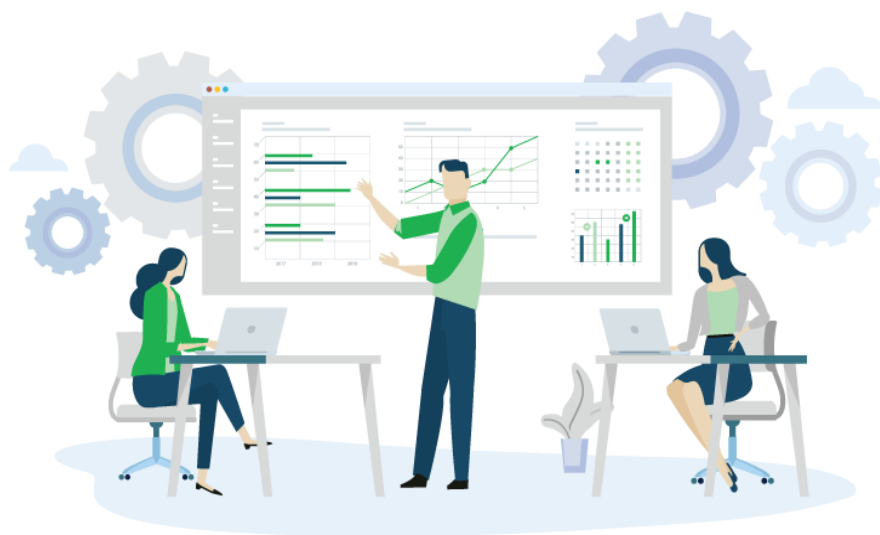

Simone Sample

Ethos Behavioural Styles (S)

Strengths Report



Report Information

This report has been generated using results from the Test Partnership Ethos Behavioural Styles (S), 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 23 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





Collectivism

Equity An individual's personal belief in fairness, equality, and sharing valuable opportunities with other people	
Influence An individual's propensity towards taking on responsibility and providing positive influence for other people.	
Teamwork An individual's propensity to seek, enjoy, and operate effectively within a team or functional social group.	





Compassion

Consideration An individual's likelihood of showing high levels of altruism, kindness, and positive regard towards others.	
Social Tact An individual's capacity for careful, deliberate, and effective interpersonal communication.	
Warmth An individual's propensity to readily display positive emotional affinity towards other people.	






Fortitude

Energetic An individual's likelihood to remain highly active, keep busy and live their life at a fast pace.	
Honesty An individual's propensity towards truthful, direct, and straightforward interpersonal communication.	
Perseverance An individual's likelihood of maintaining a high degree of effort in the face of obstacles and difficulties.	
Resolve An individual's likelihood of displaying a fearless attitude towards problems, obstacles, and challenges.	





Integrity

Forgiving An individual's propensity to readily let go of interpersonal disputes and to avoid holding grudges.	
Modesty An individual's likelihood of showing humility, rather than pride or arrogance during social interaction.	
Prudence An individual's propensity to show careful and considered decision making, while avoiding unnecessary risks.	
Self-Control An individual's propensity to control their own behaviour, stick to their plans, and follow through with their actions.	

