



Talent Q Dimensions

Dimensions Report




Name **Sample Person**

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




Behavioural Type at Work Profile 3

Also Recommended: Trait Profile, Potential Report

Who could use components of this report:

-  Coaches
-  HR professionals
-  Trained practitioners

What can components of this report be used for:

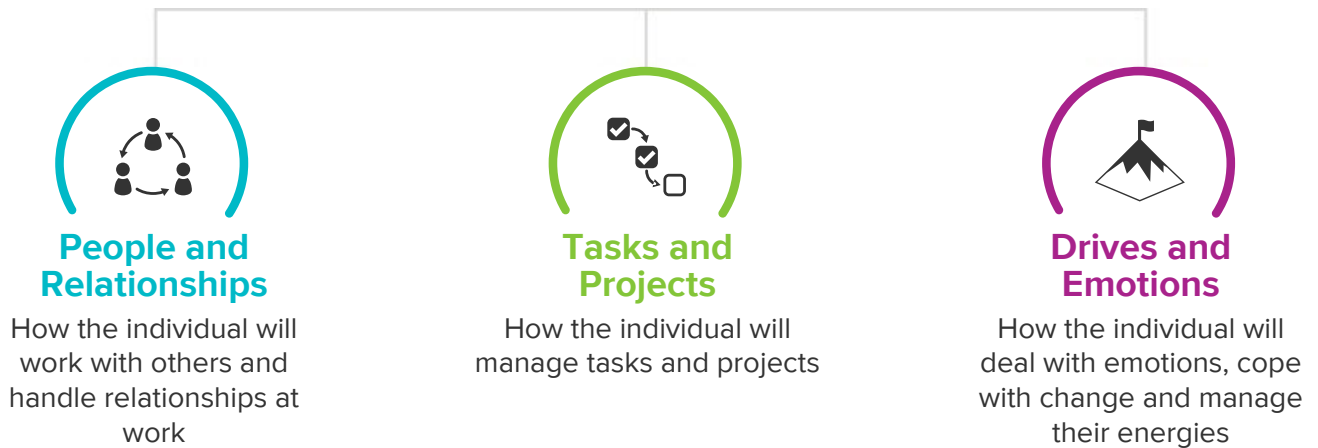
-  Individual development
-  Leadership development
-  Team development

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.

Background to Behavioural Type Indicator

This report provides an overview of personality in relation to 16 psychological types. Because Dimensions asks questions related to an individual's preferred way of behaving at work, this report identifies preferred style of actual behaviour in this context. This is different from some other questionnaires that assess psychological type, which are focused on measuring an individual's underlying preferences in a broader life context.

