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Ideal Profile Report for Developer

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January 2019

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Ideal Profile for Developer

Introduction

This report documents the characteristics of the 'ideal candidate' for the above job. It is based on data gathered in January 2019. Research shows that if someone possesses these characteristics, they will perform well in the job.

This report is broken down into 3 sections.

Section 1 begins by considering the Big Five personality traits. These traits are derived from a well-researched and respected model. This section of the report will provide an understanding of the way that the ideal candidate will typical think, feel and interact with others.

Section 2 considers the job holder's career preferences that are best suited to ideal candidate's personality. This section of the report does not take account of ideal competencies, qualifications or work experience and these characteristics must be determined separately.

Section 3 of the report considers the ideal job holder's necessary ability to reason using words, numbers and abstract concepts.

Section 1: The Big Five Personality Traits

a) Developer's Big Five Profile

The Big Five personality dimensions are linked to job performance. By capturing the ideal profile and then subsequently comparing this with the candidate profiles, it is possible to determine which candidates are ideally suited to the job.

	Left Description	1	2	3	4	5	6	7	8	9	10	Right Description
O	**Pragmaticism** Realistic, practical and conservative in attitude.						6					**Openness** Enjoys innovation, interested in artistic expression.
C	**Low Self-Control** Free from constraints of social rule.				4							**High Self-Control** Conscious of group standards and behaviour.
E	**Introversion** Tends to feel uncomfortable in social situations.					5						**Extraversion** Strong predisposition to social interaction.
A	**Independence** Alert, quick to respond to situations, challenging, self-assured.			3								**Agreeableness** People oriented, empathic, accommodating.
N	**Low Anxeity** Calm, composed and satisfied with life and ability to cope.					5						**High Anxiety** Problems in coping with day to day situations. Concerned about the future.

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The chart above indicates the ideal job holder's necessary score for each of the Big Five factors. Each factor is discussed in more detail below. It should be noted that there is no 'right' and 'no' wrong profile, just a profile that, if held by a job holder, will enable the job holder to perform well in the job.

b) Pragmatism v Openness (O)

This factor is concerned with the job holder's required thinking style and their openness to new ideas.

- Low scorers (pragmatism end) are generally realistic, practical and conservative in their attitudes. Feelings and emotions, their own and others', will play little part in their life. They are inclined to reject the abstract in favour of more concrete and tangible solutions to problems. They genuinely prefer "tried and tested" solutions to speculative experimentation and are often better at implementing ideas than generating them.
- High scorers (openness end) live in the world of ideas and enjoy situations where they have the freedom to approach problems in new and innovative ways. Generally interested in artistic expression, they believe that art enriches life. They will have a sense of aesthetics and will appreciate good design.

	Left Description	1	2	3	4	5	6	7	8	9	10	Right Description
O	Pragmaticism						6					Openness
fI	Utilitarian, unsentimental, lacks aesthetic sensitivity			3								Sensitive, aesthetically aware, sentimental
fM	Solution-focused, realistic, practical, down-to-earth							7				Imaginative, absent-minded, impractical
fQ1	Traditional, conservative, conforming						6					Experimenting, open to change, unconventional

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c) Low Self Control v High Self Control (C)

This factor is concerned with the job holder's thinking style and their level of self-control.

- High scorers will tend to be aware of group standards of behaviour and will tend to conform to social expectations. High self-control, also referred to as high conscientiousness, may lead to behaviour that is highly structured, reflecting a rigid adherence to high standards. They will have a strong sense of right and wrong and will anxiously attempt to conform to their behavioral code.
- Low scorers consider themselves free from the constraints of social rules and mores and regard themselves as often lacking the necessary self-discipline and persistence to seek tedious tasks through to completion. They are tolerant and open in their attitudes, believing in the maxim "live and let live".

	Left Description	1	2	3	4	5	6	7	8	9	10	Right Description
C	Low Self-Control				4							High Self-Control
fG	Spontaneous, disregarding of rules and obligations							7				Persevering, dutiful, detail conscious
fN	Genuine, artless, open, forthright, straightforward			3								Diplomatic, socially astute, socially aware, discreet
fQ3	Undisciplined, uncontrolled, lax, follows own urges					5						Compulsive, fastidious, exacting willpower

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d) Introversion v Extroversion (E)

This factor is concerned with the job holder's required interaction and behaviour with others. It is the easiest personality factor to understand since one can observe it in the person's behaviour.

