

FindingPotential - Personality

Personal Premium 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.

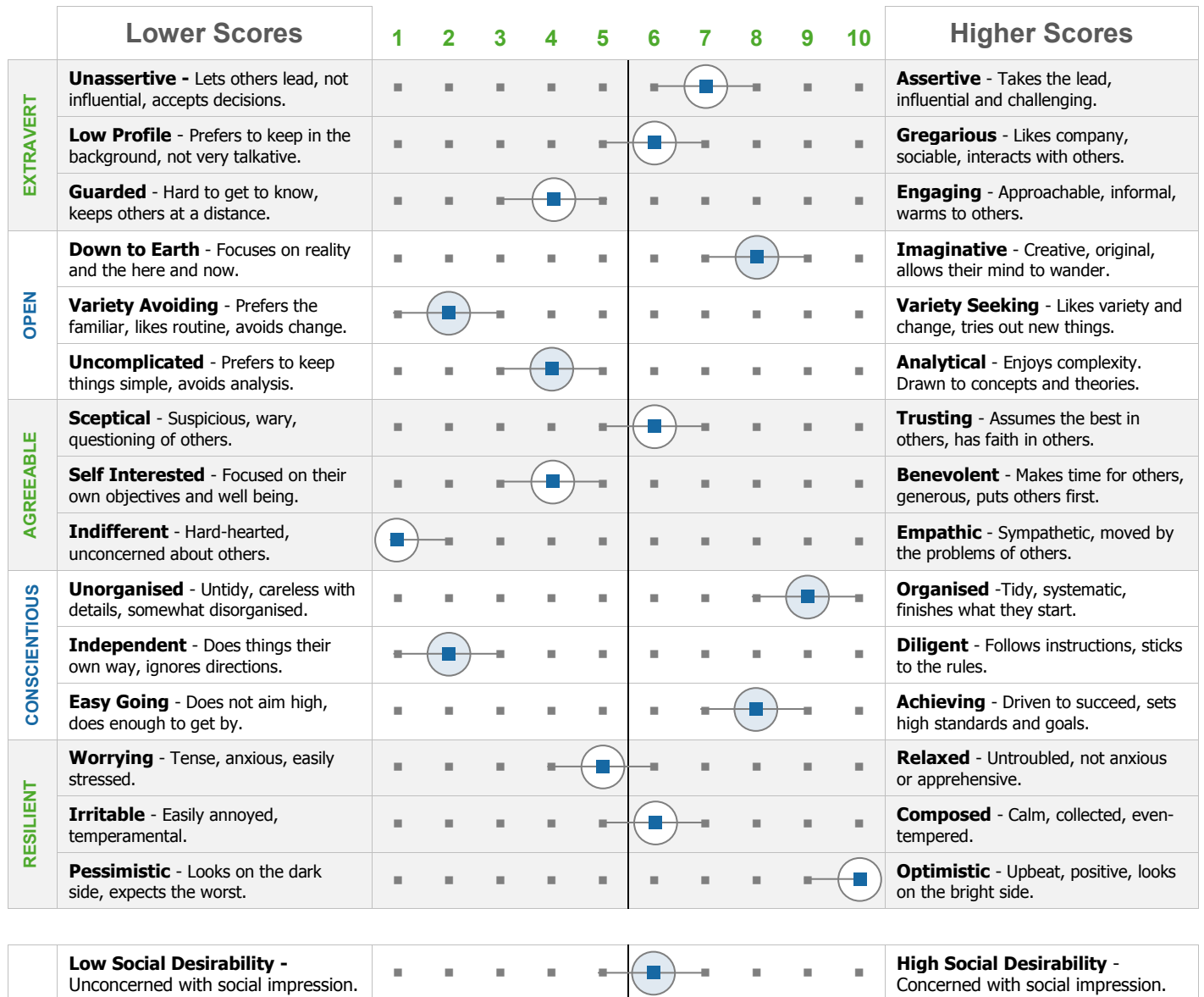
We strongly recommend you complete the FindingPotential Personality questionnaire again in 18 months. You can do this by going to www.findingpotential.com.

