

FindingPotential Personality

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Personal Premium Report



CANDIDATE: JAYNE BRIGHT
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SENSITIVITY: HIGH

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Introduction

This report is confidential and is intended solely for **Jayne Bright** who completed the Personality Questionnaire on **22/06/2021**.

The questionnaire asked you to describe your behaviour, preferences and approach in relation to different aspects of your life. This report has summarised your 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 your personality, it is important to recognise that it is based only on the answers you gave and is your own view of your behaviour, rather than how your personality might be described by another person. Nevertheless, this report should give you some important clues to understanding the way you see yourself and is likely to enable you to make some predictions about your 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 you get to preference scores 1, 2, 3 or 8, 9, 10, the closer your 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 your Personality Profile Chart, this report summarises all of your 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 your 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. This report should give you some useful pointers about your personality, but the results must be viewed in the context of what you already know about yourself.

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

We strongly recommend you complete the Personality questionnaire again in 18 months. You can do this by going to www.findingpotential.com.

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Personality Profile

	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 Consistency - Answered the questionnaire in an inconsistent manner.	■	■	■	■	■	■	■	■	■	■	High Consistency - Answered the questionnaire in a highly consistent manner.

NORM GROUP: UK GENERAL POPULATION



Personality Profile In-Depth

Extraversion

A. Unassertive v Assertive

Your Preference **2**

You see yourself as someone who prefers to let other people take the lead, someone who is happy to allow others to steer and influence the group. Typically you avoid trying to convince others of your own views and opinions, preferring instead to give people the space to make up their own minds and go in their own direction. You are quite likely to follow the directions of others and accept the consensus view.

B. Low Profile v Gregarious

Your Preference **4**

You see yourself as someone who likes to mix with people, but in a more restrained rather than boisterous way. You are likely to respond positively to the attention of others, but will avoid becoming the centre of attention yourself. You are prepared to make small talk with new people as necessary, but will often end up talking just to friends or people who you know. Overall, you like the company of others, but need some personal space for yourself as well.

C. Guarded v Engaging

Your Preference **7**

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



Personality Profile In-Depth

Openness

A. Down to Earth v Imaginative

Your Preference **7**

Your approach to thinking is likely to be a balance between reality and imagination. So while you may come up with a number of new ideas or approaches, they are more likely to be realistic and grounded, rather than truly radical or original. Many of your ideas may actually turn out to be improvements or advances on the notions of others, potentially improving existing systems or processes.

B. Variety Avoiding v Variety Seeking

Your Preference **7**

You are someone who generally seeks a balance between variety and routine in your work. While you can probably cope with some of the more repetitive aspects of your work, you are also likely to welcome some changes in the content and pace of what you do. Overall, you have a preference for some stability in your environment, but also with enough flexibility and variation to keep you focused and interested.

C. Uncomplicated v Analytical

Your Preference **6**

You see yourself as having a balance between theoretical and practical thinking. On the one hand you are likely to consider more abstract ideas and concepts, but not to the exclusion of more practical or pragmatic issues. You may sometimes be interested in theory or analysis but mainly to the extent it can help you solve a practical problem. You do not necessarily shy away from more complex issues, but do not have a particular interest in them either.



Personality Profile In-Depth

Agreeableness

A. Sceptical v Trusting

Your Preference **7**

You see yourself as someone who shows a balance between being too sceptical and too trusting of others. So in many situations you are prepared to believe in the honesty or integrity of people, but without losing all sense of caution or concern. You are likely to have more confidence in your friends or people close to you, but much more careful and wary in your dealings with people who you do not know.

B. Self Interested v Benevolent

Your Preference **4**

You describe yourself as taking 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 you are in, or may be to do with the different ways you react to strangers rather than to friends. Additionally, while you may sometimes be reluctant to get involved with others, you 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

Your Preference **6**

You feel you take a balance in your reactions to the concerns of others. So although you may not normally react to the problems of strangers, you are likely to empathise with your friends and show an understanding of their needs. Additionally, although you are less likely to dwell on the difficulties of others, you may still sympathise with other people, even if you choose not to do much about it. Possibly you would respond to people in more serious need or distress.



Personality Profile In-Depth

Conscientiousness

A. Unorganised v Organised

Your Preference **1**

You see yourself as someone who tends to work on the spur of the moment, and who likes to deal with things as they arise, rather than spending too much time planning and working out how to best tackle your workload. You probably have a more flexible and spontaneous approach to your work, and indeed may find you can cope well in a fast-moving environment. On the other hand, you may find that you overlook things, make unexpected errors and may also find yourself being easily distracted. Although you will generally accomplish some of your key objectives, there is a likelihood that you may start more things than you actually finish.

