

PERSONAL FEEDBACK REPORT

Criterion Personality Questionnaire [Enhanced]



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This report could be used by:

Olivia, for the purposes of self awareness and personal development.

This report describes:

Key findings from your online assessment. The report covers:



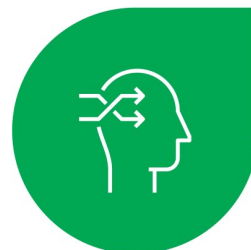
YOUR PERSONALITY



YOUR DEVELOPMENT
(based on your personality)



YOUR CAREER CHOICES
(based on your personality)



ADAPTING YOUR WORK STYLES
(based on your personality)



YOUR REFLECTIONS

UNDERSTANDING THIS REPORT

Introduction

This report describes the main findings from your online assessment. You may find this report helpful when you are thinking about your personal development and your future career choices.

The results in this report were generated from your responses to the Criterion Personality Questionnaire [Enhanced] that you completed on 15/04/2021. Your responses were compared with a large, diverse group of people at work, including managers (all levels), professionals, graduates, customer service staff, sales people, supervisors, and administrative staff. The group, which runs into hundreds of thousands of people, completed personality questionnaires on Psycruit as part of selection and development processes between 2001- 2016.

Important points

When reading this report, please remember the following points:

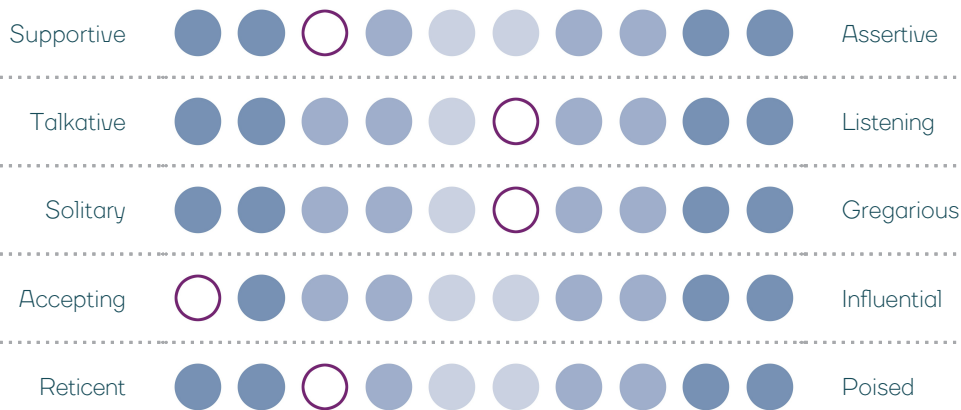
- **Personality is not fixed** - it may vary over time, change through training/development, or simply vary depending on the situation.
 - There are **no rights or wrongs**. The scores do not measure ability, skills, capability or competence. They are merely indications of preferences or typical styles of behaviour.
 - The questionnaire is **very reliable but is not infallible**.
 - The profile is intended to clarify your **self-perceptions** - it does not provide an objective measure.
 - For further interpretation of your profile, you should seek the advice of a trained Psycruit user.
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YOUR PERSONALITY



Personality questionnaires are used to measure the preferred styles, emotional tendencies, motivations and values of people at work. This section of the report provides a detailed description of your personality based on the questionnaire you completed. Remember, this is based on your self-perceptions.

Interpersonal Style



You are more gentle in your interpersonal style than most people in the comparison group. Your responses suggest you prefer to adopt a **supporting** role rather than asserting yourself in a dominant manner.

You describe yourself as somebody who is **balanced between talking and listening**. While you are sometimes prepared to hear the views of others, there may be some occasions where you prefer to be more expressive about your own opinions.

You are **moderately gregarious** but no more so than most other people who have completed the questionnaire. Your responses suggest that you are comfortable either working with other people or working alone.

