

INSIGHTS REPORT

Criterion Personality Questionnaire [Core]



Olivia Hansen

Completion date: 07/03/2018

This report could be used by:

Recruiters, line managers, HR and L&D professionals.

This report describes:

Key findings from Olivia's personality profile that relate to the way in which she is likely to respond to people, tasks, demands, rewards and culture at work. The report covers:

1. Interpersonal Style
2. Thinking Style
3. Emotional Style
4. Motivation
5. Culture fit

UNDERSTANDING THIS REPORT

Introduction

This report helps you to understand Olivia's preferred working style. The report describes how Olivia will typically respond in a range of areas which are relevant to her role.

The results in this report were generated from Olivia's responses to the Criterion Personality Questionnaire [Core] that she completed on 07/03/2018. Olivia's responses were compared with a large, diverse group of candidates who completed the test for UK based organisations between 2009-2018.

Interpreting the results

When reading this report, please remember the following points:

- Scores of **5** or **6** indicate that the individual sees themselves as typical in this area compared to others.
- Scores of **7**, **8**, **9** and **10** suggest a progressively stronger tendency towards the high end of the scale.
- Scores of **4**, **3**, **2** and **1** suggest a progressively stronger tendency towards the low end of the scale.

Important points

When reading this report, please remember the following points:

- **Personality is not fixed** - it may vary over time, change through training/development, or simply vary depending on the situation.
- There are **no rights or wrongs**. The scores do not measure ability, skills, capability or competence. They are merely indications of preferences or typical styles of behaviour.
- The questionnaire is **very reliable but is not infallible**.
- The profile is intended to clarify Olivia's **self-perceptions** - it does not provide an objective measure.
- For further interpretation of Olivia's profile, you should seek the advice of a trained Psycruit user.
- These results **must be kept within the boundaries of confidentiality** agreed with Olivia.
- The results must not be used for any purpose other than that agreed with Olivia.
- These results **must be kept securely and not retained** beyond the period agreed with Olivia.

