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PERSPECTIVES SELECT

Pat Participant

24 September 2019



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Introduction



The Assessment

Perspectives is a measure of tendencies and personality preferences and has been developed specifically for online testing.

Perspectives reflects modern neuroscientific thinking about personality which provides a biological basis and functional structure to one of the most widely accepted models of personality today; namely, the 'Big Five' model of personality. The model provides a hierarchical structure arranged under two broad traits, Plasticity (how people adapt to and engage with the world around them) and Stability (how people maintain stable relationships, motivation and emotional states).

		Personality Factor	Facet (Personality Trait)
Plasticity	Ideas	Openness High scorers in Openness are characterised by curiosity, imagination, creativity, and innovation.	Inquisitiveness Intellectual engagement with ideas and challenges. Creativity Creative and artistic engagement.
	People	Extraversion Extraverts are energised by social interaction, they enjoy influencing others and may be assertive.	Power Desire for power, responsibility and influence over oneself and others. Sociability Enjoyment of social engagement and interaction.
Stability		Agreeableness Agreeableness is characterised by cooperation, compassion and altruism. High scorers seek interpersonal stability through likeability.	Compassion Need to maintain personal bonds, empathy and care for others. Diplomacy Desire to maintain social harmony and conform to social norms.
	Results	Conscientiousness Conscientiousness relates to dependability, adherence to rules, structure, attention to detail and self discipline.	Drive Tendency to persist in the pursuit of long-term goals. Orderliness Need to maintain order and structure.
	Resilience	Emotional Stability Emotionally stability is characterised by resilience, confidence, self belief and composure in response to uncertainty or perceived threat.	Emotionality Tendency to maintain composure, withstand challenges and manage emotions. Confidence Tendency to maintain confidence and self-assuredness in the face of challenges or threats.

The Report

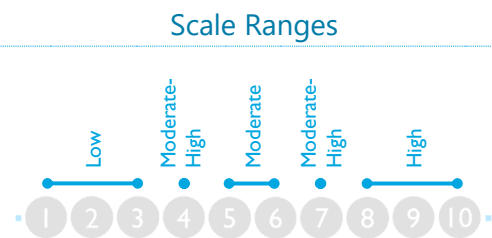
This report has been designed to support the interview and reference checking process. It presents Pat's results and provides probing interview questions to help elicit information about his preferences, past behaviour, and performance.

This is a confidential assessment report. As such, the information contained in this report should only be interpreted by a trained professional and in the context of other relevant information (i.e., actual experience, interests, skills, and aptitudes).

Perspectives is an indicator of behaviour and preference only. The publishers, therefore, accept no responsibility for selection or other decisions made using this tool and cannot be held responsible for the consequences of doing so.

Rating Scale

Charts in this report are described in terms of a standardised Sten score that is presented on a scale of 1 to 10. As a guide, scores of 1 to 3 indicate a strong preference for the left side of the scale, while scores of 5 to 6 indicate a neutral preference for either end of the scale, and scores of 8 to 10 indicate a strong preference for the right side of the scale.



Comparison Group (Norm)

Pat's results have been compared against the following norm group.

Assessment	Norm Name	Sample Size
Perspectives	International Participants	2811

Impression Management

In some contexts, test takers may attempt to distort their results. The following scales explore the risk of distortion in Pat's profile.

Scale	Score	Risk	Interpretation
Social Desirability	5	Moderate	Pat is likely to have responded honestly without projecting an overly positive image of himself. No further action is needed.
Central Tendency	1	Low	Pat is likely to have responded openly without wishing to hide his true personality. No further action is needed.

Executive Summary

Detailed below is a summary of the potential strengths and challenges that can be inferred from Pat's assessment results.

Potential Strengths

Potential Challenges

Ideas

- Pat may be reasonably adept at making decisions that combine what has worked well in the past with an openness to new ways of working.
- He is likely to have a strong operational focus and concern himself with common-sense solutions.

- Pat may need to discipline himself to keep an open mind to new ideas.
- He may get so focused on the here-and-now and not look beyond the obvious.

People

- Pat describes himself as having an approachable nature and should have sufficient confidence to build new networks both internal and external to the organisation.
- Pat may be assertive without being autocratic.
- He may make an effort to balance facts and data with people's feelings and to look at an issue from someone else's perspective.
- Pat may appreciate the benefits of a harmonious workplace and be respectful of other points of view.

