

Personality

Recruiter Premium Report



CANDIDATE:	JAYNE BRIGHT
REPORT GENERATED:	21/04/2009
CONFIDENTIALITY:	HIGH

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Introduction

This report is confidential and is produced on behalf of **Jayne Bright** who completed the FindingPotential Personality Questionnaire on **20/04/2009**.

The questionnaire asked Jayne to describe her behaviour, preferences and approach in relation to different aspects of her life. This report has summarised those responses and compared them with a large group of people who have also filled in the same questionnaire.

When considering this report's description of her personality, it is important to recognise that it is based only on the answers she gave and is her own view of her behaviour, rather than how her personality might be described by another person. Nevertheless, this report should give you some important clues to understanding the way Jayne see herself and is likely to enable you to make some predictions about her behaviour in different situations.

In the Personality Profile Chart any preference 'scores' of 4, 5, 6 or 7 are essentially close to or on the average. The closer to preference scores 1, 2, 3 or 8, 9, 10, the closer her behaviour will match the descriptions labelled "Lower Scores" or "Higher Scores" in the Personality Profile Chart. It is very important to realise that High and Low preference scores **do not** correspond to good or bad behaviours, and that there are advantages or disadvantages to scoring at either one end or the other depending on the circumstances.

In addition to the Personality Profile Chart, this report summarises all of her responses to the questionnaire under 15 individual headings (or scales), which themselves fall under five broader categories ("The Big 5 of Personality") of Extraversion, Openness, Agreeableness, Conscientiousness and Resilience. We also provide information on her preferred roles for working in teams.

It is worth noting that psychological assessments are always approximations, and not precise indicators. Because of this, you should use your own judgement as you review the results in this report.

The contents of this report are likely to be a reasonable description of Jayne's behaviour and personality for about 18 to 24 months, depending upon her work role and personal circumstances.

We strongly recommend she completes the FindingPotential Personality questionnaire again in 18 months.

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Personality Profile Chart

>> Jayne Bright

	Lower Scores	1	2	3	4	5	6	7	8	9	10	Higher Scores
EXTRAVERT	Unassertive - Lets others lead, not influential, accepts decisions.	■	■	■	■	■	■	■	■	■	■	Assertive - Takes the lead, influential and challenging.
	Low Profile - Prefers to keep in the background, not very talkative.	■	■	■	■	■	■	■	■	■	■	Gregarious - Likes company, sociable, interacts with others.
	Guarded - Hard to get to know, keeps others at a distance.	■	■	■	■	■	■	■	■	■	■	Engaging - Approachable, informal, warms to others.
OPEN	Down to Earth - Focuses on reality and the here and now.	■	■	■	■	■	■	■	■	■	■	Imaginative - Creative, original, allows their mind to wander.
	Variety Avoiding - Prefers the familiar, likes routine, avoids change.	■	■	■	■	■	■	■	■	■	■	Variety Seeking - Likes variety and change, tries out new things.
	Uncomplicated - Prefers to keep things simple, avoids analysis.	■	■	■	■	■	■	■	■	■	■	Analytical - Enjoys complexity. Drawn to concepts and theories.
AGREEABLE	Sceptical - Suspicious, wary, questioning of others.	■	■	■	■	■	■	■	■	■	■	Trusting - Assumes the best in others, has faith in others.
	Self Interested - Focused on their own objectives and well being.	■	■	■	■	■	■	■	■	■	■	Benevolent - Makes time for others, generous, puts others first.
	Indifferent - Hard-hearted, unconcerned about others.	■	■	■	■	■	■	■	■	■	■	Empathic - Sympathetic, moved by the problems of others.
CONSCIENTIOUS	Unorganised - Untidy, careless with details, somewhat disorganised.	■	■	■	■	■	■	■	■	■	■	Organised - Tidy, systematic, finishes what they start.
	Independent - Does things their own way, ignores directions.	■	■	■	■	■	■	■	■	■	■	Diligent - Follows instructions, sticks to the rules.
	Easy Going - Does not aim high, does enough to get by.	■	■	■	■	■	■	■	■	■	■	Achieving - Driven to succeed, sets high standards and goals.
RESILIENT	Worrying - Tense, anxious, easily stressed.	■	■	■	■	■	■	■	■	■	■	Relaxed - Untroubled, not anxious or apprehensive.
	Irritable - Easily annoyed, temperamental.	■	■	■	■	■	■	■	■	■	■	Composed - Calm, collected, even-tempered.
	Pessimistic - Looks on the dark side, expects the worst.	■	■	■	■	■	■	■	■	■	■	Optimistic - Upbeat, positive, looks on the bright side.
	Low Social Desirability - Unconcerned with social impression.	■	■	■	■	■	■	■	■	■	■	High Social Desirability - Concerned with social impression.