B. Independent v Diligent

Your Preference **4**

You see yourself as having a variable pattern in your views and respect for rules and procedures. On the one hand you are happy to go along with many of these, but may not always see the need to follow them all. In these situations you may feel tempted to take a short cut or two, particularly if there is no obvious negative impact on the organisation. In general you appreciate the need for organisations to have rules and procedures but may not always adhere to them yourself.

C. Easy Going v Achieving

Your Preference **4**

You are likely to show a moderate level in your need to achieve your personal goals and objectives. So while you are likely to appreciate some progression in your career, you are not so driven that you spend all your energy in trying to attain it. Also, while you may set yourself some personal goals and standards, you will not be over-concerned if you do not meet them all. You do gain some personal satisfaction from meeting your objectives, and will generally respond to targets set by your manager.



Personality Profile In-Depth

Resilience

A. Worrying v Relaxed

Your Preference **9**

Overall, you see yourself as a relaxed and calm individual, who rarely gets bothered by issues and who typically takes things in their stride. You are generally quite immune to stress and anxiety, and are not easily worried by particular events or circumstances. Additionally, you are less likely to become flustered in a crisis. It may be worth noting, however, that others may sometimes see you as too laid back or unconcerned about the situation facing you.

B. Irritable v Composed

Your Preference **6**

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

C. Pessimistic v Optimistic

Your Preference **5**

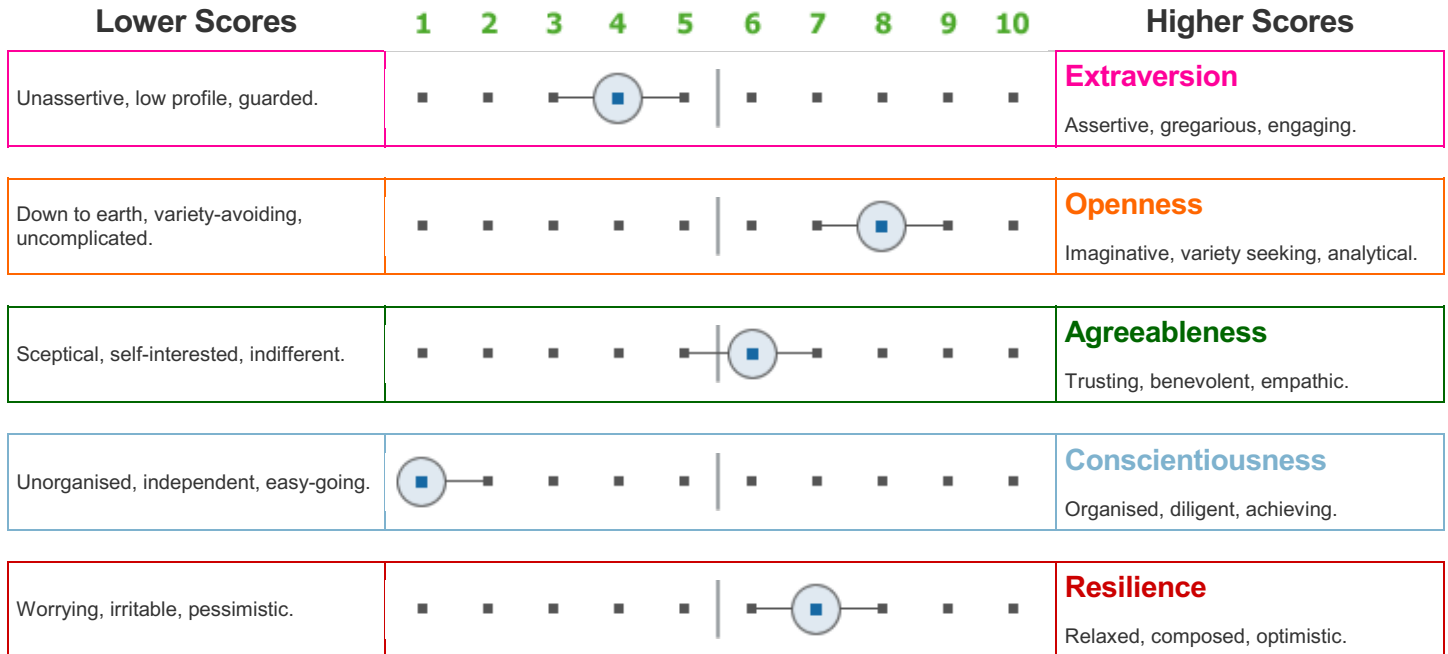
You see yourself as having a balance in your behaviour regarding optimism and pessimism. So while you may generally expect things to go quite well, you do not assume everything will work out perfectly all of the time. Overall, you may describe yourself as a realist and could find that you can help others to strike a balance between over-confident optimism and over-gloomy pessimism.



