Personality Questionnaire (TPPQ)

Simone Sample
01/01/2017


Report Information

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

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

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

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

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

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

Disclaimer

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

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

Test Partnership accept no liability for the consequences of the use of this report.
### Full Personality Scales

This section gives a detailed view of the candidate's full personality profile presented on 16 scales. By providing a spectrum of personality traits, it's possible to focus on particular aspects of the candidate's personality.

### Full Personality Scales Report

These pages act as narrative to support the Full Personality Scales section. The report describes how the candidate's responses relate to each of the 16 scales, and what their preferences indicate in practice.

### Summary Personality Profile

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

### Summary Personality Profile Report

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

<table>
<thead>
<tr>
<th>Trait</th>
<th>Description</th>
<th>Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>Approachable</td>
<td>Talkative, gregarious and socially uninhibited, easy to talk to and rarely shy.</td>
<td>3</td>
</tr>
<tr>
<td>Assertive</td>
<td>Strong-willed, confident and authoritative, takes control of social situations.</td>
<td>1</td>
</tr>
<tr>
<td>Assured</td>
<td>Unhindered by apprehension, knows own strengths, confident in abilities.</td>
<td>5</td>
</tr>
<tr>
<td>Calm</td>
<td>Remains clear-headed and personable under pressure, relaxed, slow to anger.</td>
<td>5</td>
</tr>
<tr>
<td>Caution</td>
<td>Wary and avoids great risk, dislikes rash decisions, aware of consequences.</td>
<td>9</td>
</tr>
<tr>
<td>Collected</td>
<td>Emotionally stable, down-to earth and adaptable, composed and level-headed.</td>
<td>5</td>
</tr>
<tr>
<td>Compassionate</td>
<td>Warm, kindly and attentive to the needs of others, outgoing and informal.</td>
<td>4</td>
</tr>
<tr>
<td>Explorative</td>
<td>Seeks new methods and experiences, open to change, inquisitive in nature.</td>
<td>7</td>
</tr>
</tbody>
</table>
### Full Personality Scales

<table>
<thead>
<tr>
<th>Trait</th>
<th>Description</th>
<th>Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>Free Thinking</td>
<td>Imaginative, thinks beyond convention, abstracted and pensive.</td>
<td>7</td>
</tr>
<tr>
<td>Methodical</td>
<td>Uses rational judgement, orderly and objective with strong attention to detail.</td>
<td>6</td>
</tr>
<tr>
<td>Private</td>
<td>Introspective and self-aware, reserved, inward thinking and avoids disclosure.</td>
<td>8</td>
</tr>
<tr>
<td>Procedural</td>
<td>Thorough, conforming and responsible, plays by the rules and avoids disorder.</td>
<td>7</td>
</tr>
<tr>
<td>Reflective</td>
<td>Takes time to evaluate situations, thoughtful, a fast learner, can reason critically.</td>
<td>2</td>
</tr>
<tr>
<td>Resilient</td>
<td>Adaptable, hardy and unfazed during times of stress or adversity.</td>
<td>6</td>
</tr>
<tr>
<td>Sensitive</td>
<td>Affected by emotion, tender minded and intuitive to the needs of others.</td>
<td>7</td>
</tr>
<tr>
<td>Sociable</td>
<td>Enthusiastic, happy-go-lucky and amicable, engaging during social interactions.</td>
<td>7</td>
</tr>
</tbody>
</table>
**Approachable**  
Score: 3  
Simone sees herself as less approachable than most people. Simone is likely to prefer keeping a low profile and may feel uncomfortable talking to those whom she is unaccustomed. Simone may be considered by others to be shy or seem unlikely to seek new relationships.

**Assertive**  
Score: 1  
Simone sees herself as less assertive than most people. Simone is unlikely to feel comfortable expressing her thoughts, feelings or opinions openly, unless certain that this would be appropriate. Simone is unlikely to take control of social situations or assume an informal leadership role unless required to do so.

**Assured**  
Score: 5  
Simone sees herself as about as assured as most people. Simone is unlikely to become anxious or worried during periods of low-moderate stress, but can be affected during periods of high stress. Depending on the situation and the context, Simone may feel either anxious or assured.

**Calm**  
Score: 5  
Simone sees herself as about as calm as most people. Simone is likely to show a balance between remaining calm and level-headed during stressful situations, and showing or expressing emotionality. Simone is likely to remain level headed under most conditions, except when pushed too far.

**Caution**  
Score: 9  
Simone sees herself as more cautious than most people. Simone is likely to show scepticism or distrust, being questioning of people and their motives. Simone is likely to have some difficulty trusting others, keeping her guard up around people whom she does not know well.

**Collected**  
Score: 5  
Simone sees herself as about as collected as most people. Simone is unlikely to be bothered by everyday annoyances or minor stressors, but may react emotionally during more stressful or disruptive events. Simone is unlikely to be considered by others as volatile, although has the potential to demonstrate greater emotional reactivity under highly stressful conditions.