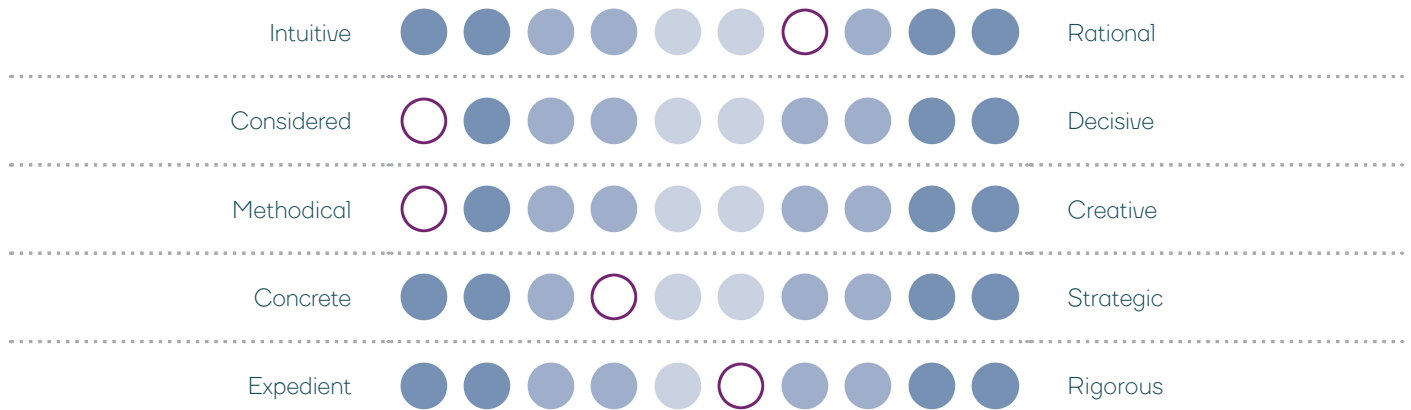
You strongly avoid pushing your opinions on others and are very uncomfortable with the challenges of persuading others to a particular point of view. Your responses indicate that you are **less influential** than other people.

You describe yourself as someone who sometimes appears reserved and **reticent** in social situations. You sometimes feel quiet and restrained with people you do not know very well. You may not seem to be as poised and socially confident as others in some situations.

YOUR PERSONALITY



Thinking Style



You have a slight preference for **rational** analysis and tend to avoid making decisions on the basis of intuition. You are slightly more at home with scientific thinking and less inclined to rely on personal experience as a means of solving problems.

Your responses indicate that you have a strong preference for taking time to reach decisions. You demonstrate a **contemplative** decision-making style. You dislike making rushed judgements and avoid making decisions until you have considered all the options.

You have a strong preference for using tried and tested methods, rather than creating new solutions. Your strong methodical tendency indicates that you are much more comfortable working within clear guidelines and are much **less** enthusiastic about providing **creative** new ideas and solutions.

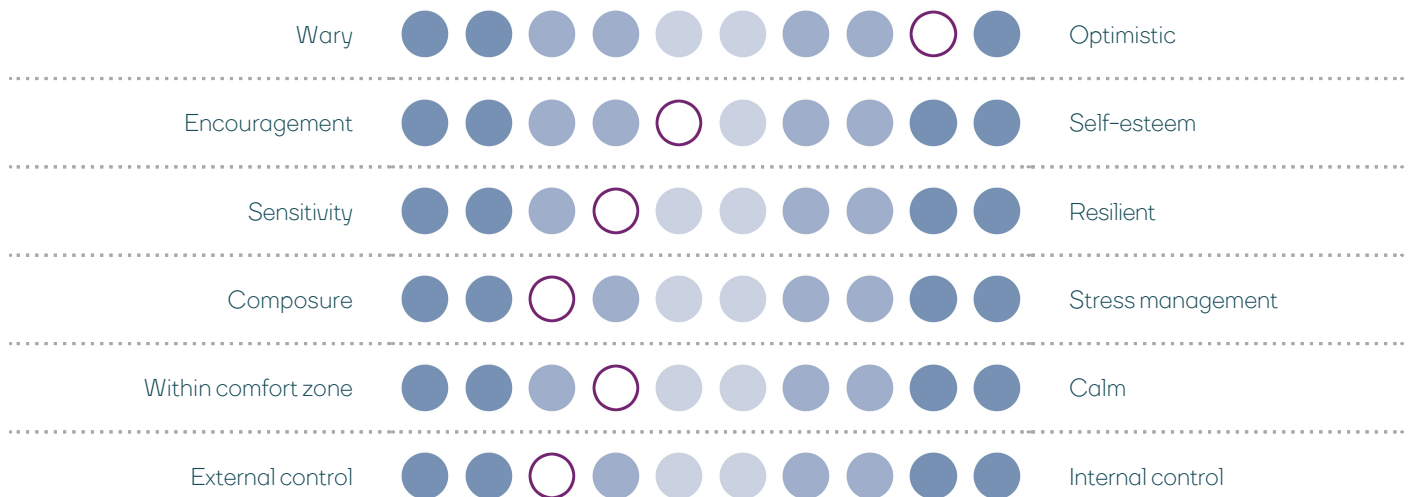
You describe yourself as generally preferring to look after the concrete practicalities of issues, maybe leaving the broad, theoretical, and strategic considerations to one side. Your responses suggest that you have a tendency to consider the **concrete and practical** aspects behind problems and decisions. You describe yourself as getting more enjoyment getting on with things than contemplating the wider implications.

