

Individual Report

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Individual - John Sample

The purpose of this report is to provide insights to your strengths and to help develop your self-awareness. This information can be useful in planning a self-improvement program for your personal growth.

Reasoning Ability

A measure of expected learning, reasoning and problem solving potential.

- You typically respond best to clear, concise, step-by-step instructions.
- You are better able to assimilate new information if given the opportunity to practice it in a real-world setting.
- You may require additional time to learn and apply new information and techniques on the job.

Take Charge

Tendency to strive for control of people and situations and to lead more than follow.

- You tend to feel uncomfortable when acting on your own authority.
- You may frequently hesitate to assert yourself, except perhaps in extreme situations.
- You tend to be unassuming in your work, preferring to focus your efforts on lending support to your leaders.

Attitude

Tendency to have a positive or optimistic outlook regarding people and outcomes.

- You may question others' intentions until you get to know them better.
- You often express optimism and trust in others in a somewhat guarded manner.
- You sometimes question the feasibility of new methods of accomplishing tasks.

Competitiveness

Tendency to work toward goals and to try to exceed others' performance.

- You may prefer to work towards your own goals, even though they might occasionally be at odds with group goals.
- Occasionally, your willingness to challenge others' opinions may cause minor problems in group situations.
- You are usually comfortable working cooperatively toward a common goal, but you will stand by your ideas and opinions when you feel that you are in the right.

Manageability

Tendency to follow policies, accept supervision and work within the rules.

- You generally recognise the importance of rules and regulations and you heed them to a reasonable degree.
- You generally don't mind if your supervisor checks in with you occasionally.
- You can be receptive to supervision, but you occasionally question their opinions and decisions.

People Contact

Tendency to be outgoing, people-oriented and to participate with others.

- Although you generally enjoy working with others on projects, you do appreciate the chance to work alone on occasion.
- Being fairly sociable, you tend to maintain open lines of communication with other team members.
- Although you can easily initiate conversations with others, you are sometimes more reserved at large social functions.

Sense of Urgency

Tendency to display intolerance to delays and an eagerness for immediate results.

- You are able to meet goals in a timely manner, if given adequate time to prepare.
- You generally have a fast and steady work pace, but you may occasionally need time to refresh energy reserves when the workload is especially intense.
- You encounter minimal difficulty adapting to most work paces, except those that push the boundaries of normal stamina.

Resilience

Tendency to overcome setbacks and to persevere through difficult situations.

- You are usually able to pursue goals to completion, but particularly difficult tasks may test your resolve at times.
- You do not usually get discouraged easily.
- Difficult tasks may sometimes test your resolve to push ahead and finish them.

Objective Judgement

Tendency to base decisions and actions on hard facts and information, as opposed to intuition

- You believe that it is often necessary to alter the course of decision making if someone has what seems to be an important hunch or insight.
- You believe that insights gained from intuition can be just as important, and often more important, than insights gained from hard facts.
- You have a strong tendency to act on instinct as opposed to waiting until all relevant facts are accounted for.

Decisiveness

Tendency to make snap decisions without weighing the risk.

- You have a tendency to reconsider options numerous times before making a final decision.
- You tend to be uncertain about taking the appropriate action which can result in delayed decision-making.
- You prefer to have as much time as you think is necessary for making good decisions, even if this causes delays.

Independence

Tendency to be self-reliant, self-directed and make own decisions.

- You generally appreciate receiving advice from others, including any direct reports you may have.
- You appreciate meeting with others to discuss progress and checkpoints in the workplace.
- You are rather dependent on structure when accomplishing tasks and when planning new ones throughout the day.

Technical

Activities that revolve around scientific and technical activities, research and intellectual skills.

- You enjoy activities that involve researching the theories and applications of various technologies.

Financial

Activities that involve the organisation or co-ordination of information, the processing of financial data, etc.

- You are motivated by work that involves such activities as record-keeping, monitoring information flow and analysing financial data.

Mechanical

Activities that involve applied vocations with tools and machinery as well as work that involves various trades or the outdoors.

- You typically prefer assignments that involve working with tools, spending time outdoors and exerting physical effort.