

FindingPotential Personality

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Recruiter Standard Report



CANDIDATE: JAYNE BRIGHT
REPORT GENERATED: 22/06/2021
SENSITIVITY: HIGH



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Introduction

Please note this report is confidential and is produced on behalf of **Jayne Bright** who completed the Personality Questionnaire on **22/06/2021**.

The questionnaire asked Jayne to describe her behaviour, preferences and approach in relation to different aspects of her life. This report has summarised those 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 her personality, it is important to recognise that it is based only on the answers she gave and is her own view of her behaviour, rather than how her personality might be described by another person. Nevertheless, this report should give you some important clues to understanding the way Jayne sees herself and is likely to enable you to make some predictions about her 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 to preference scores 1, 2, 3 or 8, 9, 10, the closer her 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 the Personality Profile Chart, this report summarises her responses under five broad categories ("The Big 5 of Personality") of Extraversion, Openness, Agreeableness, Conscientiousness and Resilience. We also provide information on her 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.

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

We strongly recommend she completes the Personality questionnaire again in 18 months.

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Personality Profile

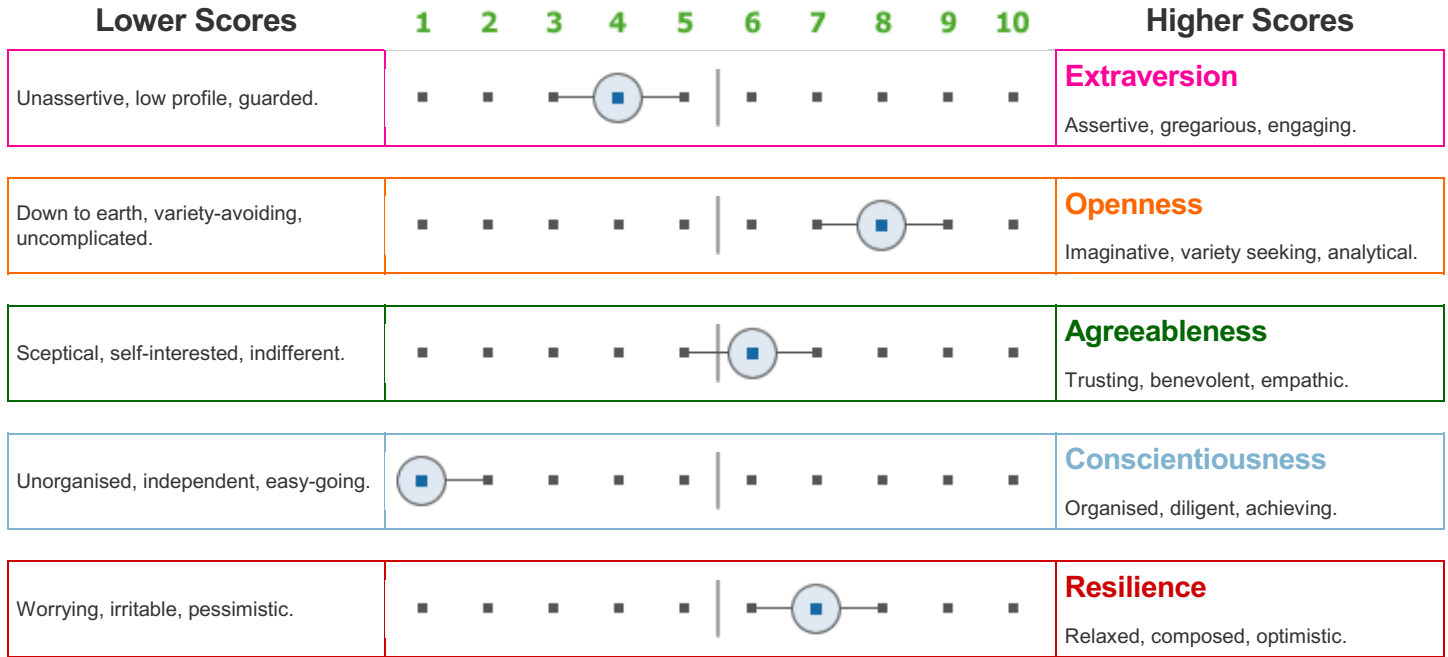
	Lower Scores	1	2	3	4	5	6	7	8	9	10	Higher Scores
EXTRAVERT	Unassertive - Lets others lead, not influential, accepts decisions.	■	●	■	■	■	■	■	■	■	■	Assertive - Takes the lead, influential and challenging.
	Low Profile - Prefers to keep in the background, not very talkative.	■	■	■	●	■	■	■	■	■	■	Gregarious - 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.

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The Big 5 Personality Profile

The Big 5 Personality Profile is shown below and is based on combining the results of all 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.



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Team Types Profile

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



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