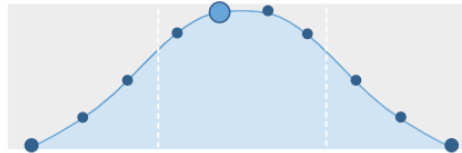


JOB FIT (PERSONALITY) INTERPRETATION DETAIL

GENERAL REASONING (COGNITIVE)

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
- Not require management
- 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.
- 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

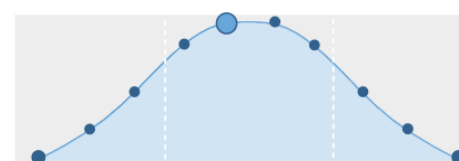
- Includes team
- Wins for team
- Co-operative with others
- Collaborative

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.