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PERSPECTIVES FEEDBACK

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Introduction



The Assessment

Perspectives is a measure of tendencies and personal preferences. Perspectives measures ten dimensions of personality associated with the 'Big Five' model of personality. These dimensions are:

	Big Five Factor	Underlying Trait
Ideas	Openness Cognitive stimulation, intellectual curiosity, and creativity.	Inquisitiveness Intellectual engagement with ideas and challenges.
		Creativity Creative and artistic engagement.
People	Extraversion Social and behavioural stimulation.	Power Power, responsibility, and influence over oneself and others.
		Sociability Social interaction and engagement with others.
Results	Agreeableness Social stability and social harmony.	Compassion Empathy, thoughtfulness, concern, and care of others.
		Diplomacy Maintaining social harmony and adherence to social norms.
Resilience	Conscientiousness Persistence, dependability, and adherence to rules and structure.	Drive Persistence in the pursuit of long-term goals.
		Orderliness Maintaining order, structure, routine, and process.
	Emotional Stability Resilience, confidence, self-belief and composure in response to uncertainty or perceived threats.	Emotionality Maintaining composure and effectively managing moods and negative feelings.
		Confidence Maintaining confidence and self-assuredness in the face of challenges or threats.



Things to Keep in Mind

The purpose of this report is to provide you with insights into your likely behaviours. It includes a summary of your potential strengths and challenges and outlines possible coaching and development actions for you to explore. This report is confidential to you and therefore, it is at your discretion who you chose to share it with.

This report presents an indication of your behaviour only. As such, we encourage you to think about these insights in the context of other relevant information you know about yourself (i.e., your actual experience, interests, and skills).



Ideas: Openness

Openness reflects cognitive stimulation. Higher scorers are curious, value creativity, and seek novelty and variety.

Potential Strengths

- You profile as being reasonably open to change.
- While receptive to new ideas, you may be wary of fads.
- You should be reasonably adept at making decisions that combine what has worked well in the past and future considerations.
- You profile as being significantly more down-to-earth than the average person.
- You should concern yourself with common-sense solutions.
- You should have a strong operational focus and be a sensible pragmatist.

Potential Challenges

- While generally comfortable with change, you may feel some discomfort in rapidly changing environments.
- You may need some convincing to do things differently.
- You may need to pull back from being too concrete or literal in your thinking.
- You may struggle with tasks that require imagination and creativity.
- You may discount creative ideas as being impractical.



People: Extraversion

Extraversion reflects one's need for social and behavioural stimulation. Extroverted individuals tend to be socially confident and may seek influence over others.

Potential Strengths

- While you should be as willing as others to take charge of a situation, you should be equally capable of deferring to colleagues as the situation requires.
- You are likely to feel at ease in unfamiliar social situations.
- You should appreciate an environment that offers scope for social interaction.

Potential Challenges

- While you may not relish taking a stand and asserting your views on an issue, you should have the assertiveness to do so on an issue or topic you feel sufficiently passionate about.
- You may dislike working on your own for extended periods of time.
- You may find the social aspects of working in a team distracting.

People: Agreeableness

Agreeableness relates to one's concern for social stability or social harmony. Agreeable individuals value cooperation over conflict and are compassionate towards others.

Potential Strengths

- You profile as having a reasonably compassionate nature.
- While you should make an effort to cater to others' needs, you are unlikely to neglect your own needs.
- You should make an effort to look at an issue from someone else's perspective.
- You should appreciate the benefits of a harmonious workplace and avoid offending or upsetting others where you can.
- You should be respectful of other points of view.

Potential Challenges

- You may need to consciously work at balancing your own needs with those of others.
- You may need to work on ways to communicate your views diplomatically without hiding your true feelings.
- You may hold back, rather than deliver tough feedback.

Results: Conscientiousness

Conscientiousness describes motivational stability or persistence in the pursuit of long-term goals and adherence to rules. High scorers have a strong preference for planning, structure, attention to detail, and goal setting.

Potential Strengths

- You are likely to be as driven as the average person.
- You should be mindful of the goals you want to achieve, without needing to strive for them at all costs.
- You should be reasonably effective at getting things done.
- You profile as being ordered and self-disciplined and should have a clear idea about the 'correct' way to do something.
- You should be meticulous in your approach to work.

