

Personality Assessment

Predict job success and better understand the way your people work



Understanding a person's personality traits provides valuable insight into how and why an individual approaches their work in a certain way and whether some of these traits have the potential to become derailers in the workplace.

The Personality assessment gives a deep awareness into the traits that drive the way your people work, providing insight into areas such as goal setting, coping with stress, handling change, creativity, risk, and competition. This understanding of the underlying traits that drive how an individual works and interacts with those around them gives you the best possible predictive insight into how well someone will fit a job role, and can help you to better support, manage and communicate with your people.

The Personality assessment gives you a much greater understanding of your people than a CV and interview can, helping answer questions such as:

- > How well will they cope in stressful situations?
- > Do they have a strong work ethic?
- > Are they comfortable with the unknown?
- > Are they open to new ways of working?
- > How do they deal with difficult conversations?
- > Will they thrive in a competitive environment?

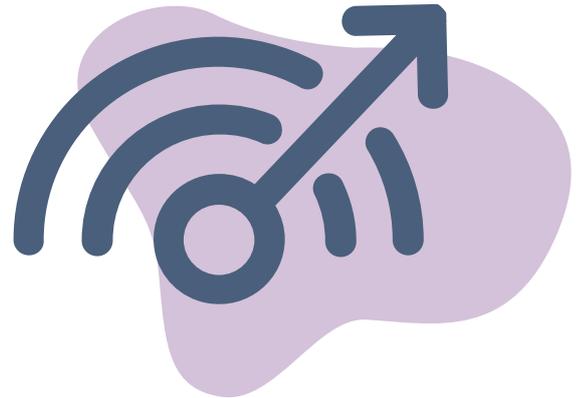


The Thomas Personality assessment is powered by the High Potential Trait Indicator assessment, or HPTI, which was developed by renowned work psychologist Ian MacRae and Prof. Adrian Furnham in 2006. It is based on the globally recognised and respected **Big Five psychological theory** – one of the most widely researched and accepted psychological models of human personality. The assessment has been optimised for the workplace using a six-trait model, measuring **Conscientiousness, Adjustment, Curiosity, Risk Approach, Ambiguity Acceptance** and **Competitiveness**. An individual's responses are shown on a continuum for each of the 6 traits measured, ranging from Very Low, Low, Moderate, High, and Very High. The Personality assessment has been extensively validated and optimised for workplace applications following psychometric research with thousands of participants.

What is personality?

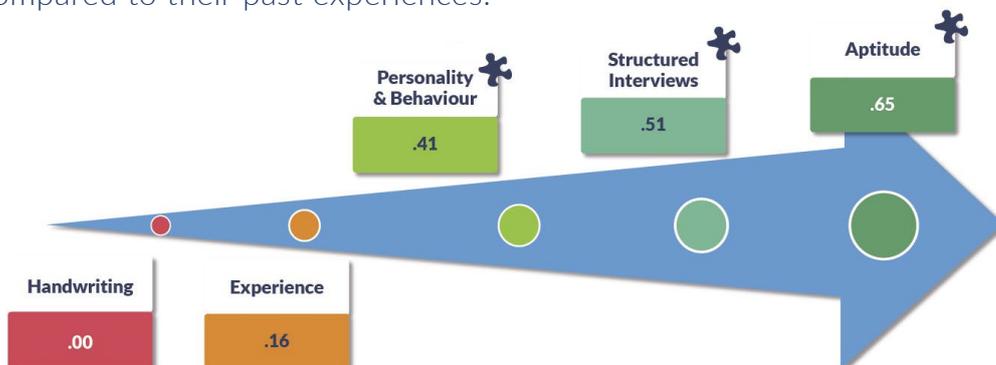
Personality is the combination of values, world views, set responses, patterns of thought, and characteristics, which are relatively stable aspects of an individual. It is the innate qualities of a person that have evolved through a combination of genetic and environmental factors. All these characteristics develop at an early age and usually remain stable and constant in a person.

By incorporating a personality assessment into your hiring process, you will understand more about an individual's openness to change, whether they thrive in competitive environments, how they adjust to stressful situations and whether they are more likely than others to strive for success.



How can the Personality assessment help you?

