



Talent Q

Dimensions

Dimensions Report


Name: **Person Sample**


Date of Report: **04/08/2017**

RMP Interview Guide 3

Also Recommended: Role Match Profile

Who could use components of this report:

 HR professionals

 Line managers

What can components of this report be used for:

 Internal resourcing

 Recruitment

Assessment Dimensions

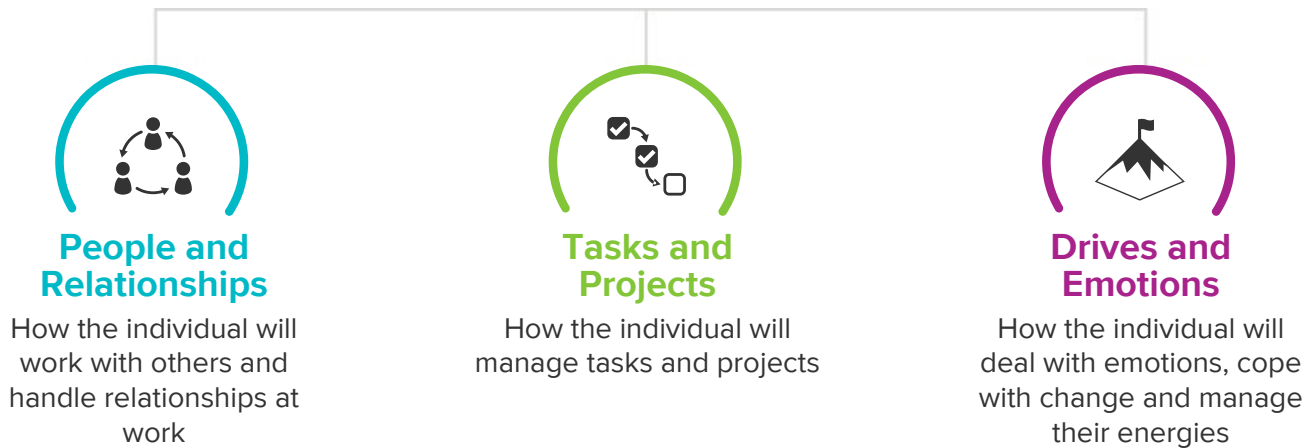
Completed date 19/03/2010

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.

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.

RMP Interview Guide

Role: International executive (example only)

The report identifies likely strengths, limitations and neutral areas for the individual in relation to the role. Corresponding interview questions are provided to support a follow-up recruitment interview to assess the individual's suitability in further depth.

On the next page, the predicted fit between the candidate and the role requirements is summarised. Each of the role requirements has been given a 1 to 5 rating illustrating the quality of fit between the individual's psychometric assessment results and the role, as follows:

5 = Excellent Fit

4 = Good Fit

3 = Satisfactory Fit

2 = Poor Fit

1 = Very Poor Fit

The remainder of this guide provides a set of suggested interview questions (please use at least one question from each area) to enable you to explore interview the fit between the candidate and the role, in the light of the psychometric assessments they have already completed.

When you have completed your interview, you can record your ratings and any comments on the final summary page.

RMP Interview Guide

Summary Requirements and Predicted Fit

Role: International executive (example only)

Essential

Predicted Fit

Conscientious

Conscientiously follows rules set down for their work, honours any promises, deadline or commitments made, believes in ethics and values



Decisive & Action-oriented

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



Resilient

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



Conceptual

Contributes to the development of strategy, a "visionary", understands different perspectives on complex issues, and relevant theoretical models



Socially Confident

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



Methodical

Believes in methodical and procedural approaches, plans and organises tasks, structures own work efficiently, gives due attention to accuracy



Relaxed

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



Analytical

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



Influencing

A natural leader and enjoys having responsibility for others, a dominant and forceful character, tough negotiator, can sell products or ideas to others



RMP Interview Guide

Summary Requirements and Predicted Fit

Role: International executive (example only)

Essential

Predicted Fit

Communicative

Has a wide network of contacts, communicates openly with others, can maintain relationships, prefers working in a team



Achievement-oriented

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



Desirable

Predicted Fit

Flexible

Adapts flexibly to new challenges and circumstances, able to change behaviour to match new circumstances, thrives on variety and frequently changing environments