The Big 5 Personality Profile

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 your results in terms of these Big 5 personality domains.

Your Big 5 Personality Profile is shown below and is based on combining the results of all your 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 your Big 5 preferences, including more general information about your Work Preferences and Possible Jobs that you may be suited to.



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The Big 5 In-Depth

Extraversion

Your Preference: 4

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

You are someone who is moderately sociable, and who quite likes to be in the company of others, where you can interact in a pleasant and engaging way. However, you are not someone who necessarily needs to assert themselves or become the centre of attention, preferring others to take on that role. Happy to share some of your opinions with others, you are also someone who values their own privacy and personal space. Overall, you 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

Possible Jobs

Lower Scores	Higher Scores
manufacturing operatives, mechanics, warehousing and distribution staff, science researchers, librarians, museum staff, train drivers, lorry drivers, engineers, craftspeople, IT and computer specialists, farmers, gardeners	sales people, marketers, advertisers, managers, politicians, public relations staff, actors and performers, lawyers, counsellors, teachers, linguists and interpreters, restaurant staff, receptionists, bank staff



The Big 5 In-Depth

Openness

Your Preference: 8

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.

In general terms, you see yourself as open and receptive to a wide range of experiences and ideas. You like variety and change, are interested in more abstract notions and concepts, and are likely to see yourself as more imaginative and creative than the norm. You are typically curious, reflective, and insightful, and may easily become bored through a lack of intellectual stimulation. You will also find it uncomfortable to have to stick to set procedures and routines. You respond positively to complexity and originality, but other people may sometimes view you as somewhat cerebral, over-analytical, and may too clever or imaginative for your own good.

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• having 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

Possible Jobs

Lower Scores	Higher Scores
administrators, accountants, applied scientists, technicians, security staff, police, farmers, manufacturing operatives, lorry drivers and transportation staff	entrepreneurs, artists, architects, consultants, theoretical scientists, fashion designers, media staff, writers, journalists, counsellors, research and development staff, social scientists, actors, lawyers and judges



The Big 5 In-Depth

Agreeableness

Your Preference: 6

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.

You show a balance in your tendency to behave in a more self-interested way versus being more co-operative and understanding of others. Your position will probably shift according to your circumstances and will also depend on whom you are dealing with. While not always tolerant and sympathetic, you are prepared to work in a team and offer your genuine assistance to others, particularly if the outcome is likely to be positive both to you and to your colleagues. You are likely to be supportive and helpful to your friends, but not to people whose motives you question or to people who you do 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

Possible Jobs

Lower Scores	Higher Scores
auditors, bank managers, scientists, lawyers, judges, security staff, police, sales people, managers, military personnel	customer service staff, teachers, counsellors, welfare staff, nurses, therapists, social workers, writers, doctors, physicians, restaurant staff



The Big 5 In-Depth

Conscientiousness

Your Preference: 1

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.

You tend to approach your work in a more casual and easy-going way. You will typically find yourself starting a number of tasks but may often find that you do not finish them all. Somewhat disorganised and unsystematic, you may find that your work contains errors or omissions, which may need to be picked up by others. You are not necessarily someone who sticks to the rules, or works to set standards, and indeed may only do what is required to get by. Although you may feel you have a more relaxed, laid-back, and spontaneous approach to work, others may sometimes describe you as being relatively unproductive or unreliable.

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

Possible Jobs

Lower Scores	Higher Scores
researchers, academics, writers, labourers, actors, artists and entertainers	executives, managers, engineers, administrators, banking staff, doctors, surgeons, health technicians, police, security staff, auditors, physical scientists, librarians and museum staff



The Big 5 In-Depth

Resilience

Your Preference: 7

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

Overall, you see yourself as a moderately resilient and stress tolerant individual. You tend to remain calm under normal circumstances, but will react more strongly to pressure or a crisis. While quite patient, and keeping your feelings under control, you may respond negatively if someone interrupts you or gets in the way of something important to you. You are likely to maintain a balance between being too optimistic and too gloomy and will generally not get too rattled or upset.

Work Preferences

Lower Scores	Higher Scores
<ul style="list-style-type: none"> • working where support or assistance is freely 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

Possible Jobs

Lower Scores	Higher Scores
warehousing and distribution staff, scientists and researchers, assembly workers, administration staff, librarians and museum staff	pilots, air traffic controllers, train drivers, lorry drivers, transport staff, military staff, police and security staff, surgeons, nurses, public speakers, politicians, teachers



Team Types Profile

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 your results in terms of the roles generally described by leading researchers in this field.

Your Team Types Profile is based on combining the results of all your 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 your particular team role (or roles) is likely to add constructively to this mix.



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