



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	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.
Stability		Agreeableness Social stability and social harmony.	Compassion Empathy, thoughtfulness, concern, and care of others. Diplomacy Maintaining social harmony and adherence to social norms.
	Results	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.
	Resilience	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.



The Report

This report has been designed to support the interview and reference checking process. It presents the results and provides probing interview questions to help elicit information about 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).

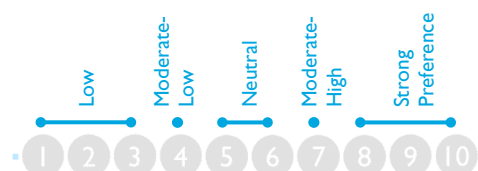
PQ10 is an indicator of behaviour and preference only. The publishers, therefore, accept no responsibility for selection or other decisions made using this tool and cannot be held responsible for the consequences of doing so.



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.

Scale Ranges



Comparison Group (Norm)

Assessment results have been compared against the following norm group.

Assessment	Norm Name	Sample Size
PQ10	International Participants (2025)	73586



Impression Management

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

Scale	Score	Risk	Interpretation
Social Desirability	4	Moderate-Low	Likely to have responded honestly without projecting an overly positive image. No further action is needed.
Central Tendency	6	Moderate	Appears to have selected middle or uncertain answers more than 40% of the time. This may be the result of a desire to reveal little true personality, or may be a function of a genuinely moderate personality. Whilst this tendency is evident, the risk of distortion remains moderate.

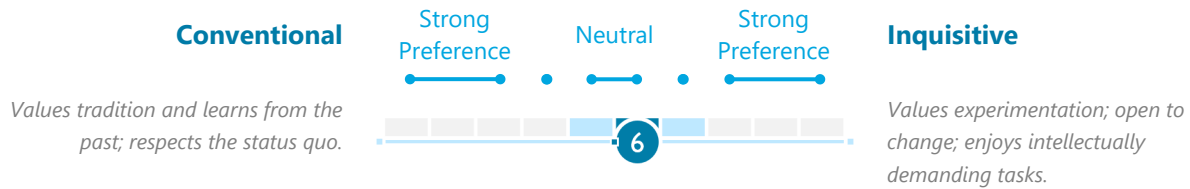
❖ Executive Summary

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

	Potential Strengths	Potential Challenges
Ideas	<ul style="list-style-type: none"> Should be reasonably adept at making decisions that combine what has worked well in the past with an openness to new ways of working. Profiles as having an abstract/creative outlook and is likely to see connections between ideas not readily apparent to others. 	<ul style="list-style-type: none"> May need to work on keeping an open mind to new ideas at times. May have little interest in the mundane, practical aspects of a task.
People	<ul style="list-style-type: none"> May be slightly more reserved than the average person and appreciate some private time and personal space. Profiles as having a balance between being assertive without being autocratic. Unlikely to let emotion influence decisions. Likely to exercise a cautious check on own behaviour and take care not to offend others. 	<ul style="list-style-type: none"> May build relationships more slowly than others and may dislike being the centre of attention. Likely to selectively choose when to step up and take charge of a group and/or situation or when to follow. May struggle with deadlines and quick decision making. May hold back from sharing own views directly.
Results	<ul style="list-style-type: none"> Unlikely to carry work stress into personal life and should find it easy to relax and unwind. Should appreciate the need for planning without getting bogged down by details. 	<ul style="list-style-type: none"> May lack a sense of urgency and drive and may come across as being too laid-back. May lack the patience for highly detailed planning.
Resilience	<ul style="list-style-type: none"> Likely to be easy to 'read'. Feelings and emotions should be clear to others. May be quick to discount personal strengths, which in turn, may prompt striving harder. 	<ul style="list-style-type: none"> May be overly sensitive and struggle to bounce back from setbacks. May be overly fixated on anticipated dangers and pitfalls and invest a lot of energy dwelling on past mistakes.

❖ Ideas: Openness

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

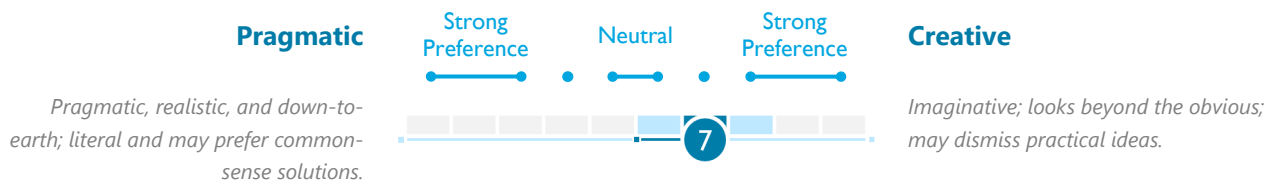


Potential Strengths

- Appears no more or less open to change than others.
- 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 innovation.

