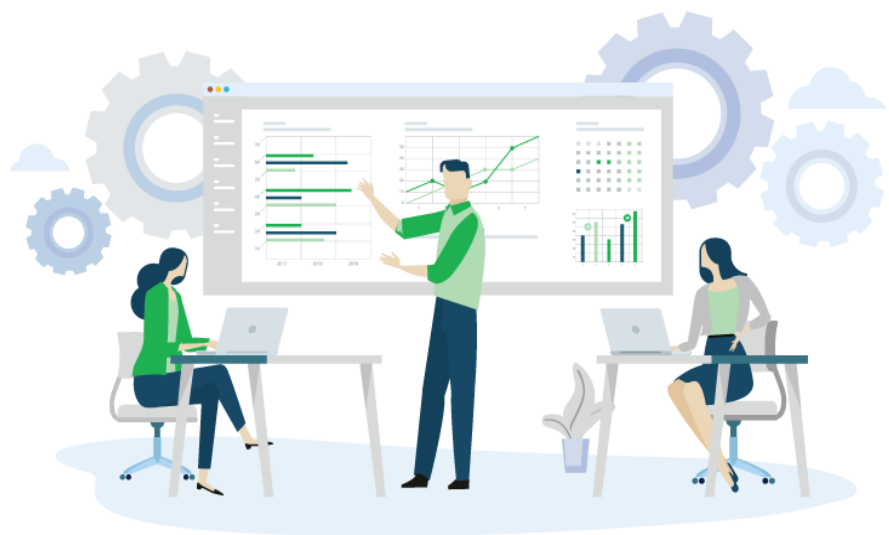

Simone Sample

IT and Tech Roles

IT and Tech Competency Report



Report Information

This report has been generated using results from the Test Partnership IT and Tech Roles, 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 20 scales. By providing a spectrum of personality traits, it's possible to focus on particular aspects of the candidate's personality.

Summary Personality Profile





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

Summary Personality Profile Report





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

Full Personality Scales Report





Analytical

<p>Free-Thinking An individual's propensity to question convention and tradition, in favour of alternative approaches.</p>		Average
<p>Inquisitive An individual's propensity towards curiosity, acquiring new information and further understanding.</p>		Well below average
<p>Methodical An individual's attention to detail and their propensity to conduct tasks in a meticulous way.</p>		Average
<p>Vigilance An individual's consideration of consequences and avoidance of impulsive decision-making.</p>		Average





Focused and Thorough

<p>Diligence An individual's propensity to follow the rules, uphold procedure and fulfil their obligations.</p>		Well below average
<p>Discipline An individual's likelihood to remain productive and maintain focus during necessary day-to-day tasks.</p>		Below average
<p>Goal Focus An individual's preference for setting and achieving goals, gaining satisfaction from reaching targets.</p>		Well below average
<p>Initiative An individual's propensity towards proactivity, starting tasks autonomously without procrastination.</p>		Well below average





Innovative

<p>Cognitive Flexibility An individual's propensity to display openness towards new ideas, concepts, principles, and opinions.</p>		Well below average
<p>Creativity An individual's proclivity towards solutions that are new, unusual, unorthodox, and generally outside the box.</p>		Well below average
<p>Curiosity An individual's propensity to seek new knowledge, expand understanding, and investigate new topics.</p>		Below average
<p>Innovation An individual's propensity to generate new ideas, expand upon existing ideas, and identify novel solutions to problems.</p>		Average

