

Sample report

Dianne Russell
Candidate Profile

✓ Behaviour

✓ Aptitude

✓ Personality

Overview

 **Behaviour**
● Last taken 13/08/2020

-  Charismatic
-  Accommodating
-  Persistent

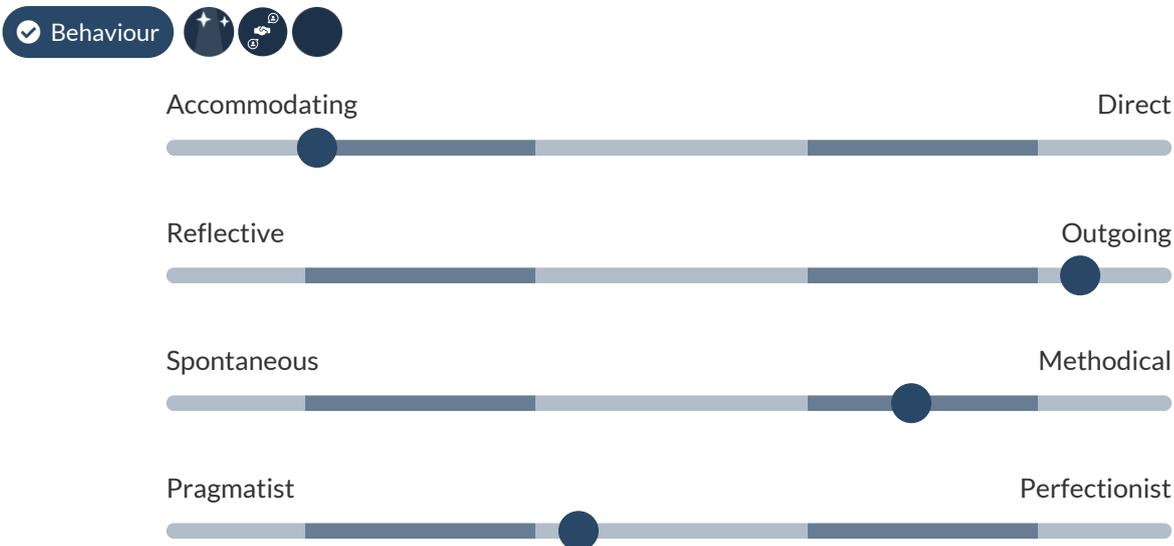
 **Aptitude**
○ Last taken 06/01/2021

-  Perceptual
-  Articulate
-  Conceptual

 **Personality**
● Last taken 16/03/2021

-  Resilient
-  Co-Operative
-  Strategic

Profile



This person is kind, accommodating and dependable. They are friendly, persuasive, charming and affable. They are good in a team and appear sympathetic, warm and willing to help. A good communicator who recognises the opinions of others. They are prepared to listen and will present things deliberately. They can see an assignment to a conclusion and are generally organised. Their best work will be obtained by them being given detailed information with which to work.

Generally diplomatic, this influential person is relatively confident and relaxed within their area of expertise. Being steady, persistent and deliberate, they prefer to deal with one task at a time. They dislike tight deadlines, are not always good at time control. They may deliberate for too long and overestimate their abilities or capacity for work. They can be obstinate, inflexible and even opinionated at times when attempting to win their way.

Being non-aggressive by nature, they prefer to do business in a friendly way. They may be seen by more assertive individuals as internally mild and often indirect. They may have difficulties in implementing their ideas or making decisions without the necessary information and support.