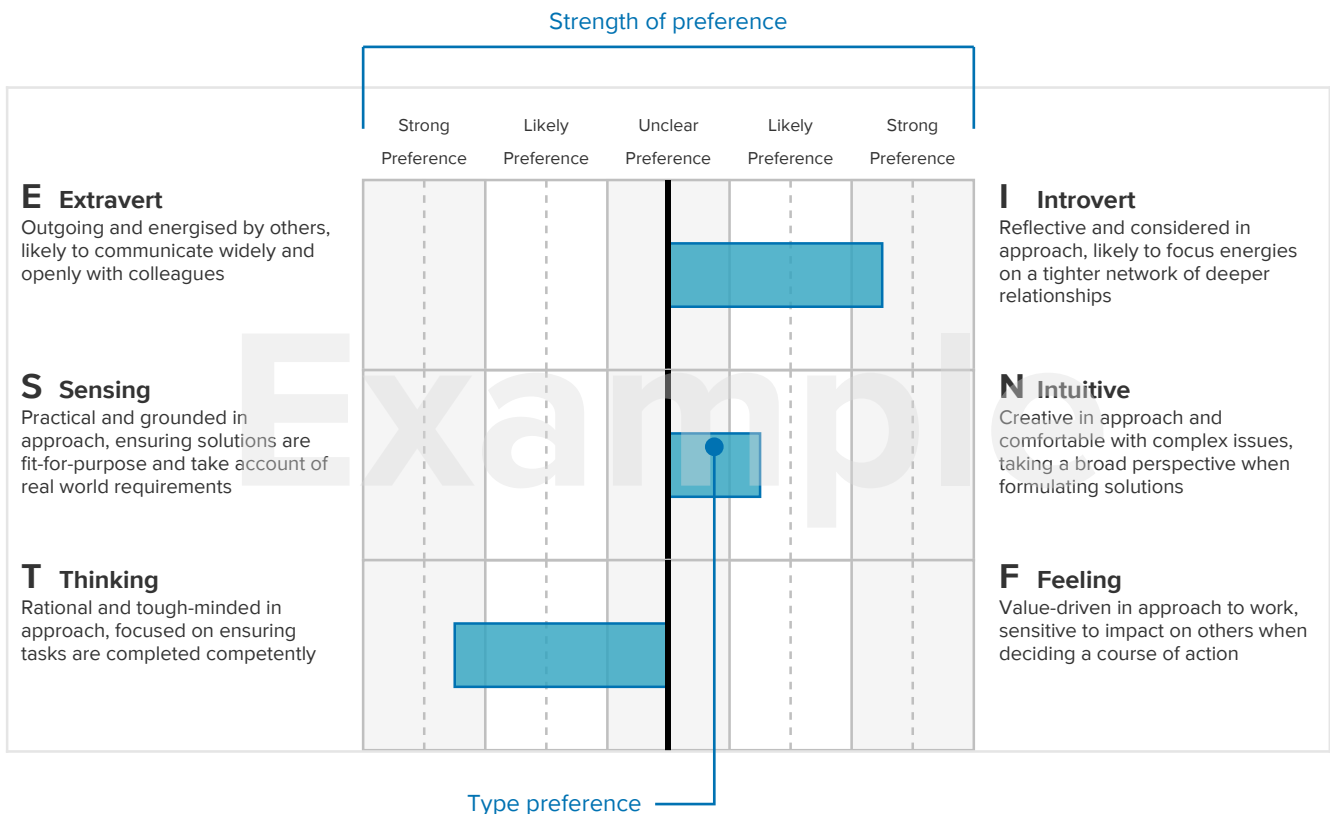
Personality Type theory was originally developed by Jung; his work was later modified by Myers and Briggs. The Dimensions Behavioural Type Indicator is a further development, as it also covers A and B personality types, as proposed by Jenkins and others, and is specifically oriented towards actual workplace behaviour.

The Behavioural Type Indicator is a useful assessment to support individual development and coaching. It can be used to assist in the understanding of relationships within teams and between teams, and also in resolving conflicts where differing personality types may be a contributory factor. The Behavioural Type Indicator should not be used for recruitment or selection.

On each of the behavioural type pairings, individuals are deliberately categorised into one of two types, e.g. Extravert or Introvert. The preferences are combined to give an overall type expressed as five letters, e.g. ISFJ – A indicates someone who has a preference for Introversion, Sensing, Feeling, Judging and Achieving.

However, it is important to remember that this is a deliberate simplification designed to make it easier to interpret preferred ways of behaving and understand the impact of different type combinations. In reality, many people are somewhere near the middle of the spectrum on some of the type pairings. For instance, someone who has only a slight preference towards Judging or Perceptive may be fairly comfortable operating in either manner.

