

# JOB FIT (PERSONALITY) INTERPRETATION GUIDELINES

## GENERAL REASONING (COGNITIVE)

(only shows in report if included as required assessment to complete in assessment event)

### Low Cognitive score

- Relatively slow to learn new knowledge and skills
- Will be comfortable with repetitive tasks
- Steady



### High Cognitive score

- Quick to learn new knowledge and skills
- Will get bored if not challenged
- Adaptable

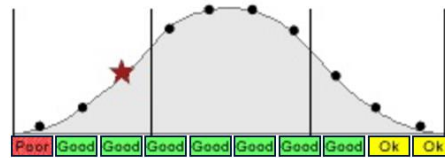
## CONSCIENTIOUS (ORGANISATION)

### Carefree, Impulsive

- Think outside the box
- Does not need to be managed closely
- Can handle interruptions
- Self-organising
- Entrepreneurial

#### Risks

- May overlook details
- Might not be timely
- May not follow instructions



### Detailed Oriented, Dependable

- Highly compliant, may ask permission even when making minor adjustments
- Follows instructions
- Motivated to get it right
- Needs clear management

#### Risks

- Resistant to change/new ideas
- Slow to react to opportunity

## TOUGH MINDED

### Cooperative, Agreeable

- Accepting of tasks
- Works well under supervision
- Likes consensus/ 'toe the line'
- Goes along with the flow
- Co-operative
- Tactful, will think of others

#### Risks

- May not want to make decisions
- Not comfortable with confrontation



### Direct, Determined

- Direct, assertive
- Takes authority/responsibility
- Make decisions
- Tackles conflict
- Comfortable with difficulty
- Goal orientated, ambitious

#### Risks

- Can create conflict, argument
- May not take supervision well

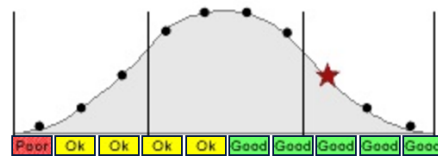
## CONVENTIONAL (RULES)

### Flexible, Open to New Experience

- Likes change
- Will look for new ways of doing things
- Likes variety and multi-tasking
- Breaks rules if it suits them

#### Risks

- Dislikes routine
- Might overlook day to day duties
- May change for changes sake



### Consistent, Structured

- Likes structured and predictable processes, etc.
- Follows structure
- Consistent in performance

#### Risks

- A yes person
- Needs consistency in a job
- Not open to change, variety or new experiences

## EXTROVERSION

### Reserved, Listener

- Source of energy = process
- Process-orientated
- Likes to work alone
- May seem unenthusiastic

#### Risks

- May not “engage” customers
- May not contribute well in a team
- Can seem cold, distant, reserved



### Outgoing, Talker

- Source of energy = people
- People-orientated
- Excitement seeking
- Able to engage with customers
- Positive and enthusiastic

#### Risks

- May over socialise at times
- Needs to interact with people

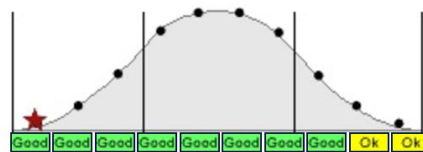
## STABLE

### Sensitive/Anxious

- Will show empathy
- A feeling person, relates to difficulties of others
- Sensitive to others
- Aware of own limitations

#### Risks

- Sensitive to criticism
- Sensitive to rejection
- May get flustered under pressure



### Calm, Stress Resistant

- Calm, confident
- Handles pressure well
- Will soldier on in face of adversity
- Can handle rejection

#### Risks

- May lack a sense of urgency
- May miss deadlines
- May not empathise with colleagues

## TEAM

### Competitive, Goal Orientated

- Desire to win for themselves
- Strives for success
- Functions independently
- Enjoys competing with others
- Works on personal aims

#### Risks

- Needs recognition for self
- Tends to go it alone
- Does not work well in a team
- May be uncaring of others, in it for their own good



### Team Orientated, Win-Win

- Includes team
- Wins for team
- Co-operative with others
- Collaborative

#### Risks

- Not motivated by individual rewards for self
- Doesn't go it alone
- May not be concerned for personal career progression

## GOOD IMPRESSION (SOCIAL DESIRABILITY)

A low score on this scale indicates that the respondent has not attempted to disguise or exaggerate their responses to the assessment. It also indicates a level of self-awareness or frankness about who and what they are. Candid and direct responses have high validity.



A high score on this scale indicates that the respondent has attempted to disguise or exaggerate their responses to the assessment. It may also indicate the respondent is confused by their own preferences or by the assessment. Their responses do not have high validity.