

Perspectives Personality Assessment

John Sonville

XXyy Ltd

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Introduction

The Perspectives Personality Profile is a measure of tendencies and preferences and has been developed specifically for online testing.

The Perspectives test is based on one of the most widely accepted models of personality today; namely, the 'Big Five' model of personality. Summarised by the mnemonic OCEAN, the Perspectives assessment measures Openness, Conscientiousness, Extraversion, Agreeableness and Neuroticism (Emotional Stability). It does so by examining two related traits within each broad factor. Perspectives has been developed to support recruitment, development, and talent management conversations.

Private and Confidential

This is a confidential assessment report on John Sonville. This report was requested for a specific purpose and has influenced the information and conclusions drawn. 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).

Waiver

The Perspectives is an indicator of behaviour and preference only. People Central Ltd therefore accepts no responsibility for selection or other decisions made using this tool and cannot be held responsible for the consequences of doing so.

Comparison Group (Norm)

To generate John's report, his responses have been compared to a relevant comparison group of international respondents.

Norm Group	Size
International Respondents	1650 people

Impression Management

This questionnaire contains a measure of the extent to which John attempted to manage the impression others have of him. Results suggest that John did not appear to be concerned about influencing others' perceptions of himself. These results can therefore be treated as an **accurate** representation of John's strengths and potential areas for development.

Results at a Glance

Detailed below is a summary of John's results. What this means on-the-job is detailed more fully in the remainder of this report.

Extraversion

Distant

Private, reserved; may prefer own company; may avoid the spotlight.

Accommodating

Obliging, accommodating; may prefer to follow; may be passive.



Sociable

Warm, friendly, supportive; socially confident and participating.

Assertive

Takes charge, gets things done, is forceful; may be overly controlling.

Agreeableness

Direct

Forthright, direct, and straightforward; may be overly blunt.

Hard-Headed

Rational and objective; focused on data and facts; unsentimental.



Diplomatic

Diplomatic, discrete, and restrained; is careful not to offend.

Compassionate

Empathetic, caring, and compassionate; feelings over logic.

Conscientiousness

Relaxed

Composed, patient; deals with frustrations calmly; laid back.

Informal

Less concerned about rules, process, and planning; may cut corners.



Driven

Tense, impatient, hard-driving; may find it difficult to relax.

Disciplined

Dependent on rules, process, and structure; likes order and routines.

Openness to Experience

Conventional

Conservative, conventional, values tradition; respects the status quo.

Practical

Pragmatic, realistic, down-to-earth; focused on the here-and-now.



Curious

Values change and new learning. Liberal minded and prepared to experiment.

Abstract

Imaginative, innovative; strong interest in ideas; thinks outside the square.

Emotional Stability

Emotional

Emotionally sensitive; mood swings; feelings easily hurt.

Apprehensive

Apprehensive; tends to be self-critical; dwells on past mistakes.



Composed

Emotionally stable, steady, and resilient; rarely flustered; calming.

Confident

Self-assured; rarely dwells on mistakes; may be overly confident.

Results in Detail

Extraversion

Extraversion encompasses elements such as sociability, energy, and warmth. It explores someone's need for social stimulation and level of energy. It also includes someone's preference for influence and status, and assertiveness in the company of others.



Strengths

- John should be easy to approach and talk to.
- He should feel at ease in unfamiliar social situations.
- Likely to be a confident communicator, John should make a positive first impression.
- He is likely to appreciate an environment that offers scope for social interaction.

Challenges

- John may defer to the group rather than use his initiative.
- He may dislike working on his own.
- He may get distracted by the social aspects of working in a team.



Strengths

- John should be as willing as most people to take charge of a situation.
- He should be comfortable expressing his opinion, while still being receptive to the contribution of others.
- John should stand his ground without coming across as autocratic.

Challenges

- John is likely to selectively choose when to step up and lead, and when to hold back.
- He may need help to identify when a strong versus more accommodating approach is required.

Results in Detail

Agreeableness

Agreeableness relates to one's concern for social harmony. Agreeable individuals value cooperation over conflict and are compassionate rather than suspicious and antagonistic towards others. It is also a measure of one's competitiveness, willingness to be direct, and preparedness to take charge of a situation.



Strengths

- John should appreciate the benefits of a harmonious workplace and avoid offending or upsetting others where he can.
- He should be mindful of the impression he creates.
- He should be respectful of others point of view.

Challenges

- John may need to work on ways to communicate his views diplomatically without hiding his true feelings.
- He may be too passive when providing feedback or addressing issues.
- He may hold back, rather than deliver tough feedback.



Strengths

- John should make an effort to balance facts and data with people's feelings when making a decision.
- He should be reasonably skilled at understanding how people's feelings affect decision making.
- He should make an effort to look at an issue from someone else's perspective.

Challenges

- John may need to consciously work at balancing compassion with firmness as required.
- He may need to reflect on different ways to communicate in order to capture people's attention.

Results in Detail

Conscientiousness

Conscientiousness relates to concepts of organisation, dependability, and self-discipline. This includes preferences for planning, structure and an attention to detail. Low conscientiousness is characterised by more flexible and spontaneous behaviour.

Relaxed



Driven

Strengths

- John should be no more or less driven than the average person.
- He should be mindful of the goals he wants to achieve, without needing to strive for them at all costs.
- He should be reasonably effective at getting things done.

Challenges

- John may sometimes underestimate what needs to be done to deliver results on time.
- He may not always approach tasks with sufficient urgency.

Informal



Disciplined

Strengths

- He should appreciate the need for planning without getting bogged down by details.
- He should be reasonably adept at anticipating problems and roadblocks.
- He should be as effective as most others at coordinating people and resources to get things done.