Supportive

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



Consultative

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



Creative

Curious and inquisitive, always seeking and generating new ideas, with an active imagination, readily embraces radical ideas and approaches



RMP Interview Guide

Potential Strengths

Role: International executive (example only)

The following interview questions relate to areas where there was a good match between the assessment results for Person Sample and the International executive (example only) role profile

Conscientious

Conscientiously follows rules set down for their work, honours any promises, deadline or commitments made, believes in ethics and values

- Do you try to keep up conventions and traditions? What do you think of people who don't? Have some standards been eroded in your view?
- Have you ever failed to keep a promise? Tell me more about it. How did this make you feel? Was it a promise you shouldn't have made?
- What are the main values that guide your behaviour, in work and outside it? Do they apply to others as well as to yourself?

Notes

Decisive & Action-oriented

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

- Do you have a need for things to be happening all the time? Could you cope with a job that didn't involve a hectic pace of work?
- Do you give yourself enough time before making a decision? How often do you have to regret not taking longer?
- How much of a risk-taker are you? What sort of risks do you have to take in your job? Do you enjoy this aspect?

Notes

RMP Interview Guide

Potential Strengths cont...

Role: International executive (example only)

Resilient

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

- How does your degree of optimism help you to overcome problems in your work? Can you give some examples?
- How easy is it for you to shrug off any feeling of blame? In fact, do you ever take the blame when things go wrong?
- Does anything get you down about your job, or about the company you work for? Should you sometimes allow yourself such feelings?

Notes

Flexible

Adapts flexibly to new challenges and circumstances, able to change behaviour to match new circumstances, thrives on variety and frequently changing environments

- Has being flexible ever caused you any problems? What happened? How did you deal with this?
- How often do you change your attitude to an opposite point of view? Give me an example. Should you have changed your mind as you did?
- What changes in your work or your environment do you seek currently? How quickly do you become bored with the status quo?

Notes

RMP Interview Guide

Potential Strengths cont...

Role: International executive (example only)

Supportive

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 you give me an example of a time you have supported someone else through a difficult situation? What did you do? What was the result?
- Can you tell me about a recent situation where you were sensitive to someone else's needs? What was the situation? What was the result?
- Do you ever find that you will focus on the people issues in a situation to the detriment of other factors? Can you give me an example?

Notes

Consultative

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

- Tell me about the most recent time you have really listened to what someone had to say? What did you understand from this?
- Describe a time when you have changed your opinion to suit the general consensus of a group? Do you speak up enough about your views?
- Are there any people you find difficult to tolerate or empathise with? When can tolerance be taken too far?

Notes

RMP Interview Guide

Potential Limitations

Role: International executive (example only)

The following interview questions relate to areas where there was a poor match between the assessment results for Person Sample and the International executive (example only) role profile

Methodical

Believes in methodical and procedural approaches, plans and organises tasks, structures own work efficiently, gives due attention to accuracy

- Do you sometimes feel that other people underestimate the value of spontaneity? Are you at times too spontaneous in your approach?
- How do you make sure you have time to get on with important tasks when people make new demands on your time? Give an example.
- Do you prefer to focus on the bigger picture or the detail when approaching a task? Can you illustrate this approach?

Notes

Relaxed

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

- What types of situation tend to make you feel anxious? How do you deal with this? What could you do to be more relaxed?
- When did you last feel extremely frustrated or stressed at work? How did you feel? What was your response to the situation?
- How do you respond when people say unpleasant things about you? Can you give an instance? Are you sometimes too sensitive?

Notes

RMP Interview Guide

Potential Limitations cont...

Role: International executive (example only)

Analytical

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

- Have you ever had any training in problem-solving? If so, how useful was it? If not, should you seek something of this kind?
- What sorts of statistics can turn you off? Is there too much hard data required in doing your job?
- What are your limits in terms of numerical interpretation? Is this ever a problem?

Notes

Influencing

A natural leader and enjoys having responsibility for others, a dominant and forceful character, tough negotiator, can sell products or ideas to others

- Do you see yourself primarily as a team member or a team leader? Why is this?
- Please give me an example of a time when you had to negotiate with a very difficult individual? What did you do?
- How comfortable do you feel selling things or ideas to other people? Why is this?

Notes

RMP Interview Guide

Potential Limitations cont...