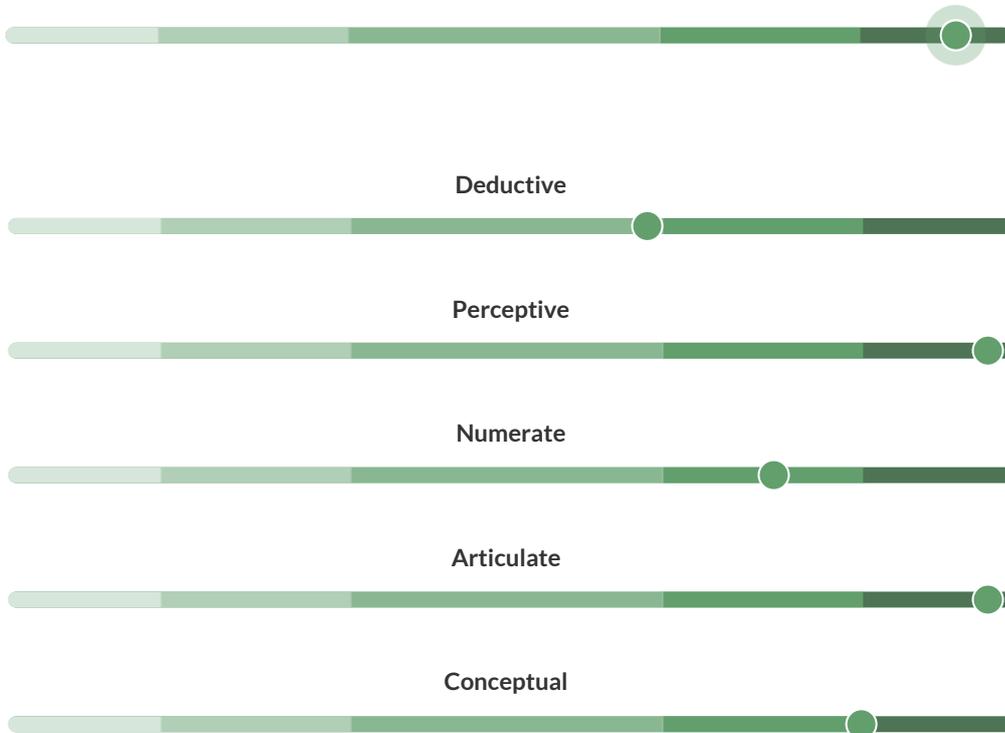
This person prefers to keep the environment friendly and harmonious. They enjoy group activities and are generally liked by others. They will invariably differentiate between friends and acquaintances, for they build true relationships slowly, basing them on trust. Not always objective, they tend to become too involved with people and their problems. They prefer to discuss any decisions they are required to make either with the team or a superior, before implementation.

✓ Aptitude

Overall High

Low

High



This person will be exceptionally fast when learning new information. They will thrive in challenging environments that require frequent problem-solving. Their exceptional learning speed should be applied whenever possible in the workplace, otherwise this person will get bored when they do not have intellectually stretching work. This person will have an extremely broad range of aptitudes and will be able to reason from most sources of information. In a group setting, this person will work extremely quickly, and others may find it difficult to keep up.

Deductive

This person's aptitude for deductive reasoning is the same as most people. This person will be able to reason from a few sources of information at once to determine logical conclusions. They will prefer people to communicate clearly, although they will be able to reason from some inferred or subtle information.

Perceptive

This person has a high aptitude for error detection, compared to most people. This person will have an exceptionally good attention to detail and will be extremely quick to identify errors in written material, calculations, or diagrams. Although it may seem counterintuitive, this person may make more errors than someone that takes their time and thoroughly checks their work.

Numerate

This person has a moderately high aptitude for numerical reasoning, compared to most people. They will be quite fast when reasoning with numerical and quantitative concepts. This person will complete mathematical calculations quickly and with few errors. They will comfortably express information with numbers.