Your responses indicate that you are about as **rigorous** as most other people who have completed the questionnaire. You describe yourself as **moderately conscientious** but may sometimes cut corners to get things done.

YOUR PERSONALITY



Emotional Style



Your responses suggest that you expect things to turn out for the best. Compared to other people, you describe yourself as feeling very confident about the future. You have a strong tendency to accentuate the positive and feel **optimistic** in almost all situations.

You indicate that you have a **moderate sense of self-esteem**. Although you feel reasonably positive about yourself, you may sometimes experience a degree of self doubt. Compared with other people, you tend to feel fairly positive about yourself and are typical of most people in how much confidence you have about your abilities.

Your responses suggest that you sometimes find it quite difficult to feel resilient when responding to setbacks and tough treatment from others. You describe yourself as fairly **sensitive to criticism** and may feel hurt more often than other people when you receive negative feedback.

You describe yourself as someone who works best when you are calm and relaxed. You are likely to **struggle with stress management** when working under pressure, and find it more difficult to perform when stress levels rise.

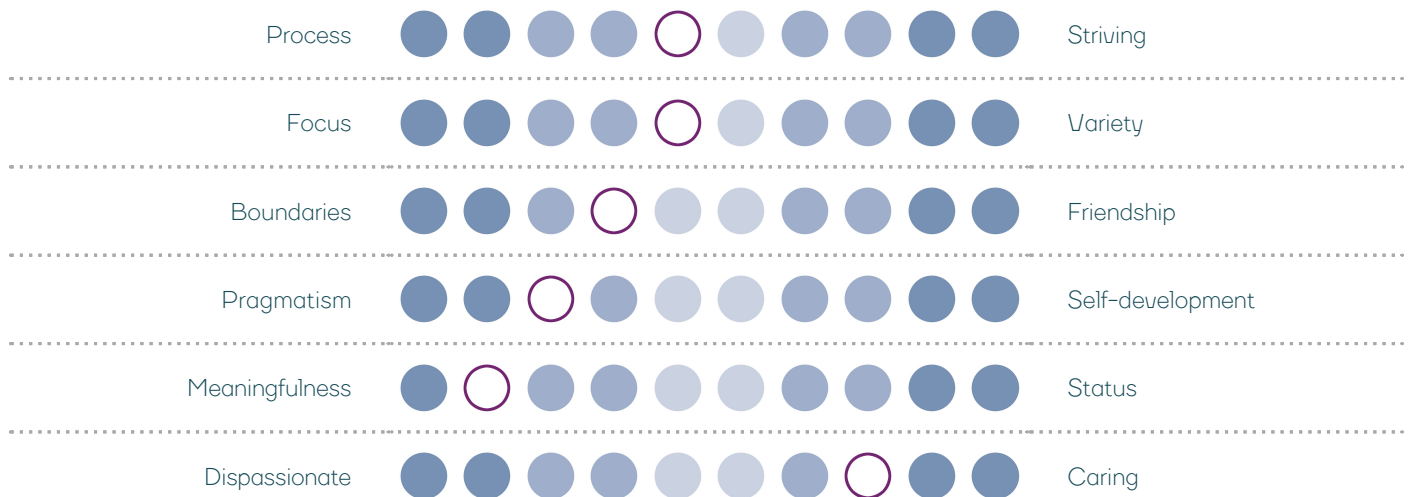
You describe yourself as someone who sometimes feels anxious or worried. You may find it **difficult to remain calm** and switch off from the day's problems. You may feel flustered when working under pressure, or when your work takes you out of your comfort zone.

You describe yourself as someone who **does not feel a great deal of personal control** over events and outcomes. Your responses suggest that you have a tendency to let luck, chance, or fate determine the way things turn out. You are more likely than other people to attribute outcomes to good and bad luck.

YOUR PERSONALITY



Motivation



Your focus on **striving** and achievement is **average** when compared with other people. This means you are moderately motivated to complete tasks and respond to challenges, but are often focused on the process as much as the outcome.

You find **variety** and frequently changing demands in your role **moderately satisfying**. You describe yourself as being typical in terms of how happy you feel in a job where the demands of your work frequently change.

The way you responded to the questionnaire indicates that, compared to other people, you have a slight value for keeping your personal life separate from work. You **may tend to avoid** close personal **friendships** with work colleagues. Your motivation to seek opportunities to form new relationships at work is fairly low.