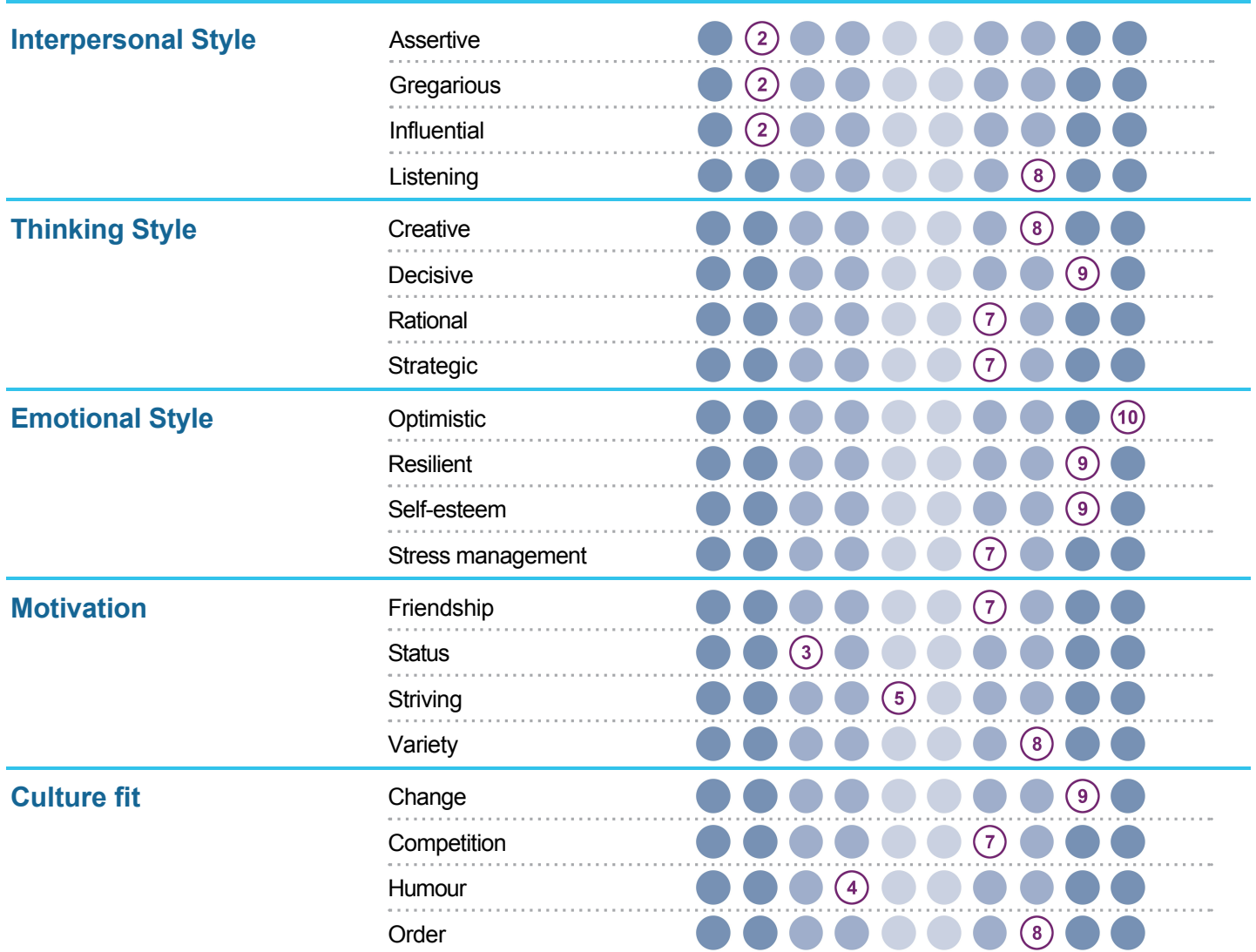
Further information about Olivia

Further reports can be downloaded from Psycruit for Olivia, which provide additional information about her personality:

- **Interviewer report** - Suggests interview questions based on Olivia's profile.
- **Personal feedback report** - Provides Olivia with valuable advice for self-development.
- **On-boarding report** - Summarises key results from Olivia's personality profile that will help to motivate and engage her as she takes up her new role.
- **Team strengths report** - Explores Olivia's style and areas of strength within a team.

OLIVIA'S PROFILE SUMMARY

This is a summary of Olivia's preferences compared to other people:



OLIVIA'S STRONGEST PREFERENCES

These are the top five personality dimensions where Olivia described herself as being most different from other people, and whether her average responses were higher or lower.

Optimistic

Area: Emotional Style



Expects things to turn out for the best. Confident about the future. Accentuates the positive.

Assertive

Area: Interpersonal Style



Dislikes being bossy. Tends to play supporting roles rather than directive ones.

Gregarious

Area: Interpersonal Style



Enjoys own company. Happy to work alone. Inclined to be less sociable than others.

Influential

Area: Interpersonal Style



Accepts other people's views. Prefers to 'agree to disagree' rather than try to influence or persuade.

Decisive

Area: Thinking Style



Quick to take decisions. Prefers to reach decisions rapidly rather than leave issues open.

INTERPERSONAL STYLE

Dislikes being bossy. Tends to play supporting roles rather than directive ones.



Assertive

Dominant. Makes presence felt. Sometimes overbearing with others.

Enjoys own company. Happy to work alone. Inclined to be less sociable than others.



Gregarious

Likes the company of other people. Sociable. Works well with others. May dislike working alone.

Accepts other people's views. Prefers to 'agree to disagree' rather than try to influence or persuade.



Influential

Persuasive. Persists in trying to influence other people. Aims to win people over.

Likes to be the one who does the talking. Sometimes doesn't listen to others or forgets what they say.



Listening

Prepared to take time to listen to people. Considers others' opinions. Easy to talk to.

She is much more gentle in her interpersonal style than most respondents in the comparison group. Her responses suggest she much prefers to adopt a **supporting** role rather than asserting herself in a dominant manner.

She is much happier working alone than working with other people. Her responses suggest she likes to keep herself to herself and is much **less gregarious** than most other people who have completed the questionnaire.

