

TPAQ-Leadership Profile

Well-being 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.

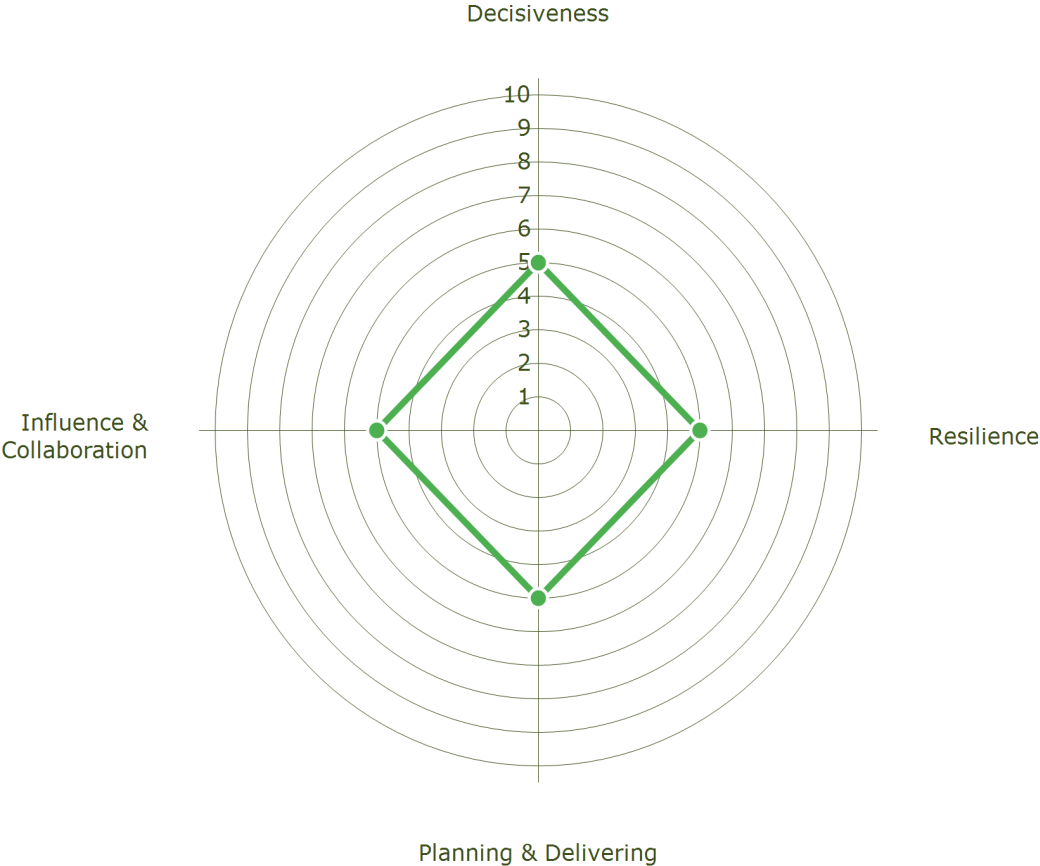
The information in this report is likely to remain valid for up to 24 months from the date of taking the questionnaire.

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 how confidently and quickly you're able to make decisions, particularly in uncertain or pressured situations. It involves setting clear goals, trusting your judgement, and acting without excessive hesitation. From a well-being perspective, decisiveness can support a sense of control, reduce mental fatigue, and help you move through your day without getting stuck in prolonged uncertainty or overthinking.

Your score suggests that you have a balanced approach to decision-making. You're likely able to weigh up options and make sound choices without being impulsive or overly hesitant. This ability to consider your decisions carefully – but not to the point of paralysis – can support your well-being by helping you maintain a sense of control and forward momentum, especially in situations where others might feel stuck or overwhelmed.

However, even with an average level of decisiveness, there may be times when decision-making becomes a source of stress. When faced with high stakes, ambiguity, or competing priorities, you might find yourself pausing longer than usual or feeling uncertain about how best to proceed. This is perfectly normal, but over time, it can lead to a build-up of mental strain – particularly if you're juggling multiple responsibilities and feeling pressure to get everything right.

To maintain your well-being, it's helpful to be mindful of how much time and energy you're spending on everyday decisions. Where possible, simplify or streamline your process – for example, by identifying decisions that don't need to be perfect, or by limiting the number of options you consider. Creating routines around recurring tasks can also reduce cognitive load and preserve your energy for more important choices.

If you notice yourself feeling mentally fatigued or stuck in patterns of overthinking, try setting clear boundaries for when a decision needs to be made and what "good enough" looks like. Remind yourself that most decisions can be revisited or adjusted over time, and that progress is often more beneficial to your well-being than perfection.

Overall, your balanced decisiveness gives you a strong foundation to manage stress and maintain clarity. With a few small strategies to reduce unnecessary decision pressure, you'll be well placed to protect your mental energy and avoid decision-related burnout.

