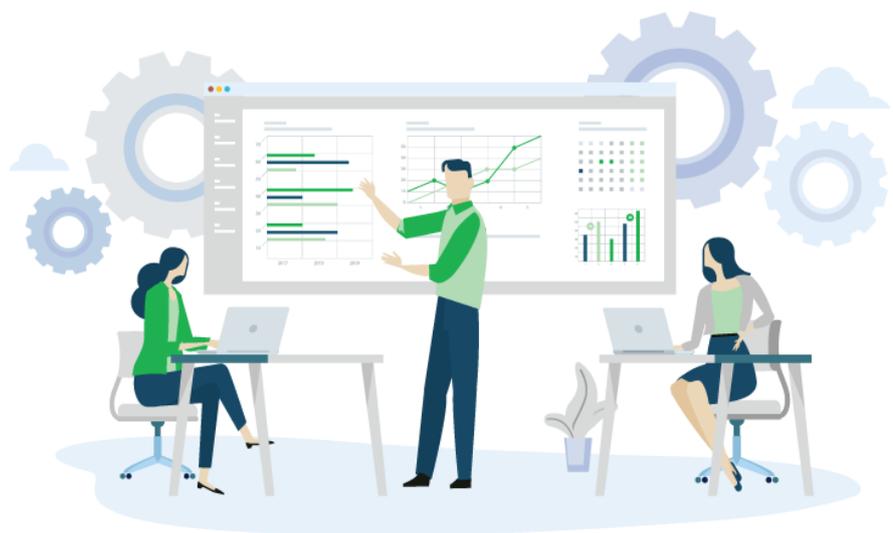

Simone Sample

Management Roles

Management Competency Report



Report Information

This report has been generated using results from the Test Partnership Management 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

Adaptable and Flexible

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

Emotional Intelligence

<p>Emotional Awareness An individual's level of emotional awareness, recognition and understanding of what they feel and why.</p>		<p>Average</p>
<p>Empathetic An individual's concern for others' well-being, readily empathising with their situations, challenges and feelings.</p>		<p>Well below average</p>
<p>Intuitive An individual's propensity to use feeling, emotions, and intuition as a guide when making decisions.</p>		<p>Above average</p>
<p>Sympathetic An individual's attitude towards those in need, feeling a sense of responsibility for the well-being of others.</p>		<p>Well below average</p>

Industrious

<p>Drive An individual's desire to succeed or excel in everything they do, often seeking to outperform others.</p>		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
<p>Perseverance An individual's propensity to see long-term projects through to completion, even in the face of adversity.</p>		Below average

