

# SUMMARY PROFILE

Criterion Personality Questionnaire [Enhanced]



## Olivia Hansen

Completion date: 15/04/2021

### **This report could be used by:**

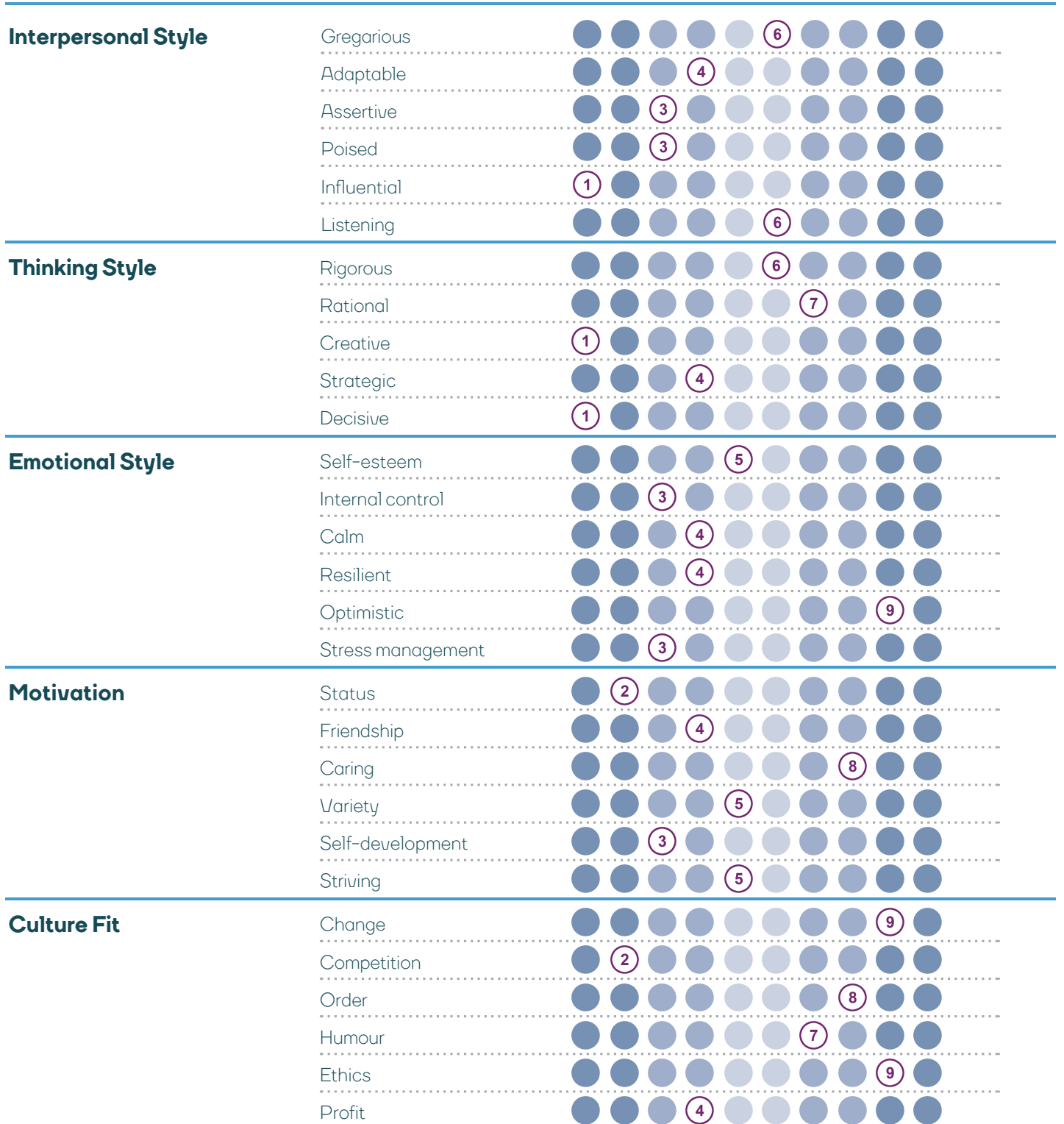
Recruiters, line managers, HR and L&D professionals.

### **This report describes:**

Key findings from Olivia's personality profile that relate to the way in which she is likely to respond to people, tasks, demands, rewards and culture at work.

# OLIVIA'S PROFILE SUMMARY

This is a summary of Olivia's preferences compared to other people:



# INTERPERSONAL STYLE

## Solitary

Enjoys own company. Happy to work alone. Inclined to be less sociable than others.



## Gregarious

Likes the company of other people. Sociable. Works well with others. May dislike working alone.

## Consistent

Rarely alters behaviour to create an impression in different circumstances. Personality consistent across situations.



## Adaptable

Adapts style of behaviour to suit different individuals. Changes personality in different situations.

## Supportive

Dislikes being bossy. Tends to play supporting roles rather than directive ones.



## Assertive

Dominant. Makes presence felt. Sometimes overbearing with others.

# INTERPERSONAL STYLE

## Reticent

Reticent and quiet in many social situations. May appear shy in some circumstances.



## Poised

At ease with other people. Confident and relaxed on social occasions.

