

Candidate: **John Sample**
 Position: **Team Leader**
 Date: **28-September-2016**

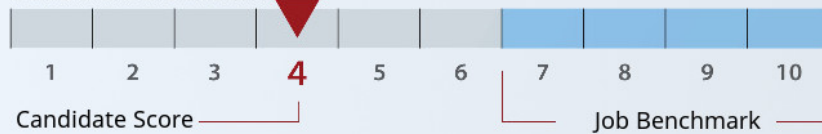
LEGEND

Job Fit

The overall percentage fit between candidate's results and the position benchmarks.

Personality Scale Results

For each of the 21 personality scales, the candidate's unique score and benchmark are shown.



Interpretive Notes

For each personality scale, the report provides a narrative description of the candidate's work place behaviours.

Ambition

<ul style="list-style-type: none"> • Is very ambitious and enjoys challenging situations and tasks • Sets demanding goals and works hard to achieve them • Focused on success and getting ahead; opportunities for career advancement are important 	<ul style="list-style-type: none"> • Strives to go beyond expectations when working on tasks • Compares their performance against that of others; tries to surpass others' achievements • Appears to be very competitive, driven and determined
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Team Leader

ESSENTIAL

Dependability



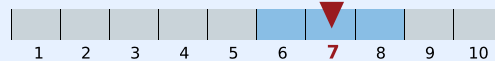
Leadership



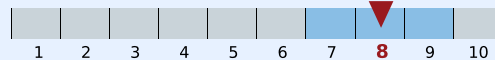
Planning



Initiative



Multi-Tasking

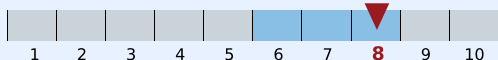


Teamwork



VERY IMPORTANT

Concern for Others



Energy



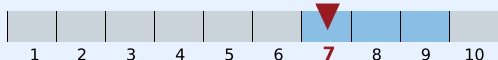
Persistence



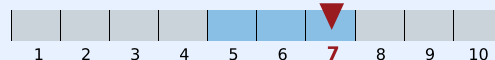
Self-Control



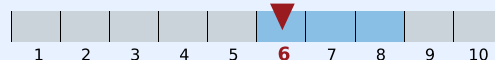
Stress Tolerance



Democratic



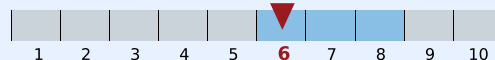
Outgoing



Persuasion

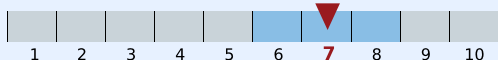


Social Confidence



IMPORTANT

Ambition



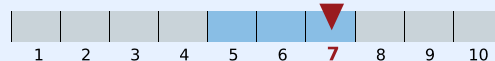
Flexibility



Analytical Thinking



Rule-Following

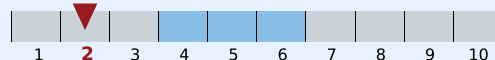


SOMEWHAT IMPORTANT

Attention to Detail



Innovation



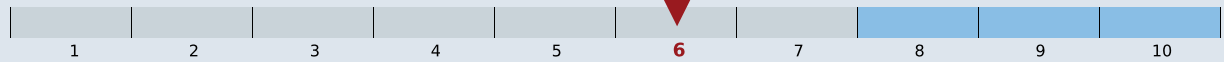
PROFILE VALIDITY

The candidate's responses to the questionnaire follow a typical pattern.

