



Talent Q Dimensions

Dimensions Report


Name: **Person Sample**


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

Role Match Profile 3

Also Recommended: RMP Interview Guide


Who could use components of this report:

 HR professionals

 Line managers

What can components of this report be used for:

 Identification of high potential

 Individual development

 Internal resourcing

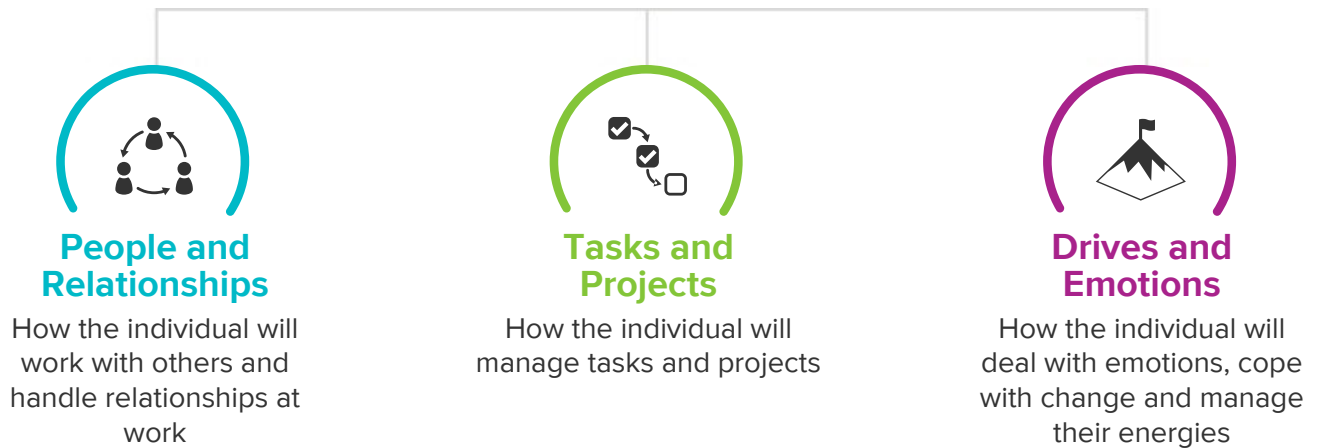
 Recruitment

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.

Role Match Profile

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

This profile compares the candidate results with the Role Match Profile of: **International executive (example only)**

The Role Match Profile was generated to reflect the key elements of Dimensions important to the role for which the individual is being assessed.

The purpose of the profile is to assess the fit between the candidate's personality and the role requirements. For example, if influencing others is an important part of a role and a candidate's Dimensions profile indicates they have a lower preference than most people for influencing others, then this is likely to be an issue worthy of further exploration.

If a score falls within the indicated area on the profile chart, this indicates that the candidate may not feel comfortable operating in aspects of the role related to this element of Dimensions. For any areas where the candidate does not fit the Role Match Profile, it is recommended that this should ideally be confirmed (or otherwise) by other evidence, for instance from a subsequent follow-up interview or other assessment exercises.

Usually a number of different styles of working can be effective in many roles, so there is never an absolute 'perfect personality' for a role. However, there are frequently clear aspects of a role where it is important to feel comfortable operating in order to perform well in the role. Wherever possible, the creation of Role Match Profiles should be derived from a thorough analysis of the competency requirements for the role and ideally a validation study to test which elements of Dimensions predict actual performance.

In summary, the profile should be used as a guide to identifying the quality of fit between a candidate's personality and the role requirements. Areas where there is a lack of fit should be followed up through a feedback interview or assessment methods.

Role Match Profile

This profile compares the candidate results with the Role Match Profile of: **International executive (example only)**

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



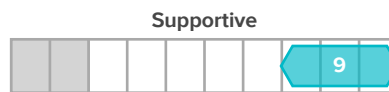
A natural leader and enjoys having responsibility for others, a dominant and forceful character, tough negotiator, can sell products or ideas to others

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



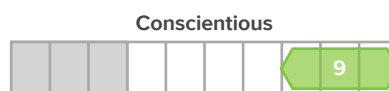
Curious and inquisitive, always seeking and generating new ideas, with an active imagination, readily embraces radical ideas and approaches

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



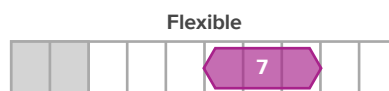
Calm and relaxed, able to cope with stress, retaining composure in emotionally charged situations, thick-skinned and able to accept criticism

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



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