NORM GROUP: PROFESSIONAL & MANAGERIAL (UK)

Personality Profile In-Depth



>> Extraversion

A. Unassertive v Assertive

Their Preference: **7**

Jayne is someone who is prepared to put forward her own views and opinions, but not to the exclusion of others. She is likely to make suggestions in steering or guiding a group, but not necessarily to take control unless asked to do so by others. Moderately influential, Jayne is happy to try to persuade others but not try to dictate to them. Jayne is generally, but not always, prepared to accept the consensus view.

B. Low Profile v Gregarious

Their Preference: **6**

Jayne sees herself as someone who likes to mix with people, but in a more restrained rather than boisterous way. She is likely to respond positively to the attention of others, but will avoid becoming the centre of attention herself. Jayne is prepared to make small talk with new people as necessary, but will often end up talking just to friends or people who she knows. Overall, Jayne likes the company of others, but needs some personal space for herself as well.

C. Guarded v Engaging

Their Preference: **4**

Jayne is likely to be fairly approachable and pleasant with others, but not necessarily always warm and affectionate. While happy to establish relationships with people, Jayne may still feel the need for some privacy and detachment, and will not necessarily share all her personal views and opinions with others. Although Jayne is likely to be more open with her friends, people may feel that they do not know her as well as they could.

Personality Profile In-Depth



>> Openness

A. Down to Earth v Imaginative

Their Preference: **8**

Jayne sees herself as a creative and inventive person, someone who enjoys letting her mind wander and coming up with unusual or original ideas. Jayne likes reflecting on matters, and offering up new approaches, but may sometimes find herself being criticised if her proposals are seen to be impractical or are regarded as being unrealistic. Overall, Jayne is likely to be the main source of new ideas in their group.

B. Variety Avoiding v Variety Seeking

Their Preference: **2**

Jayne is someone who generally avoids variety and change, and who prefers to work in a stable environment with established routines and procedures. Jayne can quite easily cope with work which is repetitive, and where she does not need to vary her approach in the way she does things. Jayne may often find herself resisting what she feels are unnecessary modifications or alterations in her work.

C. Uncomplicated v Analytical

Their Preference: **4**

Jayne sees herself as having a balance between theoretical and practical thinking. On the one hand she is likely to consider some abstract ideas and concepts, but not to the exclusion of more practical or pragmatic issues. Jayne may sometimes be interested in theory or analysis but mainly to the extent it can help her to solve a practical problem. Jayne does not necessarily shy away from more complex issues, but does not have a particular interest in them either.

Personality Profile In-Depth



>> Agreeableness

A. Sceptical v Trusting

Their Preference: **6**

Jayne sees herself as someone who shows a balance between being too sceptical and too trusting of others. So in many situations Jayne is prepared to believe in the honesty or integrity of people, but without losing all sense of caution or concern. Jayne is likely to have more confidence in her friends or people close to her, but much more careful and wary in her dealings with people who she does not know.

B. Self Interested v Benevolent

Their Preference: **4**

Jayne shows a balance between being more caring and benevolent on the one hand, and more self-interested on the other. This is likely to depend on the situation that she is in, or may be to do with the different ways she reacts to strangers rather than to friends. Additionally, while Jayne may sometimes be reluctant to get involved with others, she can be persuaded to offer support to people if it is obviously in the interests of the group as a whole, or where the help required is more necessary or pressing.

C. Indifferent v Empathic

Their Preference: **1**

Jayne sees herself as someone who is unlikely to be moved by the concerns of others and will typically leave people to sort out their own problems. Jayne will normally have little interest in the issues that others are facing, and will not get involved with them, unless they have the potential to impact on her personally. Other people may sometimes describe Jayne as somewhat hard-hearted or unsympathetic, but she is likely to suggest that it's often best to allow people to determine their own fate.

Personality Profile In-Depth



>> Conscientiousness

A. Unorganised v Organised

Their Preference: **9**

Jayne sees herself as someone who is typically well planned and organised, and who can be relied on to finish what she starts. Jayne is likely to be systematic in approach, thorough, and complete activities in a logical and step-by-step way. Typically she will prepare things in advance, and complete what is asked of her in good time. Others will normally view Jayne as an industrious and dependable individual, if at times over-focused on the minutiae of planning or detail.

