
Simone Sample

Ethos Behavioural Styles (R)
Remote Working Report



Report Information

This report has been generated using results from the Test Partnership Ethos Behavioural Styles (R), 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 15 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.

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





Self-Reliance

<p>Introverted An individual's propensity to seek, enjoy, and feel comfortable spending time without other people.</p>	
<p>Reserved An individual's propensity to avoid attention seeking behaviours or require constant social interaction.</p>	
<p>Routine-Orientated An individual's propensity to enjoy routines, avoid unnecessary risks, and to not seek external stimulation.</p>	





Self-Motivation

<p>Drive An individual's desire to succeed or excel in everything they do, often seeking to outperform others.</p>	
<p>Initiative An individual's propensity towards proactivity, starting tasks autonomously without procrastination.</p>	
<p>Perseverance An individual's propensity to see long-term projects through to completion, even in the face of adversity.</p>	
<p>Persistence An individual's likelihood of seeing a task through to completion, despite challenges, setbacks and obstacles.</p>	

Self-Monitoring

<p>Diligence An individual's propensity to follow the rules, uphold procedure and fulfil their obligations.</p>	
<p>Discipline An individual's likelihood to remain productive and maintain focus during necessary day-to-day tasks.</p>	
<p>Methodical An individual's attention to detail and their propensity to conduct tasks in a meticulous way.</p>	
<p>Vigilance An individual's consideration of consequences and avoidance of impulsive decision-making.</p>	

Resilience

<p>Collected An individual's emotional consistency, rarely experiencing mood swings or negative emotional reactions.</p>	
<p>Confidence An individual's level of belief concerning their capability to overcome obstacles, setbacks and deterrents.</p>	
<p>Self-Directed An individual's likelihood to feel in control, rarely feeling powerless over their life's direction.</p>	
<p>Self-Esteem An individual's perceived self-worth, concerning positive self-image and recognition of their own worth.</p>	

Summary Personality Profile



Self-Reliance

Score: 6

Self-reliance is a person's behavioural propensity to enjoy their own company, require little external stimulation, and require minimal social interaction.

Self-reliance largely underpins the extent that individuals seek alone time, allowing them to focus solely on the tasks at hand and avoid external distractions. Higher levels of self-reliance ensure that staff thrive while working remotely, as they simply require less social interaction than highly extroverted workers. As a result, they are less likely to distract themselves with extraneous social interactions, or find the lack of face-to-face communication challenging.

A propensity towards self-reliance helps to prime individuals for routines, as they tend to focus their attention inwards and thus are less reliant on external stimulation. This helps them to settle into remote work, and avoid distractions that would hamper the performance of less self-reliant individuals. This also helps ensure that staff do not get bored with remote work, and instead focus on the benefits that remote work offers.

This is especially important in organisations with highly diffused staff that operate around the world, and thus present fewer opportunities for face-to-face social interaction. For example, start-ups that employ staff around the world, often on different continents, may seek self-reliant staff who will not require constant in-person social interaction.

Self-reliance will be essential to performance in many remote roles, but most importantly in roles that focus largely on individual work. For example, full stack software engineers are required to work autonomously, with little input from other people, and thus these roles are likely to attract the highly self-reliant. Similarly, roles which are very routine or process driven are likely to attract highly self-reliant workers, who when working remotely will just focus on the tasks at hand.

Without self-reliance, staff may find remote working to be unsatisfying, stressful, and lonely. Extroverts will inevitably seek social interaction elsewhere, distracting them from the tasks at hand. This is likely to result in employee attrition, as highly extroverted staff will likely leave remote work in favour of roles that offer more face-to-face social interaction, or may be at risk of absence due to burnout.

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

Self-Motivation

Score: 4

Self-motivation is an individual's propensity to autonomously manage, maintain, and prioritise their own performance.

Self-motivation largely determines the extent that individuals motivate themselves to perform in remote work. Higher levels of self-motivation ensure that staff proactively adopt responsibilities, achieve their goals, and strive to succeed, even without direct supervision. As a result, self-motivation is essential to performance in remote work, ensuring that motivation does not wane without the physical presence of a manager.

A propensity towards self-motivation helps staff to maintain high levels of performance, focus, and drive in remote work. This is especially important in remote work, as remote workers are required to manage their own workloads, and are trusted with significant autonomy. This ensures that staff can be trusted to work autonomously in a remote setting, and do not need the physical presence of a manager in order to perform.