Team Leader

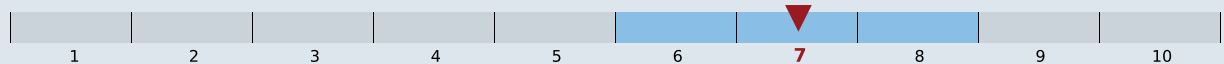
ESSENTIAL

Dependability



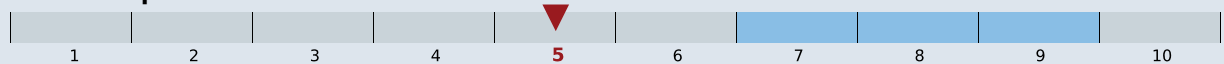
- Reports an average level of dependability
- While working hard to complete work according to schedule, is likely to adopt a slightly casual approach, viewing deadlines as somewhat flexible
- May perform well in positions where priorities sometimes change
- Willingness to shift priorities and move deadlines may lead to work not being completed at the originally scheduled time
- Is somewhat comfortable reorganizing priorities to meet more important deadlines first, while allowing less important work to wait

Initiative



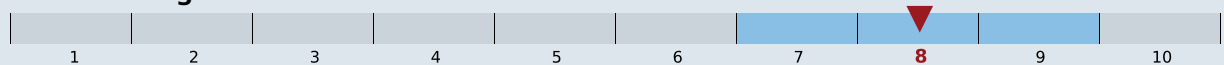
- Proactive and willing to take initiative
- Comfortable starting projects with minimal help or guidance from others
- Enjoys taking on new responsibilities
- Will likely be a self-starter who quickly capitalizes on opportunities
- Interested in new challenges
- Generally willing to take on tasks that are outside their typical work activities
- Can become bored in positions that are overly predictable and do not allow for some personal initiative

Leadership



- Reports an average level of leadership
- Comfortable leading or following others
- Likely to be effective in positions where a combination of consensus-driven and directive leadership is required
- Happy to let others lead when others have more knowledge or expertise
- When in a leadership role, will likely balance collaboration and direction
- Enjoys being in positions of authority as much as most people
- Will likely assume leadership positions and take charge of projects when their experience is applicable

Multi-Tasking

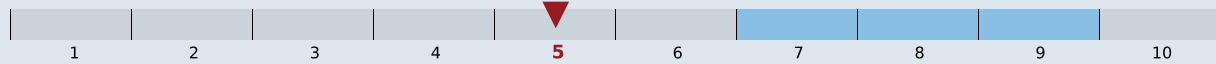


- Enjoys juggling several activities at a time
- Likes having a number of projects on the go at the same time
- Is comfortable coping with multiple demands
- Seeks out a variety of tasks and activities during the day
- Feels that they do their best work when they have many tasks to complete

Team Leader

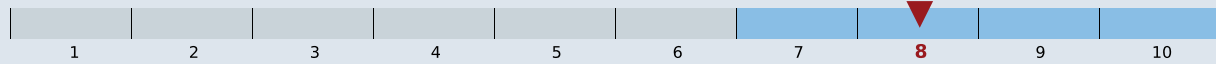
ESSENTIAL

Planfulness



- Will likely make long-term plans but adopt a flexible approach to completion
- Comfortable moving forward with broad goals rather than detailed plans
- Doesn't feel the need to plan things out in a highly detailed fashion
- Sees the need to adjust plans as situations evolve
- Has little difficulty beginning a task without a detailed plan, especially when time is limited or the situation requires an immediate response

Teamwork



- Encourages people to work together
- Is cooperative and encouraging
- Will take a team approach to most tasks
- In many situations puts the group's success first, and derives satisfaction in helping people reach their goals
- May struggle working alone for extended periods of time
- Prefers tasks that can be completed collaboratively
- Respects team decisions, even if he/she disagrees with them

VERY IMPORTANT

Concern for Others



- Has sympathy for people and is generally sensitive to the needs of others
- Strives to understand the feelings of others
- May give too much consideration to people issues when making decisions
- Is empathetic and supportive
- Is quick at picking up on how people feel, and likes to help them with their problems
- Shows insight into the thoughts of others, and is quite responsive to emotional and social nuances

