

Talent Insights Report

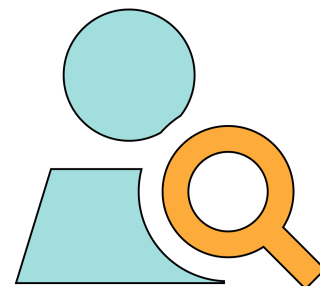
John Sample

Peoplogica

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Talent Insights Report - John Sample

This section illustrates the abilities and, personality traits that Mr Sample naturally exhibits in his daily interactions based on the results of the assessment. The purpose of this report is to provide a better understanding of what to anticipate when working with Mr Sample and an overview of his natural tendencies. Awareness of one's attributes can be invaluable information when leveraging talent and promoting engagement within the workforce.



Reasoning & Personality

REASONING ABILITY

2

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

Insights

- John may frequently require additional clarification or instruction in order to perform difficult tasks.
- John typically responds best to clear, concise, step-by-step instructions.
- He may require additional time to learn and apply new information and techniques on the job.

MANAGEABILITY

5

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

Insights

- Mr Sample exhibits an attitude which is typical of most people regarding authority and rules.
- In most routine situations, Mr Sample is willing to co-operate with those in positions of authority.
- John may resent being micromanaged or pressured by those who have more controlling leadership styles.

COMPETITIVENESS

4

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

Insights

- John is most likely to act independently if he sees a clear path to success.
- Mr Sample is moderately competitive and he will generally take advantage of opportunities to advance.
- Mr Sample may be quick to challenge others if he feels they are being unduly confrontational.

PEOPLE CONTACT

5

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

Insights

- Mr Sample is moderately sociable and he tends to maintain open lines of communication with other team members.
- Mr Sample may be inclined to promote the benefits of working as a group, if asked.
- John can be fairly outgoing, but he may also be more reserved on some occasions.

SENSE OF URGENCY

4

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

Insights

- John encounters minimal difficulty adapting to most work paces, except those that push the boundaries of normal stamina.
- He takes pride in working to accomplish goals quickly, but he recognises the need for slowing down and recharging at times.
- He is able to meet goals in a timely manner, if given adequate time to prepare.

ATTITUDE

4

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

Insights

- Mr Sample sometimes questions the feasibility of new methods of accomplishing tasks.
- John may withhold trust in others until they have proven themselves to be trustworthy.
- John may question others' intentions until he gets to know them better.

TAKE CHARGE

2

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

Insights

- John prefers to allow others to lead and he may readily defer to other colleagues when potentially unpopular decisions are being made.
- Mr Sample rarely feels the need to influence the direction of projects and other significant undertakings.
- John is generally not comfortable being the primary decision-maker, preferring instead to allow others to take the lead.

RESILIENCE

6

Tendency to overcome setbacks and to persevere through difficult situations.

Insights

- When he discovers that he has made a mistake, John will normally have the perseverance to try again.
- Difficult tasks may sometimes test his resolve to push ahead and finish them.
- John is usually able to pursue goals to completion, but particularly difficult tasks may test his resolve.

OBJECTIVE JUDGEMENT

1

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

Insights

- John believes that insights gained from intuition can be just as important, and often more important, than insights gained from hard facts.
- Mr Sample does not put a great deal of effort into deliberating over the pros and cons of a decision.
- Mr Sample believes that it is often necessary to alter the course of decision making if someone has what seems to be an important hunch or insight.

DECISIVENESS

2

Tendency to make snap decisions without weighing the risk.

Insights

- Mr Sample may miss deadlines because of his decision making process.
- John may often change his mind before arriving at a final decision.
- Mr Sample prefers to have as much time as he thinks is necessary for making good decisions, even if this causes delays.

INDEPENDENCE

1

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

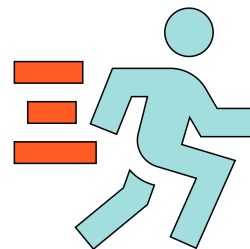
Insights

- John is particularly dependent on structure when accomplishing tasks and when planning new ones throughout the day.
- Mr Sample appreciates meeting with others to discuss progress and checkpoints in the workplace.
- Mr Sample prefers to check in with his team when he is unsure of which course of action is appropriate in a given situation.

Interests

A person's actions are often motivated by their interest. This section of the report displays the top three interests for John Sample.

Management Suggestions are provided to help take advantage of the things that interest him most. Use these suggestions to keep him excited about the job and raise his level of engagement.



TECHNICAL

6

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

- John enjoys activities that involve researching the theories and applications of various technologies.

FINANCIAL

6

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

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

MECHANICAL

5

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

- Mr Sample typically prefers assignments that involve working with tools, spending time outdoors and exerting physical effort.