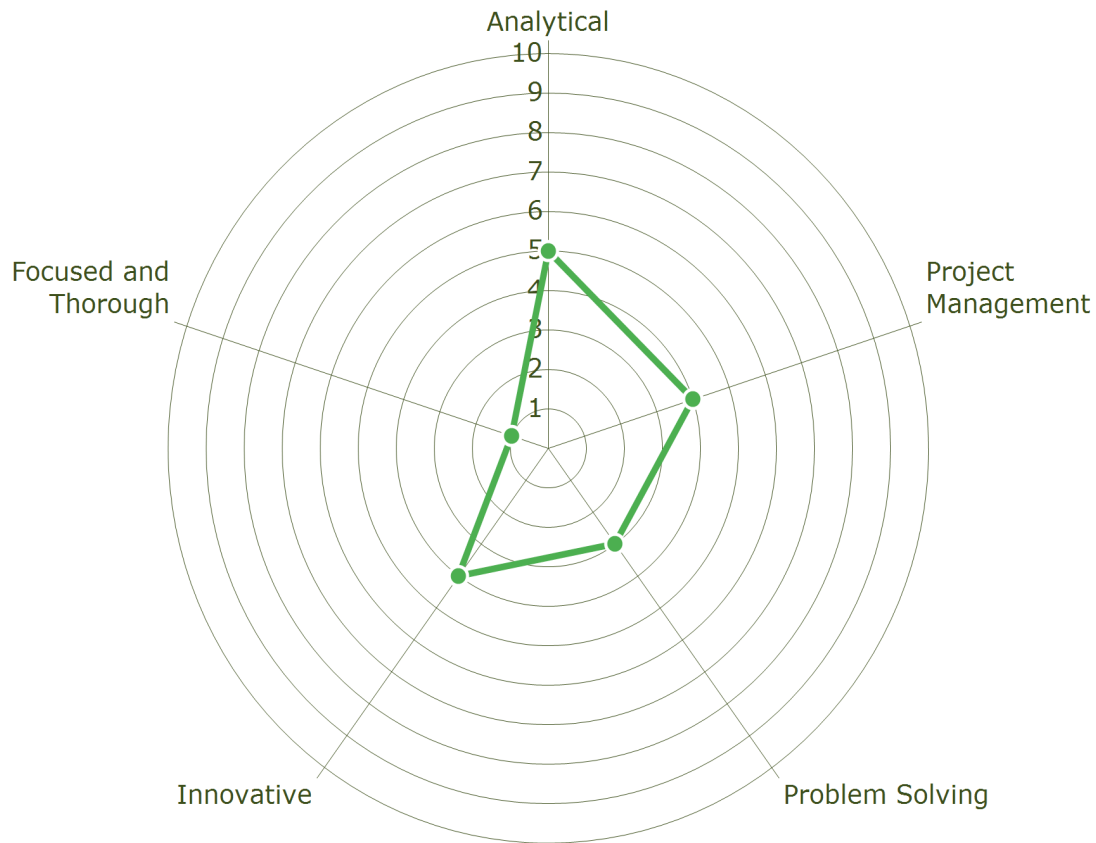
Problem Solving

<p>Complexity An individual's likelihood of understanding, appreciating, and preferring complex and abstract information.</p>		Well below average
<p>Perseverance An individual's propensity to see long-term projects through to completion, even in the face of adversity.</p>		Well below average
<p>Persistence An individual's likelihood of seeing a task through to completion, despite challenges, setbacks and obstacles.</p>		Average
<p>Perspective An individual's propensity to take a broad view of the world, focus on the big-picture, and prioritise the important things in life.</p>		Average

Project Management

<p>Drive An individual's desire to succeed or excel in everything they do, often seeking to outperform others.</p>		Average
<p>Initiative An individual's propensity towards proactivity, starting tasks autonomously without procrastination.</p>		Well below average
<p>Prudence An individual's propensity to show careful and considered decision making, while avoiding unnecessary risks.</p>		Average
<p>Teamwork An individual's propensity to seek, enjoy, and operate effectively within a team or functional social group.</p>		Below average

Summary Personality Profile



Analytical

Score: **5**

Analytical relates to an IT professional's propensity to engage in objective and purposeful evaluation, allowing them to understand complexity. It also suggests a careful and methodical approach, where IT professionals take their time to truly understand issues.

Being analytical is an essential skill in the field of IT and technology. It involves the ability to gather, process, and interpret data in order to make informed decisions. This skill is crucial for success in IT and tech roles, as it allows professionals to identify and solve problems, make strategic decisions, and drive innovation.

One of the key reasons why being analytical is important in IT and tech is that it allows professionals to identify problems. For example, IT professionals may need to analyse network data in order to identify the cause of a performance issue. Similarly, software developers may need to analyse code in order to identify and fix bugs. By being analytical, IT and tech professionals are able to quickly and effectively identify the root cause of problems, allowing them to resolve issues more efficiently.

Being analytical is also crucial for making strategic decisions. IT and tech professionals often need to make decisions that will have a significant impact on an organisation's technology infrastructure or operations. For example, an IT professional may need to decide whether to upgrade a system or to implement a new one. By being analytical, IT and tech professionals are able to gather and interpret data in order to make informed decisions that will benefit the organisation.