Democratic

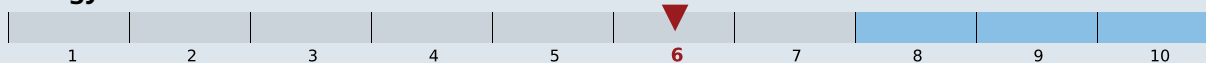


- Prefers to consult others when making decisions
- Enjoys collaborating with others and willingly accepts suggestions
- Seeks out advice when making decisions
- Looks to others for supervision and guidance
- May be uncomfortable making decisions independently
- Works well in settings where decisions are made through discussion and consensus

Team Leader

VERY IMPORTANT

Energy



- Has an average level of energy
- Enjoys some challenges at work, but can get worn down if these challenges are extensive or frequent
- Prefers a balance of demanding tasks and those that can be completed at a steady pace
- Will require some straightforward tasks and work that does not require a high level of energy

Outgoing



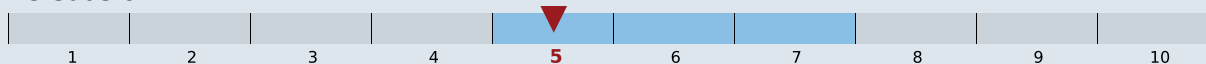
- Preference for interacting with others and meeting new people is very similar to that of most individuals
- Feels at ease in most social situations, likes meeting people, and may come across as warm and friendly, but also values some time alone
- May find too much social interaction tiring but a lack of social interaction may also lead to feelings of detachment
- Prefers work that provides a balance of extraverted and introverted tasks

Persistence



- Reports a level of persistence that is similar to that of most people
- Motivated to finish work, but may give up if things become too difficult
- Will generally stick with things, but appreciates some work that does not involve overcoming obstacles
- Will likely become tired and worn down if complications are frequently encountered

Persuasion

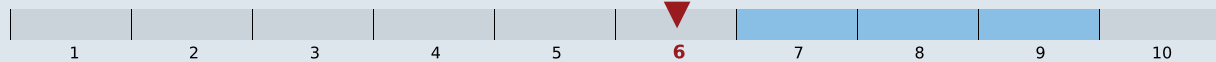


- Reports an average level of persuasion
- Unlikely to be attracted to sales positions unless they truly believe in the product or service
- Enjoys influencing people some of the time
- May find it difficult trying to change the opinions or perspectives of others if they are not fully committed to the idea
- Is somewhat comfortable engaging in negotiations or bargaining

Team Leader

VERY IMPORTANT

Self-Control



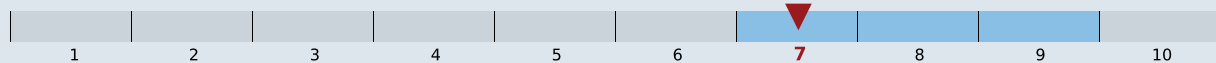
- Reports an average level of self-control
- Similar to most people, is relatively calm and easy going, but may get upset when things go wrong
- Generally able to conceal emotional reactions that are likely to be interpreted negatively by others
- May express some negative feelings and emotions when under pressure

Social Confidence



- Reports an average level of social-confidence
- Is comfortable in most social situations
- Enjoys attention some of the time but appreciates opportunities to remain in the background
- Is confident in social interactions with people they are familiar with but may feel less comfortable with a large group of strangers
- Confident and poised in situations they are familiar with

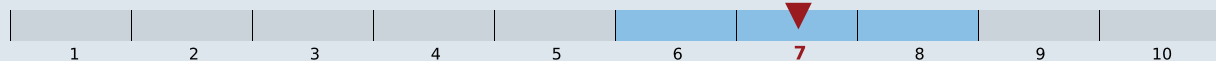
Stress Tolerance



- Tolerates stress well
- Is able to work effectively in most high-pressure situations
- Is seldom overwhelmed by concerns and is able to maintain effective work behaviour in the face of setbacks
- Doesn't take criticism personally
- Finds it relatively easy to relax and can act as a calming influence on others in tense situations
- Will take most situations in stride, and manage them in a balanced, adaptive way

