



# PQ10 SELECT

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# ❖ Introduction



## The Assessment

PQ10 is a measure of tendencies and personality preferences and has been developed specifically for online testing.

PQ10 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).

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

## ❖ Ideas: Openness

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

### Potential Strengths

- Can be expected to be reasonably open to change.
- While receptive to new ideas, may be wary of fads.
- Should be reasonably adept at making decisions that combine what has worked well in the past with future considerations.
- Profiles as being more creative than most and should enjoy debating ideas and concepts.
- Likely to be interested in thinking outside the square.

### Potential Challenges

- Generally comfortable with change but may feel some discomfort in rapidly changing environments.
- May need some convincing to do things differently.
- Might need the support of others to translate ideas into reality.
- May have little interest in the mundane, practical aspects of a task.
- Could discount a practical solution as being too simplistic.

## ❖ 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

- Likely to be as willing as others to take charge of a situation, but should be equally capable of deferring to colleagues as the situation requires.
- May not need a lot of visibility in a role.
- Likely to appreciate some private time and personal space.

### Potential Challenges

- May not relish needing to take a stand and be assertive, but should have the assertiveness to do so on an issue or topic that is of particular interest.
- Likely to be slightly more reserved than the average person.
- May feel uncomfortable if unexpectedly made the centre of attention.

## ❖ 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

- Unlikely to let emotion influence decisions.
- May enjoy working with problems involving facts and data rather than people and their emotions.
- Likely to prioritise own goals and interests over those of others.
- More likely than others to seek harmony at work and avoid conflict.
- Should exercise a cautious check on behaviour and take care not to offend others.
- Likely to moderate what is said or done in line with the demands of the situation.

### Potential Challenges

- Could struggle to connect with more feelings-driven people.
- May feel uncomfortable dealing with problems of a personal nature.
- Should prefer to keep a clear distinction between personal life and work.
- Likely to need to check that the intent of a message is not lost in an effort to be diplomatic.
- More likely than others to hide true feelings to keep the peace.
- May hold back, rather than face conflict head-on.

## ❖ 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

- Should find it easy to relax and unwind at the end of a demanding day.
- Work may not be the 'be-all-and-end-all'.
- Likely to be more tolerant than others to work distractions.
- Likely to appreciate the need for planning without getting bogged down by details.
- Should be as effective as most others at coordinating people and resources to get things done.

### Potential Challenges

- May have a laid-back attitude towards deadlines.
- Might not be as efficient as others in managing time and/or resources.
- Might sometimes underestimate the planning needed get things done.
- Likely to tolerate loose detail more than others would like.

## ❖ 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

- Unlikely to mask thoughts and feelings.
- Feelings are likely to be clear to others.
- Likely to sell strengths and skills more modestly than others.
- Likely to possess a keen insight into own shortcomings.
- Although likely to experience feelings of self-doubt, this may prompt striving harder.

### Potential Challenges

- May become overwhelmed when under prolonged pressure.
- More likely than others to take criticism to heart.
- May struggle to hide emotions when things don't go as planned.
- May come across as tentative and apprehensive.
- Might downplay own successes.
- May invest a lot of energy dwelling on past mistakes.
- Could lose confidence when things get tough.