Challenges

- John may sometimes underestimate the planning involved to deliver multi-faceted, complex projects.
- He may be more tolerant of loose detail than some others would like.
- He may lack the patience for highly detailed process mapping.

Results in Detail

Openness to Experience

Openness to experience reflects one's degree of intellectual curiosity, creativity, and need for novelty and variety. It also examines one's capacity to think outside the square, to see connections between ideas and preference for working at an abstract, theoretical level.

Conventional

Curious

Strengths

- John profiles as being no more or less open to change than the average person.
- He should be open to new ways of working, yet be wary of change for changes sake.
- He should be reasonably adept at problem solving where there is limited lessons from the past.

Challenges

- John may be slower than some others adapting to change.
- He may need to discipline himself to explore an issue from a range of angles.
- He may need convincing of the benefits of doing things differently.

Practical

Abstract

Strengths

- John profiles as being more abstract than most and should enjoy creative debate.
- He should have a better-than-average ability to look beyond the obvious.
- He may see connections between ideas not easily apparent to others.
- He should be reasonably skilled at assessing the value of one creative idea over another.

Challenges

- John may need the support of others to translate his ideas into reality.
- He may have little interest in the mundane, practical aspects of a task.
- He may discount a practical solution as being too simplistic.

Results in Detail

Emotional Stability

Emotional Stability includes concepts of resilience, composure, and pressure tolerance. It also includes confidence, self-belief and freedom from self-doubt.

Emotional

Composed

Strengths

- John profiles as being more emotionally composed than the average person.
- He should have sufficient energy to meet life's challenges.
- Under periods of prolonged pressure, he should take most frustrations in his stride and not lose his cool.
- He should be better able than most at absorbing criticism.

Challenges

- Others may see John as somewhat complacent when things go wrong.
- Less likely than some others to show emotion, it may be hard to know exactly what he is thinking or feeling.
- He may not relate so easily to people whose actions are based on feelings.

Apprehensive

Confident

Strengths

- John profiles as being more confident than the average person.
- He is unlikely to dwell on things that do not go his way.
- He should be satisfied with his accomplishments.
- He should expect success more than failure.

Challenges

- John's self-confidence may prompt him to get out of his depth.
- He may miss the learnings from past mistakes.
- He may blame either the situation or others for any shortcomings.

Interview Questions

The following questions have been designed to support the interview and reference checking process for John Sonville.

Each personality score has been mapped to a series of interview questions; the most extreme scores have been colour coded red and are potentially the most important areas to check first. Higher than average personality scores are coloured amber, while average results are coloured green.

Extraversion: more sociable than average.

1. What, in your opinion, are the key ingredients in guiding and maintaining a successful business relationship? Give me an example of how these have worked for you.
2. What tactics work for you to create rapport with others? What tactics work least well for you? Give examples.
3. What sort of people do you find most challenging to talk to? Why is that?

Extraversion: a balance between accommodating and assertive.

1. Describe a time in which you were the pivotal person to defuse a volatile situation. What specific tactics did you use? What did you learn about yourself in the process?
2. Provide an example that demonstrates your ability to assert yourself without being intimidating?
3. Describe in time in which you had to make a judgement call between being assertive or accommodating in order to achieve an outcome. What considerations did you take into account?

Agreeableness: more diplomatic than average.

1. Describe a time when you dealt directly with a conflict or dispute. What was the situation and what did you learn about yourself as a result?
2. Tell me about a time when you had to settle a dispute. How did you go about identifying the issues? What was the result?
3. Describe a time when you had to relate to a variety of people, both inside and outside the organisation, and with competing needs. What approach did you take to keep everyone's interests aligned?

Agreeableness: a balance between compassionate and hard-headed.

1. Who do you think you relate better to; data-driven or more feelings-driven people? Give an example to support your decision.
2. Describe a situation in which you were able to balance your compassion with firmness?

● Conscientiousness: a balance between relaxed and driven.

1. While working towards a goal, what steps do you take to ensure you do not lose sight of other unexpected opportunities that arise?
2. What is the most recent, complex, challenging goal you have set yourself? How are you going towards achieving it?

● Conscientiousness: a balance between informal and disciplined.

1. What thinking do you go through when deciding whether a task requires careful planning or a quick decision?
2. What are the things you consider when developing a plan?

● Openness to Experience: a balance between conventional and curious.

1. Describe a situation in which you were able to take a lesson from the past and use this to solve a current problem.
2. What future trends do you anticipate in this industry over the next 5 or more years, and how could we prepare for these?
3. Describe a situation that demonstrates your ability to grasp complex or abstract ideas.
4. Where in this role do you see room for innovation, and how would you implement this?

● Openness to Experience: more abstract than average.

1. Provide an example of your ability to recognise a good idea from many.
2. Provide an example that demonstrates your ability to attend to more operational pursuits.
3. Provide an example that highlights your ability to see connections between ideas not easily apparent to others.
4. Describe an innovative work-related project that makes you particularly proud.

● Emotional Stability: more composed than average.

1. Describe a pressured situation in which you were pushed to the limit.
2. Give an example that highlights your ability to remain resilient under pressure.
3. Provide an example that shows your ability to connect with more feelings driven people.
4. What are some of the tactics you use to keep your emotions in check? Provide an example of where you have used these to good effect.

● Emotional Stability: more confident than average.

1. Please describe one area you have consciously tried to develop/improve in yourself. Why?
2. Please describe a work project/initiative which you were responsible for and which did not go well. What did you learn from this scenario about yourself?
3. Please describe a situation in which your confidence and self-belief was challenged.
4. Please describe your strengths and areas for development that would influence your performance on the job.