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Personality Profile Chart

» Jayne Bright



NORM GROUP: PROFESSIONAL & MANAGERIAL (UK)



Personality Profile In-Depth

Extraversion

A. Unassertive v Assertive

Your Preference: **7**

You are someone who is prepared to put forward your own views and opinions, but not to the exclusion of others. You are likely to make suggestions in steering or guiding a group, but not necessarily to take control unless asked to do so by others. Moderately influential, you are happy to try to persuade others but not try to dictate to them. You are generally, but not always, prepared to accept the consensus view.

B. Low Profile v Gregarious

Your Preference: **6**

You see yourself as someone who likes to mix with people, but in a more restrained rather than boisterous way. You are likely to respond positively to the attention of others, but will avoid becoming the centre of attention yourself. You are prepared to make small talk with new people as necessary, but will often end up talking just to friends or people who you know. Overall, you like the company of others, but need some personal space for yourself as well.

C. Guarded v Engaging

Your Preference: **4**

You are likely to be fairly approachable and pleasant 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 your friends, people may feel that they do not know you as well as they could.



Personality Profile In-Depth

Openness

A. Down to Earth v Imaginative

Your Preference: 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, and offering up new approaches, but may sometimes find yourself being criticised if your proposals are seen to be impractical or are regarded as being unrealistic. Overall, you are likely to be the main source of new ideas in your group.

B. Variety Avoiding v Variety Seeking

Your Preference: 2

You are someone who generally avoids variety and change, and prefers to work in a stable environment with established routines and procedures. You can quite easily cope with work which is repetitive, and where you do not need to vary your approach in the way you do things. You may find yourself resisting what you feel are unnecessary modifications or alterations in your work.

C. Uncomplicated v Analytical

Your Preference: 4

You see yourself as having a balance between theoretical and practical thinking. On the one hand you are likely to consider more abstract ideas and concepts, but not to the exclusion of more practical or pragmatic issues. You may sometimes be interested in theory or analysis but mainly to the extent it can help you solve a practical problem. You do not necessarily shy away from more complex issues, but do not have a particular interest in them either.



Personality Profile In-Depth

Agreeableness

A. Sceptical v Trusting

Your Preference: **6**

You see yourself as someone who shows a balance between being too sceptical and too trusting of others. So in many situations you are prepared to believe in the honesty or integrity of people, but without losing all sense of caution or concern. You are likely to have more confidence in your friends or people close to you, but much more careful and wary in your dealings with people who you do not know.

B. Self Interested v Benevolent

Your Preference: **4**

You describe yourself as taking 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 Preference: **1**

You see yourself as someone who is unlikely to be moved by the concerns of others and will typically leave people to sort out their own problems. You normally have little interest in the issues that others are facing, and will not get involved with them, unless they have the potential to impact on you personally. Other people may sometimes describe you as somewhat hard-hearted or unsympathetic, but you are likely to suggest that it's often best to allow people to determine their own fate.



Personality Profile In-Depth

Conscientiousness

A. Unorganised v Organised

Your Preference: **9**

You see yourself as someone who is typically well planned and organised, and who can be relied on to finish what they start. You are likely to be systematic in approach, thorough, and complete activities in a logical and step-by-step way. Typically you prepare things in advance, and complete what is asked of you in good time. Others will often view you as an industrious and dependable individual, if at times over-focused on planning or detail.

B. Independent v Diligent

Your Preference: **2**

You tend not to be bound by rules and regulations and are generally happy to do things in your own way. In doing so, you may find yourself challenging the status quo, not following the directions of others, but will feel vindicated if you can find a short cut that works for you. You may feel that many rules and regulations are needlessly bureaucratic or impractical, prevent you from exploring new ways of doing things, and as such can be ignored a lot of the time.

C. Easy Going v Achieving

Your Preference: **8**

You see yourself as someone with a strong sense of achievement orientation, and a determination to get ahead. This is likely to be based both on your setting high personal standards and targets, and then working hard to attain them. Few activities will be started without some form of personal goal setting and you are likely to gain a lot of satisfaction from any task well done. You are likely to be seen as both diligent and purposeful in your work, and focused in progressing your general career.