When you are recruiting a new member of your team, knowing that they have the right experience and qualifications is one thing, but these do not effectively predict the likelihood of success in the role. Research by the American Psychology Association inc. by Frank L. Schmidt & John E. Hunter (1998) showed that individuals' personality traits as well as behavioural traits and aptitudes are better linked to higher employee productivity and performance in one's role compared to their past experiences.



Thomas' Personality assessment enables you to look at different personality traits in context to different roles. Here are some examples of how measuring specific personality traits can give you insight into an individual's potential for success in a particular role.

The competitive, goal-focused Sales Manager

Thriving in changing and ambiguous environments is essential in the current landscape of sales (Ambiguity Acceptance trait). By looking for individuals motivated by power and influence (examining the levels of the Competitiveness trait they display), you will recruit a manager that will want to win and drive your sales strategy. Equally important for a successful Sales Manager is being self-motivated, focused on goals as well as how to reach them (their Conscientiousness).

The diligent, outgoing successful Salesperson

Studies indicate that conscientiousness as well as extraversion (which is an element of Curiosity) are related to sales success. However, conscientiousness has been found to be the most significant and positive predictor of sales performance in a meta-analytic review of predictors of job performance for salespeople (Vinchur, Schippmann, Switzer et al. 1998).



The emotionally adjusted, comfortable with uncertainty Leader

Insight into someone's leadership style can assist you in recruiting the right person for your next leadership role. Knowing that they can drive innovation in their team (their Curiosity) but still make their team feel comfortable through high pressure and stressful situations (high levels of Adjustment) is crucial with employees' mental health becoming an increasing concern for organisations today.

The conscientious, exceptionally composed Healthcare worker

Healthcare workers face extremely stressful situations daily, so ensuring that you recruit someone that will be calm under pressure and stay composed in most circumstances (having a high level of Adjustment) will ensure that you retain your key personnel in these roles.



What do you get from the Personality assessment?

Thomas Perform helps you explore how someone's personality influences their suitability for certain roles and delves into their fit further with our dynamic interview guides.

When used for recruitment, alongside the Behaviour and Aptitude assessments, the Personality assessment can help you match an individual's personality and behavioural traits as well as aptitudes to those that are important for success in the role.

This invaluable insight can help you to reduce unconscious bias, make better, more informed people decisions and build an engaged, productive workforce.



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We've put in robust processes with regards to the aptitude, behaviour and personality assessments at the recruitment phase, so we have a well-rounded view of a candidate.

Alan Reilly, Organisation Learning & Development Manager, Version 1



The six traits measured in the assessment give deep insight into your people that are relevant throughout the employee lifecycle:

Conscientiousness



People with high levels of Conscientiousness tend to be focused on goals and how to reach them. They will usually be self-motivated. Those with lower levels of this trait tend to be relaxed and easy-going, taking things as they come.

Ambiguity Acceptance



People with high levels of Ambiguity Acceptance thrive in uncertain situations and enjoy complexity. Those with lower levels of this trait prefer high levels of clarity and direct solutions to problems.

Adjustment



People with high levels of Adjustment are calm under pressure and rarely experience stress or negative emotions. Those with lower levels of this trait can have more intense emotional reactions to stress and pressure.

Risk Approach



People with high levels of Risk Approach are keen to solve interpersonal issues proactively, not being afraid of confrontation. Those with lower levels of this trait tend to be more agreeable and avoid conflict with others.

Curiosity



People with high levels of Curiosity often like novelty, learning and variety in the world around them. Those with lower levels of this trait prefer conventional approaches and trusted methods.

Competitiveness



People with high levels of Competitiveness are motivated by power and influence, always wanting to win. Those with lower levels of this trait prefer non-competitive environments that focus on group cooperation.

In addition to this, your candidates receives instant feedback within the Thomas Profile application upon completion of the assessment, providing them with valuable insight into their personality traits, how these are likely to impact the way that they work, as well as how others might view them.

Personality

Last taken 19/09/2019

Perfectionist Conventional **Inquisitive**

Conscientiousness

Your responses suggest that you prefer to be spontaneous and go with the flow. It's likely that you enjoy being adaptable, rather than sticking to firm commitments, and you may get caught up in the moment. You're likely to find meaning in many things outside your work life.

In the workplace, you may find rigid schedules constricting and prefer to let things happen when you are ready for them, instead of fitting someone else's schedule. You may find that you do some of your best work at the