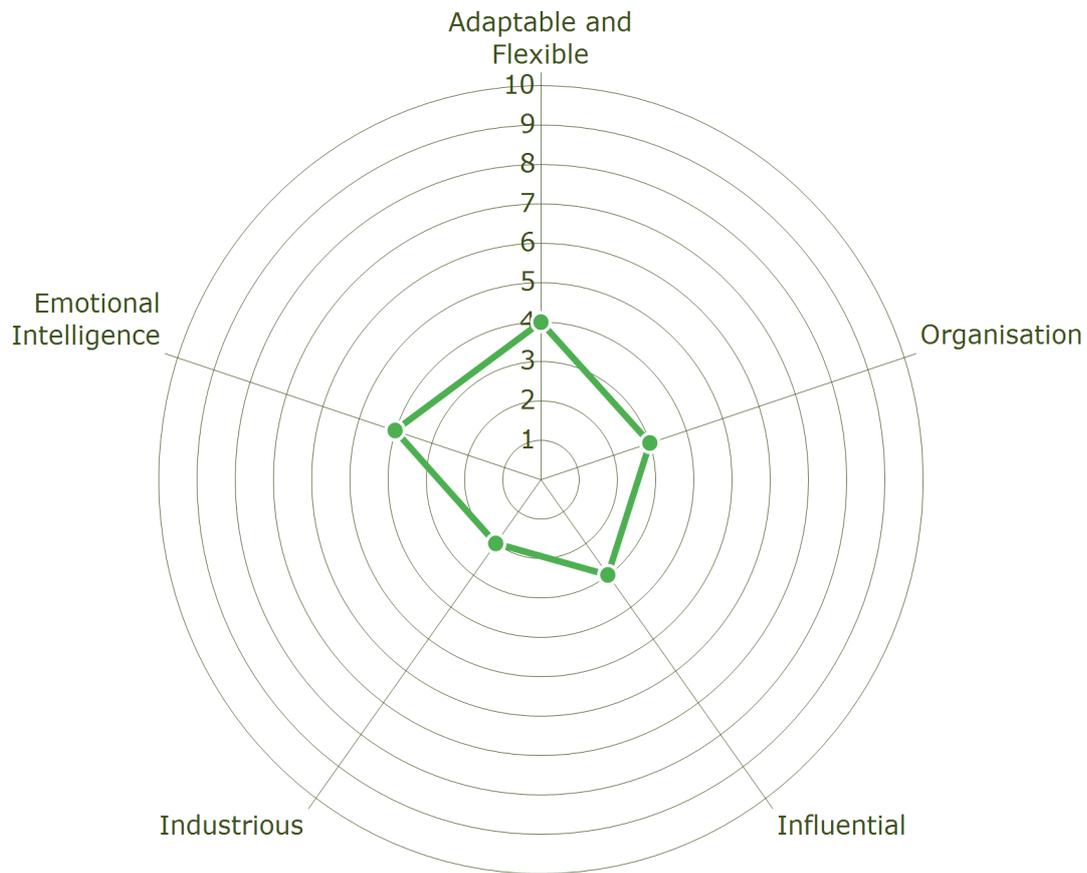
Influential

<p>Assertive An individual's propensity to take control of social situations and feel comfortable speaking their mind.</p>		Well below average
<p>Positive Expression An individual's awareness and recognition of positive emotion, feeling able to express this to others.</p>		Well below average
<p>Self-Confidence An individual's perceived competence and their sense of confidence in their own abilities.</p>		Average
<p>Social Tact An individual's propensity to be careful, deliberate, and savvy when engaging in meaningful social interaction.</p>		Well below average

Organisation

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

Summary Personality Profile



Adaptable and Flexible

Score: **4**

Adaptable and Flexible relates to a manager's propensity to deal with stress, accept transformational change, and adapt during times of high pressure. It also suggests a level of emotional stability, helping managers to remain calm and composed in front of direct reports.

Being adaptable and flexible is important in management roles because it allows leaders to respond effectively to the constantly changing demands and challenges of the business environment. The ability to adapt and be flexible means being able to quickly pivot and adjust strategies, processes, and approach to changing circumstances. This can help organisations to stay competitive and to achieve their goals.

One key aspect of being adaptable and flexible is the ability to anticipate and respond to change. This means being able to identify potential challenges and opportunities in advance, and to develop contingency plans and alternative strategies in response. It also means being able to assess the impact of changes on the organisation, and to adjust plans and actions accordingly. This can help to minimise disruption and ensure that the organisation is able to continue to operate effectively. Another important aspect of being adaptable and flexible is the ability to be open to new ideas and perspectives. This means being willing to consider and evaluate new approaches and ideas, even when they are different from existing practices or beliefs. It also means being able to think creatively and outside the box, and to embrace new technologies, tools and methodologies that can help the organisation to achieve its goals.

Being adaptable and flexible also requires the ability to be resilient in the face of setbacks and challenges. This means being able to bounce back from failure or adversity, to learn from mistakes, and to continue to move forward. This can help to build a culture of resilience and perseverance within the organisation, and can increase the chances of success.

Another important aspect of being adaptable and flexible is the ability to lead and manage change. This means being able to effectively communicate and implement changes, to build support and buy-in, and to lead the organisation through the transition. It also means being able to create a sense of shared purpose and common vision, and to communicate that vision in a way that is compelling and inspiring.