Personality Profile In-Depth

Resilience

A. Worrying v Relaxed

Your Preference: **5**

You are likely to show a balance in your tendency to worry versus staying relaxed. So while you are fairly free of tension much of the time, you are likely to worry and be anxious in more stressful or demanding situations. You may find that anxiety can be a motivator for you some of the time, but you would not be comfortable in a continuously challenging environment. Finally, you may find that you are only anxious or apprehensive in particular circumstances, and that this does not necessarily generalise to other situations.

B. Irritable v Composed

Your Preference: **6**

You see yourself as showing a balance 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 more emotionally if something disrupts your work or gets in the way of you achieving a particular goal. You tend not to be 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 Preference: **10**

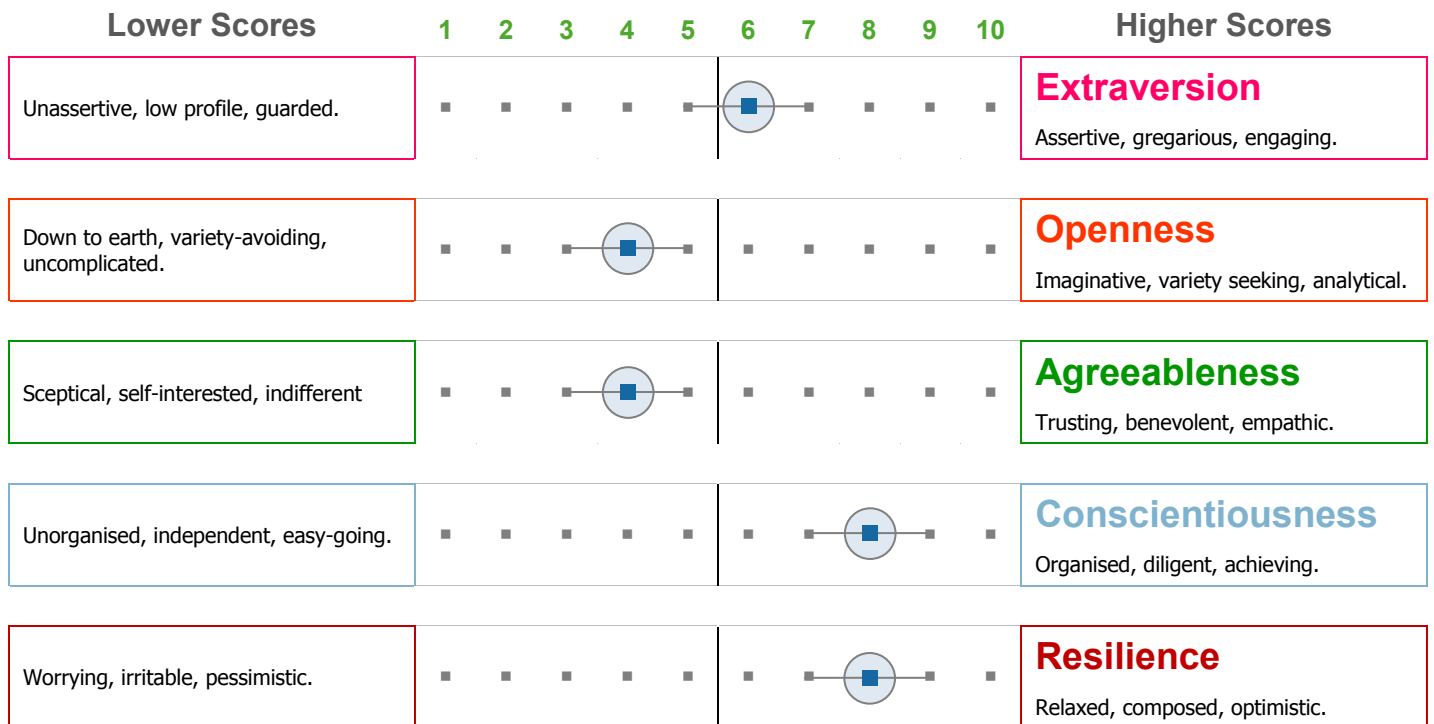
You see yourself as an optimistic person, someone who stays positive and upbeat most of the time. You tend not to be too critical, or dwell too much on the past, but focus on the positive aspects of most situations. You expect things to turn out well and may be surprised when they do not. Possibly your positive expectations may be viewed as unrealistic by some, but could act constructively to encourage those who are much less optimistic than you.



