

# FindingPotential Personality

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## Recruiter Premium Report



**CANDIDATE:** JAYNE BRIGHT

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

**SENSITIVITY:** HIGH



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# Introduction

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 all of her 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 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	<b>Unassertive</b> - Lets others lead, not influential, accepts decisions.	■	●	■	■	■	■	■	■	■	■	<b>Assertive</b> - Takes the lead, influential and challenging.
	<b>Low Profile</b> - Prefers to keep in the background, not very talkative.	■	■	■	●	■	■	■	■	■	■	<b>Gregarious</b> - Likes company, sociable, interacts with others.
	<b>Guarded</b> - Hard to get to know, keeps others at a distance.	■	■	■	■	■	■	■	●	■	■	<b>Engaging</b> - Approachable, informal, warms to others.
OPEN	<b>Down to Earth</b> - Focuses on reality and the here and now.	■	■	■	■	■	■	■	■	●	■	<b>Imaginative</b> - Creative, original, allows their mind to wander.
	<b>Variety Avoiding</b> - Prefers the familiar, likes routine, avoids change.	■	■	■	■	■	■	■	■	■	●	<b>Variety Seeking</b> - Likes variety and change, tries out new things.
	<b>Uncomplicated</b> - Prefers to keep things simple, avoids analysis.	■	■	■	■	■	■	■	■	■	●	<b>Analytical</b> - Enjoys complexity. Drawn to concepts and theories.
AGREEABLE	<b>Sceptical</b> - Suspicious, wary, questioning of others.	■	■	■	■	■	■	■	■	■	●	<b>Trusting</b> - Assumes the best in others, has faith in others.
	<b>Self Interested</b> - Focused on their own objectives and well being.	■	■	■	■	●	■	■	■	■	■	<b>Benevolent</b> - Makes time for others, generous, puts others first.
	<b>Indifferent</b> - Hard-hearted, unconcerned about others.	■	■	■	■	■	■	■	■	■	●	<b>Empathic</b> - Sympathetic, moved by the problems of others.
CONSCIENTIOUS	<b>Unorganised</b> - Untidy, careless with details, somewhat disorganised.	●	■	■	■	■	■	■	■	■	■	<b>Organised</b> - Tidy, systematic, finishes what they start.
	<b>Independent</b> - Does things their own way, ignores directions.	■	■	■	■	■	■	■	■	■	■	<b>Diligent</b> - Follows instructions, sticks to the rules.
	<b>Easy Going</b> - Does not aim high, does enough to get by.	■	■	■	■	■	■	■	■	■	■	<b>Achieving</b> - Driven to succeed, sets high standards and goals.
RESILIENT	<b>Worrying</b> - Tense, anxious, easily stressed.	■	■	■	■	■	■	■	■	■	■	<b>Relaxed</b> - Untroubled, not anxious or apprehensive.
	<b>Irritable</b> - Easily annoyed, temperamental.	■	■	■	■	■	■	■	■	■	●	<b>Composed</b> - Calm, collected, even-tempered.
	<b>Pessimistic</b> - Looks on the dark side, expects the worst.	■	■	■	■	■	■	■	■	■	■	<b>Optimistic</b> - Upbeat, positive, looks on the bright side.
	<b>Low Consistency</b> - Answered the questionnaire in an inconsistent manner.	■	■	■	■	■	■	■	■	■	■	<b>High Consistency</b> - Answered the questionnaire in a highly consistent manner.

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# Personality Profile In-Depth

## Extraversion

### A. Unassertive v Assertive

Her Preference **2**

Jayne sees herself 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 she avoids trying to convince others of their own views and opinions, preferring instead to give people the space to make up their own minds and go in their own direction. Jayne is very likely to follow and accept the consensus view.

### B. Low Profile v Gregarious

Her Preference **4**

Jayne sees herself as someone who likes to mix with people, but in a more restrained rather than boisterous way. She is likely to respond positively to the attention of others, but will avoid becoming the centre of attention herself. Jayne is prepared to make small talk with new people as necessary, but will often end up talking just to friends or people who she knows. Overall, Jayne likes the company of others, but needs some personal space for herself as well.