In summary, being adaptable and flexible is important in management roles because it allows leaders to respond effectively to the constantly changing demands and challenges of the business environment. It requires the ability to anticipate and respond to change, be open to new ideas and perspectives, be resilient, lead and manage change and think strategically. These skills and abilities can help organisations to stay competitive and to achieve their goals, and can help leaders to navigate the challenges of managing in today's rapidly changing business environment.

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

Emotional Intelligence

Score: **4**

Emotional Intelligence (EI) relates to a manager's propensity to understand emotions and interpersonal interaction. It also suggests a degree of empathy and understanding, helping managers to understand their direct reports' emotional states.

Emotional Intelligence is important in management roles because it allows leaders to understand, manage and effectively communicate their own emotions, as well as the emotions of their team members. This can help to build a positive and productive work environment, and can improve the ability of leaders to influence, inspire and motivate their team members.

One key aspect of emotional intelligence is self-awareness. This means being able to understand one's own emotions, and how they impact thoughts and behaviours. It also means being able to recognise one's strengths and limitations and how they may impact others. Self-awareness allows leaders to manage their emotions more effectively, and to be more aware of how their actions and reactions may affect those around them.

Another important aspect of emotional intelligence is the ability to manage emotions. This means being able to control one's own emotions, and to respond to the emotions of others in a constructive and positive way. It also means being able to manage stress and to remain calm and composed in difficult situations. This can help to create a positive work environment and prevent conflicts from escalating.

Being emotionally intelligent also requires the ability to empathise with others. This means being able to understand and appreciate the feelings and perspectives of others, and to communicate in a way that is sensitive to those feelings. This can help to build trust and to create a sense of shared understanding among team members.

Finally, being emotionally intelligent requires the ability to build and maintain relationships. This means being able to connect with others on a personal level, to understand their needs and concerns, and to build trust and respect. This can help to create a positive and supportive work environment, and can make it easier to resolve conflicts and achieve common goals.

In summary, Emotional Intelligence is important in management roles because it allows leaders to understand, manage and effectively communicate their own emotions, as well as the emotions of their team members. It requires the ability to be self-aware, manage emotions, empathise with others, inspire and motivate others, and build and maintain relationships. These skills and abilities can help to build a positive and productive work environment and improve the ability of leaders to influence, inspire and motivate their team members.

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

Industrious

Score: **2**

Industrious relates to a manager's propensity towards hard work, achievement motivation, and persistence in their efforts. It also suggests a preference for proactivity and initiative, helping managers autonomously take ownership of important tasks.

Being industrious is important in management roles because it is a key attribute of strong work ethic and it allows leaders to set an example for their team members, to work hard and stay focused on achieving their goals. It is characterised by a willingness to put in the effort required to get the job done, and to take the initiative to make things happen. This can help to increase productivity, efficiency and overall performance.

One key aspect of being industrious is being proactive. This means taking the initiative to identify and solve problems, rather than waiting for them to be brought to attention. It also means being self-motivated and driven to achieve goals, and not waiting for others to tell you what to do. This can help to ensure that tasks are completed on time and to the required standard, and that progress is made towards achieving the organisation's goals.

Another important aspect of being industrious is being organised and efficient. This means being able to manage one's time, resources and responsibilities effectively, and to prioritise tasks in a way that is most efficient and effective. It also means being able to set clear goals and deadlines, and to hold oneself and others accountable for achieving those goals. This can help to increase productivity and overall performance.

Being industrious also requires the ability to work well under pressure. This means being able to handle multiple tasks and responsibilities at the same time and to remain focused and productive in fast-paced and high-stress environments. It also means being able to manage stress and maintain a positive attitude in difficult situations.

Finally, being industrious requires the ability to be persistent. This means being able to stay focused and motivated, even when faced with challenges or obstacles. It also means being able to maintain a long-term view and not getting discouraged or giving up easily.

In summary, being industrious is important in management roles because it is a key attribute of strong work ethic and it allows leaders to set an example for their team members. It requires the ability to be proactive, organised and efficient, work well under pressure, be resilient, and persistent. These skills and abilities can help to increase productivity, efficiency and overall performance, and help organisations to achieve their goals.