Role: International executive (example only)

Communicative

Has a wide network of contacts, communicates openly with others, can maintain relationships, prefers working in a team

- What types of people do you find it difficult to build relationships with? Why those in particular?
- How do you ensure that those around you get to know you? How happy are you about sharing your feelings with others?
- Has your preference for working independently ever stood in the way of a group achievement? How did you resolve this?

Notes

Achievement-oriented

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

- Tell me about the goals you have set yourself in recent years? Why did you choose these ones in particular? What results have you achieved?
- How career-minded are you? Have you ever missed an opportunity through not being more ambitious in this sense?
- What situations can bring out a competitive streak in you? What opportunities may you have missed by not being competitive enough?

Notes

RMP Interview Guide

Potential Limitations cont...

Role: International executive (example only)

Creative

Curious and inquisitive, always seeking and generating new ideas, with an active imagination, readily embraces radical ideas and approaches

- Do you ever feel that you should have explored more avenues in order to find a solution to a problem? Have you ever lacked curiosity?
- What do you find most difficult in the creative process? Do you wish you were naturally more creative?
- In what respects do you see yourself as a traditionalist? When have you ever found it difficult to adopt new ideas or procedures?

Notes

RMP Interview Guide

Neutral Areas

Role: International executive (example only)

The following interview questions relate to areas where there was a fair match between the assessment results for Person Sample and the International executive (example only) role profile

Conceptual

Contributes to the development of strategy, a "visionary", understands different perspectives on complex issues, and relevant theoretical models

- Do you prefer to take a more practical or a more conceptual approach to solving problems? Why do you feel more comfortable this way?
- Can you give me examples of the two most important and complicated issues you are involved in at present? Why are these complicated?
- How do you stay in touch with the needs of other parts of the business you work in? Give me an example of something you learned from this.

Notes

Socially Confident

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

- Can you tell me about a person whose social skills you particularly admire? What have you learned from them?
- Can you tell me about a recent situation where you had to take the initiative to connect with someone new? What did you do?
- What sort of formal situations are you comfortable with, and when might you feel less comfortable? What can make you feel less confident?

Notes

RMP Interview Guide

Summary Requirements and Predicted Fit

Role: International executive (example only)

Essential

Fit Rating

Conscientious

Conscientiously follows rules set down for their work, honours any promises, deadline or commitments made, believes in ethics and values

Notes

Decisive & Action-oriented

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

Notes

Resilient

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

Notes

Conceptual

Contributes to the development of strategy, a "visionary", understands different perspectives on complex issues, and relevant theoretical models

Notes

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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

Notes

RMP Interview Guide

Summary Requirements and Predicted Fit

Role: International executive (example only)

Essential

Fit Rating

Methodical

Believes in methodical and procedural approaches, plans and organises tasks, structures own work efficiently, gives due attention to accuracy

Notes

Relaxed

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

Notes

Analytical

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

Notes

Influencing

A natural leader and enjoys having responsibility for others, a dominant and forceful character, tough negotiator, can sell products or ideas to others

Notes

Communicative

Has a wide network of contacts, communicates openly with others, can maintain relationships, prefers working in a team

Notes

RMP Interview Guide

Summary Requirements and Predicted Fit

Role: International executive (example only)

Essential	Fit Rating
Achievement-oriented 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	
Notes	

Desirable	Predicted Fit
Flexible Adapts flexibly to new challenges and circumstances, able to change behaviour to match new circumstances, thrives on variety and frequently changing environments	
Notes	

Supportive 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	
Notes	

Consultative 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	
Notes	

RMP Interview Guide

Summary Requirements and Predicted Fit

Role: International executive (example only)

Desirable	Predicted Fit
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Creative

Curious and inquisitive, always seeking and generating new ideas, with an active imagination, readily embraces radical ideas and approaches

Notes

Recommendation?	Yes	No	?	Other Role
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Overall Summary



About Korn Ferry

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This report is derived from the Talent Q Dimensions personality assessment, which explores the respondent's personality in relation to employment. The respondent's results are compared with a standardisation comparison group. The questionnaire is a self report measure and as such the results represent the respondent's self perceptions. This report has been computer generated. Korn Ferry do not guarantee that the report has not been modified. The use of Talent Q Dimensions is restricted to individuals authorised by Korn Ferry.