B. Independent v Diligent

Their Preference: **2**

Jayne tends not to be bound by rules and regulations and is generally happy to do things in her own way. In doing so, Jayne may find that she challenges the status quo, does not follow the directions of others, but will feel vindicated if she can find a short cut that works for her. Jayne may feel that many rules and regulations are needlessly bureaucratic or impractical, prevent her from exploring new ways of doing things, and as such can be ignored a lot of the time.

C. Easy Going v Achieving

Their Preference: **8**

Jayne sees herself as someone with a strong sense of achievement orientation, and a determination to get ahead. This is likely to be based both on her setting high personal standards and targets, and then working hard to attain them. Few activities will be started without some form of personal goal setting and Jayne is likely to gain a lot of satisfaction from any task well done. Jayne is likely to be seen as both diligent and purposeful in her work, and focused in progressing her general career.

Personality Profile In-Depth



>> Resilience

A. Worrying v Relaxed

Their Preference: **5**

Jayne shows a balance in her tendency to worry versus stay relaxed. So while she is fairly free of tension much of the time, she is likely to worry and be anxious in more stressful or demanding situations. Jayne may find that anxiety can be a motivator for her some of the time, but she would not be comfortable in a continuously challenging environment. Finally, Jayne may find that she is only anxious or apprehensive in particular circumstances, and that this does not necessarily generalise to other situations.

B. Irritable v Composed

Their Preference: **6**

Jayne sees herself as showing a balance in her tendency to stay composed versus her tendency to get annoyed. So while Jayne can stay calm much of the time, she may react more emotionally if something disrupts her work or gets in the way of her achieving a particular goal. Jayne tends not to be someone who is especially moody or temperamental, but can show signs of frustration and irritability if her patience gets tested.

C. Pessimistic v Optimistic

Their Preference: **10**

Jayne sees herself as an optimistic person, someone who stays positive and upbeat most of the time. Jayne tends not to be too critical, or dwell too much on the past, but focuses on the positive aspects of most situations. Jayne expects things to turn out well and may be surprised when they do not. Possibly her positive expectations may be viewed as unrealistic by some, but could act constructively to encourage those who are much less optimistic than herself.

Personality Profile In-Depth



>> Social Desirability

Their Preference: **6**

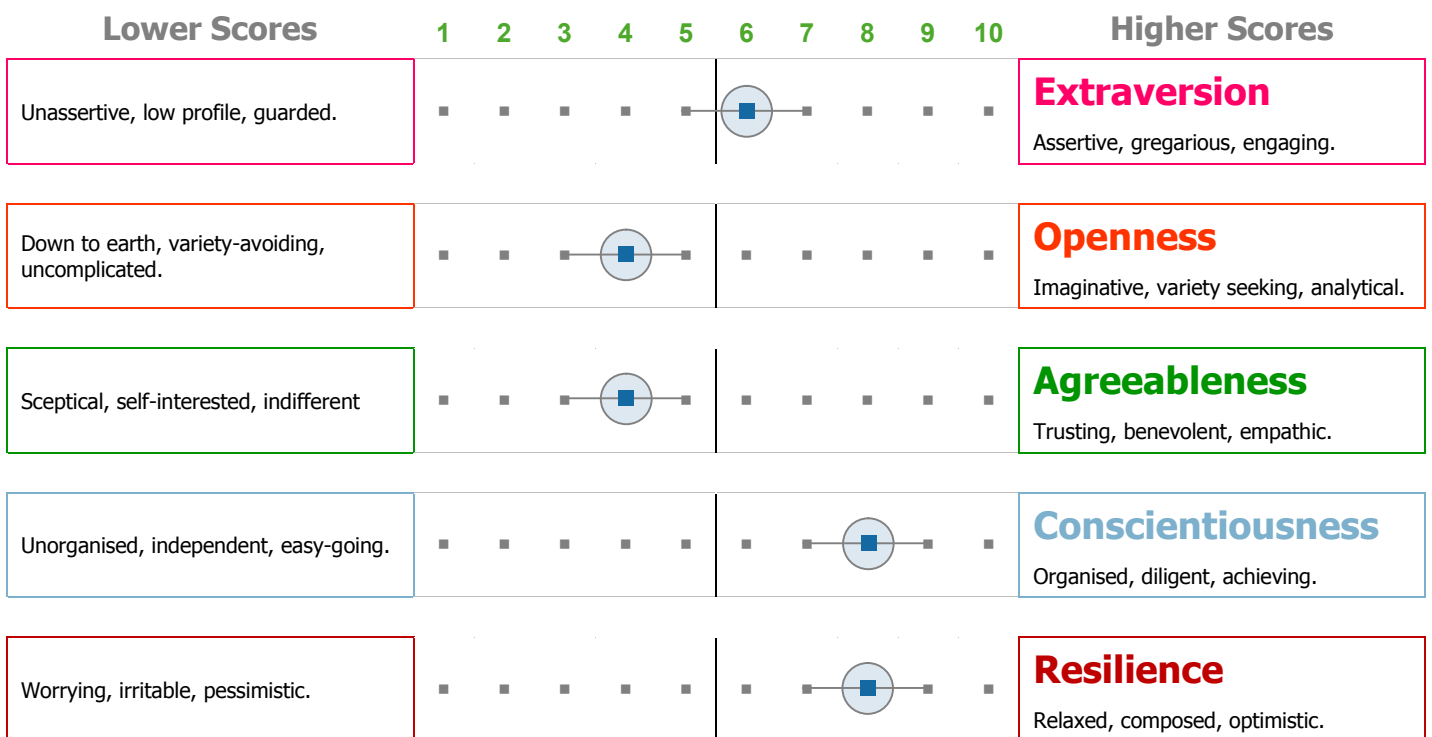
Jayne has responded in a way that suggests she does not seem to have a particular need to be seen in a more positive or negative light. Jayne appears to have a balanced view about herself and is no more biased or self-critical than others. In turn, her scores on most of the scales in the questionnaire are likely to be perceptive and realistic.