- High scorers are very sociable, assertive and talkative. They have strong predisposition towards people. They will be at their happiest when they are surrounded by others and able to engage in

social interaction. There will be socially confident, uninhibited and will generally enjoyed initiating and developing personal relationships.

- Low scorers will tend to feel uncomfortable in social situations and will withdraw from the social arena. They will not feel the need to exchange views with others and will be happiest when engaged in solitary activities that do not involve constantly having to interact with other people.

	Left Description	1	2	3	4	5	6	7	8	9	10	Right Description
E	Introversion					5						Extraversion
fA	Reserved, distant, detached, impersonal					5						Affable, personable, warm-hearted
fF	Restrained, taciturn, cautious							7				Lively, cheerful, happy-go-lucky, carefree
fH	Timid, self-conscious, hesitant in social settings								8			Venturesome, talkative, socially confident
-fQ2	Solitary, self-reliant, individualistic					5						Sociable, group dependent, a "joiner"

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e) Independence v Agreeableness (A)

This interpersonal factor considers how independent the job holder needs to be. It is concerned with the desire to get things done and make things happen.

- High scorers (agreeable) are people oriented, they are empathic and sensitive, and are more concerned with the needs of others than their own needs. Deliberating, cautious, passive and accommodating, their reactions to situations will often be influenced by concerns about the most acceptable behaviour in the eyes of others. Finding it easy to empathise with others and take their perspective, they would dislike having to criticise or discipline colleagues and subordinates.
- Low scorers (the independence end) are quick to respond to situations, challenging, non-deliberating, uncompromising and self-assured. They are agents of action, movement and change. They readily confront the status quo threatening its complacency, questioning its raison d'être. Not prepared to take "no" for an answer they may be "a law unto themselves". Their behaviour is determined more by their own values and principles about the expectations of others.

	Left Description	1	2	3	4	5	6	7	8	9	10	Right Description
A	Independence			3								Agreeableness
-β	Confident of own intellectual abilities			3								Lacking confidence in own intellectual ability
-fE	Assertive, competitive, aggressive, forceful			3								Passive, mild, humble, deferential
-fL	Sceptical, cynical, doubting, critical				4							Accepting, unsuspecting, credulous, tolerant
-FQ1	Experimenting, open to change, unconventional					5						Traditional, conservative, conforming

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f) Low Anxiety v High Anxiety (N)

This factor is concerned with how well the job holder must cope with their day-to-day activities.

- High scorers admit to a variety of problems in coping with day-to-day situations. They're concerned about the future, dissatisfied with their past achievements and are inclined to be stressed in the present. Having been let down by others in the past, this may have taught them to be questioning of people.

- Low scorers describe themselves as calm, composed and satisfied with their life and their ability to cope with his daily challenges.

	Left Description	1	2	3	4	5	6	7	8	9	10	Right Description
N	Low Anxeity					5						High Anxeity
-fC	Mature, calm, phlegmatic		3									Emotional, changeable, labile, moody
fO	Secure, self-assured, unworried, guilt-free	2										Worrying, insecure, apprehensive
fQ4	Relaxed, placid, patient				5							Impatient, low frustration tolerance, irritable
fL	Accepting, unsuspecting, credulous, tolerant						7					Sceptical, cynical, doubting, critical

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g) The ideal Developer profile

The sections above have described the ideal candidate's personality based on the Big Five. These five traits: Openness (O); Conscientiousness (C); Extraversion (E); Agreeableness (A) and Anxiety (N) are needed in different amounts in the jobs people do. There is no right or wrong profile. However, a person will be more comfortable and therefore more likely to succeed in a role that is matched well to their personality.