Understanding how to use this report



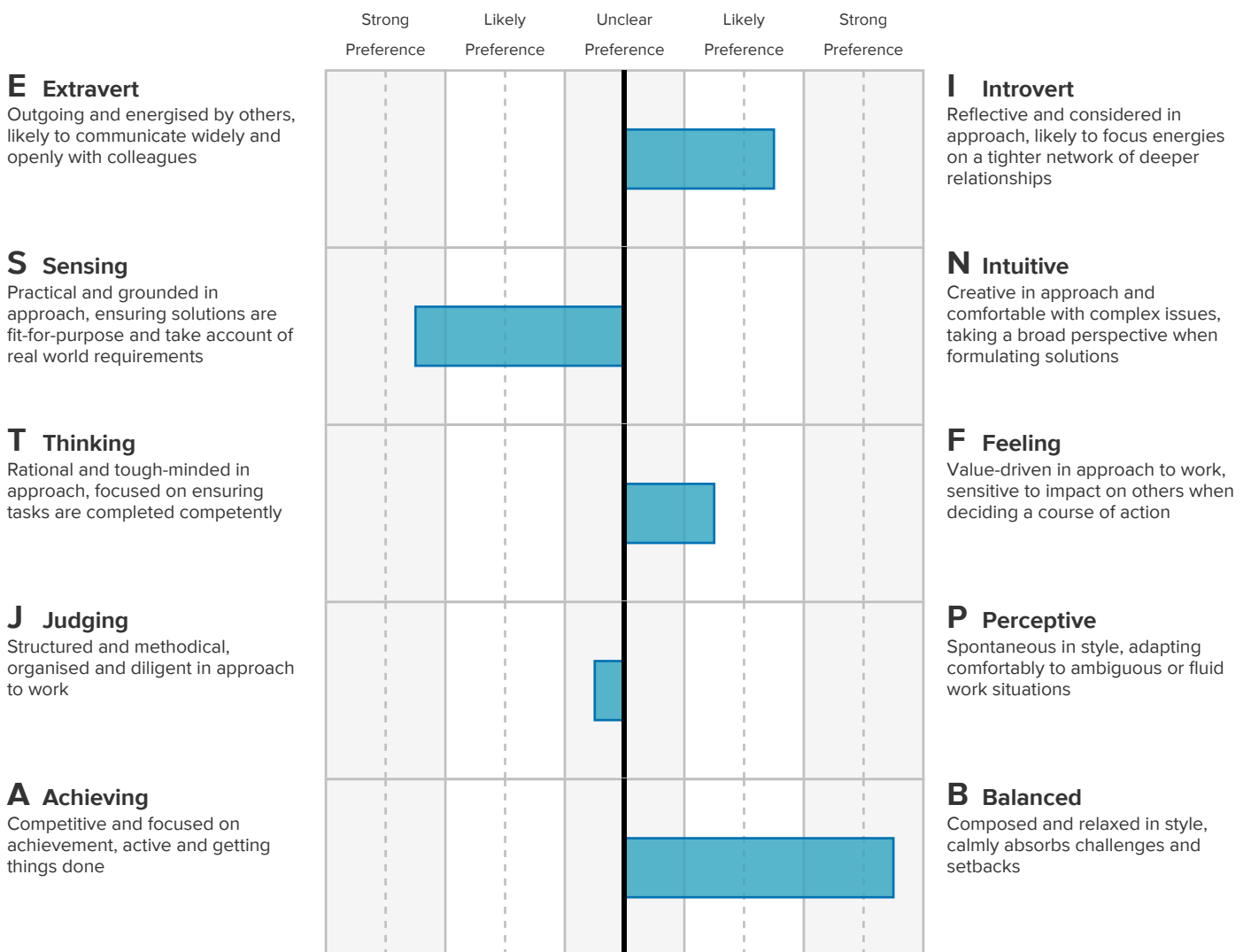
Behavioural Type Indicator

The profile chart below predicts preferred style of actual behaviour in a work context. It is important to note this may not be the same as an individual’s underlying preferences in a broader life context, although frequently these are closely related.

Each bar in the chart below indicates the strength of preference on each pairing (e.g. extraversion or introversion).

The Behavioural Type Indicator is useful to support development and coaching, enabling you to explore how an individual typically prefers to behave in a work context. The report should not be used in a recruitment or selection context.

The report should be used as part of a feedback discussion with the individual, to confirm or disconfirm the reported type. In particular, useful insights may be drawn by contrasting how an individual prefers to behave at work compared with what they find most comfortable in general.