### C. Guarded v Engaging

Her Preference **7**

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



# Personality Profile In-Depth

## Openness

### A. Down to Earth v Imaginative

Her Preference **7**

Jayne's approach to thinking is likely to be a balance between reality and imagination. So while she 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 her 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

Her Preference **7**

Jayne is someone who generally seeks a balance between variety and routine in her work. While Jayne can probably cope with some of the more repetitive aspects of her work, she is also likely to welcome some changes in the content and pace of what she does. Overall, Jayne has a preference for some stability in her environment, but also with enough flexibility and variation to keep her focused and interested.

### C. Uncomplicated v Analytical

Her Preference **6**

Jayne sees herself as having a balance between theoretical and practical thinking. On the one hand she is likely to consider some abstract ideas and concepts, but not to the exclusion of more practical or pragmatic issues. Jayne may sometimes be interested in theory or analysis but mainly to the extent it can help her to solve a practical problem. Jayne does not necessarily shy away from more complex issues, but does not have a particular interest in them either.



# Personality Profile In-Depth

## Agreeableness

### A. Sceptical v Trusting

Her Preference **7**

Jayne sees herself as someone who shows a balance between being too sceptical and too trusting of others. So in many situations Jayne is prepared to believe in the honesty or integrity of people, but without losing all sense of caution or concern. Jayne is likely to have more confidence in her friends or people close to her, but much more careful and wary in her dealings with people who she does not know.

### B. Self Interested v Benevolent

Her Preference **4**

Jayne shows 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 that she is in, or may be to do with the different ways she reacts to strangers rather than to friends. Additionally, while Jayne may sometimes be reluctant to get involved with others, she 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

Her Preference **6**

Jayne shows a balance in her reactions to the concerns of others. So although she may not normally react to the problems of strangers, she is likely to empathise with her friends and show an understanding of their needs. Additionally, although Jayne is less likely to dwell on the difficulties of others, she may still sympathise with other people, even if she chooses not to do much about it. Potentially Jayne would respond to people in more serious need or distress.



# Personality Profile In-Depth

## Conscientiousness

### A. Unorganised v Organised

Her Preference **1**

Jayne sees herself 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 her workload. Jayne probably has a more flexible and spontaneous approach to her work, and indeed may find that she can cope well in a fast-moving environment. On the other hand, Jayne may find that she overlooks things, makes unexpected errors and may also find herself being easily distracted. Although Jayne will generally accomplish some of her key objectives, there is a likelihood that she may start more things than she actually finishes.

### B. Independent v Diligent

Her Preference **4**

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

### C. Easy Going v Achieving

Her Preference **4**

Jayne shows a moderate level in her need to achieve personal goals and objectives. So while she is likely to appreciate some progression in her career, she is not so driven that she spends all her energy in trying to attain it. Also, while Jayne may set herself some personal goals and standards, she will not be over-concerned if she does not meet them all. Jayne does gain some personal satisfaction from meeting her objectives, and will generally respond positively to targets set by her manager.



# Personality Profile In-Depth

## Resilience

### A. Worrying v Relaxed

Her Preference **9**

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

### B. Irritable v Composed

Her Preference **6**

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

### C. Pessimistic v Optimistic

Her Preference **5**

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

## Consistency

Her Preference **3**

Jayne has responded in a way that suggests she had a rather varied and unpredictable approach to the choices that she made. Possibly she found some of the choices rather difficult, or maybe she felt that her behaviours and actions typically vary from situation to situation. Alternatively she may have been responding in a more random fashion to try to obscure her true profile. Such a tendency will have pushed a number of her scores towards the middle of their range.

