
Candidate:

Sample Person

Date of Report: 13.01.11

Selected Reports:

Trait Profile
Narrative Report

Assessment Completed:

Dimensions

Assessment Completed:

19.03.10

Completed In:

English

Introduction to Dimensions

Dimensions is a 'right sized' personality questionnaire offering efficient and understandable scientific insight into personality in contemporary business. Dimensions can be used from senior management roles to managerial, professional, graduate and supervisory levels, across all functions and industry sectors. It is available in a number of languages enabling consistency of assessment across geographic boundaries.

Dimensions has undergone thorough research and development in terms of norms, reliability and validity, allowing confidence in the fact that Dimensions is both highly effective and complies with best practice and regulatory guidelines. The questionnaire has a unique format combining the ease of simple rating scales with an element of forced-choice to ensure that it is exacting and difficult to fake.

Dimensions is part of Talent Q, an innovative portfolio of assessment products inspired and developed by Roger Holdsworth. It can be used in a stand-alone manner or as part of a broader Talent Q assessment. The following reports are available:

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Section

Trait Profile

The trait profile is designed for use in both recruitment and development contexts. The 15 dimensions measured are designed to reflect the most commonly occurring competencies used by many organisations.

1

Narrative Report

This provides automatically generated narrative comments, intended to be read by the commissioning client within a recruitment or development context. The report describes the possible implications of the respondent's typical behaviour at work.

2

Trait Profile

| People and Relationships | | |
|--|---|--|
| Is independent of other people, able to keep secrets and avoid exposing their own feelings, can work on their own | Communicative 1 3 4 5 6 7 8 9 10 | 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 | Influencing 2 4 5 6 7 8 9 10 | A natural leader and enjoys having responsibility for others, a dominant and forceful character, 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 | Socially Confident 1 2 3 4 6 8 9 10 | Is socially skilled, with charm and charisma, takes the initiative in making contacts, fits in with a wide range of people, good at presenting and public speaking |
| Leaves other people to themselves and their own devices, is tough-minded, avoids getting involved in other people's problems or taking a service role | Supportive 1 2 3 4 5 6 7 9 10 | Is supportive and helpful towards other people, develops and encourages others, devotes time to helping people in difficulties, enjoys giving and meeting other people's needs |
| Can operate without having to seek the views of others, lets others know when not in agreement, can go their own way independently | Consultative 1 2 3 4 5 6 8 10 | 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 |
| Tasks and Projects | | |
| More intuitive than analytical, avoids over-reliance on facts and hard information, sceptical about numbers and statistics | Analytical 1 2 4 6 7 8 9 10 | An analytical problem-solver, with relevant information at their fingertips, able to see pros and cons, good at working with numbers and handling statistics |
| Prefers operating at a tactical or operational, rather than strategic level, concentrates on practicalities and avoids theorising | Conceptual 1 2 3 5 7 8 9 10 | Contributes to the development of strategy, a "visionary", understands different perspectives on complex issues, and relevant theoretical models |
| Prefers "tried-and-tested" ways, rather than needing to innovate, content with a job that has little creative scope, has conventional rather than radical ideas | Creative 1 3 4 5 6 7 8 9 10 | 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 overwhelmed by detail | Methodical 1 2 4 6 7 8 9 10 | Believes in methodical and procedural 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, is able to make small mistakes and get away with them | Conscientious 1 2 3 4 5 6 7 9 10 | Conscientiously follows rules set down for their work, honours any promises, deadline or commitments made, believes in ethics and values |
| Drives and Emotions | | |
| Understands when fear or anxiety are appropriate, capable of showing frustration, sensitive to criticism, affected by others' views of them | Relaxed 1 2 4 6 7 8 9 10 | Calm and relaxed, able to cope with stress, retaining composure in emotionally charged situations, thick-skinned and able to accept criticism |
| More realistic than optimistic, avoids taking too rosy a view of the future, accepts blame when appropriate, and takes time over coming to terms with failures | Resilient 1 2 3 4 5 6 8 10 | Always sees the positive aspects of a situation, copes well with any problem, avoids blame and self-criticism, resilient and bounces back quickly from setbacks |
| Resists change for the sake of change, behaves stably and conforms to a predictable pattern, happy with routine and a static environment | Flexible 1 2 3 4 5 7 9 10 | Adapts flexibly to new challenges and circumstances, able to change behaviour to match new circumstances, thrives on variety and frequently changing environments |
| Prefers to work at a leisurely pace, avoids a hectic or frenetic style, considers all likely consequences before taking decisions, avoids taking unnecessary risks | Decisive & Action-oriented 1 2 3 4 5 7 9 10 | Has a high level of energy and stamina, gets things done, makes rapid decisions even when short of information, enjoys risk and a fast pace of work |
| More concerned with quality than with quantitative targets, seeks a good work-life balance, avoids behaving in a competitive manner | Achievement-oriented 1 3 4 5 6 7 8 9 10 | Motivated by achievement, with a high ambition to succeed against all odds, puts their work and career before other aims in life, thrives on competition |
| Response Styles | | |
| Tendency towards self-critical responses: the profile might do the subject less than full justice | Self Presentation 1 3 5 6 7 8 9 10 | Tendency to present self positively, or genuine high degree of self-confidence. Interpret the profile with some caution |
| A relatively flat profile: relatively little differentiation between traits, possible inconsistency or lack of self-awareness | Profile-Spread 1 2 3 4 5 6 7 8 10 | Accentuated profile, with clear relative strengths and weakness or development needs |
| Narrow range of ratings used, with tendency to avoid extreme ratings | Rating-Spread 1 2 3 4 5 6 7 9 10 | Wide range of ratings, including frequent use of extremes |