Another important aspect of being analytical in IT and tech is the ability to drive innovation. The field of technology is constantly evolving, and IT and tech professionals need to be able to analyse data in order to identify new trends and opportunities. For example, an IT professional may analyse market data in order to identify a new technology that could improve an organisation's operations. By being analytical, IT and tech professionals are able to stay ahead of the curve and drive innovation within their organisations.

In addition to these benefits, being analytical is also important for career advancement in the IT and tech field. The ability to gather, process and interpret data is highly valued by employers, as it demonstrates that an individual has the necessary skills to make informed decisions and drive innovation. Furthermore, it can also lead to increased responsibility and higher-level positions.

In conclusion, being analytical is a crucial skill for success in the field of IT and technology. It allows IT and tech professionals to identify and solve problems, make strategic decisions, and drive innovation. Additionally, it is a key skill for career advancement in the field, as it demonstrates to employers that an individual has the necessary skills to make informed decisions and drive innovation.

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

Focused and Thorough

Score: **1**

Focused and Thorough relates to an IT professional's propensity to concentrate and dedicate significant attention to important tasks. It also suggests a significant degree of proactivity and autonomy, ensuring that the IT professional can be relied upon.

Being focused and thorough is an essential trait for IT and tech professionals. These qualities allow them to pay attention to details, maintain concentration, and complete tasks with precision and accuracy. In the fast-paced and constantly evolving field of IT and technology, being focused and thorough is crucial for success.

One of the main reasons why being focused and thorough is important in IT and tech is that it allows professionals to complete tasks with precision and accuracy. Many tasks in IT and tech require a high degree of attention to detail. For example, software developers need to be able to carefully review code to identify bugs and other issues. Similarly, IT professionals need to be able to thoroughly review network configurations to ensure they are properly set up. By being focused and thorough, IT and tech professionals can ensure that the tasks they complete are done correctly and with the highest level of quality.

Another important aspect of being focused and thorough in IT and tech is the ability to maintain concentration. IT and tech professionals often need to work on complex and challenging tasks that require a high level of focus. For example, a network administrator may need to troubleshoot a complex network issue that requires him or her to follow a series of steps and pay attention to numerous details. By being focused and thorough, IT and tech professionals are able to maintain concentration and complete such tasks successfully.

Being focused and thorough is also important for the development and implementation of new technology. For example, software developers must be able to thoroughly test new features to ensure they work as intended. Similarly, IT professionals must be able to thoroughly review and test new systems or networks before they are implemented. By being focused and thorough, IT and tech professionals are able to ensure that new technology is implemented correctly and without issues.

Finally, being focused and thorough is also important for career advancement in the IT and tech field. The ability to pay attention to details, maintain concentration, and complete tasks with precision and accuracy demonstrate to employers that an individual is a valuable asset to their organisation. Furthermore, it can also lead to increased responsibility and higher-level positions.

Overall, being focused and thorough is a critical trait for IT and tech professionals. It allows them to complete tasks with precision and accuracy, maintain concentration, and ensure that new technology is implemented correctly. Additionally, it is important for career advancement in the field, as it demonstrates to employers that an individual is a valuable asset to their organisation.

This score indicates a low level of the Focused and Thorough competency, relative to the chosen norm group for this assessment.

Innovative

Score: **4**

Innovative relates to an IT professional's propensity to generate novel, unconventional, and unorthodox ideas. It implies a significant degree of creativity and ingenuity, allowing IT professionals to think outside the box when tackling issues.

Being innovative is a crucial trait for IT and tech professionals. It involves the ability to come up with new and creative ideas, think outside the box, and continuously improve processes and systems. In the rapidly changing and competitive field of IT and technology, being innovative is essential for success.

One of the main reasons why being innovative is important in IT and tech is that it allows professionals to come up with new and creative solutions to problems. IT and tech professionals are often faced with complex and challenging problems that do not have a clear or straightforward solution. By being innovative, IT and tech professionals are able to think outside the box and come up with unique solutions that will benefit the organisation.

Another important aspect of being innovative in IT and tech is the ability to continuously improve processes and systems. The field of technology is constantly evolving, and IT and tech professionals need to be able to adapt and improve their skills and processes in order to stay ahead of the curve. By being innovative, IT and tech professionals are able to identify new trends and opportunities and continuously improve processes and systems to better meet the needs of the organisation.

Being innovative is also important for driving innovation within an organisation. IT and tech professionals often play a key role in identifying and implementing new technologies that can improve the organisation's operations and competitiveness. By being innovative, IT and tech professionals are able to identify new technologies and potential use cases, and come up with creative ways to implement them.