- Pat may dislike working on his own and enjoy the social aspects of working in a team.
- He may influence some groups more readily than others,
- He may need to reflect on different ways to communicate to capture people's attention.
- Pat may lack conviction when providing feedback or addressing issues.

Results

- He may be mindful of the goals he wants to achieve, without needing to strive for them at all costs.
- He is likely to be extremely ordered and self-disciplined and be highly effective at developing work processes and schedules.

- He may not always approach tasks with sufficient urgency.
- He may be a perfectionist and get bogged down in the detail at the expense of moving ahead with a project.

Resilience

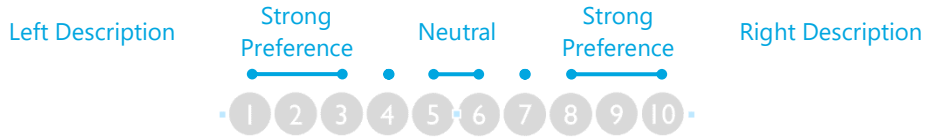
- Pat may manage his frustrations and emotions as well as most people.
- He is more likely than others to experience feelings of self-doubt, which in turn, may prompt him to strive harder.

- Under prolonged pressure, he may over-react.
- He is more likely than some others to worry about what could go wrong.



Results at a Glance

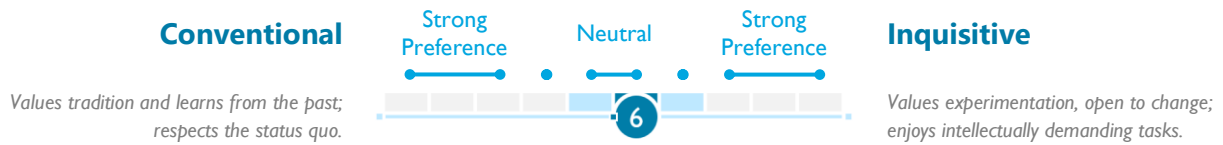
Detailed below is a summary of Pat's facet scores. What this means on-the-job is detailed more fully in the remainder of this report.



Ideas	Openness	Conventional Values tradition and learns from the past; respects the status quo.	6	Inquisitive Values experimentation, open to change; enjoys intellectually demanding tasks.
		Pragmatic Pragmatic, realistic and down-to-earth; very literal; more interested in fact than abstract theory.	3	Creative Imaginative; looks beyond the obvious; thinks outside the square; may dismiss conventional ideas.
People	Extraversion	Subdued May prefer to follow; passive; may prefer to support than lead; may avoid responsibility.	5	Empowered Happy to lead; takes charge; may be assertive and controlling.
		Reserved Private; may prefer own company; may avoid the spotlight.	7	Sociable Outgoing; lively; socially confident and participating; erigised by social contact.
People	Agreeableness	Indifferent Unsentimental; inwardly focused; may not readily show empathy for others.	6	Compassionate Empathetic, caring and compassionate; places others' needs ahead of their own.
		Tough-Minded Forthright, direct and straight-forward; is comfortable challenging others.	7	Diplomatic Discrete, restrained and conforming; careful to maintain harmony.
Results	Conscientiousness	Relaxed Laid-back, tolerant of distractions; able to separate work and personal life.	5	Driven Ambitious, hard-driving; may find it difficult to relax.
		Unstructured Less concerned about rules, process, and planning; may cut corners if 'the end justifies the means'.	8	Orderly Dependent on rules, process, and structure; likes order and routine.
Resilience	Emotional Stability	Sensitive Emotionally sensitive; actively seeks to eliminate perceived threats.	5	Composed Emotionally stable and steady; rarely flustered; calming.
		Apprehensive Apprehensive; tends to be self-critical; may lack self-confidence and dwell on past mistakes.	4	Confident Self-assured; rarely dwells on mistakes; may be overly confident.

Ideas: Openness

Openness reflects cognitive stimulation. Higher scorers value creativity, seek novelty and variety. Accordingly, they may display a preference for working at an abstract, theoretical level.

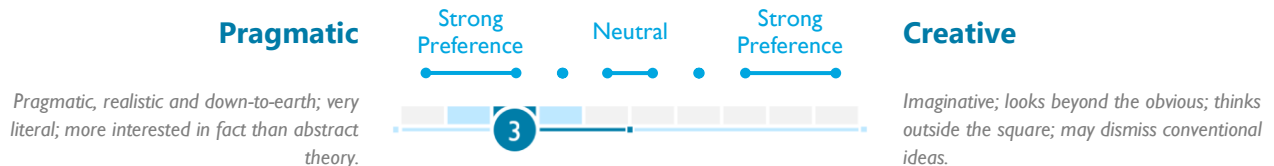


Potential Strengths

- Pat describes himself as being no more or less open to change than the average person.
- While receptive to new ideas, he may be wary of fads.
- He should be reasonably adept at making decisions that combine what has worked well in the past and future considerations.