The ideal profile is reported using the 'Big Five' personality traits. This report is derived from the 16 factors already report for the ideal candidate in Section 1 b) through f) above. The detailed report for the ideal candidate is shown below. Candidates can be tested and assessed to see how well they match the ideal profile.
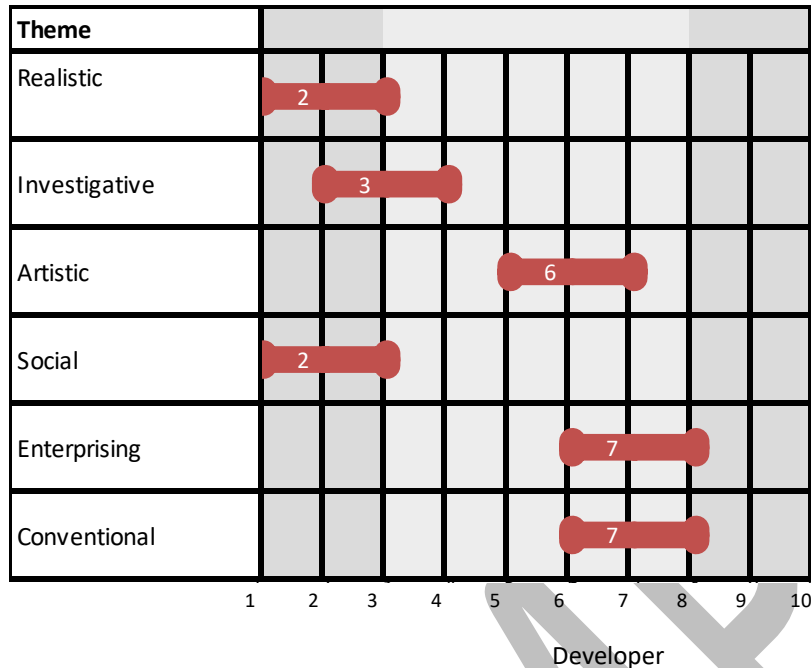
Please note that some of the factors are reversed in this presentation.

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	Left Description	1	2	3	4	5	6	7	8	9	10	Right Description
fA	**Distant Aloof** Reserved, distant, detached, impersonal					5						**Empathic** Affable, personable, warm-hearted
β	**Low Intellectance** Lacking confidence in own intellectual ability								8			**High Intellectance** Confident of own intellectual abilities
fC	**Affected by Feelings** Emotional, changeable, labile, moody								8			**Emotionally Stable** Mature, calm, phlegmatic
fE	**Accomodating** Passive, mild, humble, deferential								8			**Dominant** Assertive, competitive, aggressive, forceful
fF	**Sober Serious** Restrained, taciturn, cautious							7				**Enthusiastic** Lively, cheerful, happy-go-lucky, carefree
fG	**Expedient** Spontaneous, disregarding of rules							7				**Conscientious** Persevering, dutiful, detail conscious
fH	**Retiring** Timid, self-conscious, hesitant in social								8			**Socially-bold** Venturesome, talkative, socially confident
fI	**Hard-headed** Utilitarian, unsentimental, lacks			3								**Tender-minded** Sensitive, aesthetically aware, sentimental
fL	**Trusting** Accepting, unsuspecting,							7				**Suspicious** Sceptical, cynical, doubting, critical
fM	**Concrete** Solution-focused, realistic, practical, down-							7				**Abstract** Imaginative, absent-minded, impractical
fN	**Direct** Genuine, artless, open, forthright,			3								**Restrained** Diplomatic, socially astute, socially aware, discreet
fO	**Confident** Secure, self-assured, unworried, guilt-free		2									**Self-doubting** Worrying, insecure, apprehensive
fQ1	**Conventional** Traditional, conservative,						6					**Radical** Experimenting, open to change, unconventional
fQ2	**Group-oriented** Sociable, group dependent, a "joiner"						6					**Self-sufficient** Solitary, self-reliant, individualistic
fQ3	**Informal** Undisciplined, uncontrolled, lax,					5						**Self-disciplined** Compulsive, fastidious, exacting willpower
fQ4	**Composed** Relaxed, placid, patient					5						**Tense-driven** Impatient, low frustration tolerance, irritable

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Section 2: Preferences

Preferences assesses the necessary match between the job holder's personality profile and broad occupational groups that they may be suited to. The score does not take account of competencies, interests, aptitude, qualifications or work experience. The ideal job holder preferences and descriptors are shown below. High scores suggest that the job holder will value this aspect if present in the job.

Theme	1	2	3	4	5	6	7	8	9	10
Realistic		2								
Investigative			3							
Artistic						6				
Social		2								
Enterprising							7			
Conventional							7			

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Realistic

High realistic scorers are likely to be technically orientated. They will likely be drawn to activities that involve manipulation of mechanical devices and principles of mechanics and physics. They are likely to work outside and will enjoy working with things, rather that ideas. They will enjoy solving concrete rather than abstract problems.

The ideal candidate:
Has a weak interest in technically subjects. Is seldom drawn to activities that involve manipulation of mechanical devices and principles of mechanics and physics. Generally dislikes working outside. Has little interest in solving concrete problems, generally preferring concepts and abstract ideas and problems.

