

Talent Q Dimensions

Dimensions Report





Name **Sample Person**

Date of Report: **05/07/2016**





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Also Recommended: Trait and Indicator Profile

Who could use components of this report:

-  Coaches
-  HR professionals
-  Trained practitioners
-  Line managers

What can components of this report be used for:

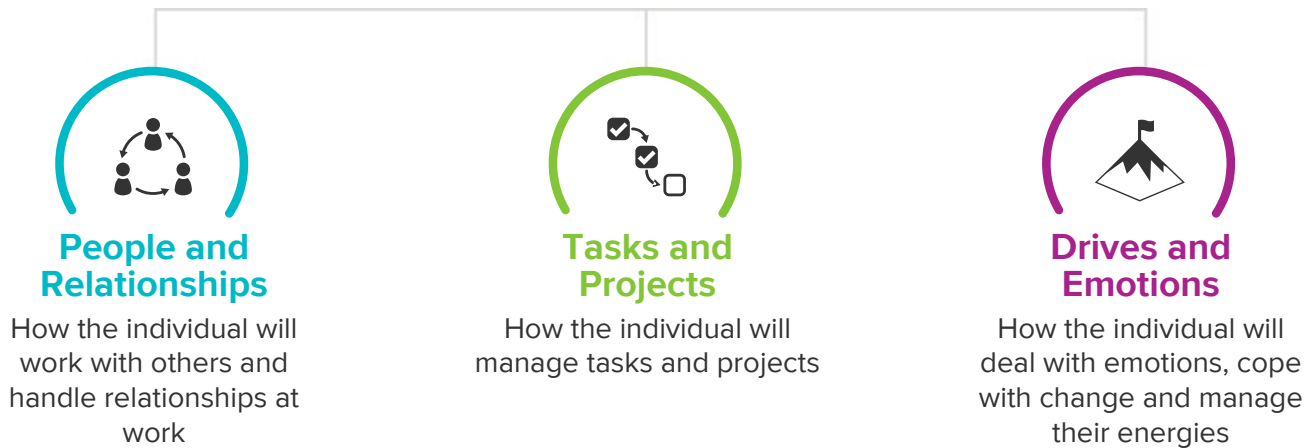
-  Individual development
-  Internal resourcing
-  Leadership development
-  Recruitment

Assessment	Dimensions
Completed date	19/03/2010
Language	English (UK)

Introduction

Dimensions is an online personality questionnaire. It assesses and reports how individuals perceive their behaviours at work in relation to three key areas: people and relationships, tasks and projects, and drives and emotions.

Talent Q Dimensions Framework



It combines valuable information, scientific rigour and ease of use for the line manager, HR professional, coach or trainer, and supports important talent decisions and development discussions. Inspired and developed by one of the pioneers in occupational testing – Roger Holdsworth – Dimensions draws on over five decades of experience in personality at work.

Personality drives performance

Personality influences the way people behave, which in turn impacts their performance and success in the role.



By using this report, you can gain scientific and objective insight into how an individual is likely to behave in the workplace. This insight helps organisations to:

- ✓ make better selection decisions
- ✓ develop individuals and teams
- ✓ identify high potential individuals
- ✓ improve performance and profitability.

Best practice across the talent lifecycle

With just a single completion of the questionnaire, data is provided that can be interpreted for a wide range of applications: recruitment, selection, identification of high potential and individual, team and leadership development. It provides a number of user-friendly reports that can be combined as required; not all reports are appropriate for all applications. The reports contain practitioner guidance and are available in a number of languages, enabling consistent assessment across different geographic regions.

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



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



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



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



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

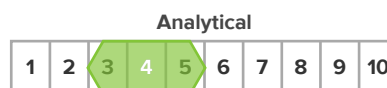
Can operate without having to seek the views of others, lets others know when not in agreement, can go their own way independently



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



An analytical problem-solver, with relevant information at their finger-tips, 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



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



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



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



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



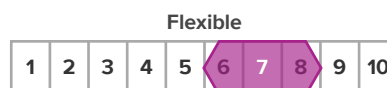
Calm and relaxed, able to cope with stress, retaining composure in emotionally charged situations, thick-skinned and able to accept criticism

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



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 static environment



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



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



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

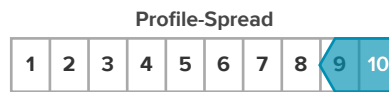
Response Styles

Tendency towards self-critical responses: the profile might do the subject less than full justice



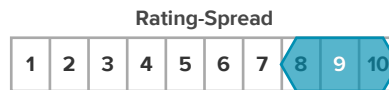
Tendency to present self positively, or genuine high degree of self-confidence. Interpret the profile with some caution

A relatively flat profile: relatively little differentiation between traits, possible inconsistency or lack of self-awareness



Accentuated profile, with clear relative strengths and weakness or development needs

Narrow range of ratings used, with tendency to avoid extreme ratings



Wide range of ratings, including frequent use of extremes

Narrative Report



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.



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