Potential Challenges

- Likely to be slower than some others in adapting to change but should be willing to consider possibilities.
- May need persuasion to keep an open mind to new ideas if well beyond prior experience.



Potential Strengths

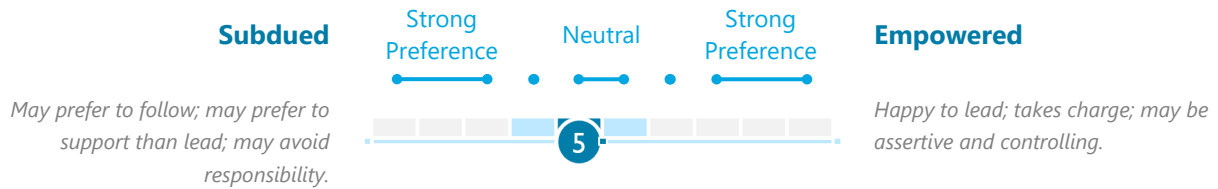
- Can be described as more abstract or creative than most and should enjoy debating ideas and concepts.
- Likely to have a stronger preference than most for looking beyond the obvious.
- May see connections between ideas not readily apparent to others.

Potential Challenges

- May need the support of others to translate own ideas into reality.
- Likely to have little interest in the mundane, practical aspects of a task.
- May 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.

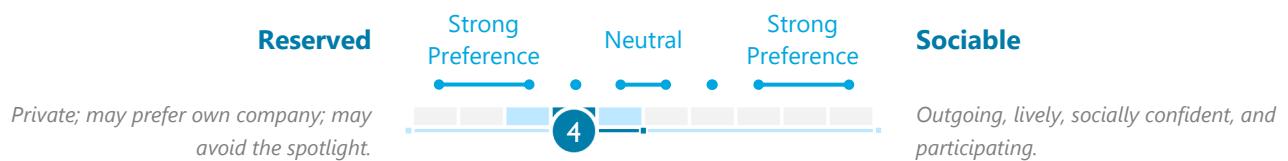


Potential Strengths

- Can be expected to be as willing as most people to take charge in a situation, while being equally happy to take a back seat as required.
- Should be reasonably motivated to influence others and gain their admiration.

Potential Challenges

- Appears likely to selectively choose when to be assertive and when to hold back.
- May need to determine when to take control and when to follow.



Potential Strengths

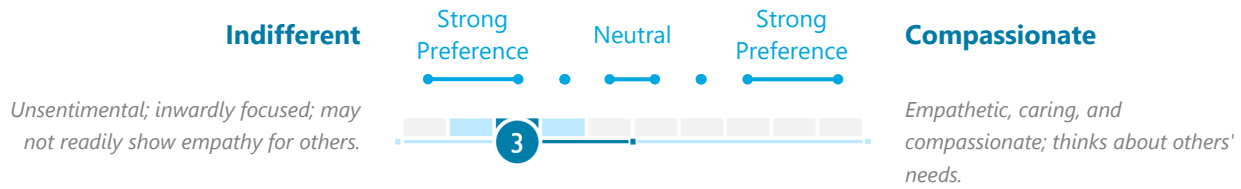
- May be slightly more reserved than the average person.
- Will likely not need a lot of visibility in a role.
- Likely to prefer relationships of depth and longevity.
- May appreciate some private time and personal space.

Potential Challenges

- Likely to be slower than others to ask for support or help.
- May relate more smoothly to some people than others.
- Could 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.

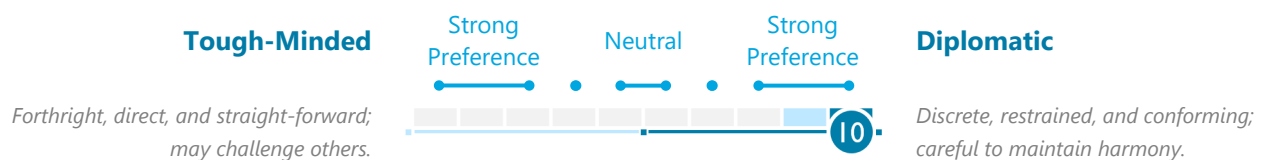


Potential Strengths

- Profiles as a particularly unsentimental and objective individual, so is unlikely to let emotion influence decisions.
- Likely to be ideally suited to working with problems involving facts and data rather than people and their emotions.
- Appears likely to prioritise own goals and interests over those of others.