Potential Challenges

- You may sometimes underestimate what needs to be done to deliver results on time.
- You may not always approach tasks with the urgency others would like.
- You may be inflexible in response to sudden change.
- You may have tunnel vision in terms of what is the 'right' way to progress a task.
- You may discount the people element in planning.



Resilience: Emotional Stability

Emotional Stability refers to how people maintain emotional defences in response to uncertainty and threats. It includes concepts of resilience, composure, confidence, and freedom from self-doubt.

Potential Strengths

- You are likely to manage your frustrations and emotions as well as most people.
- You should be as effective as most others at handling personal criticism without losing your cool.
- You are likely to sell your strengths and skills more modestly than others.
- You are likely to possess a slightly clearer insight into your shortcomings than some others.
- Even if you experience feelings of self-doubt, this should prompt you to strive harder.

Potential Challenges

- Your capacity to handle pressure may be dependent on the circumstances.
- You may struggle to keep your emotions in check under prolonged pressure.
- You may be more self-doubting than the average person.
- You may not always give yourself credit for your achievements.
- You are more likely than some others to worry about what could go wrong.



Development Recommendations

Read your feedback report and take notes; preparing a list of major concerns and personal goals. If you plan to meet with a coach or your manager to discuss your development plan, then adopt an open approach where you both consider your actual performance before exploring different development activities and their implications. Remember to take notes and agree on action plans with your coach or manager.

Ideas	Openness A balance between being conventional and inquisitive. <ul style="list-style-type: none"> • Discuss new initiatives with others to better understand the need for change. • Find opportunities to engage with curious thinkers who will challenge you to consider different ideas. 	Much more pragmatic than average. <ul style="list-style-type: none"> • Reflect on a time when taking a literal approach has been an obstacle or a benefit to task success. • What creative options for action could have enhanced problem solving? • Foster a more intuitive approach to idea generation (i.e. training in lateral thinking, etc.)
People	Extraversion A balance between following and taking charge. <ul style="list-style-type: none"> • Consider whether an assertive or more subdued approach is advantageous for achieving your goals. • Work with trusted others to develop a repertoire of communication techniques which you can adopt depending on the situation you are in. 	More sociable and outgoing than average. <ul style="list-style-type: none"> • How does your outgoing, social nature impact on colleagues? Does it inhibit others from having a say? Do you have a track record of distracting behaviour? • Reflect on the non-verbal cues of colleagues to help adjust your behaviour, including your tone and energy.

People	<p>Agreeableness</p> <p>A balance between compassion and self-focus.</p> <ul style="list-style-type: none"> • Recognise when getting close or maintaining distance can enhance role performance or goal achievement. • Get into the habit of examining your biases to ensure they do not cloud your judgement. • Reflect on what situations require compassion and firmness and practice moving between both styles. 	<p>More diplomatic than average.</p> <ul style="list-style-type: none"> • Challenge your own behavioural boundaries by asking 'what situations could I deal with more decisively next time?' • Ask yourself 'how can I deliver what needs to be said without undermining engagement and accountability?'
Results	<p>Conscientiousness</p> <p>A balance between being relaxed and driven.</p> <ul style="list-style-type: none"> • Allow others to honestly assess your results and give feedback. • Observe what other staff do to get things done. What tactics do they use? How do they use the resources around them? 	<p>Much more orderly and organised than average.</p> <ul style="list-style-type: none"> • Be mindful of not being overly inflexible or rigid in your work or planning. • Try to get into the habit of focussing on the 'bigger picture' before addressing issues related to detail.
Resilience	<p>Emotional Stability</p> <p>A balance between being sensitive and composed.</p> <ul style="list-style-type: none"> • Identify possible stressors in the workplace and unpick the triggers that may lead to losing composure before they become a problem. • Disruptive emotions can impact your ability to think straight, concentrate, and make decisions. Be sure to take time to relax and reduce your stress before making important decisions. • Become more conscious of your feelings through discussion. 	<p>More apprehensive than average.</p> <ul style="list-style-type: none"> • Try to create stretching experiences to expand your comfort zone. • Fine-tune a strength by becoming a coach or mentor to others. • Create the space to keep up-to-date with new industry trends.

Development Plan

Use this section to summarise and document your development plan; marking development activities, objectives, resources, timeframes and how development will be measured.

	Activities	Objectives	Resources	Timelines	Measures
1					
2					
3					
4					
5					