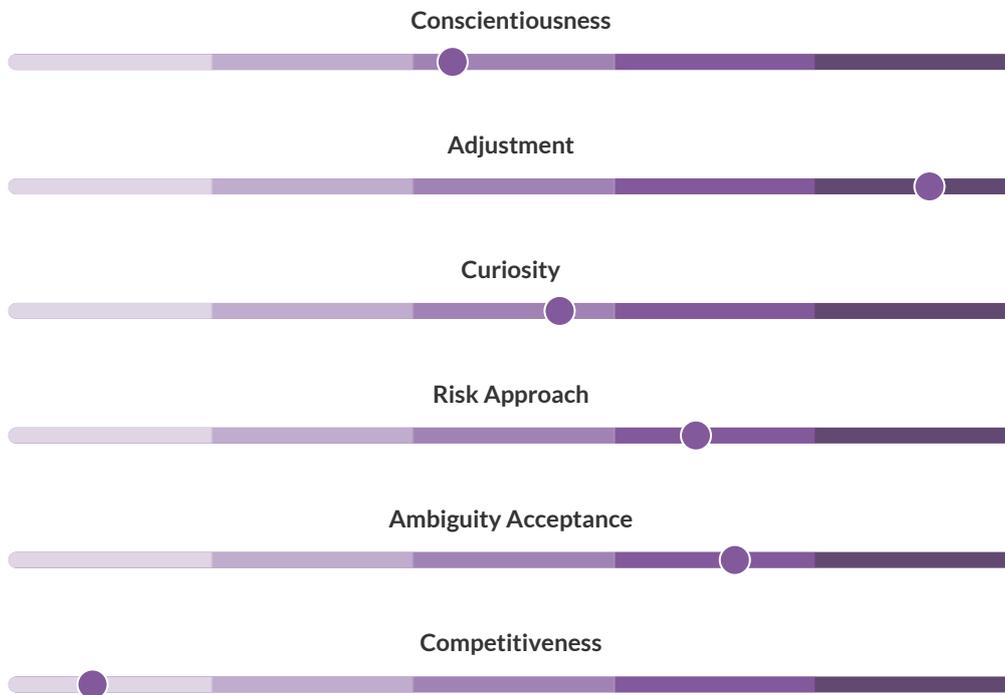
Articulate

This person has a high aptitude for verbal reasoning, compared to most people. They will have an extremely broad vocabulary and will be able to articulate themselves clearly. They will understand the subtle differences in meaning between a high number of different words. This person is likely to use complicated terms in their speech and writing. They will find it easy to pick up technical jargon and terminology.

Conceptual

This person has a high aptitude for spatial reasoning, compared to most people. This person will be exceptionally quick when interpreting visual information such as graphs, charts, maps, and blueprints. They will find it very easy to visualise and manipulate images in their mind's eye, such as potential designs, processes, or layouts.

Personality



Conscientiousness

This person will enjoy seeing a job well done and is quite motivated by success. As someone who is quite goal-oriented, they will usually set objectives to work towards that help keep them focused. However, they may also be comfortable changing their goals if priorities around them change. This means they can probably work quite efficiently but may miss small errors or details if they diverge from their plans too much. They might leave some tasks to the last minute, but they will usually avoid procrastination and will rarely miss deadlines. Due to their flexible approach, some might perceive this person as motivated with high standards, while others might view them as someone who is laid back and goes with the flow.

Adjustment

This person is exceptionally composed, even under extreme pressure. They will rarely show signs of stress or the experience of negative emotions. This person will have these feelings at times, but they will find it easy to remain focused and will not entertain negative emotions for long. Compared to most people, they will be confident in their work and self-assured in their ability to overcome setbacks. This person's extremely composed nature can make hard for others to know how they are really feeling. If this person rarely shows their emotions, others may view them as cold, aloof, and unapproachable. On the other hand, their calm and collected demeanour will give people confidence during challenging times and they may be reliably composed in a crisis.

Curiosity

This person appears to strike a balance between exploring new ideas and relying on tried and tested methods. Their approach to work may be conventional at times, but they will be open to new proposals for how to get something done. It is likely that this person will find several different topics interesting, while retaining a core set of interests that they dedicate more time to. They will generally enjoy learning new things and being exposed to different ideas, approaches and perspectives. However, they may not change their own style unless presented with strong arguments and supporting evidence. When dealing with novelty, this person probably wants time to understand how something new relates to a topic they already understand, to give them something to refer to. Their approach may help them evaluate new ideas with a more rational style, rather than embracing novelty or change for the sake of it.

Risk Approach

This person will usually address issues with people proactively, preferring to resolve things sooner rather than later. When it comes to interpersonal risk, they will feel comfortable giving feedback and advice to most people. They probably find it easy to manage conflict and may view it as a necessary way to get things done. If someone is very assertive with them, it is likely that they will stand their ground and give as good as they get. Although confrontations can be challenging, this person may be better than most at handling things tactfully. Other people may describe them as candid, forthright, and proactive.

Ambiguity Acceptance

This person will be comfortable with ambiguity and complexity in the world around them. Typically, they will view uncertainty as interesting and challenging. It is likely that they can solve abstract problems and enjoy thinking about complex concepts that do not have simple explanations. When this person is in an ambiguous situation, they will adapt quickly, even if they only have limited information. That comfort with uncertainty can be advantageous when they must deal with change, or unexpected problems. This person will probably enjoy strategic thinking and scenario planning. At times, their comfort with ambiguity might lead them to act on partial information, rather than following structured plans. They may find rigid, authoritarian environments difficult and will probably benefit from some guidelines and processes to help them stay on track.

Competitiveness

This person is not very competitive, having an aversion to competitive situations. They may find competitive and target-driven environments to be frustrating and demotivating. This person will judge their success based on their own evaluations, rarely needing external praise and recognition. They will appreciate sincere recognition of their work and will often take the time to acknowledge where other people helped them succeed. They will be a committed team player who wants everyone to succeed together, greatly disliking win or lose, 'winner takes all' approaches. Compared to most people, they will not seek glory and they will often champion the achievements of others over their own.

Communication Style



This person has the natural characteristics required for good verbal and written communication. Due to their friendly and usually outgoing manner, they are likely to add enthusiasm to a subject. They will tend to listen to opinions and adapt their behaviour in order to win their way and are likely to be prepared to involve others in terms of communication. This person's profile suggests that although they will be comfortable asserting their views in their own area of expertise, they may avoid conflict of opinion if they are dealing with issues outside of their remit. Therefore, it may be beneficial to assess this person's general assertiveness as it is a trait that is linked to effective leadership.