Potential Challenges

- May come across as emotionally distant.
- Could feel uncomfortable dealing with problems of a personal nature.
- Will possibly have difficulty building close personal relationships with others.



Potential Strengths

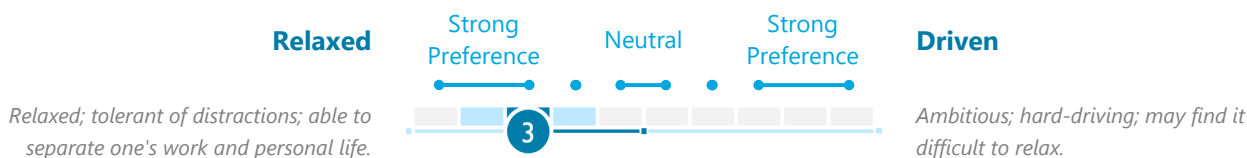
- More likely than others to seek harmony and avoid conflict.
- Likely to exercise a cautious check on own behaviour and take care not to offend others.
- Should moderate what is said or done to suit the demands of the situation.

Potential Challenges

- Will likely need to check that the intent of a message does not get lost in an effort to be diplomatic.
- Much more likely than others to hide true feelings to keep the peace.
- May hesitate to share views directly.
- Could struggle to 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.

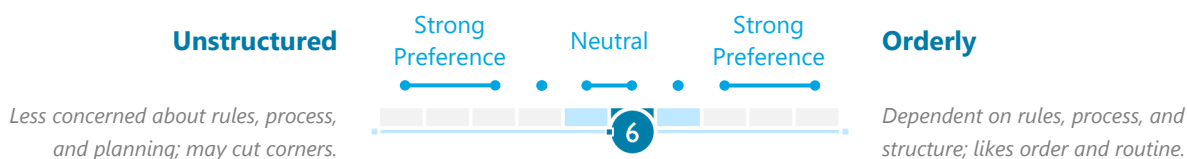


Potential Strengths

- Unlikely to allow work responsibilities to impact personal life.
- Likely to find it easy to relax and unwind.
- Work may not be the 'be-all-and-end-all'.
- May be more tolerant than others to work distractions.

Potential Challenges

- May lack a sense of urgency and drive.
- Could be too laid-back.
- Will possibly be prone to procrastination and miss deadlines.
- May be more wasteful of time and/or resources than most others.



Potential Strengths

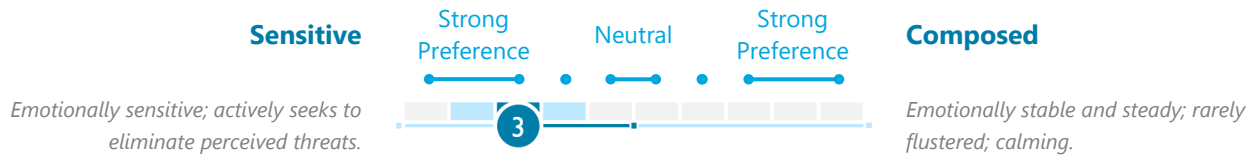
- Likely to appreciate the need for planning without getting bogged down by detail.
- Should be reasonably adept at anticipating problems and roadblocks.
- Can be expected to be as effective as most others at coordinating people and resources to get things done.

Potential Challenges

- Likely to sometimes underestimate the planning involved to deliver more complex projects.
- May be more tolerant of loose detail than some others would like.
- Could lack the patience for highly detailed process mapping.

❖ 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.

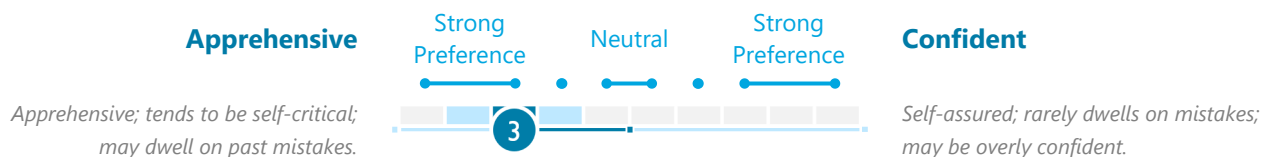


Potential Strengths

- Unlikely to mask thoughts and feelings.
- Likely to be easy to 'read' and colleagues should know where they stand.

Potential Challenges

- May get easily overwhelmed under pressure.
- Likely to be overly sensitive to personal criticism.
- Could struggle to maintain progress in the face of setbacks.
- May find it difficult to mask feelings when things don't go as planned.