The candidate's indicated type is: **ISFJ-B**

Reliable and loyal, thorough in their work. Seek to create harmony amongst others. Quiet and diligent in their approach, conscientious in ensuring tasks are completed and colleagues' well-being is maintained.

Types A and B moderate an individual's behavioural type. Type B style is likely to be resilient, stress tolerant and relaxed.

Behavioural Type Indicator Glossary

The Behavioural Type Indicator Glossary describes each of the 16 psychological type combinations. The glossary is followed by the respondent's Behavioural Type Indicator, which illustrates the strength of preference towards each of the psychological types. Best practice suggests that a thorough exploration of type (especially where a respondent scores near the mid-point on a pairing) is a useful exercise in order to confirm or disconfirm the reported type.

Psychological Types

ENFJ	Spontaneous and inspiring in approach. See the possibilities in others and seek to bring out the best in them. Demonstrate considerable empathy in responding to others around them, encouraging them to deliver to common goals.
ENFP	Adventurous, persuasive and full of energy. Focused on possibilities, particularly the potential for people around them to contribute to the realisation of objectives. Imaginative and enthusiastic, enjoy variety and can adapt quickly to changing circumstances.
ENTJ	Adept at creating a vision and turning it into reality. Forthright and to the point, identifying opportunities to improve the way things are done and take a lead in addressing them. Create structure to enable long-term goals to be met. Aim to remove inefficiency or poor organisation.
ENTP	Resourceful and enterprising. See broad strategic possibilities and adept at analysing them. Find novel solutions to problems, outspoken in challenging existing approaches. Thrive on variety and get quickly bored by routine.
ESFJ	Seek to create cooperation between people, bringing people together to get things done. Loyal and value stability, conscientious in ensuring tasks are delivered. Value others and demonstrate this in practice by taking an interest in the welfare of colleagues.
ESFP	Gregarious and interested in others around them. Enjoy creating a sense of fun, work with others in a common sense way to deliver results. Adaptable, spontaneous and thrive on interaction with others around them.
ESTJ	Enjoy organizing, value efficiency and competence. Practical and results oriented. Act quickly and decisively to achieve objectives. Likely to take a lead in organising how work is done, applying clear method and structure. May be forceful in ensuring task completion.
ESTP	Spontaneous, focused on delivering results and immediate facts. Quickly bored by theory or abstract ideas. Immersed in the present, pragmatic in getting things done. Creative, energetic, good at pulling others together.
INFJ	Insightful, interested in the motivations of others around them. Strongly committed to their own values and have a clear vision of how things should develop. Conscientious and organised in converting ideas to reality, value knowledge and competence in others.
INFP	Show a strong desire to live life by their values and enable others to do the same. Respectful of others needs and interested in own and others growth. Idealistic, supportive and loyal to those close to them. Open-minded, see the potential in others, work with others to implement ideas.
INTJ	Independent-minded, take new perspectives and develop fresh ways of viewing problems. Strongly committed to delivering their goals. Set high expectations of others.
INTP	Focused on abstract ideas and applying logic to problems. Independent-minded and often sceptical, challenge prevailing ideas. Quiet, flexible and self-contained. Strong interest in solving complex issues, highly analytical in approach
ISFJ	Reliable and loyal, thorough in their work. Seek to create harmony amongst others. Quiet and diligent in their approach, conscientious in ensuring tasks are completed and colleagues' well-being is maintained.
ISFP	Absorbed in the present, quiet and kind-natured. Live by their values and loyal to others who are important to them. Avoid forcing their views on others and seek harmony in their social environment. Like to complete tasks within their own timeframes.
ISTJ	Thorough and reliable in their approach, enjoy creating structure and order around themselves. Make decisions based on the facts of what needs to be completed to achieve a goal, Work diligently to deliver results. Quiet and steady, value tried and tested approaches and competence in others.
ISTP	Focused on the facts, work through information to identify the key practical issues. Enjoy variety and new challenges. Quiet and adaptable, take quick action where needed to resolve issues. Apply logical analysis, value efficiency in how tasks are conducted.



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