## Accepting

Accepts other people's views. Prefers to 'agree to disagree' rather than try to influence or persuade.



## Influential

Persuasive. Persists in trying to influence other people. Aims to win people over.

## Talkative

Likes to be the one who does the talking. Sometimes doesn't listen to others or forgets what they say.



## Listening

Prepared to take time to listen to people. Considers others' opinions. Easy to talk to.

# THINKING STYLE

## Expedient

Gets work done as quickly as possible. Looks for ways to cut corners. More expedient than careful.



## Rigorous

Thorough and conscientious. Likes to do things properly. Takes time, and avoids short cuts.

## Intuitive

Intuitive. Likes to rely on feeling rather than gathering too much data. Guided by experience more than rational analysis.



## Rational

Scientific and analytical when dealing with problems. Logical by nature. Prefers to rely on data.

## Methodical

Happy to stick with clearly defined systems which work. Prefers following procedures to creating new methods.



## Creative

Looks for new approaches. Enjoys trying new ideas. Prefers inventing new methods to applying old ones.

## Concrete

Concerned with concrete practicalities. Less interested in the theory or the wider implications. Applies thinking to operational considerations.



## Strategic

Approaches issues from a theoretical perspective. Concerned with underlying principles. Prefers strategy to operational specifics.

## Considered

Takes time to consider all options before taking a course of action. Dislikes making snap decisions.



## Decisive

Quick to take decisions. Prefers to reach decisions rapidly rather than leave issues open.

# EMOTIONAL STYLE

## Encouragement

May experience self-doubt. May sometimes need encouragement to build up self-confidence.



## Self-esteem

Has inner confidence in own abilities. Feels self-assured and values own worth.

## External control

Feels that events are outside own control. Sometimes leaves things to fate. Attributes outcomes to good and bad luck.



## Internal control

Feels a strong sense of personal control. Responsible for own destiny. Tries to influence events towards preferred outcomes.

## Within comfort zone

Often feels anxious. May worry and feel tense. Finds it difficult to relax.



## Calm

Unlikely to become tense or flustered. Cool and calm even in difficult situations.

# EMOTIONAL STYLE

## Sensitivity

Sensitive to criticism. Can become emotional and suffer from the feeling of being hurt.



## Resilient

Not usually upset by criticism. Resilient, rather than emotional.

## Wary

Often anticipates the negative. Sometimes pessimistic about the future. Sees problems more than benefits.



## Optimistic

Expects things to turn out for the best. Confident about the future. Accentuates the positive.

## Composure

Prefers to take time over work. Works better when feeling calm and relaxed. Dislikes being rushed.



## Stress management

Not flustered by high pressure work. Happy coping with tight deadlines. Works better under stress.

# MOTIVATION

## Meaningfulness

Not interested in status. More influenced by the actual content of a job than the status it might bring.



## Status

Likes the prestige that comes with more senior positions. Motivated by status.

## Boundaries

Tends to avoid close relationships with work colleagues. Keeps personal life separate from work.



## Friendship

Regards work as a social opportunity. Would like job to provide chances to form new relationships.

## Dispassionate

Inclined to believe that people should look after themselves. Impatient with people who need help all the time.



## Caring

Prefers jobs that benefit others in some way. Motivated by work that involves caring about others.



# MOTIVATION

## Focus

Dislikes frequent changes between tasks. Prefers settling down to work rather than juggling many tasks.



## Variety

Enjoys variety in day-to-day work. Prefers doing many tasks in parallel.

## Pragmatism

Feels that self-development is less important than getting a job done. Satisfied with current performance.



## Self-development

Keen to improve. Values training and developing new skills. Prioritises self-development over other concerns.

## Process

More interested in the process of work than the results. Content to do work which has no obvious outcome. Sometimes able to enjoy doing nothing.



## Striving

Likes work that has a clear outcome. Motivated by pursuing achievements. Unhappy doing nothing.

# CULTURE FIT

## Stability

Finds frequent change disrupting. Comfortable performing in a familiar role. Prefers a stable organisational culture.



## Change

Likes to work within a culture of organisational change. Prefers innovation to tradition.

## Collaborative

Would rather co-operate than compete. Feels no sense of rivalry. Attaches low value to competition as a motivator.



## Competition

Enjoys working in a competitive environment. Compares own performance with that of others. Plays to win.

## Freedom

Values freedom and spontaneity. Frustrated by regulation and restrictive procedures.



## Order

Likes to have clearly defined rules. Prefers an orderly environment with boundaries and controls.

# CULTURE FIT

## Gravitas

Prefers a culture that is serious and professional. Less keen on frivolity at work.



## Humour

Values working in a fun environment. Often light hearted at work. Likes the occasional laugh now and then.

## Realism

Frustrated by ethical restrictions. Prefers an environment that stresses hard commercial realities.



## Ethics

Prefers a working culture which takes a strong moral position. Values professional ethics.

## Low profit focus

Believes that other considerations should take priority over pursuit for profit. Uncomfortable in an environment where profit is paramount.



## Profit

Believes that making a profit should always be the prime motivator. Enjoys working in a profit-orientated culture.