The Big 5 Personality Profile

>> Jayne Bright

Well-established research in psychology suggests that people's personalities can actually be described in terms of five independent areas or domains known as the "Big 5". These domains are termed Extraversion, Openness, Agreeableness, Conscientiousness and Resilience. The profile and text that follows describes the results in terms of these Big 5 personality domains.

The Big 5 Personality Profile is shown below and is based on combining the results of all responses to the questionnaire. It is very important to realise that High and Low preference scores **do not** correspond to good/bad scores or good/bad personalities. On the following pages further explanation is provided about Jayne's Big 5 preferences, including more general information about Work Preferences.



NORM GROUP: PROFESSIONAL & MANAGERIAL (UK)

The Big 5 In-Depth



>> Extraversion

Their Preference: **6**

Extraversion is about the degree of one's preference for actively interacting with people, of asserting oneself in company and being active in groups.

Jayne sees herself as someone who is moderately sociable, and who quite likes to be in the company of others, where she can interact in a pleasant and engaging way. However, Jayne may not necessarily always want to assert herself or become the centre of attention, preferring others to take on that role. Happy to share some of her opinions with others, she may nevertheless also value her own privacy and personal space. Overall, Jayne seems to be someone who can move relatively easily from working with people to working alone, but may tire if subjected to long periods of either situation on its own.

Work Preferences

Lower Scores	Higher Scores
<ul style="list-style-type: none"> ▪ working on one's own ▪ executing tasks without the need to interact with others ▪ needing peace and quiet for concentration ▪ disliking intrusions and interruptions ▪ not having to engage with or convince other people 	<ul style="list-style-type: none"> ▪ leading and directing others ▪ meeting and greeting people ▪ building relationships ▪ representing the organisation ▪ making presentations ▪ persuading and negotiating with others ▪ working in teams and groups

The Big 5 In-Depth



>> **Openness** **Their Preference: 4**

Openness is about the degree to which one is curious about one's inner and outer world, and have a demand for understanding, innovation and change.

Overall, Jayne sees herself as having a moderate need for new experiences and ideas, and a balance between stability and change. So while she may prefer to operate in more predictable environments, she will welcome some variety and change of pace. In her approach to thinking and problem solving, Jayne is generally focused on reality, and on the here and now, but will also appreciate the benefits of more original and creative thinking. Indeed, while she may not be known for coming up with new ideas herself, she will make the time to see if they work. Finally, although Jayne is probably not especially interested in more theoretical, analytical or complex discussions, she does have a sufficiently open mind to see how they could be of benefit to herself or others.