Potential Strengths

- Likely to sell strengths and skills more modestly than others.
- Should possess a keen insight into own shortcomings.
- May experience high levels of self-doubt, but this may prompt striving harder.
- More concerned about consequences than most, so less likely than most to take unnecessary risks.

Potential Challenges

- May appear overly tentative and apprehensive.
- Might be overly fixated on anticipated dangers and pitfalls.
- Could discount own successes.
- May invest a lot of energy dwelling on past mistakes.
- More likely than others to lose 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 personal preferences, past behaviour, and performance.

Ideas	Openness	A balance between being conventional and inquisitive. <ul style="list-style-type: none"> • Discuss the indication that choosing innovation over well proven approaches may perhaps be dependent on the situation. • What kind of situations are likely to make the difference between choosing new or conventional approaches? • Ask for examples to illustrate. 	More creative and intuitive than average. <ul style="list-style-type: none"> • Confirm the candidate prefers creative approaches slightly more than most others. • Ask the candidate to provide an example that highlights an ability to see connections between ideas not easily apparent to others.
	Extraversion	A balance between following and taking charge. <ul style="list-style-type: none"> • Discuss the indication that the candidate is equally comfortable taking charge or following. Is this an accurate reflection of the candidate? • Ask the candidate to provide an example that demonstrates an ability to be assertive without being intimidating. • What considerations need to be taken into account? 	More reserved and private than average. <ul style="list-style-type: none"> • Confirm the candidate's slight preference for working individually. • What specific steps might the candidate take to maintain a relationship with stakeholders and/or customers? Ask the candidate to provide an example.
People	Agreeableness	Much more self-focused than average. <ul style="list-style-type: none"> • Discuss the indication that the candidate prefers to remain distant from others. • Can the candidate think of a time when showing more compassion might have improved the outcome of a particular situation? How could the candidate apply that learning to this role? 	Much more diplomatic than average. <ul style="list-style-type: none"> • Confirm that the candidate agrees with the suggestion of a strong preference for avoiding conflict. • Does the candidate have an example that illustrates this preference? • Can the candidate give example of dealing directly with a conflict or dispute. What was the situation and what did the candidate learn as a result?

Results	Conscientiousness	<p>Much more relaxed than average.</p> <ul style="list-style-type: none"> • Confirm that the candidate agrees with the suggestion of a laid-back nature. • Does the candidate have an example that illustrates this preference? • What recent situation tested the candidate's ability to stay calm and composed? 	<p>A balance between being unstructured and organised.</p> <ul style="list-style-type: none"> • Discuss the indication that the candidate is equally comfortable working with procedures and rules as working without. • What thinking does the candidate go through when deciding whether a task requires careful planning or a quick decision? • What does the candidate consider when developing a plan?
	Emotional Stability	<p>Much more sensitive than average.</p> <ul style="list-style-type: none"> • Discuss the suggestion that the candidate expresses thoughts and feelings much more than others. • Ask the candidate to describe a pressured situation which resulted in the candidate being pushed to the limit. • What are some of the tactics the candidate uses to keep emotions in check? Ask the candidate to provide an example of using these tactics to good effect. 	<p>Much more apprehensive than average.</p> <ul style="list-style-type: none"> • Confirm that the candidate agrees with the suggestion of being much more modest than most others. • Can the candidate provide an example that illustrates this tendency? • What has been the candidate's most recent setback at work? What did the candidate learn from this situation? • What specifically has the candidate done to step outside their comfort zone in recent times?

❖ Appendix: Higher-Order Profile

Detailed below is a higher-order profile summary for Stability, Plasticity and big five scale results. Use this profile to gain a higher-level understanding of likely preferences.

Scale	Description	<div> <div>Strong Preference</div> <div>Neutral</div> <div>Strong Preference</div> </div> <div> <div>1</div><div>2</div><div>3</div><div>4</div><div>5</div><div>6</div><div>7</div><div>8</div><div>9</div><div>10</div> </div>
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 are curious, value creativity, and seek novelty and variety.	
Extraversion	Extraversion reflects one's need for social and behavioural stimulation. Extroverted individuals tend to be socially confident and may seek influence over others.	
Stability	Stability reflects a tendency towards self-regulation. Higher scorers are less prone to impulsive behaviour.	
Agreeableness	Agreeableness relates to one's concern for social stability or social harmony. Agreeable individuals value cooperation over conflict and are compassionate towards others.	
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.	
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.	

❖ Results at a Glance

Detailed below is a summary of underlying trait scores. What this means on-the-job is detailed more fully in the remainder of this report.