IMPORTANT

Ambition

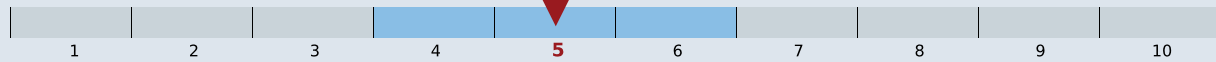


- Is ambitious and enjoys challenging situations and tasks
- Will likely be effective in occupations that have some demanding goals and require a relatively high level of self-motivation
- Comes across as competitive and driven
- Desires career success and works hard to get ahead
- Challenges self in many ways: tends to set goals of ever increasing difficulty and compares own performance against that of others

Team Leader

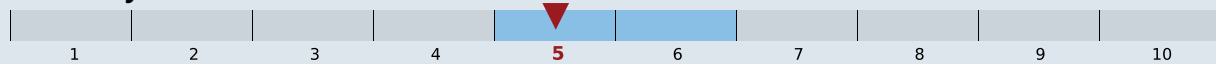
IMPORTANT

Analytical Thinking



- Generally adopts an analytical and logical approach
- Is comfortable moving forward without analyzing problems from all angles
- Will rely on their intuition and move forward quickly on tasks that are not critical
- Is able to work at a fairly rapid pace, while incorporating most of the available information in a logical fashion
- When facing critical or challenging tasks, will adopt a careful approach and seek to understand the issue in-depth

Flexibility



- Has an average level of flexibility
- Enjoys a balance of variety and routine at work
- Values having some stability and predictability at work; prefers change that occurs at a slower pace
- Unlikely to make changes for the sake of change, and would rather make minor adjustments only when it makes good sense to do so
- Will be uncomfortable with both frequent change and extensive routine

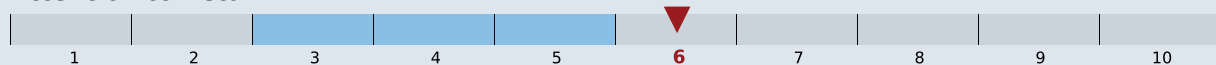
Rule-Following



- Prefers to stick closely to rules and regulations
- Enjoys having guidelines and clear expectations and instructions
- Does things by the book, even when it is inconvenient
- Is comfortable using standard operating procedures and well-established approaches
- May struggle working on tasks when given ambiguous or overly broad instructions
- Unwilling to bend procedures in order to get work done

SOMEWHAT IMPORTANT

Attention to Detail

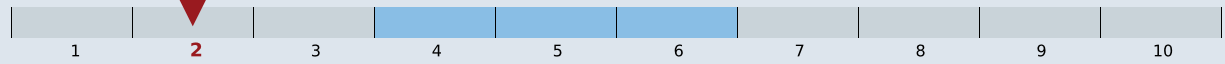


- Reports an average level of attention to detail
- Has an eye for detail that is similar to that of most people
- When work requires close attention to details, a few things may be overlooked
- Is not naturally inclined to be overly focused on minor details and specifics
- Is comfortable approaching some tasks without specific guidelines or procedures
- When tasks need to be done quickly, may be somewhat willing to cut corners
- Is able to focus on global issues and may be less likely to become bogged down on artificially high standards

Team Leader

SOMEWHAT IMPORTANT

Innovation



- Reports a low level of innovation
- Avoids unconventional ideas, preferring to use and build upon established methods
- Reports being less creative and original than most people, showing a greater appreciation for proven procedures rather than new ones
- Sees self as very pragmatic, and focuses on grounded, traditional pursuits
- Is likely to come up with practical ideas that bring about incremental change
- Is wary of new approaches and ideas