This is especially important in organisations that set targets and objectives for their staff. For example, organisations that undertake project-based work involving fixed deadlines are likely to rely heavily on remote workers that are highly self-motivated. This ensures that staff have the internal drive to manage their own performance, and will achieve their goals with minimal supervision.

Self-motivation will be essential to performance in many remote roles, especially in those where performance is easily measured, and failure is easily identified. For example, remote sales staff will require high levels of self-motivation, ensuring that performance is maintained and standards are kept high in a remote setting. Similarly, roles where objectives must be met within fixed deadlines are likely to require staff with self-motivation, such as project management or management consultancy.

Without self-motivation, staff will lack the drive and persistence to achieve their goals autonomously. They may have difficulty keeping motivated, struggle to keep up with more driven staff, and give up when facing obstacles. This could have a negative impact on the achievement of set goals, targets, quotas, or other such essential objectives which are key to organisational performance.

This score indicates a fairly low level of self-motivation, relative to the norm group.

Self-Monitoring

Score: **3**

Self-monitoring is a person's propensity to autonomously manage, organise, and take responsibility for one's own behaviour and actions.

Self-monitoring determines the extent that individuals stay focused, keep organised, and stick to the rules in remote work. High levels of self-monitoring ensure that staff can be relied upon to do the right thing, at the right time, even without direct managerial supervision. This ensures that individuals can be relied upon to work remotely, and that they can be trusted with a high degree of autonomy. It also ensures that staff do not need to be micromanaged, as they will have a behavioural propensity to closely manage themselves.

This is especially important in organisations that rely on strict processes, policies, or procedures. Because remote workers are entrusted to work autonomously, self-monitoring is essential to ensure adherence to these procedures while working remotely. As a result, self-monitoring is key to success in remote work, as it ensures that remote workers will require minimal supervision, and will largely manage their own behaviour. For example, remote workers in the fields of law, software engineering, project management, or data science are likely to value self-monitoring in their remote staff.

Self-monitoring will be essential to performance in many roles, especially those which are highly process driven. For example, remote administrative, secretarial, and clerical rolls will rely heavily on those with high levels of self-monitoring, as this allows staff to strictly follow procedures, without the need for close scrutiny. Similarly, roles where remote staff are highly autonomous, such as remote software engineering, web design, business development, or lead generation roles, will rely heavily on staff with high levels of self-monitoring.

Without self-monitoring, staff may find it difficult to stick to processes or procedures without direct supervision or intense observation by management. They may find themselves becoming distracted or may have difficulty with keeping organised, struggling to structure their workloads. This will likely lead to a drop in standards, adherence to processes, or attention to details, reducing performance overall or lowering the quality of essential outputs.

This score indicates a low level of self-monitoring, relative to the norm group.

Resilience

Score: **4**

Resilience is a person's behavioural propensity to overcome stress, deal with adversity, and not be overwhelmed by obstacles.

Resilience determines the extent that individuals manage their own stress levels, response to pressure, and propensity to cope during difficult times. This ensures that staff do not get overwhelmed during remote work, and can handle the pressures of the role without a high degree of support. As a result, resilience acts as a buffer against burnout, stress related illness, and employee attrition in remote roles.

This is especially important in organisations that give targets, deadlines, or objectives to staff members, and there are consequences should those not be met. This ensures that staff are not at risk of burnout, loss of well-being, or underperforming as a result of stress during remote working. For example, in organisations that employ a field sales team, or in management consultancies that operate with fixed deadlines, resilience will be essential to performance, well-being, and organisational-fit.

Resilience is essential to performance in many roles, especially those with strict targets or goals that must be met. For example, remote sales staff will be required to meet quarterly, or even monthly sales quotas, and will face consequences should those quotas not be filled. As a result, resilience is essential to maintaining performance, motivation, and to avoid the stress associated with pressure. Similarly, roles that involve deadlines for projects, such as management consultancy, software engineering, project management, or accountancy, will likely rely heavily on staff with high levels of resilience.

Without resilience, staff may find remote work particularly stressful, and may be more prone to burnout. Because remote work offers fewer opportunities for support, resilience may be more important for remote work than for equivalent office-based work. As a result, remote staff without resilience may find themselves at greater risk of occupational stress, burnout, and may have a more difficult time coping during periods of high pressure.

This score indicates a fairly low level of resilience, relative to the norm group.