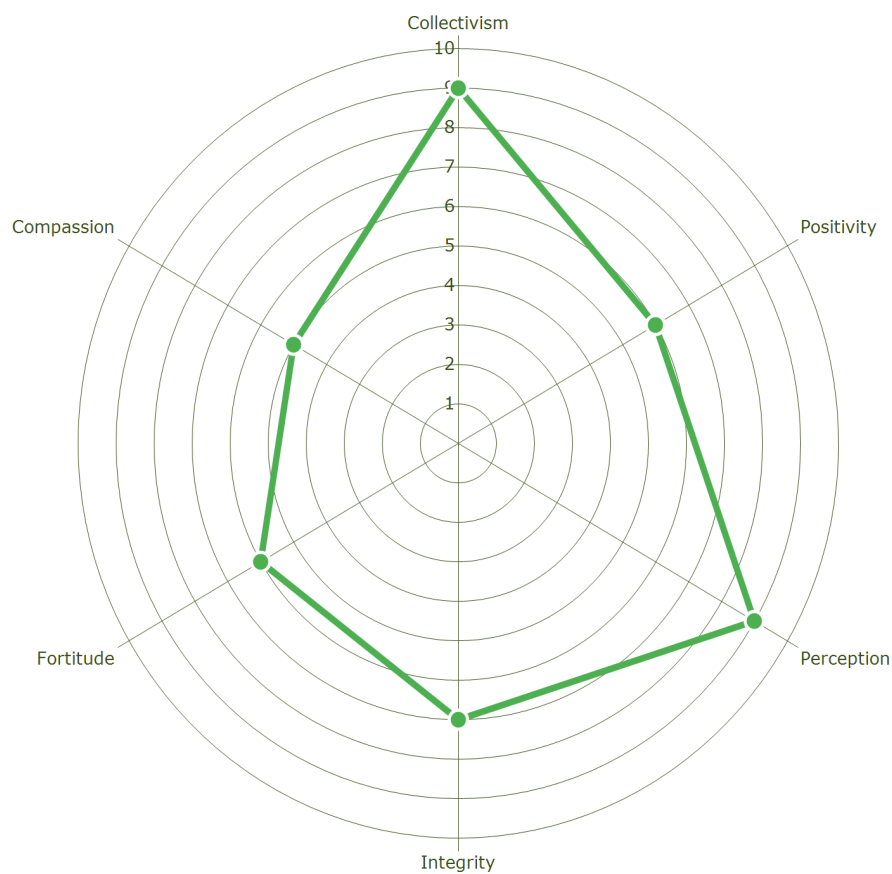
Perception

Caution An individual's propensity to weigh up options, make decisions carefully, and avoid impulsivity.	
Creativity An individual's proclivity towards solutions that are new, unusual, unorthodox, and generally outside the box.	
Curiosity An individual's propensity to seek new knowledge, expand understanding, and investigate new topics.	
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.	
Scholastic An individual's propensity to enjoy the process and the results of knowledge and skill acquisition.	

Positivity

Appreciative An individual's propensity to feel grateful and thankful, rather than resentful or envious of others.	
Artistic An individual's appreciation of and interest in, aesthetics, beauty, and artistic or cultural pursuits.	
Humor An individual's likelihood of displaying, valuing, and enjoying good humour, often using humour to cheer up others.	
Optimism An individual's propensity to remain hopeful, feel confident about the future, and remain in good cheer.	

Summary Personality Profile



Collectivism

Score: **9**

Collectivism is a person's behavioural propensity towards operating effectively within a group, team, or wider organisation.

Collectivism underpins the extent that people actively participate within groups, aiming to work both cohesively and cooperatively. High levels of collectivism encourage people to focus on the needs, objectives, and challenges of the group, rather than just their own. They are more likely to be active within groups, taking charge when required and deferring to the leadership of others when required.

When people employ collectivism as a character strength, it allows them to function more commensurately within a group, flexibly adopting the role of follower, leader, and colleague when required. As a result, they make ideal team-members, as they will always prioritise the group, and their role within the group, over their own personal objectives. They are more likely to both participate in group dynamics, and encourage others to support the group as well, showing high levels of team, department, or organisational citizenship.

This character strength is important in organisations which rely on close-knit teams and collaboration. For example, organisations that employ pod-like team structures are likely to rely on staff with high levels of collectivism, ensuring that everyone fulfils their assigned role within the team, and prioritise the goals of that team.

Collectivism is essential in roles that rely on teamwork and group collaboration, particularly when teams are required to solve meaningful real-world problems. For example, marketing teams work very closely together to generate new ideas, expand upon existing ideas, and to share expertise. This allows marketers to build upon each other's ideas, ensuring that the final product is superior to the work of any single individual. Similarly, roles which require teams to avoid conflict in order to run smoothly are likely to rely on staff with high levels of collectivism, including customer service, administration, human resources, social care, the public sector, and engineering professionals.

Without collectivism, staff are likely to focus purely on themselves and their own objectives. They will prioritise their own needs over those of the team, leading to discord within the team itself. Team-members are likely to resent them, as they will not be carrying their own weight within the team. Similarly, those with low levels of collectivism will not display flexibility regarding group roles, refusing to lead when required or refusing to follow when expected.

This score indicates a high level of collectivism, relative to the norm group.

Compassion

Score: **5**

Compassion is a person's behavioural propensity towards valuing sympathy, empathy, and altruism during meaningful interpersonal communication.

Compassion largely underpins the extent that people display a positive attitude, approach, or affinity towards those around them. High levels of compassion allow people to meaningfully connect with others, expressing their positive regard and emotional affinity in an effective and considered way. They are more likely to make other people feel welcomed, supported, or appreciated, even when those people are being challenging or difficult.