Influence & Collaboration reflects how effectively you connect with others, build trust, and work towards shared goals. It involves clear communication, approachability, and the ability to engage others in a constructive, cooperative way. From a well-being perspective, strong interpersonal relationships and a sense of social connection at work can be powerful buffers against stress, helping to reduce feelings of isolation and build emotional resilience.

Your results suggest that you have a balanced and typical approach to Influence & Collaboration. You're likely able to work well with others when needed, contribute to group discussions, and build rapport at a comfortable pace. While you might not always take the lead in social or collaborative situations, you can usually assert yourself and engage effectively when it matters. This balanced style gives you flexibility: you're able to work independently when needed, but you're also open to input and able to build productive working relationships.

From a well-being perspective, this balance works in your favour. You're unlikely to feel socially isolated or overwhelmed by group dynamics, and you're probably capable of asking for help or support when it's needed. However, there may be times – particularly during busy or high-pressure periods – when you focus more on the task at hand and less on maintaining interpersonal connections. Over time, this can lead to a sense of emotional distance, which might reduce the social support you could otherwise rely on.

To protect and enhance your well-being, it can help to be proactive about maintaining relationships, especially during stressful periods. Make time to connect with colleagues informally, share how you're doing, and stay open to collaboration, even when things feel busy. These connections often provide more than just practical support – they offer a sense of shared experience and emotional grounding that's essential for long-term resilience.

You might also benefit from reflecting on how you communicate your own needs and boundaries. Speaking up when you're feeling stretched, or when you need input, can help prevent the build-up of pressure and ensure you're not carrying more than you need to. By maintaining a steady level of interpersonal engagement, you'll help support both your performance and your well-being – ensuring you stay connected, supported, and emotionally balanced in your work.

Planning & Delivering reflects how effectively you organise your work, set goals, and follow through on your responsibilities. It involves managing time and tasks, staying focused, and seeing things through to completion – particularly when handling longer-term objectives or juggling multiple priorities. From a well-being perspective, having structure and a sense of progress helps reduce stress, prevent overwhelm, and foster a sense of control over your workload.

Your results suggest that you have a balanced and typical approach to Planning & Delivering. You're likely to be reasonably organised and capable of managing your responsibilities effectively, especially when expectations are clear and the workload is steady. You can usually stay on top of tasks and follow through without needing rigid systems or constant oversight, and you're probably comfortable finding your own rhythm and routines.

That said, like many people, you may find that periods of high pressure or complexity can test your usual work patterns. When things become particularly busy or ambiguous, you might experience occasional dips in motivation, focus, or follow-through. If you're balancing multiple demands without a clear plan, this can lead to mild stress or a sense of being stretched – even if you're still able to meet your goals overall.

To maintain your well-being, it can help to check in regularly with your workload and planning habits. Taking a little time to clarify your priorities, organise your tasks, and break down larger projects can make your day-to-day experience feel more manageable and less reactive. Having simple routines in place also reduces the mental effort needed to decide what to do next – freeing up energy for the work itself.

You might also benefit from recognising your natural strengths and working style. If you find structure helpful, continue using tools and routines that support your focus. If you prefer flexibility, make sure your systems are adaptable enough to keep you engaged without becoming overly rigid or restrictive.

By continuing to take a practical and steady approach to your work, you'll help protect your mental bandwidth and reduce the risk of last-minute stress or disorganisation. With small, consistent habits, you can maintain a sense of control and progress – supporting both your performance and your overall well-being.

Resilience reflects how effectively you manage stress, recover from setbacks, and maintain emotional balance during challenging times. It involves staying calm, optimistic, and self-assured when facing pressure or uncertainty. From a well-being perspective, resilience plays a key role in protecting your mental health – helping you manage difficulties without becoming overwhelmed, and maintain perspective when things don't go to plan.

Your results suggest that you have a typical, balanced level of resilience. You're likely able to manage stress reasonably well in most situations and bounce back from setbacks without too much disruption. You may occasionally feel stretched, frustrated, or uncertain – especially in periods of high pressure – but you're generally able to maintain your focus and emotional stability. When things do become difficult, you're likely to recover with a little time and reflection, rather than becoming stuck in negative emotions.

This balance offers a solid foundation for long-term well-being. You're probably able to stay composed under most circumstances, without becoming emotionally detached. However, it's still important to pay attention to early signs of stress or fatigue, especially during extended periods of high demand. Like many people, you may occasionally downplay your own needs or push through without recognising when you're beginning to feel overwhelmed.

To support your ongoing well-being, make time for regular recovery – especially after intense or stressful periods. This could be through rest, time outdoors, meaningful conversations, or activities that help you reset emotionally. Creating space to reflect and decompress will help you maintain your resilience and avoid longer-term strain.

It's also useful to notice when your mindset begins to shift – for example, when optimism fades or small setbacks start to feel more personal or discouraging than usual. These are normal fluctuations, but catching them early allows you to adjust and protect your mental health more proactively.

Finally, continue to build your support network. You don't need to wait until things feel unmanageable to ask for help or share how you're feeling. By using your balanced emotional style to stay connected and grounded, you'll be well placed to navigate pressure without letting it build up – maintaining both your performance and your psychological resilience in the long term.