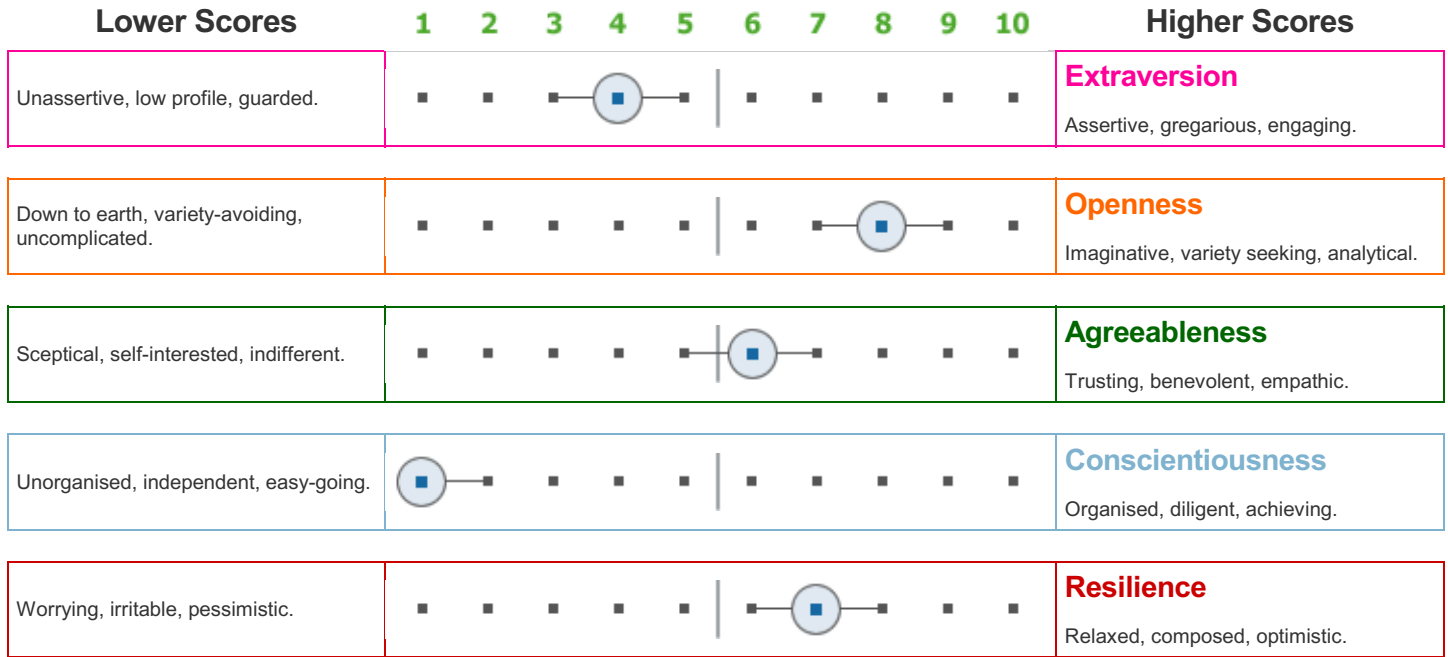




# The Big 5 Personality Profile

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.

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. On the following pages further explanation is provided about Jayne's Big 5 preferences, including more general information about Work Preferences.



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# The Big 5 In-Depth

## Extraversion

**Her 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.

Jayne sees herself as someone who is moderately sociable, and who quite likes to be in the company of others, where she can interact in a pleasant and engaging way. However, Jayne may not necessarily always want to assert herself or become the centre of attention, preferring others to take on that role. Happy to share some of her opinions with others, she may nevertheless also value her own privacy and personal space. Overall, Jayne seems to be someone who 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"> <li>• working on one's own</li> <li>• executing tasks without the need to interact with others</li> <li>• needing peace and quiet for concentration</li> <li>• disliking intrusions and interruptions</li> <li>• not having to engage with or convince other people</li> </ul>	<ul style="list-style-type: none"> <li>• leading and directing others</li> <li>• meeting and greeting people</li> <li>• building relationships</li> <li>• representing the organisation</li> <li>• making presentations</li> <li>• persuading and negotiating with others</li> <li>• working in teams and groups</li> </ul>

### Possible Jobs

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



# The Big 5 In-Depth

## Openness

**Her 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, Jayne sees herself as open and receptive to a wide range of experiences and ideas. She likes variety and change, is interested in more abstract notions and concepts, and is likely to see herself as more imaginative and creative than the norm. Jayne is typically curious, reflective, and insightful, and may easily become bored through a lack of intellectual stimulation. She will also find it uncomfortable to have to stick to set procedures and routines. Overall, Jayne responds positively to complexity and originality, but other people may sometimes view her as somewhat cerebral, over-analytical, and maybe too clever or imaginative for her own good.

