



Criterion Online Assessment & Selection Technologies



CAL Online

Candidate job-matching scores report

Personality Questionnaire

Rose Brown - 15/04/2011

Personality Questionnaire

Profile for Rose Brown



Personality Questionnaire

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Overall job match

Rose's degree of fit with the critical behaviours, style and values required for the Sample role was calculated based on a matching algorithm specific to the Personality Questionnaire.

**Overall degree of fit
with the role**



Female's responses to the questionnaire indicate a **moderate degree of fit** between the approach, demands and rewards of this role and her personality, emotional style and values.

Please note that this degree-of-fit score is based solely on Rose's self-perceptions of herself. These results must be combined and corroborated with other sources of information about the candidate before making a selection decision.

Understanding this profile

Introduction

This personality report describes the degree of fit between Rose's personality profile and the critical attributes for the role of Sample with Criterion.


Rose's results are based on the Personality Questionnaire that she completed on 15/04/2011. The questionnaire measures the preferred styles, emotional tendencies, values and motivations of people at work. The results describe the way in which Rose is likely to respond to people, tasks, demands, rewards and culture at work.

Rose's results were calculated by comparing his responses with the CAL composite occupational comparison group (2010); a large, diverse group comprised of managers (all levels), graduates, retail, customer service and sales-staff, supervisors, administrative staff. The group (N = 876 - 11,609) completed questionnaires on CAL Online as part of selection & development processes for UK based organisations between 2001- 2009..

These results were then compared with the profile of critical attributes for the Sample role using a matching algorithm created specifically for this role. This report describes the degree of fit between Rose and the requirements of the Sample role based on the job-matching scores derived from the Personality Questionnaire.

Interpreting the results

The match between Rose's personality and the critical attributes for the role are described for each element of personality measured by the questionnaire using this structure:

| Scale name | Level of job match from poor to great | Rose's personality |
|-------------------------------------|---|---|
| The name of the personality element |  | Rose's preferred style, behavioural tendencies or values. |

Important points

When reading this profile please remember the following points:

- **The results in this report are specific to the role of Sample** - These results must not be used to predict performance within a different role or context.
- **Personality is not fixed** - it may vary over time, change through training/development, or simply vary depending on the situation.
- There are **no rights or wrongs**. The scores do not measure ability, skills, capability or competence. They are merely indications of preferences or typical styles of behaviour.
- The questionnaire is **very reliable but is not infallible**.
- The profile is intended to clarify the respondent's **self-perceptions** – it does not provide an objective measure.
- These results **must be kept within the boundaries of confidentiality** agreed with Rose.
- The results **must not be used for any other purpose** other than that agreed with Rose.
- These results **must be kept securely and not retained** beyond the period agreed with Rose.

Further information about Rose

Further reports can be downloaded from Coast for Rose, which provide additional information about her personality:

- **Summary personality profile** – Provides details of Rose's scores on each scale.
- **Personality profile expert report** – Narrative and scores for expert CAL users.
- **Personality profile non-expert report** – Narrative for non-expert CAL users, interviewers and assessors.
- **Interview guidance report** – Suggested interview questions based on Rose's profile.
- **Ability test results** – If Rose was asked to complete an ability test this report can be used alongside information from the Personality Questionnaire to provide an integrated picture.

Personality Questionnaire

Profile for Rose Brown

Leading the Team

Self esteem



Rose has strong **self-esteem**. Her responses suggest that she rarely experiences self-doubt. She is unlikely to feel inadequate and usually feels positively about herself. Her inner confidence is quite robust.

Friendship



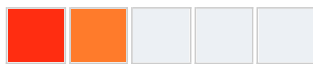
Rose is typical in the extent to which she finds opportunities to form new relationships at work motivating. She indicates that, compared to other people, she places only **moderate importance** on work providing a social life and new **friendships**.

Status



Rose's responses suggest that she has a **very strong value** for the prestige that comes with more senior positions. Compared with other people, **status** is a very important motivational factor for Rose at work.

Approachable



Rose describes herself as being slightly guarded with people she does not know well. Her responses suggest that she is marginally **less approachable** and less inclined to make others feel at ease in her company.

Humour



Rose prefers to work in a light-hearted and cheerful environment. She favours working with others who like to have a laugh at work and can see **humour** in even difficult situations. Rose values a business culture that encourages fun and feels that work should include opportunities to have a laugh and a joke now and then.

Praise






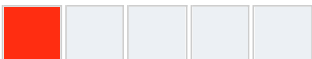



Rose finds **recognition** much more motivating than many people. She attaches much more importance to giving and receiving praise than most people who have completed the questionnaire and feels it is essential that people's achievements are acknowledged. She is likely to feel demotivated if nobody notices her work.

Personality Questionnaire

Profile for Rose Brown

Achieving Team Results

| | | |
|--------------------|---|---|
| Competition |  | Rose's responses suggest that she has a very strong value for competition . She only plays to win and judges her own performance by comparing herself with others. She enjoys working in a competitive environment and is comfortable with the idea of winners and losers. |
| Originality |  | Rose may sometimes welcome originality but this is not a strong value compared with other people who have completed the questionnaire. She may give as much emphasis to practicality as she does to individuality or self-expression. |
| Change |  | She has a strong preference for the familiar rather than the new and feels that continued change at work is highly disruptive . She is likely to feel uneasy in a culture characterised by novelty and change, and may prefer a more traditional organisational culture. |
| Variety |  | Rose finds settling down to focus on a single job in hand a great deal more motivating than juggling many different tasks at once. She describes herself as feeling unhappy in a role where the nature of her work frequently changes and [[he she> has to perform many tasks in parallel. |
| Independent |  | Rose describes herself as being independent with a strong preference for going her own way, even if this makes her unpopular. She prefers to be different than to fit in. |
| Striving |  | Rose is much less focussed on striving and achievement . Her job satisfaction stems more from working on a job than completing it. She does not have a need for constant challenge, and may be more focussed on the process than the outcome. |
| Tenacious |  | She is extremely persistent with tasks, even when they are boring and is determined to follow tasks through to completion. Her responses suggest that she is highly tenacious even when working on routine tasks. |