Potential Challenges

- Pat may be slower than some others adapting to change.
- He may need to discipline himself to keep an open mind to new ideas.
- He may need some convincing of the benefits of doing things differently.



Potential Strengths

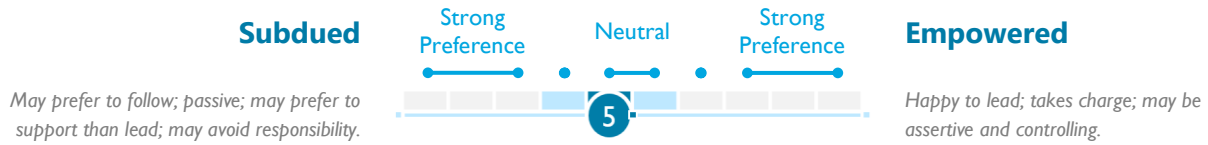
- Pat describes himself as being significantly more down-to-earth than the average person.
- He is likely to concern himself with common-sense solutions.
- He is likely to be skilled at getting things done.
- He is likely to have a strong operational focus and be a sensible pragmatist.

Potential Challenges

- Pat may get so focused on the here-and-now that he does not look beyond the obvious.
- He may lack imagination and creativity.
- He may be overly concrete and literal in his thinking.
- He may discount creative ideas as being impractical.

People: Extraversion

Extraversion reflects social and behavioural stimulation. Extraverts find social interaction, influence and assertiveness in the company of others rewarding and energising.

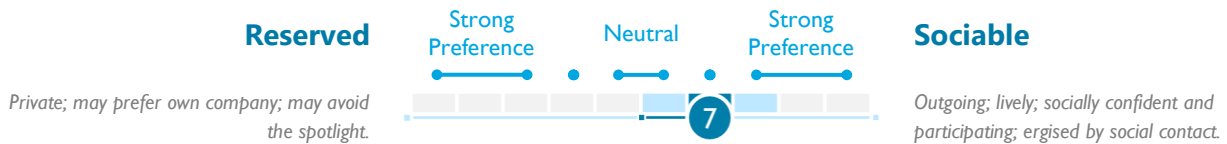


Potential Strengths

- Pat's profile indicates that he is likely to be as willing as most people to take charge in a situation, though he can be equally happy to take a back seat or let others assume the lead depending on the situation.
- His about average level of energy means he is as likely as most to be actively engaged in earning others' admiration and influence.

Potential Challenges

- Pat may selectively choose when to assert himself and when to hold back.
- He may need to determine when to take control and when to follow.



Potential Strengths

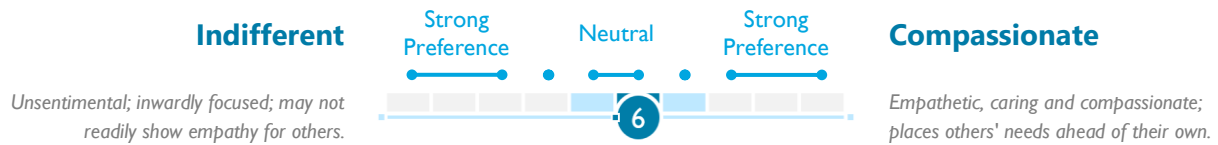
- Pat may be easy to approach and talk to.
- He may feel at ease in unfamiliar social situations.
- Likely to be a confident communicator, Pat may make a positive first impression.
- He is likely to appreciate an environment that offers scope for social interaction.

Potential Challenges

- Pat may defer to the group rather than use his initiative.
- He may dislike working on his own.
- He may get distracted by the social aspects of working in a team.

People: Agreeableness

Agreeableness reflects social stability or social harmony. Agreeable individuals tend to be altruistic, value cooperation over conflict and are compassionate towards others.