Narrative Report

2

This narrative report provides automatically generated narrative comments, intended to be read by the commissioning client within a recruitment or development context. The report describes the possible implications of the respondent's preferences in relation to their performance at work.

Narrative Report

2

People and Relationships

The first section provides insight into her style in working with others and handling relationships at work.

She seems to be rather a private and serious sort of person. She may prefer to work on her own, rather than with other people. She appears to prefer her own company, and may at times tend to rely too much on her own resources.

Although reasonably confident of herself in social situations, she does not seem to see herself as a leader. She may lack the necessary influencing skills, and probably does not aspire to lead in any case.

She appears to be a very sensitive and kind person, and also to have a good understanding of other people's needs. She seems to be a good listener, and her helpful, tolerant and considerate attitude is likely to be very much appreciated by others. She is diplomatic, and it is probable that she rarely shows her disagreement with other people's opinions.

Tasks and Projects

This section explores her thinking style and how she manages tasks and projects.

She appears moderately interested in ideas, and could well be capable of making some contribution at an abstract level or in dealing with complex issues. But perhaps she needs to develop her feeling for numbers and statistical data further, in order to give her ideas a better foundation.

She does not seem to see herself at all as a creative person, and may also rather lack curiosity. She is likely to prefer conventional techniques to more innovative ones, which she may even consider unwelcome.

Although she appears to be highly ethically minded, and to believe strongly in complying with every rule and deadline, her responses suggest that she is actually rather more spontaneous in her own behaviour, and - if this is confirmed - could sometimes fail to live up to the rules she professes to value.

Drives and Emotions

The third section is about dealing with emotions and coping with change, and it also deals with energies:

Although seemingly quite an anxious person, with a good deal of personal sensitivity, she appears to possess good resources in terms of resilience, allowing her to cope well with emotional problems. She should be able to recover quite quickly from any setbacks or disappointments, and to put a "brave face" on any difficulties.

The pattern of responses is that of someone who enjoys new situations, and should be quite an adaptable sort of person. She does not appear to have much trouble in adapting her behaviour or attitudes in the light of new information or changing circumstances.

She appears to enjoy making decisions, even if there is some risk involved. She also seems energetic and to be someone who likes to get a lot of things done. However, she may dislike having to compete with others and is apparently not at all driven by the need to achieve particular targets or career milestones, so that her energy may not always seem focused enough.

Response Styles

Self-presentation: She responded to the questionnaire in a rather modest manner, compared with most other people.

Profile Spread: this is a highly accentuated profile, with very clear relative strengths and weaknesses. It may even seem to be a slight exaggeration of her high and low points.

Use of the range of ratings (on the scale from "completely untrue" to "very true") of individual behaviours: She used the whole breadth of the available ratings, with frequent use of the extremes of the scale.

Ties (giving the same rating to more than one behaviour in a block of group of four behaviours): She completely avoided giving the same rating to more than one behaviour in a block.

The time taken overall (including any breaks that may have been taken): somewhat less than the average. She did not appear to take any breaks during completion of the questionnaire.

Disclaimer

This report is derived from the Dimensions personality assessment which explores the respondent's personality in relation to employment. The respondent's results are compared with a standardisation group comprising in excess of 15,000 people.

The questionnaire is a self report measure and as such the results represent the respondents self perceptions. A plethora of psychological research indicates the validity of self report measures as successful predictors.

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