

# Dimensions

Dimensions has been developed on the basis of rigorous scientific inquiry over the past 3 years. Dimensions accurately assesses personality, garnering rich information about how people lead, manage and work with others, how they

manage projects and tasks and how they use their motivation and energy to deliver results. An array of reports and profiles are provided to address common talent challenges.

## Client User Experience

- Designed for use across all sectors, functions and levels
- Offers complete user self service functionality
- A wide array of reports can be instantly generated
- Is easily customised to client requirements and competency models
- Ability to integrate with work-flow applications of other vendors
- Available in a range of languages
- Secure technology platform, volume handling capacity

## Candidate Experience

- Takes less than 30 minutes to complete online
- Contemporary relevant
- Easy on-line access with full instructions

More information of Talent Q Dimensions is available including sample reports and a full technical manual.

**Please contact us for further details**

**Tel: 01491 845 532**

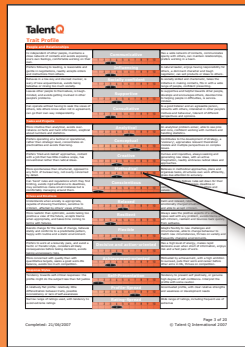
**or [sales@getfeedback.net](mailto:sales@getfeedback.net)**

**[www.getfeedback.net](http://www.getfeedback.net)**

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## Recruitment

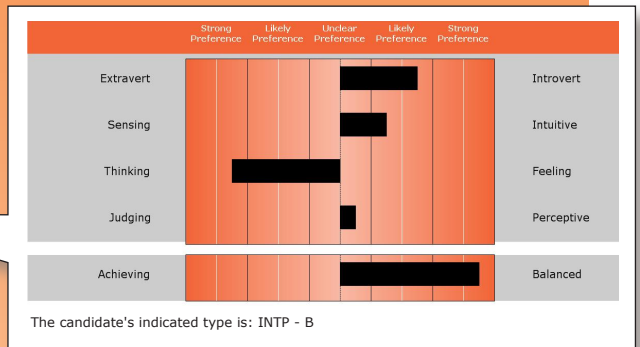
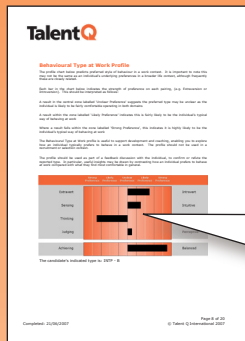
Dimensions Recruitment Profiling Wizard enables users to define personality traits required for successful performance in a specific role. Applicants are assessed against user-defined profiles enabling the generation of role-specific match profiles, interview guides and reports.



Trait Profile		
<b>People and Relationships</b>		
Is independent of other people, maintains a close network of contacts and avoids exposing one's own feelings, comfortable working on their own.	<b>Communicative</b>	Has a wide network of contacts, communicates openly with others, can maintain relationships, prefers working in a team.
Prefers following to leading, is reasonable and gentle in negotiations, readily accepts orders and instructions from others.	<b>Influencing</b>	A natural leader, enjoys having responsibility for others, a dominant character and tough negotiator, can sell products or ideas to others.
Behaves in a low-key and discreet manner, is wary of new acquaintances, avoids being talkative or mixing too much socially.	<b>Socially confident</b>	Is socially skilled and charismatic, takes the initiative in making contacts, fits in with a wide range of people, confident presenting.
Leaves other people to themselves, is tough-minded, and avoids getting involved in other people's problems.	<b>Supportive</b>	Is supportive and helpful towards other people, develops and encourages others, devotes time to helping people in difficulties, is service-minded.
Can operate without having to seek the views of others, lets others know when not in agreement, can go their own way independently.	<b>Consultative</b>	Is a good listener and an agreeable person, consults with others, interested in other people's motives and behaviour, tolerant of different perspectives and opinions.
<b>Tasks and Projects</b>		
More intuitive than analytical, avoids over-reliance on facts and hard information, sceptical about numbers and statistics.	<b>Analytical</b>	An analytical problem-solver, able to see pros and cons, confident working with numbers and handling statistics.
Prefers operating at a tactical or operational, rather than strategic level, concentrates on practicalities and avoids theorising.	<b>Conceptual</b>	Contributes to the development of strategy, a visionary, appreciates relevant theoretical models and multiple perspectives on complex issues.
Prefers 'tried-and-tested' approaches, content with a job that has little creative scope, has conventional rather than radical ideas.	<b>Creative</b>	Curious and inquisitive, always seeking and generating new ideas, with an active imagination, readily embraces radical ideas and approaches.
More spontaneous than structured, opposed to any form of bureaucracy, not overly concerned by detail.	<b>Methodical</b>	Believes in methodical approaches, plans and organises tasks, structures own work efficiently, gives due attention to accuracy.
Can 'bend' rules and regulations which they find limiting, avoids rigid adherence to deadlines, may sometimes make small mistakes but is comfortably managing around them.	<b>Conscientious</b>	Conscientiously follows rules set down for their work, honours any promises, deadline or commitments made, believes in ethics and values.
<b>Drives and Emotions</b>		
I (understands when anxiety is appropriate)	D (relaxed)	F (calm and relaxed) (rehabilitates themselves in

## Development

By harnessing the power of differing psychological theories including trait and type, Dimensions offers sophisticated and powerful insight into personality and its role in supporting or blocking personal development.



## Team Building

Individual team role reports can be generated from Dimensions indicating the typical roles an individual will adopt in a team. Data from up to 12 individuals can be linked to produce a composite team report illustrating the relative strengths and weaknesses of a team as a whole.

