

TPAQ-Leadership Profile

Onboarding Report

**Simone
Sample**

Report Information

This report has been generated using results from the Test Partnership TPAQ-Leadership Profile, 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.

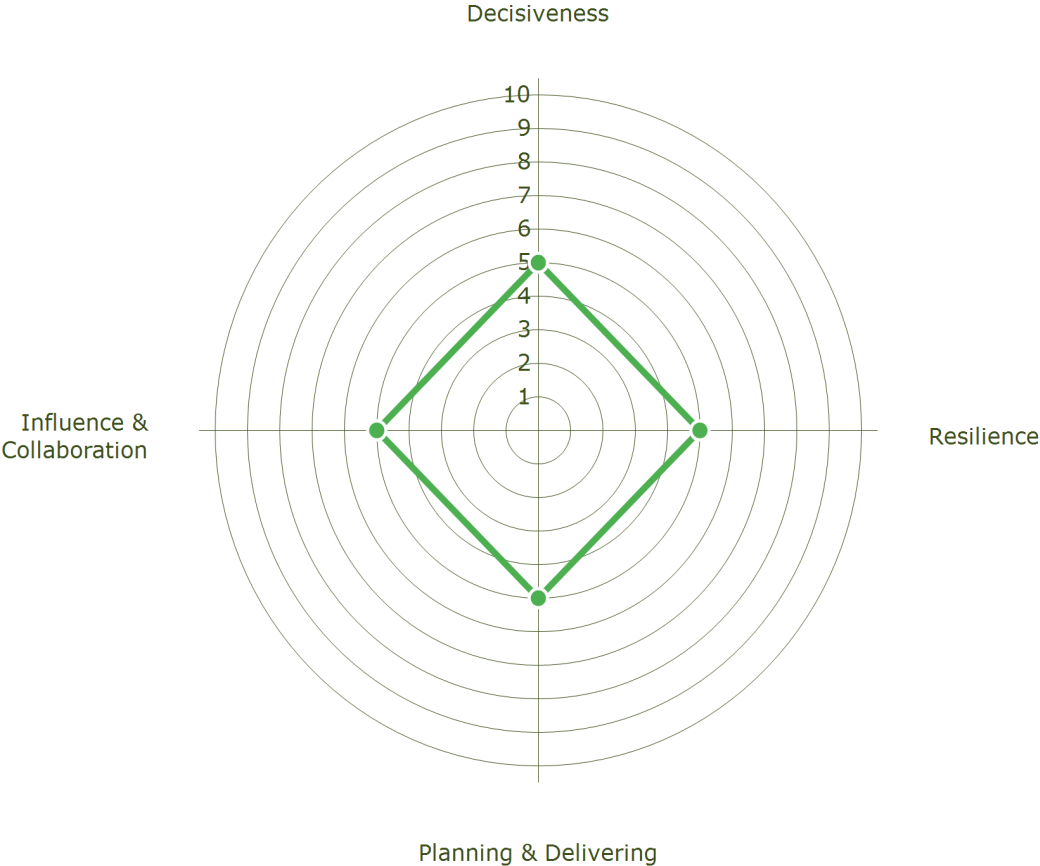
The information in this report is likely to remain valid for up to 24 months from the date of taking the questionnaire.

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.

Summary Personality Profile



Decisiveness reflects your ability to make timely, confident, and well-considered decisions. It involves setting clear goals, taking ownership of outcomes, and acting with purpose – even when facing uncertainty. In a leadership context, decisiveness helps you provide direction, build trust in your judgement, and maintain momentum in your team. It's about knowing when to act, when to reflect, and how to balance risk with reasoned judgement.

Your results suggest that your level of decisiveness is broadly in line with typical expectations for leadership. You are likely to be comfortable making decisions in most situations, provided you have enough context to feel informed. You can usually take a structured, thoughtful approach to decision-making, and you're likely to act with confidence once a clear direction is apparent. While you may not always take immediate or bold action in uncertain conditions, you're unlikely to avoid decisions altogether or rely excessively on others.

As you settle into your new role, this balanced approach will likely serve you well. You're capable of weighing up options and making sound choices without being impulsive, and your colleagues may find you to be a steady, dependable presence. In the early days of onboarding, you might find yourself taking a little extra time to build confidence before taking the lead on key decisions – especially where the consequences feel high or the context is unfamiliar. This is a natural part of adjusting, and your ability to assess a situation before acting will help you avoid missteps.

To get the most out of your onboarding period, focus on getting clear about your responsibilities and where decision-making authority sits. You'll likely feel more decisive when you have clarity on your goals and the expectations around your role. Don't be afraid to ask questions or seek input where needed – this can complement your own judgement and help you move forward with confidence.

You might also find it helpful to practise making smaller, low-risk decisions early on to build momentum. This will reinforce your own sense of capability and help others see you as someone who can take initiative. With time, as you gain familiarity and context, your natural decision-making style will become a real asset – combining thoughtful consideration with timely, purposeful action.

