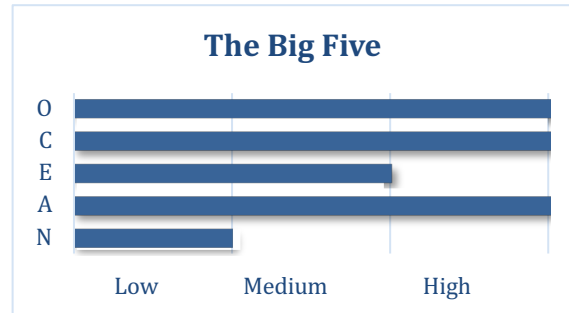


Personality, Ability and Career Themes Report for Terry Thyme

This report has been developed from the questionnaire that you completed on 26, March, 2018.

Personality

Personality is the in-person characteristics that cause a person to think, feel and behave in a particular way. Personality is considered to comprise five major traits – openness to new ideas (O), conscientiousness (C), extroversion (E), agreeableness (A) and anxiety (N). Your personality traits are shown below. The descriptors below explain how your personality will likely manifest for each trait.



Openness to new ideas: You appear to prefer to live in a world of ideas. You enjoy having the freedom to approach problems in new and innovative ways.

Conscientiousness: Conscious of group standards of behaviour, you will likely conform to social expectations. You also appear to have strong sense of right and wrong.

Extroversion: You appear to be happy working alone, or within a group. Whilst not seeking opportunities to engage with large groups you will be able to engage with them. You will sometimes also want to work on your own.

Agreeableness: You appear to be people oriented, empathic and sensitive. You will be more concerned about the needs of others than your own needs. You are likely to be deliberating, cautious and accommodating. You don't appear to like conflict or having to criticise others.

Anxiety: You appear to be calm, composed and satisfied with your life. You feel that you have the ability to cope with your daily challenges.

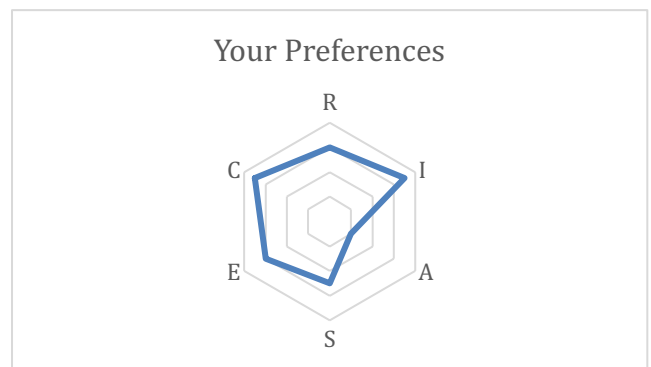
General Mental Ability

The GMA tests measure your ability to reason with language, numbers, and in abstract terms. Your GMA suggests that your level of general mental ability is above average.

Preferences

Preferences are the in-person characteristics that describe the nature of jobs in which the person will be most satisfied. Ideally, individuals should be recruited to roles that match their preference needs. Preferences are defined by six characteristics – realistic (R), investigative (I), artistic (A), social (S), enterprising (E) and conventional (C).

Everyone exhibits varying degrees of these preferences. No combination or degree of preference is right or wrong. Your three dominant preferences are Investigative, Conventional and Realistic. A description of each is given below.



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

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

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

Personality, Ability and Preference Fit Report for Terry Thyme

By assessing how well a candidate's personality and mental ability match the ideal role profile it's possible to make a good quality decision about that candidate. Add to this analysis of the person-environment fit and the predicative validity of the decision-making is further improved. All managers want to run a quality recruitment process that allows quality decisions and predicts which candidates will excel in the role. The metric that measures the quality of a recruitment process is its predictive validity¹. The following report is a key part of a high-quality recruitment process.

A basic preference inventory (suggesting candidate traits) and an associated basic general mental ability test help evaluate candidates at the earliest stage and provide evidence of fit with the job requirements. These can then be used alongside qualifications and experience harvested from candidate CVs. Together they help detect 'square pegs in round holes' and give confidence that those put forward for first interview will be viable candidates. Other psychometric testing, work sample tests and structured interview conducted after first interview build the predictive validity further.

