individuals, showing a high level of zeal when approaching their goals. They tend to focus single-mindedly on their goals, making any necessary sacrifice and rarely wavering in their motivation to achieve them. Setbacks and obstacles are no deterrent to highly industrious people, who may actually find the additional challenge to be uniquely motivating. When assigned new tasks, or when the opportunity to begin something of interest arises, they can be relied upon to start immediately, taking the initiative and showing a high degree of proactivity.

Those who score low in Industriousness tend to prefer a relaxed and laidback approach to their tasks and goals. They will show lower levels of natural drive and tenacity, feeling more aloof and ambivalent about their goals in life. They are less likely to be highly competitive, preferring a more cooperative approach to problem solving or personal achievements. When starting new tasks or taking on new goals, they are likely to struggle during the initial stages, requiring a certain amount of momentum to get started. Lastly, those scoring low on Industriousness are likely to take setbacks to heart, greatly reducing their motivation to continue with that particular activity.

Industriousness is an aggregate construct comprising several related traits which are considered useful predictors of job performance. It is especially important in roles that require a high level of effort or long hours, such as finance roles, management consultancy, senior management, and entrepreneurship. Similarly, Industriousness is important in roles with explicit targets, deadlines, or quotas, such as in sales and business development roles.

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

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.

Integrity is aligned with the Big Five personality trait of agreeableness, but only from an intrapersonal perspective. Integrity focuses around inner principles and moral ideals, determining whether a person acts in accordance with their set principles. It also determines an individual's level of selfishness, the extent in which they focus on their own level of personal prestige, wealth, and overall status in the eyes of others. Lastly, Integrity determines a person's propensity towards deceitful behaviour and dishonesty, whether or not they will feel comfortable with lying or strategically withholding the truth from others.

Individuals that score highly on Integrity are less likely to break the rules, or contradict their own personal values and principles, even if they personally stand to benefit from doing so. They are less likely to place a significant emphasis on external motivators, such as wealth, prestige, status, or recognition, finding more personal drives to succeed and perform. Those with high levels of Integrity are more likely to be honest with people, even when dishonesty may provide them with an advantage in the given context.

Those who score low on Integrity display a more flexible approach to following rules and principles, focusing on the end-result or the bottom line. They are less likely to show an aversion towards greed, finding external motivators such as wealth, prestige, recognition, and interpersonal validation to be highly motivating and rewarding. Those who score low on Integrity are more likely to be dishonest or utilise impression management strategies, bending the truth or putting up a façade in order to maximise the probability of success.

Integrity is a major facet of the HEXACO model of personality (known as honesty-humility) and is considered to be predictive of job performance in caregiving roles, showing incremental validity when combined with the Big Five model of personality. Similarly, high levels of Integrity are related to organisational citizenship behaviours, with staff showing greater levels of contextual performance at work. Those scoring very low on Integrity may also display certain counterproductive work behaviours, finding ways to further their own position at the expense of the organisation, their colleagues, or stakeholders.

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

Openness to Experience

Score: **6**

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

Openness to Experience is a highly intrapersonal trait, influencing how an individual chooses to personally interact with the world around them. It largely determines a person's approach regarding cognitive style, whether or not they display curiosity and inquisitiveness towards the world's mysteries. It also suggests a certain degree of variety-seeking behaviour, whether or not a person prefers routine and consistency, or variety and adventure. Lastly, Openness to Experience also has a deeply intrapersonal component, relating to imagination and artistic preferences.

Those scoring high on Openness to Experience display a natural curiosity and inquisitiveness towards life, enjoying intellectual pursuits and showing a clear thirst for knowledge. They tend to question the status quo, refusing to take things for granted and rarely being intellectually satisfied with conventional answers to problems. They show a preference for variety over routine, finding excessive familiarity and consistency to be stifling and dull. Lastly, those scoring highly on Openness to Experience show greater levels of artistic flair and imaginativeness, making them especially creative.

Individuals that score low on Openness to Experience display more concrete thinking, preferring fixed rules and conventional wisdom when solving problems. They are likely to accept the status quo, favouring tradition and established practices over more unorthodox approaches to issues. Those scoring low on Openness to Experience are more likely to accept routines and fixed patterns of organisation, finding too much change and variety to be disruptive. Lastly, they are less likely to enjoy artistic pursuits, preferring to focus on more tangible and practical tasks.

Openness to Experience is one of the five global traits comprising the Big Five model of personality, which is largely considered to be the gold standard in personality testing. Openness to Experience is often associated with workplace creativity, showing a preference for artistic and creative work, including graphic design, web-design, marketing, and writing. The more cognitive aspects of Openness to Experience are also predictive of abstract problem solving and innovative idea generation, which is especially useful in cognitively complex work, including complex technical, professional, and managerial roles more generally.