Work Preferences

Lower Scores	Higher Scores
<ul style="list-style-type: none"> ▪ doing work which is repetitive or straightforward ▪ doing work which is not intellectually demanding or challenging ▪ completing tasks which are defined by routines and procedures ▪ applying skills which are already learnt ▪ working in established and familiar ways 	<ul style="list-style-type: none"> ▪ developing new ideas or approaches ▪ lots of variety and change in one's work ▪ doing work which is intellectually stimulating or challenging ▪ developing new designs or specifications ▪ doing work which requires introspection and reflection ▪ tackling new or unfamiliar problems ▪ learning new skills and acquiring new knowledge

The Big 5 In-Depth



>> Agreeableness

Their Preference: **4**

Agreeableness is about the degree to which one is prepared to subordinate one's own needs for that of others, the extent to which one is genuinely supportive and does not simply try to fulfil their own desires.

Jayne shows a balance in her tendency to behave in a more self-interested way versus being more co-operative and understanding of others. Her position will probably shift according to her circumstances and will also depend on who she is dealing with. While not always tolerant and sympathetic, Jayne is prepared to work in a team and offer her genuine assistance to others, particularly if the outcome is likely to be positive both to herself and to her colleagues. Jayne is likely to be supportive and helpful to her friends, but not to people whose motives she questions or to people who she does not know.

Work Preferences

Lower Scores	Higher Scores
<ul style="list-style-type: none"> ▪ not having to deal with people's feelings and concerns ▪ having to tell people unpleasant things ▪ liking to win and compete against others ▪ reprimanding or disciplining people ▪ having to take tough decisions about people ▪ working where there are rewards for individual success 	<ul style="list-style-type: none"> ▪ working in a harmonious environment ▪ having to deal with people's feelings and concerns ▪ liking to please other people ▪ having to read other people's feelings ▪ providing a service ▪ working as part of a team ▪ having the opportunity to support and develop others

The Big 5 In-Depth



>> Conscientiousness Their Preference: **8**

Conscientiousness is about the degree to which one is prepared to be persistent and to exercise discipline and self-control in order to achieve longer term objectives.

Jayne views herself as a self-disciplined and goal-focused individual, someone who can be relied on to work in an industrious and structured way. She appreciates the need to be organised and to plan ahead, and then to work systematically and diligently to attain her objectives. Jayne typically works to high personal standards and derives a lot of satisfaction from hitting her targets. Other people will typically appreciate Jayne's drive and determination, but may sometimes view her as a bit of a workaholic or maybe too career-orientated.

Work Preferences

Lower Scores	Higher Scores
<ul style="list-style-type: none"> ▪ completing tasks where quality and standards are less important ▪ not having to deal with unpleasant tasks ▪ working where things can be left open or unfinished ▪ working where there are frequent breaks and opportunities to rest or socialise ▪ working where one can be interrupted or distracted 	<ul style="list-style-type: none"> ▪ working where one can plan ahead and set objectives ▪ working where one can finish or complete set tasks ▪ being allowed the time to check for errors and details ▪ completing tasks where quality is important ▪ working where there are no unexpected interruptions ▪ not having to deal with many urgent tasks at the same time ▪ not having to deal with constantly changing priorities

The Big 5 In-Depth



>> Resilience

Their Preference: **8**

Resilience is about the degree to which one can remain tolerant of stressful situations, and immune to frustration and disappointment.

Overall, Jayne sees herself as a resilient, calm and emotionally controlled individual. She is unlikely to be troubled by stress or anxiety, and will generally remain cool and composed when dealing with most issues. More upbeat than most, Jayne is likely to recover quickly from setbacks, not dwell on the past, and generally expect things to turn out well in the end. Although others may sometimes feel that Jayne is too laid back and relaxed, this may help her to be effective in a crisis, and face difficult situations without getting too rattled or upset.