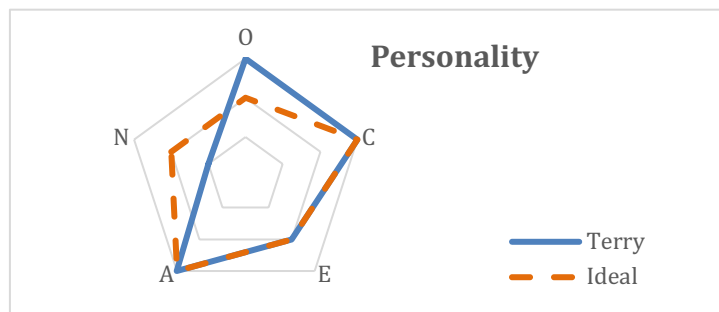
General information

This report has been developed from a questionnaire that Terry completed on 26, March, 2018.

The job title to which Terry's profile is being matched is: Consultant.

Personality

Personality is the in-person characteristics that cause a person to think, feel and behave in a particular way. Personality is considered to comprise five major traits – openness to new ideas (O), conscientiousness (C), extroversion (E), agreeableness (A) and anxiety (N). Terry's personality traits are shown adjacent, along with the ideal profile for the Consultant role. The descriptors below explain how Terry's personality will manifest for each trait.



Openness to new ideas

Terry is likely to prefer to live in a world of ideas. He will enjoy having the freedom to approach problems in new and innovative ways.

Conscientiousness

Conscious of group standards of behaviour, Terry will likely conform to social expectations. He is likely to have strong sense of right and wrong.

Extroversion

Terry appears to be happy working alone, or within a group. Whilst not seeking opportunities to engage with large groups he will be able to engage. He will sometimes also want to work on his own.

Agreeableness

Terry appears to be people oriented, empathic and sensitive. He will be more concerned about the needs of others rather than his own needs. He is likely to be deliberating, cautious and accommodating. He doesn't like conflict or having to criticise others.

Anxiety

Terry appears to be calm, composed and satisfied with his life. He feels that he has the ability to cope with his daily challenges.

¹ Predictive validity is the fundamental metric that measures how effective a firm's recruitment process is - the better the predictive validity, the better the recruitment process will be at predicting who will excel in the role. If hiring managers can predict accurately who will excel they will have fewer issues in securing the required performance when the candidate is in post.

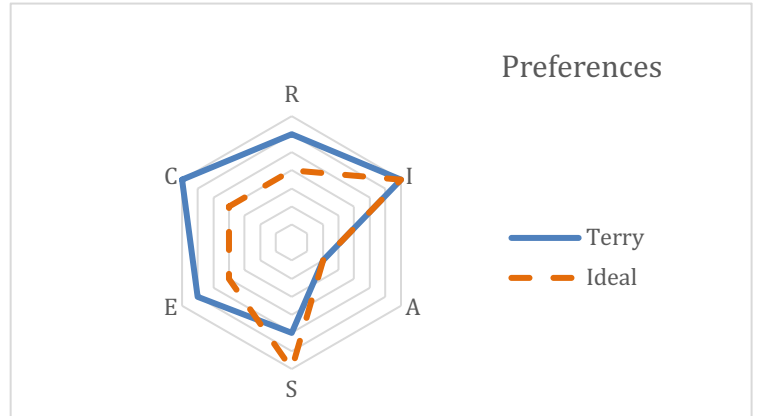
General Mental Ability

The GMA tests measure verbal reasoning, numerical reasoning and abstract reasoning. The ability level required for the Consultant role is above average. Terry’s general mental ability is above average. This means that his general mental ability matches the role requirements.

Preferences

Preferences are the in-person characteristics that describe the nature of jobs in which the person will be most satisfied. Ideally, individuals should be recruited to roles that match their preference needs. Preferences are defined by six characteristics – realistic (R), investigative (I), artistic (A), social (S), enterprising (E) and conventional (C).

This section of the report maps the ideal profile for the Consultant role with Terry’s profile. Terry’s three dominant preferences are Investigative, Conventional and Realistic.



The descriptors for the three dominant preferences are shown below. By reviewing Terry’s profile against the ideal profile, the degree of match can be seen.

Dominant preferences

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

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

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