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

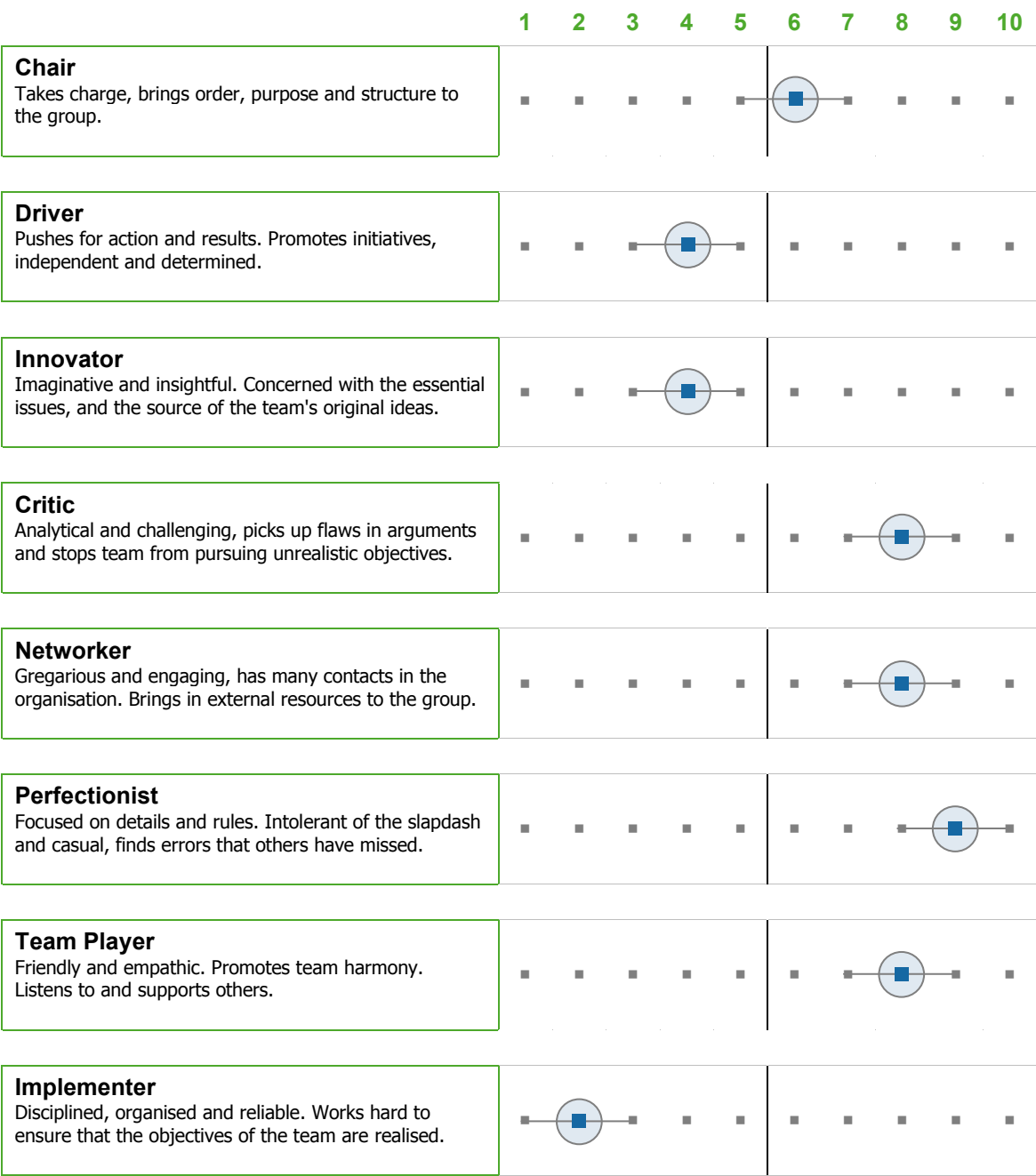


Team Types Profile

>> Jayne Bright

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

Your Team Types Profile is based on combining the results of all your 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 your particular team role (or roles) is likely to add constructively to this mix.



NORM GROUP: PROFESSIONAL & MANAGERIAL (UK)