She strongly avoids pushing her opinions on others and is very uncomfortable with the challenges of persuading others to a particular point of view. Her responses indicate that Olivia is much **less influential** than other respondents.

Olivia describes herself as somebody who has a fairly strong preference for **listening** to others rather than doing all the talking. She tends to listen to the views of others rather than imposing her own opinions.

THINKING STYLE

Happy to stick with clearly defined systems which work. Prefers following procedures to creating new methods.



Creative

Looks for new approaches. Enjoys trying new ideas. Prefers inventing new methods to applying old ones.

Takes time to consider all options before taking a course of action. Dislikes making snap decisions.



Decisive

Quick to take decisions. Prefers to reach decisions rapidly rather than leave issues open.

Intuitive. Likes to rely on feeling rather than gathering too much data. Guided by experience more than rational analysis.



Rational

Scientific and analytical when dealing with problems. Logical by nature. Prefers to rely on data.

Concerned with concrete practicalities. Less interested in the theory or the wider implications. Applies thinking to operational considerations.



Strategic

Approaches issues from a theoretical perspective. Concerned with underlying principles. Prefers strategy to operational specifics.

Olivia has a preference for creating new ideas and solutions, rather than relying on tried and tested methods. Her **creative** tendency suggests a leaning towards innovation and less enthusiasm for working within existing guidelines or procedures.

Olivia would much rather take a decision quickly than leave an issue open. Her highly **decisive** thinking style means she usually reaches a conclusion more quickly than other people. She is very comfortable to think quickly and make decisions under time pressure.

Olivia has a slight preference for **rational** analysis and tends to avoid making decisions on the basis of intuition. She is slightly more at home with scientific thinking and less inclined to rely on personal experience as a means of solving problems.

Olivia has a slight preference for approaching plans and decisions from a broad, **strategic** perspective. She has a reasonable focus on long-term strategic considerations.

EMOTIONAL STYLE

Often anticipates the negative. Sometimes pessimistic about the future. Sees problems more than benefits.



Optimistic

Expects things to turn out for the best. Confident about the future. Accentuates the positive.

Sensitive to criticism. Can become emotional and suffer from the feeling of being hurt.



Resilient

Not usually upset by criticism. Tough, rather than emotional.

May experience self-doubt. May sometimes need encouragement to build up self-confidence.



Self-esteem

Has inner confidence in own abilities. Feels self-assured and values own worth.

Prefers to take time over work. Works better when feeling calm and relaxed. Dislikes being rushed.



Stress management

Not flustered by high pressure work. Happy coping with tight deadlines. Works better under stress.

Her responses suggest that she expects things to turn out for the best. Compared to other people she describes herself as feeling very confident about the future. She has a strong tendency to accentuate the positive and feel **optimistic** in almost all situations.

Her responses suggest that she has a highly **resilient** temperament even when responding to setbacks and negative messages. Olivia describes herself as emotionally tough and is very likely to remain strong when she receives negative feedback.

Olivia has very strong **self-esteem**. Her responses suggest that she rarely experiences self doubt. She is unlikely to feel inadequate and may in contrast feel superior to others. She feels very positively about herself and believes she has an inner confidence which others may lack.

Olivia describes herself as someone who responds fairly positively to pressure. Her **stress management** sometimes helps her to turn the pressures of working life into positive energy.

MOTIVATION

Tends to avoid close relationships with work colleagues. Keeps personal life separate from work.



Friendship

Regards work as a social opportunity. Would like job to provide chances to form new relationships.

Not interested in status. More influenced by the actual content of a job than the status it might bring.



Status

Likes the prestige that comes with more senior positions. Motivated by status.

More interested in the process of work than the results. Content to do work which has no obvious outcome. Sometimes able to enjoy doing nothing.



Striving

Likes work that has a clear outcome. Motivated by pursuing achievements. Unhappy doing nothing.

Dislikes frequent changes between tasks. Prefers settling down to work rather than juggling many tasks.



Variety

Enjoys variety in day-to-day work. Prefers doing many tasks in parallel.

Olivia has a slight tendency to regard work as a social opportunity. She indicates that, compared to other people, she marginally prefers jobs that provide opportunities to form new **friendships**.