When people employ compassion as a character strength, their natural affinity towards people shines through, greatly helping them to help other people. As a result, they are more likely to put the needs of others before their own, readily going the extra mile to help the people around them. They are likely to express their compassionate nature effectively, making other people feel supported and welcomed.

This character strength is particularly important in organisations that work with vulnerable or challenging people. For example, organisations that provide long-term care are likely to rely on staff with high levels of compassion, ensuring that staff are behaviourally inclined towards helping other people, and making those people receiving help feel cared for and valued.

Compassion is essential in roles that involve supporting other people, particularly those who are vulnerable, in-need, or are particularly challenging. For example, in social-care roles, staff are required to show unconditional positive regard towards those they care for, requiring high levels of compassion. This allows staff to provide much needed help, advice, and support, while also ensuring those they work with feel adequately supported in the process. Similarly, roles which require people to take responsibility for others are likely to rely on staff with high levels of compassion, including health-care, customer service, management, law, the public sector, and the third sector.

Without compassion, staff are likely to experience compassion fatigue, quickly giving up on those they are supposed to support. This can result in a decline of care quality, with staff quickly becoming jaded and uninterested in the people they are responsible for. Similarly, those with particularly low levels of compassion are more likely to place their own interests above those of others, making them less likely to make sacrifices to support others.

This score indicates an average level of compassion, relative to the norm group.

Fortitude

Score: 6

Fortitude is a person's behavioural propensity towards valuing courage, grit, resilience, and persistence in the face of adversity.

Fortitude largely underpins the extent that people maintain a high degree of effort and motivation when undertaking challenging tasks. High levels of fortitude allow people to address tasks, people, and challenges directly, following a straightforward and consistently high-effort approach. They are more likely to follow through with their obligations, diligently pressing onward in the face of any difficulty they face.

When people employ fortitude as a character strength, they dedicate themselves and their capabilities to their required tasks regardless of the challenges. As a result, they are less likely to give up on their goals, and are less likely to deceive others in order to escape that responsibility. They are likely to display high levels of energy, effort, and consistency, rarely feeling deterred by setbacks or obstacles.

This character strength is particularly important in organisations which rely on staff to maintain high levels of effort and consistency, even when things get difficult. For example, organisations which rely on sales-targets are likely to depend heavily on people with higher levels of fortitude, ensuring that staff remain steadfast in their efforts, and thus do not falter when facing difficulties.

Fortitude is essential in roles that involve frequent road-blocks, set-backs, or periods of adversity which test motivations of their staff. For example, in high-ticket sales roles, staff are presented with large sales quotas and are reprimanded if those quotas aren't met. Fortitude allows staff to continue onwards in the face of this challenge, without making excuses or talking their way out of the challenge. Similarly, roles which place a significant emotional load on people are likely to rely on staff with high levels of fortitude, which include management, law, social care, health care, and teaching.

Without fortitude, setbacks and challenges may readily overwhelm people, causing them to abandon their tasks or talk their way out of them. This shifts the burden to others, creating added stress and adversity for other people within the organisation. This could lead to resentment within teams, as other staff members will feel they are forced to pick up the slack, placing them under greater stress and taxing their fortitude to a greater degree than necessary.

This score indicates an average level of fortitude, relative to the norm group.

Integrity

Score: 7

Integrity is a person's behaviour propensity towards upholding, expressing, and adhering to, one's personal principles.

Integrity underpins the extent that people act in line with their personal principles and beliefs, choosing to behave in a way that is congruent with their values. High levels of integrity encourage people to carefully think about their behaviour, actions, and decisions before acting, ensuring a consistent approach over time. They are more likely to make decisions which result in less unnecessary interpersonal conflict, appearing reasonable and considerate in the eyes of others.

When people employ integrity as a character strength, it encourages them to better adhere to rules, policies and procedures, being more able and willing to stick to the rules. As a result, they can be relied upon to behave in accordance with the rules, properly interpret those rules, and avoid bending those rules when the opportunity arises. They are more likely to display humility and straightforwardness during interpersonal communications, rarely holding grudges or seeking irrational or impulsive interpersonal conflict.

This character strength is important in organisations that rely on staff following rules and upholding procedures. For example, organisations that trust staff to work both independently, but in line with strict policies, procedures, and codes of conduct are likely to rely heavily on people with high levels of integrity.

