FindingPotential
Personality

YOUR LOGO HERE

Competency Report for General Roles

CANDIDATE: **JAYNE BRIGHT**

REPORT GENERATED: **22/06/2021**

SENSITIVITY: **HIGH**

We like our reports to have an impact on you - but not the environment. Please only print the pages you need.

© greatwithtalent ltd 2021
great{with}talent and FindingPotential are trademarks of greatwithtalent ltd which is registered in the United Kingdom and other countries.
www.findingpotential.com | support@greatwithtalent.com | +44 (0) 333 012 4649

Introduction

Jayne Bright completed the Personality Questionnaire on **22/06/2021**. To get the most from this report, it should be used in conjunction with her Personality Personal Premium Report.

The questionnaire asked Jayne to describe her behaviour, preferences and approach in relation to different aspects of her life. This report has summarised Jayne's responses against a core competency (behaviour) framework and compared with the responses of other professionals who have completed the Personality Questionnaire.

When considering this report's description of Jayne's preference in relation to these competencies, it is important to recognise that this report is based only on the responses she gave in the Personality Questionnaire. These results are not an indication of her ability to perform the **16** competencies, but rather an indication of her preference for behaving in relation to each one. Nevertheless, this report should give some important insight into different aspects of Jayne's behaviour at work.

In the Competency Profile Charts on the following pages, a **preference** of:

8, 9 or 10 indicate stronger preferences in relation to Jayne's behaviour at work

4, 5, 6 or 7 indicates Jayne's preferences in these areas as the same as most other professionals

1, 2 or 3 indicates that these are Jayne's least preferred behaviours at work.

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 Jayne's preferred style of working, but the results must be viewed in the context of what you already know about her.

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.

greatwithtalent ltd can accept no liability for the consequences of the use of this report and this includes liability of every kind (including negligence) for its contents. This report is confidential and should not be published in any way. greatwithtalent ltd and its associated companies cannot guarantee that the contents of this report are the unchanged output of the online reporting engine.

Working Styles Summary

Set out below are Jayne's preferred Working Styles, remember these results **are not** an indication of her ability to perform any of the **16** competencies.

Jayne's Preferred Working Styles

More Preference	Typical Preference	Less Preference
Innovation	Personal Leadership	Influencing and Persuading
Operating in Change	Effective Networking	Organisational Skills
	Collaborative Working	Dependability
	Customer Focus	
	Analytical Skills	
	Technical Capability	
	Strategic Perspective	
	Decision Making	
	Resilience	
	Drive for Results	
	Personal Development	

Key for Categories
The above table represents Jayne's preferences in relation to the competencies when compared to other people who completed FindingPotential Personality. The key below explains how the five colours represent different strengths of preference.

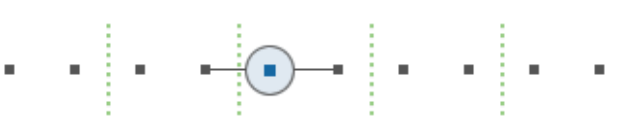
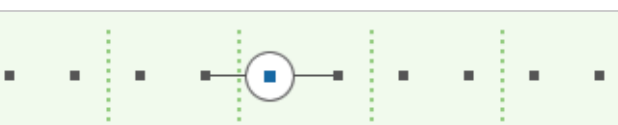
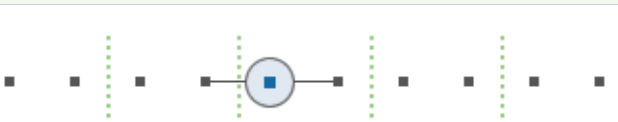
Very strong preference for the competency compared to most people
Slight preference for this competency
Preference for this competency is typical of most people
Slightly weaker preference for this competency
Far weaker preference for this competency

© greatwithtalent ltd 2021. All Rights Reserved.

Competency Profile Chart #1

Relationship Management

This area focuses on Relationship Management. It looks at Jayne's personal preferences in terms of relationships with others. This includes the extent to which Jayne is likely to take responsibility for her own actions, build effective networks and customer relationships, collaborate with others as well as looking to influence and persuade others.