### Work Preferences

Lower Scores	Higher Scores
<ul style="list-style-type: none"> <li>• doing work which is repetitive or straightforward</li> <li>• doing work which is not intellectually demanding or challenging</li> <li>• completing tasks which are defined by routines and procedures</li> <li>• applying skills which are already learnt</li> <li>• working in established and familiar ways</li> </ul>	<ul style="list-style-type: none"> <li>• developing new ideas or approaches</li> <li>• having lots of variety and change in one's work</li> <li>• doing work which is intellectually stimulating or challenging</li> <li>• developing new designs or specifications</li> <li>• doing work which requires introspection and reflection</li> <li>• tackling new or unfamiliar problems</li> <li>• learning new skills and acquiring new knowledge</li> </ul>

### 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

**Her 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.

Jayne shows a balance in her tendency to behave in a more self-interested way versus being more co-operative and understanding of others. Their position will probably shift according to her circumstances and will also depend on who she is dealing with. While not always tolerant and sympathetic, Jayne is prepared to work in a team and offer her genuine assistance to others, particularly if the outcome is likely to be positive both to herself and to her colleagues. Jayne is likely to be supportive and helpful to her friends, but not to people whose motives she questions or to people who she does not know.

### Work Preferences

Lower Scores	Higher Scores
<ul style="list-style-type: none"><li>• not having to deal with people's feelings and concerns</li><li>• having to tell people unpleasant things</li><li>• liking to win and compete against others</li><li>• reprimanding or disciplining people</li><li>• having to take tough decisions about people</li><li>• working where there are rewards for individual success</li></ul>	<ul style="list-style-type: none"><li>• working in a harmonious environment</li><li>• having to deal with people's feelings and concerns</li><li>• liking to please other people</li><li>• having to read other people's feelings</li><li>• providing a service</li><li>• working as part of a team</li><li>• having the opportunity to support and develop others</li></ul>

### 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

Her 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.

Jayne sees herself as someone who is spontaneous and who likes to deal with things as they arise. She probably spends little time on planning, or working out the most systematic way of tackling things, but is likely to cope well with fast-moving situations. Additionally, Jayne is less bound by rules and regulations and is generally happy to tackle things as she sees fit. Finally, Jayne is less likely to set herself particular goals or targets, either in her job or in her career, and is more concerned to focus on those aspects of her work that gives her pleasure and which she enjoys.

### Work Preferences

Lower Scores	Higher Scores
<ul style="list-style-type: none"> <li>• completing tasks where quality and standards are less important</li> <li>• not having to deal with unpleasant tasks</li> <li>• working where things can be left open or unfinished</li> <li>• working where there are frequent breaks and opportunities to rest or socialise</li> <li>• working where one can be interrupted or distracted</li> </ul>	<ul style="list-style-type: none"> <li>• working where one can plan ahead and set objectives</li> <li>• working where one can finish or complete set tasks</li> <li>• being allowed the time to check for errors and details</li> <li>• completing tasks where quality is important</li> <li>• working where there are no unexpected interruptions</li> <li>• not having to deal with many urgent tasks at the same time</li> <li>• not having to deal with constantly changing priorities</li> </ul>

### 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

**Her Preference: 7**

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

Overall, Jayne sees herself as a moderately resilient and stress tolerant individual. She tends to remain calm under normal circumstances, but will react more strongly to pressure or a crisis. While fairly patient, and someone who keeps their feelings under control, Jayne may respond negatively if someone interrupts her abruptly or gets in the way of something important to her. Jayne is 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"> <li>• working where support or assistance is freely available</li> <li>• working in a stable or stress-free environment</li> <li>• working where there is little or no risk to oneself</li> <li>• working where there is no need to deal with challenging people</li> </ul>	<ul style="list-style-type: none"> <li>• coping with challenging or demanding people</li> <li>• working in the public spotlight</li> <li>• working with unexpected interruptions or changes in priorities</li> <li>• working where the safety or security of others is paramount</li> <li>• working where one can be exposed to risk</li> <li>• working where there is no room for error</li> <li>• working where one can expect failures and setbacks</li> </ul>

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

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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