In addition to these benefits, being innovative is also important for career advancement in the IT and tech field. The ability to come up with new and creative ideas, think outside the box, and continuously improve processes and systems is highly valued by employers. Furthermore, it can also lead to increased responsibility and higher-level positions.

In conclusion, being innovative is a crucial trait for IT and tech professionals. It allows them to come up with new and creative solutions to problems, continuously improve processes and systems, and drive innovation within the organisation. Additionally, it is important for career advancement in the field, as it demonstrates to employers that an individual has the ability to think creatively and drive innovation.

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

Problem Solving

Score: **3**

Problem Solving relates to an IT professional's propensity to persist when solving problems, ensuring that solutions are reached no matter what. It is also underpinned by a complex cognitive style, allowing IT professionals to identify effective solutions to problems.

Problem solving is a critical skill in the field of IT and technology. It is the process of identifying and resolving issues or obstacles in order to achieve a desired outcome. In the fast-paced and constantly evolving world of IT and technology, problem solving is essential for success.

One of the main reasons problem solving is important in IT and tech roles is that it allows for the efficient and effective resolution of technical issues. IT and tech professionals are often responsible for maintaining and troubleshooting complex systems and networks. Without the ability to effectively solve problems, these systems and networks can experience downtime, which can result in lost productivity and revenue.

In addition to technical problem solving, IT and tech professionals also need to be able to solve business problems. For example, they may need to identify and implement new technologies to improve a company's efficiency or competitiveness. This requires the ability to understand the business objectives and then determine the best technology solution to meet those objectives.

Another important aspect of problem solving in IT and tech is the ability to think critically and creatively. In today's technology landscape, it is not uncommon for IT and tech professionals to encounter problems that do not have a clear or straightforward solution. In such cases, it is important to be able to think critically and creatively in order to come up with a unique solution. Problem solving is also essential for the development and implementation of new technology. For example, software developers must be able to identify and resolve bugs and other issues in order to deliver a high-quality product. Similarly, IT professionals must be able to identify and resolve problems when implementing new systems or networks.

Finally, problem solving is also important for career advancement in the IT and tech field. The ability to effectively solve problems can lead to increased responsibility and higher-level positions. Furthermore, it can also demonstrate to employers that an individual is a valuable asset to their organisation.

Overall, problem solving is a critical skill for IT and tech professionals. It allows for the efficient and effective resolution of technical issues, helps to improve business objectives, and fosters critical and creative thinking. It also plays a key role in the development and implementation of new technology, and is important for career advancement in the field.

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

Project Management

Score: **4**

Project Management relates to an IT professional's propensity to mobilise resources and gear them towards completing a project. It also underpins the behaviours which determine successful project completion, both individually and within a team.

Project management skills are important in IT and tech roles because they help ensure that projects are completed on time, within budget, and to the satisfaction of all stakeholders. These skills are particularly important in the fast-paced and constantly evolving field of IT and technology, where new developments and innovations are emerging all the time.

Effective project management in IT and tech involves a number of key tasks, such as defining project goals and objectives, creating a project plan, identifying and managing project risks, and coordinating the work of team members. These tasks require a range of skills, including the ability to communicate effectively, think strategically, and lead a team.

One of the most important aspects of project management in IT and tech is the ability to understand and manage the technical aspects of a project. This includes understanding the specific technologies and tools that will be used, as well as the processes and procedures that will be followed. It also involves the ability to work closely with technical team members, such as developers and engineers, to ensure that the project is delivered on time and to the required quality standards.

Another key aspect of project management in IT and tech is the ability to manage stakeholders. This includes identifying and engaging with key stakeholders, such as clients and business users, and managing their expectations throughout the project. It also involves keeping stakeholders informed of progress, managing any issues that arise, and ensuring that the final product meets their needs and requirements.

In addition to these technical and stakeholder-related skills, effective project management in IT and tech also requires strong leadership and communication skills. This includes the ability to lead a team, communicate effectively with team members, stakeholders and clients, and to make decisions and solve problems in a timely manner.

In conclusion, project management skills are critical in IT and tech roles as they help ensure that projects are completed on time, within budget, and to the satisfaction of all stakeholders. These skills involve the ability to understand and manage the technical aspects of a project, manage stakeholders and lead a team, communicate effectively and make decisions. It is vital for professionals in IT and tech to have these skills to be able to deliver successful projects.

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