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

Influential

Score: **3**

Influential relates to a manager's propensity to exert influence, control social situations, and carefully navigate the interpersonal realm. It also suggests a certain degree of social tact, helping managers to avoid conflict with direct reports and maintain harmony.

Being influential is important in management roles because it allows leaders to effectively communicate their vision, goals, and expectations to their team members, and to motivate them to work together to achieve those objectives. This can help to build a cohesive, high-performing team that is capable of achieving significant results.

One key aspect of being influential is the ability to communicate effectively. This includes not only the ability to articulate your ideas clearly and persuasively, but also the ability to actively listen to and understand the perspectives of others. This can help to build trust and credibility with team members, and can make it easier to build consensus and achieve alignment on important decisions.

Another important aspect of being influential is the ability to inspire and motivate others. This requires a deep understanding of the needs, motivations, and goals of your team members, and the ability to align those with the broader objectives of the organisation. It also requires the ability to create a sense of shared purpose and common vision, and to communicate that vision in a way that is compelling and inspiring.

Being influential also requires the ability to lead by example. This means that managers must be willing to set the tone and lead by example in terms of work ethic, attitude, and behaviour. This can inspire others to follow suit and contribute to the team's success.

Another important aspect of being influential is the ability to empower others. This means giving team members the autonomy, resources, and support they need to succeed, and then holding them accountable for delivering results. This can help to build a culture of ownership and accountability, and can lead to greater innovation and creativity.

Finally, being influential requires the ability to build strong relationships. This means being able to connect with people on a personal level, to understand their needs and concerns, and to build trust and respect. This can help to create a positive and supportive work environment, and can make it easier to resolve conflicts and achieve common goals.

In summary, being influential is important in management roles because it allows leaders to effectively communicate their vision, goals, and expectations to their team members, and to motivate them to work together to achieve those objectives. It requires the ability to communicate effectively, inspire and motivate others, lead by example, empower others and build strong relationships. These skills and abilities can help leaders to build a cohesive, high-performing team that is capable of achieving significant results.

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

Organisation

Score: **3**

Organisation relates to a manager's propensity to adopt a structured, planned, and systematic approach to their work. It also suggests a preference careful and considered decision making, avoiding impulsive or spontaneous decisions.

Being organised is important in management roles because it allows leaders to effectively manage their time, resources, and responsibilities, and to ensure that their team members are able to do the same. It helps managers to prioritise their tasks, to set clear goals and deadlines, and to hold themselves and their team members accountable for achieving those goals. This can help to increase efficiency, productivity and overall performance.

One key aspect of being organised is the ability to prioritise tasks and responsibilities. This means being able to identify the most important and urgent tasks and to focus on them first. It also means being able to manage competing demands and to ensure that all tasks are completed on time and to the required standard. This can help to ensure that the team is able to achieve its goals and to deliver results.

Another important aspect of being organised is the ability to set clear goals and deadlines. This means being able to define specific, measurable, and achievable objectives, and to communicate those objectives to the team. It also means being able to establish realistic timelines and to hold team members accountable for meeting those deadlines. This can help to ensure that the team is focused and motivated, and that progress is made towards achieving the organisation's goals.

Being organised also requires the ability to manage resources effectively. This means being able to allocate resources (people, time, money, etc.) in a way that is most efficient and effective. It also means being able to identify and mitigate any potential resource constraints, and to ensure that the team has the tools, equipment and support it needs to be successful.

Another important aspect of being organised is the ability to maintain accurate records and information. This means being able to keep accurate and up-to-date records of progress, goals, and other important information, and to ensure that information is easily accessible and understandable to the team. This can help to ensure that the team is working with accurate and up-to-date information, and can help to increase efficiency and productivity.

In summary, being organised is important in management roles because it allows leaders to effectively manage their time, resources, and responsibilities, and to ensure that their team members are able to do the same. It requires the ability to prioritise tasks and responsibilities, set clear goals and deadlines, manage resources effectively, maintain accurate records and information, and delegate effectively. These skills and abilities can help managers to increase efficiency, productivity and overall performance, and help organisations to achieve their goals.

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