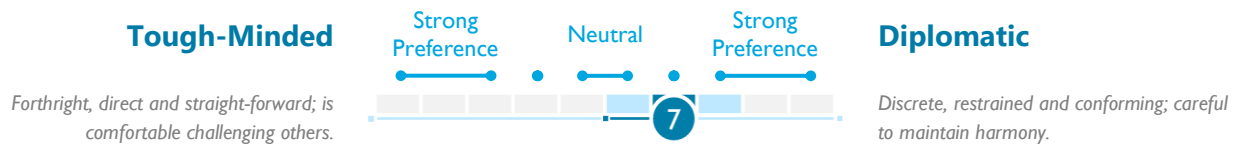


Potential Strengths

- Pat describes himself as no more or less compassionate than most people.
- While he is likely to make an effort to cater to others' needs, he is unlikely to neglect his own needs.

Potential Challenges

- Pat may need to consciously work at balancing his needs with those of others.



Potential Strengths

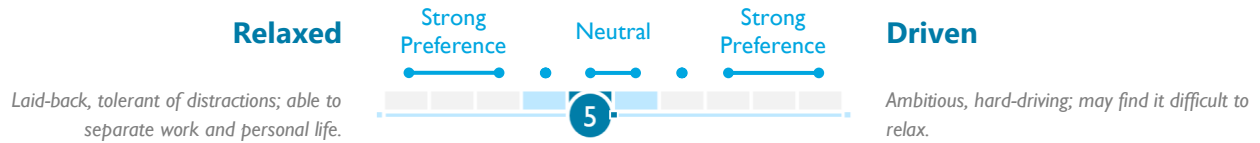
- Pat may appreciate the benefits of a harmonious workplace and avoid offending or upsetting others where he can.
- He may be mindful of the impression he creates.
- He may be respectful of other points of view.

Potential Challenges

- Pat may need to work on ways to communicate his views diplomatically without hiding his true feelings.
- He may lack conviction when providing feedback or addressing issues.
- He may hold back, rather than deliver tough feedback.

Results: Conscientiousness

Conscientiousness describes motivational stability 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.

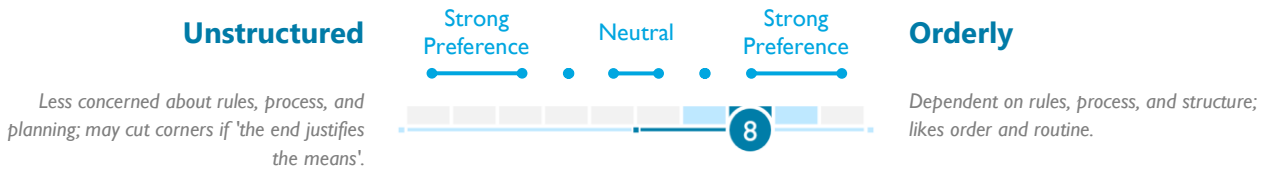


Potential Strengths

- Pat should be no more or less driven than the average person.
- He should be mindful of the goals he wants to achieve, without needing to strive for them at all costs.
- He should be reasonably effective at getting things done.

Potential Challenges

- Pat may need to find a task personally motivating to retain focus.
- He may not always approach tasks with sufficient urgency.



Potential Strengths

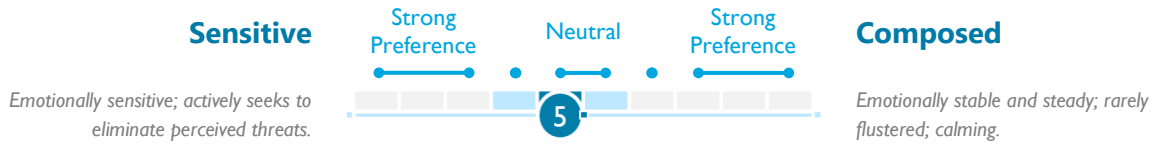
- Pat is likely to be extremely ordered and self-disciplined.
- He is likely to have a strong sense of duty and a clear idea about the 'correct' way to do something.
- He is likely to be persevering and meticulous.
- He is likely to be highly effective at developing work processes and schedules.

Potential Challenges

- Pat may be inflexible in response to sudden change.
- He may have tunnel vision in terms of what is the 'right' way to progress a task.
- In an effort to be precise and organised, his work output may appear low.
- He may discount the human 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.

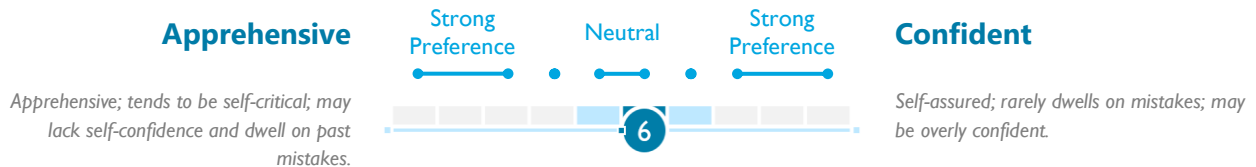


Potential Strengths

- Pat should be able to manage his frustrations and emotions as well as most people.
- He should be reasonably effective at handling personal criticism without losing his cool.

