

FindingPotential - Personality

Personal Standard Report



CANDIDATE: JAYNE BRIGHT
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CONFIDENTIALITY: HIGH





Introduction

This report is confidential and is intended solely for **Jayne Bright** who completed the FindingPotential Personality Questionnaire on **20/04/2009**.

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 and 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 FindingPotential Personality questionnaire again in 18 months. You can do this by going to www.findingpotential.com.

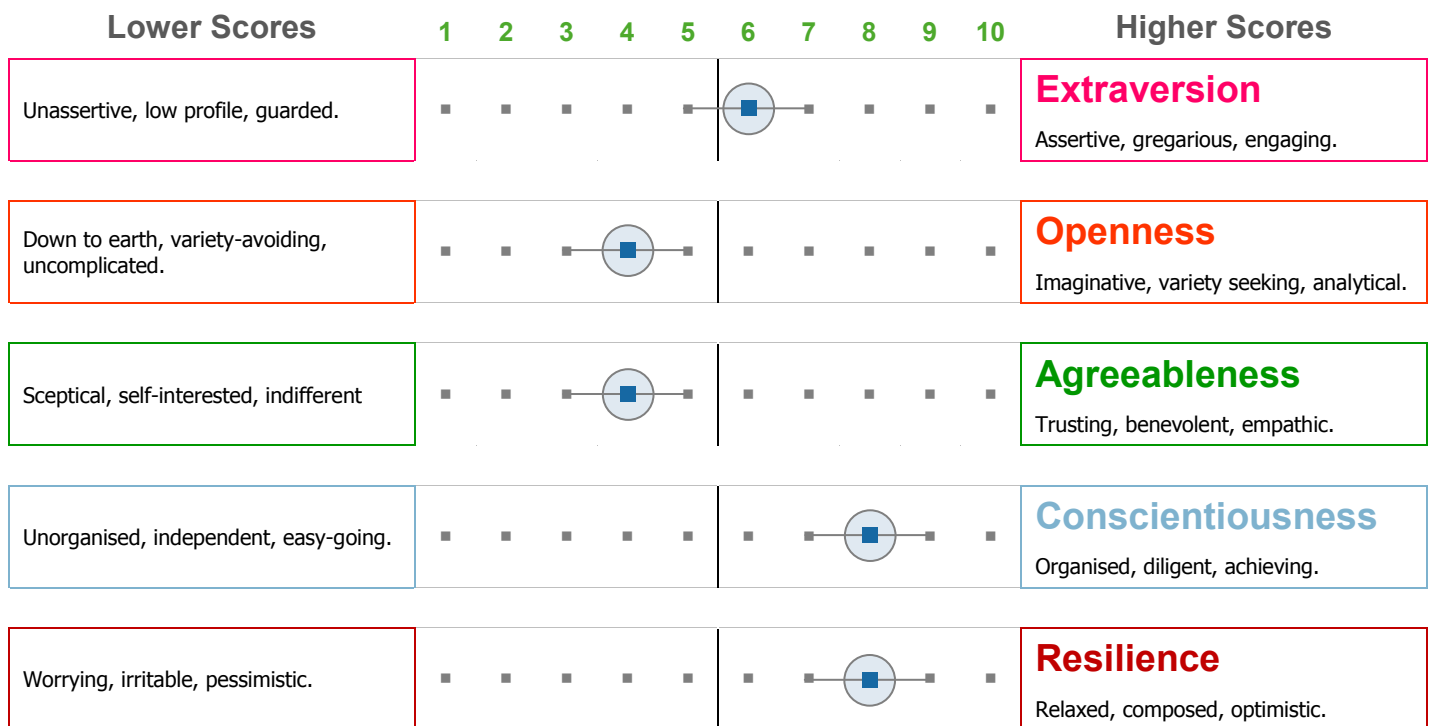
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The Big 5 Personality Profile

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.



NORM GROUP: PROFESSIONAL & MANAGERIAL (UK)



The Big 5 In-Depth

Extraversion

Your Preference: 6

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: 4

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.

Overall, you show a moderate need for new experiences and ideas, and a balance between your need for stability and change. So while you may prefer to operate in more predictable environments you will welcome some variety and change of pace. In your approach to thinking and problem solving you are generally focused on reality, and on the here and now, but you also appreciate the benefits of more original and creative thinking. Indeed, while you may not be known for coming up with new or original ideas yourself, you will make the time to see if they work. Finally, although you are probably not especially interested in more theoretical, analytical or complex discussions, you have a sufficiently open mind to see how they could be of benefit to yourself or others.

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 • 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, technicians, security staff, police, farmers, manufacturing operatives, warehousing and distribution staff, lorry drivers and transportation staff	entrepreneurs, artists, architects, change agents, consultants, scientists, fashion designers, media staff, writers, journalists, counsellors, research and development staff, IT and computer specialists, social scientists, actors, lawyers and judges



The Big 5 In-Depth

Agreeableness

Your Preference: 4

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: 8

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 be very much a self-disciplined and goal-focused individual, someone who can be relied on to work in an industrious and structured way. You appreciate the need to be organised and to plan ahead, and then to work systematically and diligently to attain your objectives. You typically work to high personal standards and derive a lot of satisfaction from hitting your targets. Other people will typically appreciate your drive and determination, but may sometimes view you as a bit of a workaholic.

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: 8

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 resilient, secure and emotionally controlled individual. You are unlikely to be troubled by stress or anxiety, and will generally remain calm and composed when dealing with most issues. More upbeat than most, you are likely to recover quickly from setbacks, not dwell on the past, and generally expect things to turn out well in the future. Although others may sometimes feel that you are too laid back and relaxed, you are likely to be effective in a crisis and face difficult situations without getting too rattled or upset.

Work Preferences

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