Work Preferences

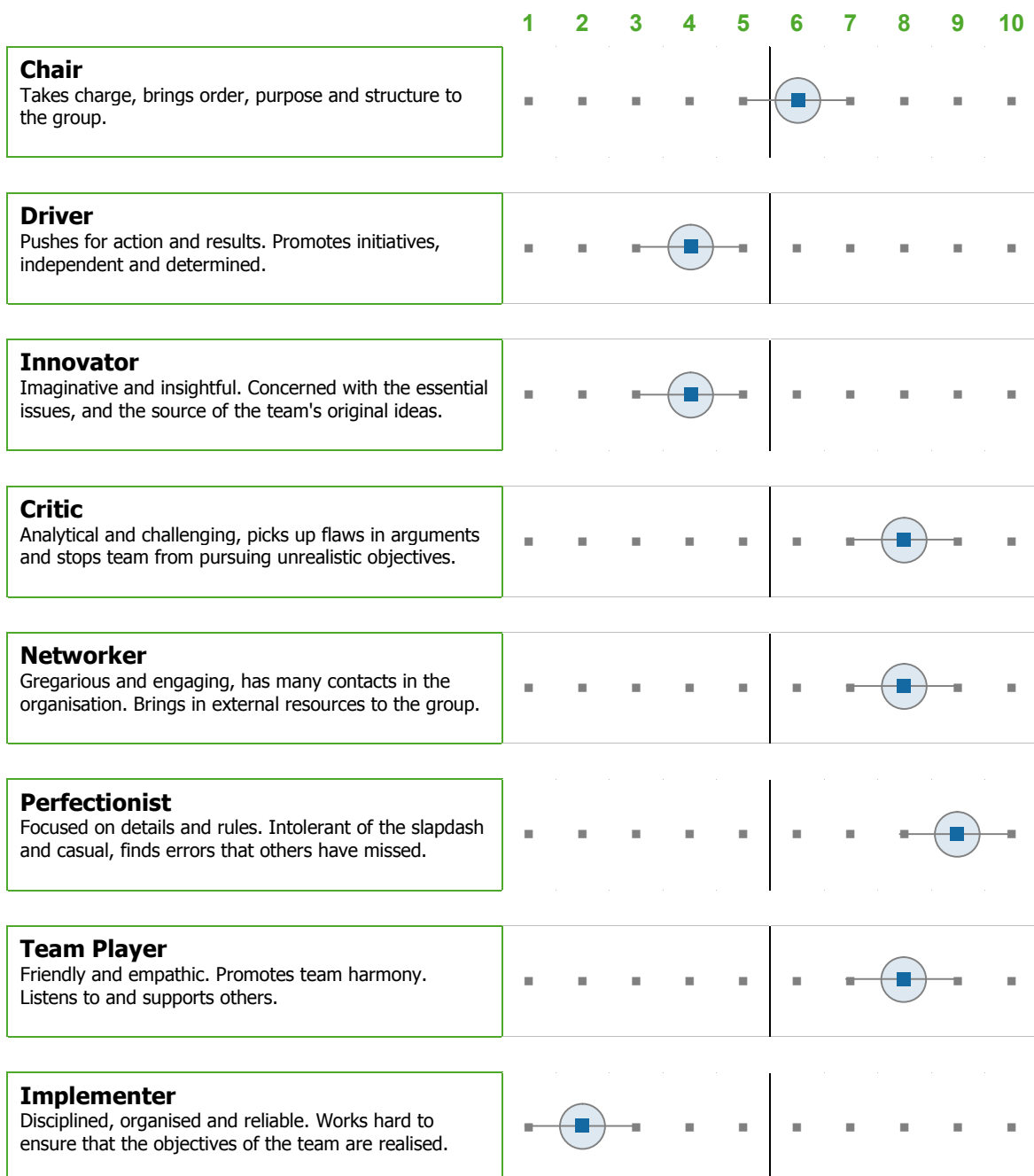
Lower Scores	Higher Scores
<ul style="list-style-type: none"> ▪ working where support or assistance is easily available ▪ working in a stable or stress-free environment ▪ working where there is little or no risk to oneself ▪ working where there is no need to deal with challenging people 	<ul style="list-style-type: none"> ▪ coping with challenging or demanding people ▪ working in the public spotlight ▪ working with unexpected interruptions or changes in priorities ▪ working where the safety or security of others is paramount ▪ working where one can be exposed to risk ▪ working where there is no room for error ▪ working where one can expect failures and setbacks

Team Types Profile

>> Jayne Bright

It has long been recognised that people's personalities can act on the way they behave in teams, and that their underlying personality can determine the roles they play. Most research also suggests that teams that have a diversity of personalities and players are generally the most successful, usually because of a reduction in clashes between similar types, and also because the diversity of roles normally required is better covered. The profile that follows summarises the results in terms of the roles generally described by leading researchers in this field.

The Team Types Profile is based on combining the results of all responses to the questionnaire. It is very important to note that High and Low scores **do not** correspond to good/bad scores or good/bad personalities. The most successful teams generally need a broad mix of team roles, and particular team role (or roles) is likely to add constructively to this mix.



NORM GROUP: PROFESSIONAL & MANAGERIAL (UK)