Potential Challenges

- Pat's capacity to handle pressure may be dependent on the circumstances.
- Under prolonged pressure, he may over-react.



Potential Strengths

- Pat may downplay his strengths in some situations.
- He may possess a clearer insight into his shortcomings than some others.
- Even though he may experience some feelings of self-doubt, this may prompt Pat to strive harder.

Potential Challenges

- Pat describes himself as being slightly more self-doubting than the average person.
- He may downplay his achievements.
- He is more likely than some others to worry about what could go wrong.
- He may lose some confidence when things get tough.

Interview Prompts

The following questions have been designed to support the interview and reference checking process. Use these questions as a guide to probe Pat’s preferences, past behaviour and performance.

Ideas	<p>Openness</p> <p>A balance between conventional and inquisitive.</p> <ul style="list-style-type: none"> Describe a time in which you demonstrated your ability to see an issue from a broad perspective. Where in this role do you see room for innovation, and how would you implement this? 	<p>Much more pragmatic and down-to-earth than average.</p> <ul style="list-style-type: none"> Describe a situation that demonstrates your ability to think creatively. Provide an example where you took the creative ideas of others and applied them practically.
	<p>Extraversion</p> <p>A balance between following and taking the lead.</p> <ul style="list-style-type: none"> Provide an example that demonstrates your ability to assert yourself without being intimidating? What considerations did you take into account? 	<p>Potentially more sociable and outgoing than average.</p> <ul style="list-style-type: none"> Provide an example which highlights your ability to work well with all sorts of people, both internal and external to the organisation? If you were to give advice to someone about how to network and build rapport, what would you say?
People	<p>Agreeableness</p> <p>A balance between being compassionate and self-interested.</p> <ul style="list-style-type: none"> Who do you think you relate better to, data-driven or more feelings-driven people? Give an example to support your decision. 	<p>More diplomatic than average.</p> <ul style="list-style-type: none"> Describe a time when you had to make a 'big call' on an issue that was not going to please everyone. What strategies did you use to keep the end goal in sight?
	<p>Conscientiousness</p> <p>A balance between being easygoing and driven.</p> <ul style="list-style-type: none"> While working towards a goal, what steps do you take to ensure you do not lose sight of other unexpected opportunities that arise? What is a recent, challenging goal you have set yourself? How are you going towards achieving it? 	<p>Much more orderly and organised than average.</p> <ul style="list-style-type: none"> Describe a situation that demonstrates your ability to impact an organisation, people, or results in the absence of full facts or details. How did you compensate for the absence of information? Explain a practice or procedure you've used to ensure that things get done as planned without constant attention from you.
Results	<p>Emotional Stability</p> <p>A balance between being sensitive and composed.</p> <ul style="list-style-type: none"> Describe a pressured situation in which you were pushed to the limit. Give an example that highlights your ability to remain resilient under pressure. 	<p>More apprehensive than average.</p> <ul style="list-style-type: none"> What has been your most recent setback at work? What did you learn from the situation? Explain how you are committed to continuous learning. What specifically have you done to step outside your comfort zone in recent times?

Appendix: Higher-Order Profile

Detailed below is a higher-order profile summary of Pat's stability, plasticity and big five scale results. Use this profile to gain a higher-level understanding of Pat's results.

Scale	Description	Low	Moderate	High	
		1 2 3	4 5 6	7 8 9 10	
Plasticity	Plasticity reflects the need for reward, stimulation and engagement. Higher scorers seek to explore new goals, relationships and ways of interpreting the world.				
Openness	Openness reflects cognitive stimulation. Higher scorers value creativity, seek novelty and variety. Accordingly, they may display a preference for working at an abstract, theoretical level.				
Extraversion	Extraversion reflects social and behavioural stimulation. Extraverts find social interaction, influence and assertiveness in the company of others rewarding and energising.				
Stability	Stability reflects a tendency towards self-regulation. Higher scorers are less prone to impulsive behaviour.				
Agreeableness	Agreeableness reflects social stability or social harmony. Agreeable individuals tend to be altruistic, value cooperation over conflict and are compassionate towards others.				
Conscientiousness	Conscientiousness describes motivational stability 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.				
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.				