Influence & Collaboration reflects your ability to engage others, build rapport, and work constructively towards shared goals. It involves expressing your views clearly, adapting your communication style to different audiences, and building trust through openness and integrity. Leaders who are strong in this area are often seen as approachable, persuasive, and easy to work with – helping to align people and bring them on board, even in challenging or complex situations.

Your results suggest that you have a balanced and typical level of strength in this area. You are likely able to engage with others in a constructive way, share your views when appropriate, and build positive working relationships without needing to be the most vocal or dominant presence. You may not always seek out opportunities to influence others directly, but when collaboration is required, you're likely to approach it with openness and a willingness to contribute.

As you onboard into a new role, this measured interpersonal style is likely to serve you well. You can build trust at a steady pace, listening to others and responding thoughtfully. You are likely to be seen as approachable and cooperative, and able to adapt to a range of social dynamics. While you might not assert your views immediately in group settings, you'll probably feel increasingly confident doing so as you become more familiar with the team and the organisation's culture.

To make the most of your onboarding period, aim to be deliberate in how you establish early working relationships. You don't need to be highly extroverted to build influence – showing consistency, integrity, and a willingness to engage in meaningful conversation can go a long way. Look for opportunities to contribute in meetings, offer support to colleagues, or initiate informal conversations that help strengthen rapport.

You may find it helpful to reflect on moments where your input or leadership could help move things forward, and step into those opportunities with confidence. As you become more embedded in your role, your natural interpersonal strengths will begin to show – particularly your ability to balance collaboration with clear communication and principled leadership. With continued experience and growing familiarity, your influence is likely to increase steadily as others learn to rely on your judgement, insight, and cooperative approach.

Planning & Delivering reflects your ability to structure your work, manage tasks effectively, and follow through on commitments. It involves setting clear goals, organising your time and resources, and maintaining consistent progress – particularly when dealing with longer-term responsibilities or complex demands. Leaders who are strong in this area tend to be dependable, methodical, and focused on execution, helping to ensure that plans turn into measurable outcomes.

Your results suggest that your approach to Planning & Delivering is broadly in line with what's typical for leaders. You are likely to be reasonably well-organised, able to stay on top of your responsibilities, and capable of following through on your commitments in most situations. You may not always thrive on structure or routine, but you can usually establish the discipline you need to stay on track, especially when expectations are clear and deadlines are set.

As you begin onboarding into your new role, your steady approach to planning and execution will likely support a smooth transition. You may find it helpful to spend the early stages clarifying your objectives, aligning with your manager, and setting short-term priorities. You're likely to perform well when you have a clear understanding of what's required and enough structure to guide your efforts – and you may become more confident in your delivery as you settle in and begin to establish routines.

There may be times during onboarding where the volume of new information or the lack of established processes tests your ability to stay fully organised. In these moments, lean into practical tools and methods that help you manage competing demands – such as to-do lists, calendar blocking, or progress check-ins. These strategies can help you stay focused and demonstrate reliability, particularly before you've had the chance to fully establish your rhythm.

As your familiarity with the role grows, you'll likely become more efficient in how you prioritise and manage your workload. Continue to be proactive in asking for clarification when needed, and don't hesitate to seek support in areas that feel ambiguous or unstructured. Your ability to combine focus with flexibility means you're well placed to deliver results and adapt as your responsibilities evolve – making you a dependable and capable contributor from the start.

Resilience reflects your ability to remain steady, optimistic, and emotionally composed when dealing with stress, setbacks, or uncertainty. It involves maintaining confidence and perspective under pressure, bouncing back from difficulties, and projecting calm in the face of challenge. For leaders, resilience plays a critical role in providing emotional stability to others, navigating change, and staying focused even when circumstances become demanding.

Your results suggest that your level of resilience is broadly typical. You are likely able to manage pressure in most situations, remaining calm and focused when things don't go as planned. While you may occasionally experience self-doubt, frustration, or dips in morale, these are likely to be manageable and short-lived. You can generally maintain a balanced outlook, responding to difficulties with a mix of realism and optimism.

As you begin to onboard into your new role, this steady level of resilience should help you navigate the inevitable challenges that come with starting something new. You're likely to take setbacks in stride and recover your focus quickly, even if you occasionally feel stretched or unsettled. In high-pressure moments, you may not always appear completely unshaken – but your overall emotional consistency and perspective will allow you to stay engaged and move forward constructively.

During onboarding, it's still important to be proactive in supporting your own wellbeing. Pay attention to how you respond to stress, and take steps to maintain a sense of control and composure. Setting clear priorities, creating structure, and pacing yourself can all help to prevent you from feeling overwhelmed. You may also benefit from reflecting on what contributes to your sense of confidence and stability, and actively seeking out those supports in your new environment – whether that's regular feedback, peer connections, or quiet time to process new information.

You are well placed to model calm and constructive behaviour, particularly as you settle into your team. As your confidence builds and you become more familiar with the demands of the role, your natural ability to manage setbacks and maintain emotional balance is likely to grow stronger. With time and experience, your resilience will become a valuable part of your leadership approach – helping you remain composed and reliable, even under pressure.