Personality Questionnaire

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Customer Focus

Caring



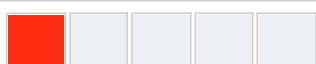
Rose gets satisfaction and fulfilment from work that benefits others in some way. She has a preference for tasks which help other people and is keen to work in ways that involve **caring** for other people such as colleagues, customers or those she manages.

Emotional analysis



Rose's responses indicate that she devotes little or no time or effort towards thinking about where her feelings have come from. She suggests that she generally ignores the causes of her feelings and **very rarely engages in any emotional analysis**.

Ethics



Rose has a very strong sense of pragmatic expediency and a much **less prominent value for ethics** when compared with other people who have completed the questionnaire. She feels that sometimes principles must give way to practical considerations, and may feel constrained if required to operate within a highly restrictive professional framework.

Disclosure



Rose describes herself as having a typical tendency to express her emotions. Compared to other people she is **no more and no less likely** to publicly **disclose** her feelings and be open with her emotions.

Adaptable








Compared to most people, Rose finds it **difficult to be adaptable**, preferring instead to be consistent in her style of communication when dealing with different people in different situations.

Personality Questionnaire

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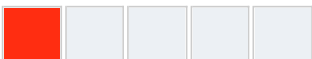


Decision Making

| | | |
|------------------|--|---|
| Rational |  | Rose has a preference for rational analysis and avoids making decisions on the basis of intuition. She is more at home with scientific thinking and is less inclined to rely on personal experience as a means of solving problems. |
| Strategic |  | Rose has a fairly strong preference for approaching plans and decisions from a broad, strategic perspective. She tends to focus on long-term strategic considerations. |
| Decisive |  | Rose's thinking style can be both contemplative and decisive . She is sometimes ready to reach a conclusion quite quickly but may dislike making rushed judgements under time pressure. |
| Risky |  | Rose describes herself as someone who is neither risky nor cautious . She has a balanced attitude to risk and may flex her decision-making style depending on the situation. While she may take risks on occasions, she is not driven to do so by a wish to throw caution to the wind. |
| Creative |  | Rose has a strong preference for creating new ideas and solutions, rather than relying on tried and tested methods. Her strong creative tendency suggests a leaning towards innovation and less enthusiasm for working within existing guidelines or procedures. |

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Influence and Communication

| | | |
|--------------------|---|---|
| Direct |  | Rose is typical of many people in the extent to which she is diplomatic when challenging other people. Rose does not demonstrate a strong tendency for using diplomacy and may vary in the degree to which she uses forceful or direct language with others. |
| Poised |  | Rose describes herself as appearing to be poised and at ease with other people. She is likely to convey a socially confident impression in most social situations and feels relaxed and comfortable talking with a range of people. |
| Influential |  | She is very comfortable with the challenges of persuading others to a particular point of view. Her responses indicate that Rose is much more influential than other respondents, putting a great deal of energy into changing people's opinions. |
| Gregarious |  | She is much happier working alone than working with other people. Her responses suggest she likes to keep herself to herself and is much less gregarious than most other people who have completed the questionnaire. |
| Assertive |  | She is slightly more gentle in her interpersonal style than most respondents in the comparison group. Her responses suggest she sometimes prefers to adopt a supporting role rather than asserting herself in a dominant manner. |
| Listening |  | Rose describes herself as somebody who has a fairly strong preference for listening to others rather than doing all the talking. She tends to listen to the views of others rather than imposing her own opinions. |

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Motivation

Self development



Rose does **not** have a strong value for **self-development**. Her responses suggest that she does not seek out opportunities to develop new knowledge and skills.

Optimistic



Her responses suggest that she expects things to turn out for the best. Compared to other people she describes herself as feeling very confident about the future. She has a strong tendency to accentuate the positive and feel **optimistic** in almost all situations.

Resilient



Her responses suggest that her temperament is neither sensitive nor **resilient** but **balanced** in the sense that she may sometimes feel hurt by criticism but no more than most people. Rose describes herself as moderately tough but may occasionally feel upset when confronted with negative feedback.

Stress management



Rose describes herself as someone who is motivated by pressure. Her **stress management** involves turning the pressures of working life into positive energy. She prefers a busy and pressured environment to a calm and peaceful one.

Internal control



Rose describes herself as someone who feels **a strong sense of personal control**. She is more likely than most people to try and influence events towards the outcomes she wants. She is uncomfortable leaving things to chance or fate.

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Planning and Organising

Detail focused



Rose's responses indicate that she is much more **detail focused** than most people at work. She likes to take time to check things are right and often spots errors that others may have missed.

Structured



She tends to work in a spontaneous and **unstructured** way, sometimes preferring to get stuck into a job rather than spending time dividing it into discrete elements. She is reasonably comfortable when required to improvise and is prepared to work without an orderly plan.

Order



She has a **very strong value** for working in a **culture that is procedure and system bound**. She is at her most comfortable working in an environment and job where there are clear boundaries, controls and rules for how work should be done.

Rigorous



Her responses indicate that she is much **less rigorous** than most other people who have completed the questionnaire. She likes to get work completed as quickly as possible and may often look for a "quick fix".