Investigative

High investigative scorers will enjoy applying logic and/or scientific principles to the resolution of experimental problems. They may enjoy working in a laboratory. They will be drawn to activities that involve the manipulation and solving of abstract ideas. They will dislike highly structured situations and having to follow lots of rules.

The ideal candidate:
Prefers not to apply logic and/or scientific principles to the resolution of experimental problems. Dislikes environments where investigation prevails over the search for practical solutions. Is disinclined to participate in activities that involve the manipulation and solving of abstract ideas. Is attracted towards for highly structured situations and having to follow lots of rules.

Artistic

High artistic scorers are typically interested in a wide variety of arts, e.g. music, composing, dance, drama, art, writing and design. They will probably prefer unstructured situations where they can manage problems through self-expression. They are likely to prefer working alone, but will be happiest when surrounded by other creative people.

The ideal candidate:
Enjoys a wide variety of arts, e.g. music, composing, dance, drama, art, writing and design. Greatly likes unstructured situations where they can manage problems through self-expression. Prefers working alone, but will be in their element when surrounded by other highly creative people.

Social

High social scorers typically express an interest in caring for others and charitable work. They are likely to be fulfilled by helping people solve problems or improve themselves. They will likely to be drawn to roles such as teaching, counselling and other caring roles. They are likely to see themselves as a good leader.

The ideal candidate:
Little interest in caring for others and charitable work. Helping people solve problems or improve themselves has little value to them. They have scant interest in roles such as teaching, counselling and other caring roles. They do not see themselves as a good leader.

Enterprising

High enterprising scorers will express an interest in managing and leading others. They will likely thrive on achieving objectives through others, or from taking charge of situations. They are likely to use words effectively to convince others of their viewpoint.

The ideal candidate:
Expresses a very strong interest in managing and leading others. Thrives on achieving objectives through others, or from taking charge of situations. They are articulate in using words effectively to convince others of their viewpoint.

Conventional

High conventional scorers enjoy developing and maintaining systems and operating business machines. They will likely be drawn to activities that involve organising, administration, and well-established work practices. They will probably be uncomfortable if they don't know the rules, or don't see well defined tasks.

The ideal candidate:
Hugely enjoys developing and maintaining systems and operating business machines. Enthusiastically drawn to activities that involve organising and administration. Strongly prefers to use well-established work practices. Extremely uncomfortable if they don't know the rules, or don't see well-defined tasks.

Section 3: General Mental Ability Reasoning

General mental ability (GMA) is a good predictor of how well a person will perform. GMA comprises three factors – verbal reasoning, numerical reasoning and abstract reasoning. Not all jobs need a high mental ability in each factor.

Using the ideal profile tool it was determined that the Developer requires the following levels of general mental ability.

Verbal reasoning

The required level of verbal reasoning is above average. The job holder will be required to work with complex arguments made using language. They must easily learn new language and terminology and utilise this in verbal arguments.

Numeric reasoning

The required level of numeric reasoning is above average. The job holder must work with complex numerical concepts. They must learn easily when working with numbers and the relationships between numbers.

Abstract reasoning

The required level of abstract reasoning is average. The job holder is required to conceptualise to some extent, but is more likely to prefer skills and knowledge rooted in fact. However, they can handle well set-out ideas.

General mental ability

The combined level of general mental ability required for the Developer is above average. This is calculated by averaging the scores for the three GMA factors discussed above.

Using this profile

This profile suggests a set of personal characteristics which, if held by the Developer, will enable him/her to perform well in the job.

There are two central uses of this profile.

Firstly, the profile can be used in recruitment and selection. At the search phase, this profile can be used to specify the sort of person to search for.

Secondly, at the selection phase, this profile can be used to develop tests to determine the candidates that have this profile. Clearly, those who do have this profile are likely to perform better than others. Note that each factor cited above has error bars. That is to say that whilst the profile suggested (for example) a score of five, a candidate scoring anywhere from four to six inclusive would meet the requirement.

We set out on our website at timelesstime.co.uk, methods of developing suitable tests and interview approaches to make use of the ideal profile.

When using this profile, variance from some factors will not detract from the degree of person-environment fit. For example, generally someone who has a higher general mental ability will also do well. Managers should however consider alternative, and possibly negative, outcomes when varying factors away from the ideal.

Prepared by TimelessTime Ltd, January 2019
Please contact Sue Berry, TimelessTime Ltd. 01444 810454