Compared with other people, you do not describe yourself as having a particularly strong value for **self-development**. Your responses suggest that you do not need frequent opportunities to develop yourself to sustain your motivation. You indicate that you attach more value to harnessing your current strengths to enhance your performance at work.

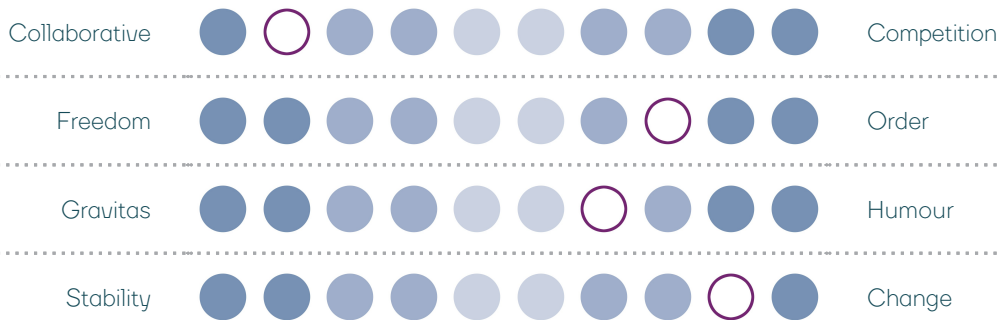
Your responses to the questionnaire suggest that you are not **status conscious** at work. You describe your motivation as being unaffected by the prestige or superficial benefits that come with more senior positions. You are more motivated by doing interesting work than pursuing status symbols.

You tend to get satisfaction and fulfilment from work that benefits others in some way. You have a preference for tasks which help other people and you are keen to work in ways that involve **caring** for other people such as colleagues, customers or those you manage.

YOUR PERSONALITY



Culture fit



Your responses suggest that you have a very strong value for **collaboration**. You feel that rivalry may do more harm than good and dislike the idea of winners and losers. Consequently, you enjoy working in a collaborative environment.

You have a strong value for working in a culture that is procedure and system bound. You are very comfortable working in an environment and job where there are **clear boundaries**, controls and rules for how work should be done.

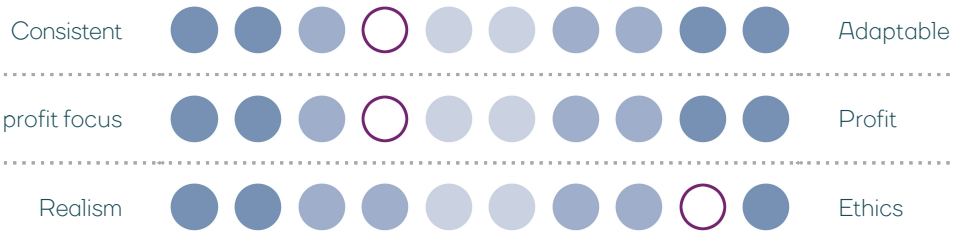
Your responses indicate that you prefer to work in a light-hearted and cheerful environment. You favour working with others who like to have a laugh at work and can see humour, even in difficult situations.

You describe yourself as having a very strong preference for working in a business with a culture of frequent **change**. You have a very strong value for innovation rather than tradition and are very likely to enjoy responding to the changes that an organisation must make to meet its business objectives.

YOUR PERSONALITY



Culture fit



Compared to other people, you may be slightly **less adaptable**, preferring to be more consistent in your style of communication when dealing with different people in different situations, perhaps relying on the strengths of your natural style.

Your responses suggest that you are **not always driven** primarily by the concept of making **profit**. You are sometimes less interested in financial indicators than other measures of business performance, and may feel uneasy about the ways in which some modern businesses pursue profits. You are likely to prefer working in a business that places other values alongside purely commercial considerations.

Your responses indicate you have a much stronger value for **ethics** than other people who have completed the questionnaire. You are extremely reluctant to compromise on moral or ethical standards and are very keen to work within a framework of values or principles.

YOUR DEVELOPMENT



On this page, your responses to the personality questionnaire have been used to prioritise up to 5 key areas which might be relevant to your personal development. These development possibilities are offered for your consideration. It is for you to decide whether these are areas where you would like to change or develop.

