

Personality

Candidate Premium Report



CANDIDATE: JANE BRIGHT

REPORT GENERATED: 28/09/2009

CONFIDENTIALITY: HIGH

TalentDrain
engagement & retention specialist

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Introduction

Please note this report is confidential and is intended solely for Jane Bright who completed the TalentDrain Personality Questionnaire on 28/09/2009.

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 addition to a "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 Extravert, Open, Agreeable, Conscientious and Resilient.

Many of your score scores will be 4, 5, 6 or 7 and are essentially close to or on the average. The closer you get to scores 1, 2, 3 or 8, 9, 10, the closer your behaviour will match the descriptions labelled "Lower Scores" or "Higher Scores" in the Profile Chart. It is very important to realise that High and Low scores DO NOT correspond to good or bad scores, and that there can be advantages or disadvantages to scoring at either one end or the other depending on the circumstances.

Psychological assessments are always approximations, and not precise indicators. Because of this, you should use your own judgement as you review the results shown on your profile chart. The chart should give you some useful pointers about your personality, but the results must be viewed in the context of what you know about yourself.

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



Personality Profile

» Jane Bright

	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.	■	■	■	■	■		■	■	●	■	Theoretical - Prefers to deal with concepts and theories, analytical.
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.	■	■	■	■	●		■	■	■	■	Altruistic - 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 Social Desirability - Unconcerned with social impression.	■	■	■	■	■		●	■	■	■	High Social Desirability - Concerned with social impression.

NORM GROUP: GENERAL POPULATION (UK) N=1002

Personality Profile In-Depth



» Extraversion

A. Unassertive v Assertive

Your Score: 1

You see yourself as someone who prefers to let other people take the lead, someone who allows 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. Solitary v Gregarious

Your Score: 2

You see yourself as someone who prefers to stay in the background, and to keep a low profile. Not especially talkative or outgoing, you tend to avoid social events if you can and prefer your own company to that of others. You dislike and avoid being the centre of attention, and are uncomfortable if expected to make conversation and small talk with others. You are happy to be left on your own and have no strong need for company.

C. Guarded v Engaging

Your Score: 5

You are likely to be approachable, pleasant and engaging 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 close friends, people may feel they know you better than they actually do.

Personality Profile In-Depth



» Openness

A. Down to Earth v Imaginative

Your Score: 8

You see yourself as a creative and inventive person, someone who enjoys letting their mind wander and coming up with unusual or original ideas. You like reflecting on matters, making suggestions, and offering up new approaches, but may sometimes find yourself criticised if your proposals are seen to be impractical or are regarded as being unrealistic. However, you are likely to be the main source of new ideas in your group.

B. Variety Avoiding v Variety Seeking

Your Score: 6

You are someone who probably seeks a balance between variety and routine in your work, and in your life, in general. While you can probably cope with some of the more repetitive aspects of your work, and life, 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 Theoretical

Your Score: 8

You see yourself as someone who is rather a thinker, and possibly an intellectual, someone who actively enjoys dealing with ideas and concepts. You like to debate theories and notions, analyse how things work, and generally expand your knowledge and understanding. You would probably require work that was intellectually challenging, or involved complexity, but may sometimes be regarded as a bit cerebral or academic by others.

Personality Profile In-Depth



» Agreeableness

A. Sceptical v Trusting

Your Score: 8

You see yourself as someone who generally trusts other people, believes in the honesty and integrity of others, and who assumes that most people are well intentioned. You are likely to believe in what others tell you, and expect them to deliver on their promises. While your confidence and credibility in others is typically viewed as a virtue, you may sometimes find yourself being taken in by less scrupulous or principled individuals.

B. Self Interested v Altruistic

Your Score: 5

You show 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 Score: 7

You see yourself as an empathic individual, someone who feels and appreciates the difficulties that others face and who responds accordingly. You are easily moved by the concerns of others, whoever they may be, and are likely to be viewed as compassionate and kind-hearted. Other people will typically recognise your empathy, and be grateful for it, even if at times you may not be able to do anything practical for them.

Personality Profile In-Depth



» Conscientiousness

A. Unorganised v Organised

Your Score: 4

You show some inclination to be organised, systematic and self-disciplined. But while more important tasks tend to be addressed in a focused and methodical way, less important work may well remain unfinished or only be superficially checked for errors. You are likely to show some planning in the way you go about completing your work, but may also find you have overlooked things that could have been anticipated.

B. Independent v Diligent

Your Score: 6

You show 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 Score: 5

You show a moderate level in your need to achieve and attain 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 striving to gain 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 hitting some of your targets, and will generally respond to targets set by your supervisor.