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

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.

Resilience largely determines an individual's ability to manage stress and psychologically cope during difficult times, helping them to avoid burnout or stress-related health problems. Psychologically speaking, Resilience determines whether or not a person will simply give up during especially trying times, a characteristic commonly associated with occupational burnout. Resilience acts as a resource which allows individuals to keep going, ensuring that they remain positive and confident, rather than defeated and hopeless.

People who score highly on Resilience have an innate sense of confidence and self-worth, allowing them to persist in their endeavours, even when the odds seem bleak. Unlike industriousness however, this isn't due to internal drive or motivation, but with a personal belief in their own self-worth and level of competence, allowing them to stave off the desire to quit. This acts as a bulwark against setbacks and stressors, ensuring that individuals do not get quickly overwhelmed by their circumstances.

Those who score low on Resilience tend to feel at the mercy of events around them, showing a lowered sense of personal agency. This makes continuing with difficult tasks seem pointless, as the individual will have developed a sense of learned helplessness. They interpret obstacles and setbacks as insurmountable roadblocks, highlighting to them the futility of even trying in the first place. This negative outlook inevitably makes people highly susceptible to stress and burnout, especially during times of difficulty.

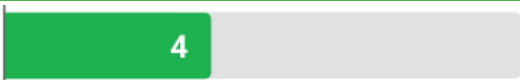


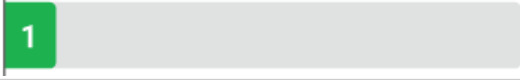
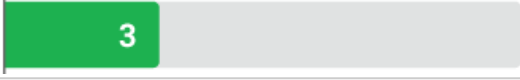

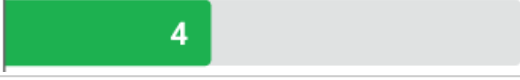



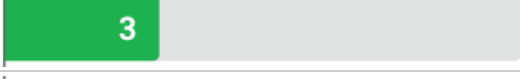
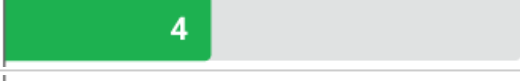

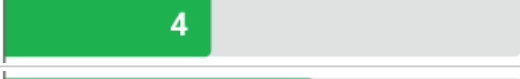

The Resilience scale is based on the core self-evaluations model of personality, comprising locus of control, self-efficacy, self-esteem and emotional stability. Resilience is considered a predictor of job performance in a wide range of roles, and can protect against stress related burnout. Resilience is especially important in roles with a high degree of pressure, such as those with explicit deadlines, targets, or quotas. Similarly, Resilience is likely to be important in roles with especially high-stakes, such as the medical professions or in social-care. Lastly, Resilience is also a major determiner of job-satisfaction, with low-scoring employees at greater risk of employee attrition in roles with higher Resilience demands.

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

Competencies

Achievement/Effort	Establishing and maintaining personally challenging achievement goals and exerting effort toward mastering tasks.
Adaptability/Flexibility	Being open to change (positive or negative) and to considerable variety in the workplace.
Analytical Thinking	Analyzing information and using logic to address work-related issues and problems.
Attention to Detail	Being careful about detail and thorough in completing work tasks.
Concern for Others	Being sensitive to others' needs and feelings and being understanding and helpful on the job.
Cooperation	Being pleasant with others on the job and displaying a good-natured, cooperative attitude.
Dependability	Being reliable, responsible, and dependable, and fulfilling obligations.
Initiative	A willingness to take on responsibilities and challenges.
Innovation	Creativity and alternative thinking to develop new ideas for and answers to work-related problems.
Integrity	Being honest and ethical.
Leadership	A willingness to lead, take charge, and offer opinions and direction.
Persistence	Persistence in the face of obstacles.
Self Control	Maintaining composure, keeping emotions in check, controlling anger, and avoiding aggressive behavior, even in very difficult situations.
Social Orientation	Preferring to work with others rather than alone, and being personally connected with others on the job.
Stress Tolerance	Accepting criticism and dealing calmly and effectively with high stress situations.

Competency Profile

Competency		Potential
Achievement and Effort	 4	Fairly Low
Adaptability and Flexibility	 8	High
Analytical Thinking	 4	Fairly Low
Attention to Detail	 1	Extremely Low
Concern for Others	 3	Low
Cooperation	 6	Average
Dependability	 4	Fairly Low
Initiative	 6	Average
Innovation	 5	Average
Integrity	 5	Average
Leadership	 3	Low
Persistence	 4	Fairly Low
Self-Control	 4	Fairly Low
Social Orientation	 4	Fairly Low
Stress Tolerance	 6	Average