Olivia's responses suggest that she values the prestige and **status** that comes with more senior positions **much less than most people**. She indicates that the actual depth and content of the job is of much greater value to her than the status it brings.

Olivia's focus on **striving** and achievement is **average** compared with other respondents. This means she is moderately motivated to complete tasks and respond to challenges, but often she is focused on the process as much as the outcome.

Olivia is **motivated by variety** and frequently changing demands in her work. She describes herself as feeling happy in a job where she has to perform many tasks in parallel and where each day is different.

CULTURE FIT

Finds frequent change disrupting. Comfortable performing in a familiar role. Prefers a stable organisational culture.



Change

Likes to work within a culture of organisational change. Prefers innovation to tradition.

Would rather co-operate than compete. Feels no sense of rivalry. Attaches low value to competition as a motivator.



Competition

Enjoys working in a competitive environment. Compares own performance with that of others. Plays to win.

Prefers a culture that is serious and professional. Less keen on frivolity at work.



Humour

Values working in a fun environment. Often light hearted at work. Likes the occasional laugh now and then.

Values freedom and spontaneity. Frustrated by regulation and restrictive procedures.



Order

Likes to have clearly defined rules. Prefers an orderly environment with boundaries and controls.

She has a strong preference for working in a culture of **change**. She has a very strong value for novelty rather than tradition and is very likely to enjoy the challenges of executing change in an evolving organisation.

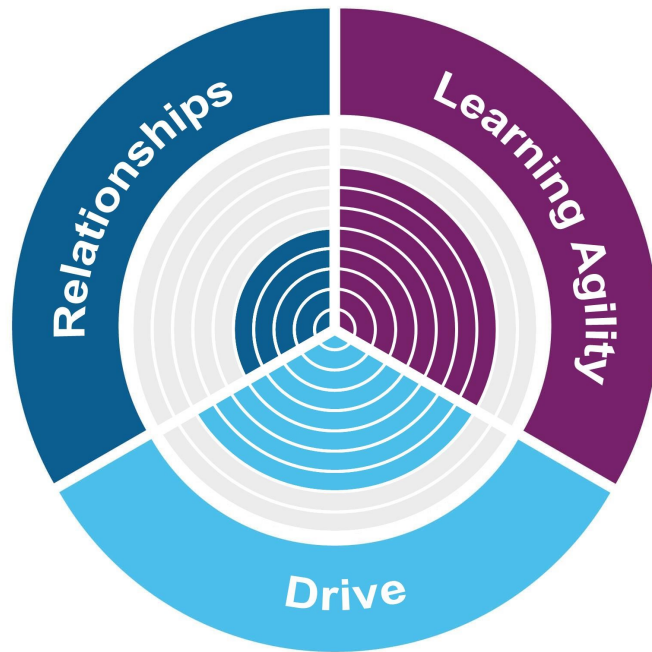
Olivia's responses suggest that she sometimes enjoys **competition**. She may compare her own performance with that of others and generally plays to win.

Olivia feels that work should generally be taken pretty seriously. She usually takes a **dim view of humour** and flippancy at work and would rather focus on more serious issues than joke around. Olivia prefers a sober and professional atmosphere at work and does not really enjoy frivolity.

She has a strong value for working in a culture that is **procedure and system bound**. She is very comfortable working in an environment and job where there are clear boundaries, controls and rules for how work should be done.

OLIVIA'S POTENTIAL PROFILE

You should explore potential when you need to establish the ease with which Olivia could progress into a more senior or complex role in future.



Potential to progress

Overall potential for future progression on the basis of Drive, Relationships and Learning Agility scores. Likely to demonstrate the desire and ability to deliver more for the organisation by taking on new and more challenging responsibilities.



Learning agility

Responds effectively to new challenges and situations and applies learning to improve performance in other situations. Responds well to change. Demonstrates self-awareness, tolerance of ambiguity and emotional management.



Drive

Strong achievement focus, positive and optimistic emotional style and an attitude for making things happen. Drive for success enhances effectiveness in more demanding roles.



Relationships

Manages relationships effectively. Delivers well through effective active listening, adapting approach with different people and informal networking.