Key attribute	Area of personality	Development possibilities
Accepting	Interpersonal Style	You may benefit from development which enables you to influence others with more confidence so that you feel comfortable persuading them to change their opinions.
Methodical	Thinking Style	You could consider training and development opportunities that allow you to practice coming up with novel approaches, to build your creativity. This will enable you to begin to rely less on existing processes and experiment more with new solutions.
Considered	Thinking Style	Your development may benefit from training that enables you to adapt your decision-making style to make judgements quickly and confidently when the need arises.
Collaborative	Culture fit	You may find it interesting to develop a more competitive motivational focus; this may involve playing to win and finding new energy or enjoyment from healthy rivalry.
Meaningfulness	Motivation	Although you may not draw significant motivation from status or prestige, it may be helpful for you to take time to consider your position in the team and how it affects those around you. Could you be using your status more effectively? Take time to appreciate that others may hold status in higher regard than you do and think about what this means for the group dynamics.

YOUR CAREER CHOICES



Your responses to the personality questionnaire have also been used to prioritise up to 5 key areas which might be relevant to your future career choices. The indicators on this page highlight work choices which are well suited to your preferences and those which are less aligned with your personality.

Key attribute	You may thrive in a career where:	You may need to work harder to sustain performance in a career where:
Accepting	You are encouraged to make decisions and form opinions collaboratively rather than influencing others to come round to your point of view. Where you can accept the views of others and get on with the task rather than be required to battle your corner.	You have to engage with disagreements, conflict, and differences of opinion rather than diplomatically holding your tongue. Jobs where simply agreeing to disagree is not enough and accepting that some views can't be changed is not acceptable.
Methodical	You are able to work with tried and tested methods and are encouraged to implement and stick to precise guidelines rather than looking for innovative adaptations to the usual process.	You must avoid sticking to the status quo and instead look to innovate whenever possible. Where continuous improvement and innovation is the driving force and traditions or established ways of working are not valued.
Considered	You are required to weigh up a multitude of options, and take your time making well-thought-out, informed decisions.	You are required to make decisions quickly, and are unable to weigh up a multitude of options due to time pressure.
Collaborative	You can work co-operatively with others to achieve goals in a culture of collaboration. Roles in which you are expected to work towards group objectives rather than focus energies on personal goals.	You must compete with others or deliver against tough targets. Roles in which you are expected to prioritise your own performance and results over others and do what it takes to win.
Meaningfulness	The work is challenging and personally fulfilling and offers rewards and motivation beyond the status of the job title and trappings of the role. Where you work with people who value doing interesting, worthwhile, and satisfying work.	You find the work unfulfilling and the status and rewards poor compensation. You would favour an engaging role over a high-profile one. Roles with prestige and position but little in the way of challenge or personal fulfilment.

ADAPTING YOUR WORK STYLES



To some degree, we can all adapt our styles of behaviour to meet the demands of different roles and different situations. On this page of the report, your responses to the personality questionnaire have been used to prioritise up to 3 key areas where you might want to flex or modify your ways of working from time to time.

These hints and tips are offered for your reflection. It is for you to decide whether these are useful to you as you develop in your work and your career.

Key attribute	Hints and tips
Accepting	You tend to avoid pushing your opinions on others and are happy to agree with the majority. For issues that you feel strongly about a more persistent approach may sometimes be beneficial. Try to imagine a scenario where you are required to influence someone round to your point of view. You may find it more natural to ensure the other person feels heard and then 'agree to disagree'. However, try to think about how you can put across your ideas so that they appear to compliment their viewpoint. Try practising in 'safe' environments with people that you are familiar with. Consider spending time doing informal role-play influencing conversations and ask for feedback from the people involved.
Methodical	You prefer to work with tried and tested methods, you should take time to realise that even methods that have been successful many times in the past may have limitations. As situations change, even subtly, there can suddenly become opportunities for creative alternatives that outperform methods of the past. Sometimes, solutions or ideas that elude us are obvious to someone who has no knowledge or involvement with the problem. Describing the problem to an outsider can enable you to approach the problem from a fresh perspective. Few people can be creative on demand, especially if you are tense, over-stretched or under pressure. If you are having difficulty in getting ideas to flow; relax and take a break.
Considered	You tend to take your time when making decisions and are more comfortable when you can ponder the pros and cons. When you are under pressure to make a decision, try to identify strategies or techniques for reducing the amount of time taken to decide on a course of action. Use more narrow decision-making criteria, focusing on what is really important to the decision. This will help to reduce the amount of time spent considering your options. If required to make a quick decision that you do not feel comfortable with, seek some feedback from a colleague and ask for a second opinion whilst you build up confidence.

YOUR REFLECTIONS



Having read your Personal feedback report, you may wish to capture your own thoughts in the areas below.

Key strengths

I believe my key strengths are:

Key strength	When and where can you make use of this strength?

Personal development

I believe my priorities for personal development are:

Development priority	When and how can you work on this development priority?