**Compassionate**  
Score: 4  
Simone sees herself as about as compassionate as most people. Depending on the situation Simone may either be more inclined to place the needs of others above her own, or decide that her needs take precedence. Simone is likely to be warm and outgoing with friends, but more formal with people whom she is less accustomed.

**Explorative**  
Score: 7  
Simone sees herself as about as explorative as most people. Simone is likely to feel equally comfortable working in a stable environment as in a dynamic environment prone to change. Simone may show preference to either variety or stability, depending on the situation or the context.
### Full Personality Scales Report

<table>
<thead>
<tr>
<th>Trait</th>
<th>Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>Free Thinking</td>
<td>7</td>
</tr>
<tr>
<td>Methodical</td>
<td>6</td>
</tr>
<tr>
<td>Private</td>
<td>8</td>
</tr>
<tr>
<td>Procedural</td>
<td>7</td>
</tr>
<tr>
<td>Reflective</td>
<td>2</td>
</tr>
<tr>
<td>Resilient</td>
<td>6</td>
</tr>
<tr>
<td>Sensitive</td>
<td>7</td>
</tr>
<tr>
<td>Sociable</td>
<td>7</td>
</tr>
</tbody>
</table>

**Free Thinking**: Simone sees herself as about as free thinking as most people. Simone is likely to show a balance between innovative or unusual approaches and traditional, tried and tested methods. Simone may be flexible in her approach to creativity and practicality, expressing preference for one over the other depending on task requirements.

**Methodical**: Simone sees herself as about as methodical as most people. Simone is likely to be reasonably organised, without being overly focused on attention to detail. Depending on the situation, Simone may either show a preference for rational and systematic approaches to solving problems, or an intuitive and impromptu approach.

**Private**: Simone sees herself as more private than most people. Simone is likely to show a preference for interpersonal restraint and reserve over sharing her thoughts and feelings. Simone may take a while before she is ready to open up to other people, remaining reserved and detached until she feels more comfortable.

**Procedural**: Simone sees herself as about as procedural as most people. Simone is usually happy to follow rules and regulations, but may consider an overly bureaucratic approach impractical. Simone may feel equally happy following the traditional ways of doing things, or may prefer an innovative approach depending on the situation.

**Reflective**: Simone sees herself as less collected than most people. Simone is likely to prefer snap decisions and quick actions, rather than evaluation or critical analysis of situations. Simone shows a preference towards straightforward issues which require little reflection, rather than complex issues.

**Resilient**: Simone sees herself as about as resilient as most people. Simone is as likely to experience difficulty during times of stress as most people. Simone may feel confident during periods of moderate stress, but may not cope as well during periods of high stress. Simone is likely to perceive events as about as stressful as most people.

**Sensitive**: Simone sees herself as about as sensitive as most people. Simone is likely to show empathy, sympathy and concern towards those she is familiar with, but perhaps less so to people she does not know. Simone will likely try to find a balance between meeting the needs of others and her own.

**Sociable**: Simone sees herself as about as sociable as most people. Simone is likely to prefer a balance between seeking the company of other people and maintaining personal boundaries. Simone may, depending on the situation, feel equally comfortable making small talk and engaging with others, or working independently.
Summary Personality Profile

Candidate Name: Simone Sample
Norm Group: General Population
Report Generated: 01/01/2017

- Agreeableness
- Conscientiousness
- Emotional Stability
- Extraversion
- Openness
Summary Personality Profile Report

**Agreeableness**

Score: 3

Simone sees herself as less agreeable than most people. Simone is less likely to demonstrate empathy or concern for others than most people. Simone has a tendency to remain vigilant to others’ motives and is likely to feel comfortable in a competitive atmosphere, perhaps demonstrating greater inclination towards individual work.

**Conscientiousness**

Score: 6

Simone sees herself as about as conscientious as most people. Simone is likely to feel comfortable discerning between situations requiring proactive, self-driven action and those that call for a laid-back approach. Simone is likely to remain vigilant to small details, without dwelling on them.

**Emotional Stability**

Score: 5

Simone sees herself as about as emotionally stable as most people. Simone is likely to demonstrate some anxiety or discomfort during stressful situations, while usually maintaining composure. Simone is likely to appear collected and at ease, although may become somewhat selfconscious when challenged or criticised.

**Extraversion**

Score: 3

Simone sees herself as less extroverted than most people. Simone is likely to feel less comfortable when she is considered to be the centre of attention, perhaps appearing to others as reserved in social situations. Simon is likely to be somewhat individually-centred and avoid drawing attention to herself.

**Openness**

Score: 7

Simone sees herself as about as open to experiences as most people. Simone is likely to feel most comfortable when she is able to seek challenges and new experiences while maintaining a level of stability. Simone is likely to welcome change, so long as it is not too extreme.