Decision Making



This person is a consultative decision maker and will always try to obtain a consensus before acting. They very often come up with independent ideas but will hesitate to put them into practice without agreement from their team or superiors. Decisions this person does take will have been thought through and will have taken the needs of their team or colleagues into consideration.

Strengths



- Accomplished verbal communicator
- Exhibits poise
- Motivates people to act
- Conserves assets
- Demonstrates empathy
- Deliberates before taking decisions or action
- Staying power within an organisation and/or on projects that can be repetitive
- Can find tasks to be intellectually stimulating even though routine in nature
- Calm, unruffled manner, consistent and steady under pressure
- Persistent and well organised
- Cautious and conservative
- Good listener and empathetic
- Natural service orientation

How To Motivate



This person is motivated by public recognition, monetary rewards, and recognition for a job well done. Additionally, they enjoy personal attention, reassurance and security of situation.

Should this person have a boss, then ideally that person will be a participative and diplomatic leader, who considers people and has the ability to give them confidence, a sense of urgency and conditioning prior to change. The boss should also recognise that this individual works best within the security of a structured working environment.

How To Manage



The most effective way of managing this person is to show a personal interest and communicate with them on a frequent and regular basis. They respond well to a boss who is part of the "team". It is important that they feel they are something more than just an employee. Long distance management is unlikely to elicit a positive response from this team-orientated individual.

They seek security through continuity and a sense of belonging. Consequently, their manager needs to provide a well structured working environment, supported by established working and reporting procedures. This person responds well to genuine public appreciation of their efforts. However, their manager should be aware that insincere platitudes are likely to be counterproductive. Show this person that you appreciate their contribution and they will normally reciprocate with loyalty and increased effort.

How To Onboard



This person is likely to need their manager's support when making decisions. Particularly if they are of an unpopular nature or require a swift reaction. The manager would be advised to advocate a policy of consultative decision making with this person.

Although they are administratively competent, they can labour unnecessarily when analysing data. They would therefore appreciate the provision of analysed rather than raw data. Advanced notice and reassurance in times of change are an essential form of managerial support.

Maximising Potential

- Strive to maintain the status quo, but if change is necessary provide them with support and reassurance
- Set realistic timescales and help them meet deadlines
- At times of extreme pressure, help them prioritise their tasks
- Give them a secure structured working environment and clearly define the work parameters
- Recognise, if their mind is made up they can be difficult to move
- Be aware that they may make trivial mistakes if the work becomes too detailed

Leadership Style



This person's profile indicates that their leadership style is personable and procedural. Their leadership skills may be suited for specialist areas of expertise. They would likely perform best in an organisation whose culture is structured and democratic. They are likely to have a collaborative approach and will tend to build positive relationships with their colleagues. However, they may be reluctant to address underperformance to avoid compromising their relationships at work.

Their leadership potential will also depend on aspects of their emotional awareness and level of fluid intelligence

Leadership Strengths

- Comfortable working with people in a structured environment
- Has respect for tradition and tried and tested methods
- Friendly by nature, gains the trust of others
- Likely to be a good mentor
- Helps others and enjoys providing a service
- Loyal and hardworking

Interview Guide

By comparing the assessment results of Dianne Russell with the Senior Sales Executive job profile, our data/algorithm has recommended these as the most important questions to use in the interview.

The questions are also ordered based on how much value they are likely to add to an interview.

Can you provide an example of a time in a previous role where you have stood by a decision/opinion and what was the outcome?

Why are we recommending this question?▼

You should ask this question because you wanted a candidate that was independent and Dianne Russell scores much lower on some of the Behaviour traits that are related to this characteristic.

When you have multiple deadlines, how do you organize or prioritize upcoming projects?

Why are we recommending this question?▼

You should ask this question because you wanted a candidate that was driven and Dianne Russell scores much lower on some of the Personality traits that are related to this characteristic.

How would you approach working on multiple projects simultaneously? How would you make sure that they are all being moving forwards at a fast pace?

Why are we recommending this question?▼

You should ask this question because you wanted a candidate that was driven and Dianne Russell scores much higher on some of the Behaviour traits that are related to this characteristic.

Can you think of a time where you have become frustrated by others' not taking action? What strategies did you implement to keep the project moving forward?

Why are we recommending this question?▼

You should ask this question because you wanted a candidate that was independent and Dianne Russell scores lower on some of the Personality traits that are related to this characteristic.