Integrity is essential in roles that place staff in significant positions of trust and responsibility, particularly when adherence to rules is integral to the role. For example, accountancy roles require strict compliance to many policies, procedures, and overreaching rules, and staff are trusted to ensure adherence at all times. This ensures that accountancy staff are not displaying counterproductive work behaviours, such as embezzlement, theft, or acting maliciously towards other members of staff. Similarly, other roles which place significant levels of trust onto staff include management, law, finance, health-care, administration, and retail.

Without integrity, staff would struggle to see the importance of following rules and minimising interpersonal conflict, resulting in counterproductive work behaviours. Staff may find themselves struggling to uphold policies and procedures, even if they originally intended to follow them closely. Similarly, those with low levels of integrity will seek interpersonal conflict, causing further discord within the team and the organisation as a whole.

This score indicates a fairly high level of integrity, relative to the norm group.

Perception

Score: 9

Perception is a person's behavioural propensity towards valuing the importance of clear and considered thought.

Perception largely underpins the extent that people employ their cognitive resources to learn, understand, and interact with the world around them. High levels of perception allow people to generate new ideas, expand upon their existing knowledge, and carefully weigh-up options before taking a course of action. They are more likely to value the power of thought, using their mental abilities to solve problems, identify solutions, and navigate the world around them more generally.

When people employ perception as a character strength, they utilise their cognitive capacity to its fullest, helping them to learn and apply what they have learned to everything that they do. As a result, those with greater perception are likely to hold a greater understanding of the world, how it works, and how to carefully operate within it. They are likely to apply rational and objective solutions to problems, with a preference for solutions which are complex, abstract, or theoretical.

This character strength is particularly important in organisations which rely on staff to generate ideas and to solve complex problems. For example, organisations which rely heavily on knowledge workers will depend heavily on people with higher levels of perception, ensuring that staff provide original, novel, and innovative solutions to complex real-world problems.

Perception is essential in roles that involve complex problem solving, pattern recognition, and knowledge acquisition. For example, in the management consultancy field, staff are likely to make important decisions which impact other people, based mostly on their own internal research, data collection, and knowledge acquisition. Similarly, roles which can be considered knowledge-work are likely to rely on staff with high levels of perception which include management, law, technical professions, STEM fields, and academics.

Without perception, complex and abstract information may seem boring, uninteresting, or unnecessarily complicated to people. This will inevitably cause individuals to favour information that is simple, concrete, and less academic in nature, making knowledge work or complex knowledge acquisition difficult. This will inevitably put them at a disadvantage over more perceptive staff members, who will display greater employee engagement and job satisfaction in knowledge-work.

This score indicates a high level of perception, relative to the norm group.

Positivity

Score: **6**

Positivity is a person's behavioural propensity towards positive, constructive, and sanguine expression to other people.

Positivity underpins the extent that people exude a pleasant and optimistic aura, readily putting other people at ease and tacitly expressing interpersonal warmth to those around them. High levels of positivity encourage people to express their feelings, thoughts, and ideas in a way that is likely to be well received by people, brightening their mood as a result. They are more likely to display a happy, optimistic, and thoughtful demeanour, raising the spirits of those they spend time with.

When people employ positivity as a character strength, it encourages them look on the bright-side of events, rather than on the negative. As a result, they tend to find beauty or interest in things which other people do not, taking enjoyment in a wider range of activities than most people. They are more likely to radiate joy and good cheer in interpersonal settings, making other people feel confident about the future and putting their minds at ease.

This character strength is important in organisations that take responsibility for people who are nervous, uncertain, or vulnerable. For example, organisations that provide educational services are likely to rely heavily on people with high levels of positivity, allowing their natural positivity to radiate and extend to those who are feeling less confident or optimistic.

Positivity is essential in roles that require staff to appear cheery, happy, or content, and ultimately make other people feel the same. For example, customer service roles require staff to display a meaningful and consistent positive attitude, giving a good impression to the customers or clients that they interact with. This ensures that customers have a great experience with the customer service representative they talk to, resulting in a more positive overall view of the company itself. Similarly, other roles which place value on expressing a pleasant and affable demeanour in the workplace include management, sales, retail, health-care, social-care, education, and public relations.

Without positivity, staff would display a negative, pessimistic, or hostile demeanour, potentially discouraging interpersonal interaction. Staff would quickly become bored, struggling to find interest, excitement, or enjoyment in anything that they do, and will readily express this to people. Similarly, those with low levels of positivity would be more likely to hold a pessimistic view of the future, dampening the moods of the people they spend time around.

This score indicates an average level of positivity, relative to the norm group.