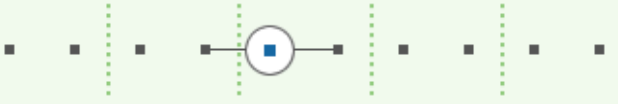
Competency	<< Less Preference / More Preference >> 1 2 3 4 5 6 7 8 9 10
Personal Leadership Takes responsibility for their own actions. Proactively takes on additional responsibilities and drives their own performance. Lives their own values, actively acknowledges and seeks feedback from others.	
Effective Networking Interacts well with a wide range of people, building an effective network across the business. Uses their network to stimulate ideas and to help drive collective performance. Comfortable representing their own views whilst respecting others opinions.	
Collaborative Working Looks to understand others' perspectives and objectives. Respects different styles/approaches, whilst adapting their own style to enable them to work effectively with others.	
Customer Focus Builds effective customer relationships to ensure their needs and expectations are understood. Understands the importance of the customer to the business, seeking regular feedback whilst being prepared to say no when needed.	
Influencing and Persuading Presents simple, impactful messages in a compelling manner. Changes their emphasis and approach to address resistance, focusing on the value their ideas will bring different stakeholders. Confidentially negotiates effective outcome.	

© greatwithtalent ltd 2021. All Rights Reserved.

Competency Profile Chart #2

Execution Focus

This area relates to **Execution Focus**, how Jayne is likely to take on tasks and try to get things done. This includes the extent to which she likes to analyse information and focus on the technical aspects of her work, as well as how likely she is to consider the bigger picture or come up with creative ideas. It also reflects her preferences for structuring and planning her work and her approach to making decisions.

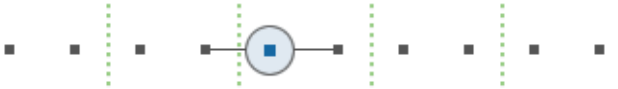
Competency	<< Less Preference 1 2 3 4 5 6 7 8 9 10 More Preference >>
Analytical Skills Breaks a problem down to its core elements. Draws on different data sources to inform their thinking, identifying the most pertinent issues within this. Incorporates the emotive elements of a situation into their thinking, before make sound inferences based on the available information.	
Technical Capability Has the necessary knowledge, skills and proficiency to conduct their role. Demonstrates mastery in their area of technical capability. Stays up to date with advances in their field and commits to their continuous development.	
Strategic Perspective Understands the wider context in which they operate, being quick to spot new opportunities. Has a clear view of the future needs for their part of the organisation, balancing immediate needs with longer-term requirements. Considers issues from an organisational as well as local perspective.	
Innovation Willing to challenge existing mindsets and ways of operating, exploring alternative ways to address a problem. Generates a range of options and ideas, whilst building on the ideas of others. Prepared to take a degree of risk in implementing new ideas.	
Organisational Skills Establishes clear priorities and builds plans to ensure delivery on time. Works in a systematic manner and manages resources efficiently. Quickly adapts plans as circumstances require. Sees things through to completion.	
Decision Making Ensures they understand the critical success factors, and assesses a range of possible options, before making a decision. Steps back and seeks alternative perspectives when faced with unfamiliar scenarios. Willing to make decisions without access to all the information. Considers the implications of their decisions beyond the immediate issue.	

© greatwithtalent ltd 2021. All Rights Reserved.

Competency Profile Chart #3

Personal Effectiveness

This area looks at **Personal Effectiveness**, focusing on how Jayne tends to operate when faced with change, under pressure and in relation to her own development. This includes her preferences for dealing with change and handling pressure. It also reflects how goal driven she sees herself and the emphasis she is likely to place on doing what has been committed to and investing in her own development.

Competency	<< Less Preference 1 2 3 4 5 6 7 8 9 10 More Preference >>
Operating in Change Sees change as a normal part of their working life, readily taking on changing priorities and adapting their way of operating to meet changing demands. Able to operate within ambiguity, without clear guidelines or parameters.	
Resilience Remains calm and maintains a positive attitude when faced with difficult circumstances. Thrives under pressure, remaining focused despite distractions. Quickly recovers from setbacks.	
Dependability Conscientious and thorough in their approach to work, delivering what they promise to the necessary standard. Behaves in line with the organisation's values and ethical principles.	
Drive for Results Strives for outstanding results, setting themselves high standards and being driven by targets. Pursues goals with energy, actively seeking opportunities to improve.	
Personal Development Takes responsibility for their own development, setting clear goals in the process. Seeks out new development opportunities, learning from their successes and failures. Proactively asks others for their feedback.	

© greatwithtalent ltd 2021. All Rights Reserved.