Personality Profile In-Depth



» Resilience

A. Worrying v Relaxed

Your Score: **7**

Overall, you see yourself as a relaxed and secure 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 likely to remain unflustered 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 Score: **5**

You show a mixture of behaviour 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 negatively if something disrupts your work or gets in the way of you achieving a particular goal. You are not 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 Score: **6**

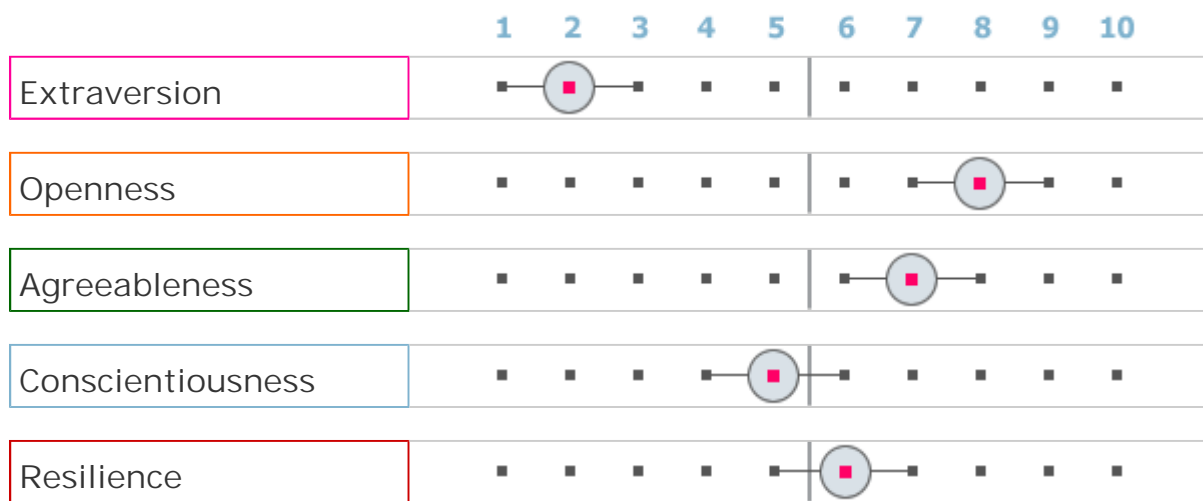
You show a balance in your behaviour regarding optimism and pessimism. So while you may generally expect things to go quite well, you do not assume everything will work out perfectly all of the time. Overall, you may feel you are a realistic and could find that you can help others to strike a balance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



The Big 5 Personality Profile

» Jane Bright

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 scores DO NOT correspond to good/bad scores or good/bad personalities. On the following pages further explanation is provided about your Big 5 scores, including more general information about Work Preferences and Possible Jobs.



The Big 5 In-Depth



» Extraversion

Your Score: 2

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

In general terms you are more reserved and less socially active than others. You tend to avoid groups or crowds and of having people around you. You prefer your own company, and are likely to maintain a sense of privacy and detachment. On the whole you avoid trying to influence or direct others and prefer to keep your opinions and views to yourself. You tend to stay in the background during social events, and actively avoid becoming the centre of attention. Overall, you value your own personal time and space. You are likely to be viewed by others as a quiet, private and more serious individual.

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
<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

Your Score: **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 ■ 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, change agents, consultants, theoretical scientists, fashion designers, media staff, writers, jouranalists, counsellors, research and devlopment staff, social scientists, actors, lawyers and judges

The Big 5 In-Depth



» Agreeableness

Your Score: 7

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 fulfill their own desires.

Overall, you see yourself as a trusting, agreeable and sympathetic individual, someone who is concerned about the welfare of others, and who will put themselves out for their friends, colleagues or even strangers, at times. Helpful, tolerant and considerate, you are typically a team player, but may sometimes come across to others as being too soft-hearted and acquiescent. Primarily responsive to the needs of others, you may sometimes find that you do not fight your corner sufficiently strongly or behave in your own best self interest.

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 Score: 5

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 show a mixture in your approach to work, between liking to be relaxed and comfortable and being conscientious and goal-driven. So while you may want to get ahead in your organisation, you may not always put in the hard work necessary to do so. At a task level, you show some evidence of being systematic and organised, but may not always check or follow through in all your work. While you may work to some set of personal goals and standards, you may find that these are compromised if pressurised by other demands. Generally you are someone who follows the rules and who shows some self-discipline in their work, but not in all situations and circumstances.

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 Score: **6**

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