

A Cognisess LensMini report complied for:

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Gender: Male

Norm group: General population

REPORT:
HOW IT WORKS
OVERVIEW
TYPE INTERPRETATION
APPENDIX

How it works...

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Who is the Lens Mini Report for?

The Lens Mini report is meant to be read by the individual whose profile is being analysed, as well as by team leaders, facilitators, and HR members.

What is Lens Mini Report's purpose?

The purpose of the Lens Mini report is to provide the reader with a detailed breakdown of personality by relying on two well-validated underlying theories, thus allowing a look at personality through two different perspectives.

The Lens Mini report is there for individual users to obtain a better understanding of their characteristic behaviours and traits, as well as to gain a deeper understanding of how to address their strengths and weaknesses. It is also useful for individuals to get clarity on how they may fit into certain organisations, and contribute using their inter-personal skills.

For team leaders and facilitators, the Lens Mini may help identify how to best maximise the unique abilities brought into the team by an individual, as well as how to structure meeting processes in a way that is more suitable to the person's natural preferences.

For those in Human Resources and Recruitment, the Lens Mini may be useful in gaining a better understanding of a candidate, as well as their potential within the company.

What is in Lens Mini Report?

The Lens Mini consists of an overview page of the general characteristics of the individual, and afterwards is subdivided into two sections that represent the different perspectives through which personality can be viewed; the trait and type approaches.

The five general traits are first described on the overview page. Each trait is represented on a normal distribution curve, allowing a comparison between the individual in question and the general norm group. A unified profile description can also be found in the appendix, where each trait is graphed in an industry-standard format.

The section outlining the individual's personality using the type approach is broken down further into two areas; the overall type description via the general, temperament and processes views, and organisational implications of type, which include areas such as communication, change, leadership, decision-making, stress, and conflict.

The appendix also includes a table including all of the possible personality types using the type approach for those curious to identify where they are on the table.

Disclaimer

This individual personality breakdown report will be able to provide information on how the person in question is similar to or different to those in a comparison group, as well as what the individual may enjoy or be comfortable with doing and the type of environment they would be comfortable doing it in. However, this report cannot provide detail into what sorts of activities and tasks an individual may be good at.

Furthermore, this Lens Mini measures the full range of normal personality, so it is not unusual for an individual to occupy positions on scores of either extreme. Everyone occasionally feels anxious, angry or depressed in their lives, and the Lens Mini can only measure this within the normal range. The Lens Mini cannot and does not provide any clinical or diagnostic information.

It is important to be aware of the dangers of over-interpretation, as this can have meaningful impact on others' behaviours through what is known as the phenomenon of a self-fulfilling prophecy. Furthermore, while this personality report does provide a detailed interpretation, it should not be taken as engraved in stone. This is because behaviour can be largely context dependent and will alter depending on the individual circumstances. Anxious individuals may become less so when provided with support and those scoring high on ideas may quickly run dry in an unwelcoming environment.

More information www.cognisess.com

TYPE DESCRIPTION

Forecast personality type:

Manager

Best fit type:

Manager

Forecast conflict style:

Competing

Best fit conflict style:

Compromising



Manager

This individual is probably driven by their own organised vision of what the job should be and has clear logic on how to deal with challenging scenarios. They are likely to be determined about creating plans and managing resources in a project so that it can be completed efficiently. They are objective in the sense that they focus on what is in front of them and use their past experiences when facing new situations. Others may see them as objective, structured, straightforward and able to take on tough decisions.

MANAGER PERSONALITY COMPONENTS

Dominant

The Thinking Dominant function manifests in the desire to achieve logical clarity and prioritising objectivity. Combined with Extraversion, this function manifests directly in the external world.

Process

Practical Realists tend to excel in areas that require technical knowledge and attention to detail, are drawn to traditional structures and tend to approach decisions through a past experience based view.

Conflict style

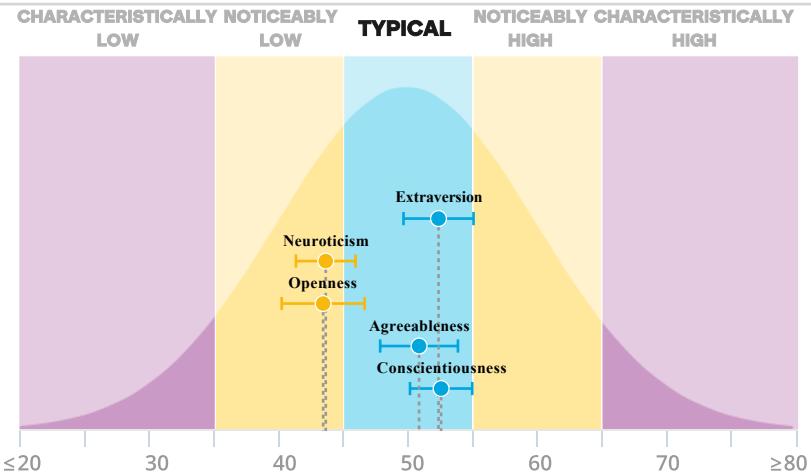
The compromising style aims to find the easiest, fastest solution that satisfies both party's concerns. This style is most effective in situations where the outcome is moderately important but there are few resources available to attend to it.

Temperament

Guardians generally prefer to communicate in direct and straightforward terms that are used to mainly discuss real events and people. They are traditionally orientated and strive to provide structure.

THE BIG FIVE BELL CURVE

This graph portrays the position of your scores on the five global traits as compared to your norm group. The middling blue area indicates typical scores, the yellow indicates noticeably low or high scoring on the trait, while the red is characteristically high or low scoring on a trait.



Low Key Attributes

High Key Attributes

EXTRAVERSION

This individual reports themselves just as Extraverted as others in their comparison group. This suggests that this individual is assertive, active, and sociable as the average member in the comparison group. This individual could be considered an ambivert, someone who directs their energy both inwards and outwards.

TYPICAL

NEUROTICISM

This individual reports themselves as being noticeably more emotionally stable than those in the comparison group. This suggests that this individual are able to handle stress and manage themselves in complex situations with far more ease than individuals in the comparison group. Overall, this individual is less prone to experiencing other negative emotions, such as apprehension and anger.

NOTICIABLY LOW

OPENNESS

This individual reports themselves as being noticeably less open to experience as others in the comparison group. This suggests that this individual is commonly less willing to explore a variety of different experiences and ideas and prefer the concrete and factual to the imaginative and fictional.

NOTICIABLY LOW

AGREEABLENESS

This individual reports themselves to be just as agreeable as others in the comparison group. This individual report themselves to be as cooperative, likeable, considerate and supportive of others, as other members in the comparison group.

TYPICAL

CONSCIENTIOUSNESS

This individual reports themselves as averagely conscientiousness as the other comparison group members. This individual will tend to be as structured, driven, deliberate, dependable as others in the comparison group.

TYPICAL



Forecast personality type:

Best fit type:

Forecast conflict style:

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TYPE DESCRIPTION

OVERALL

This individual is probably driven by their own organised vision of what the job should be and has clear logic on how to deal with challenging scenarios. They are likely to be determined about creating plans and managing resources in a project so that it can be completed efficiently. They are objective in the sense that they focus on what is in front of them and use their past experiences when facing new situations. Others may see them as objective, structured, straightforward and able to take on tough decisions.

TEMPERAMENT



Guardians generally prefer to communicate in direct and straightforward terms that are used to mainly discuss real events and people. They are traditionally orientated and strive to provide structure.

PROCESSES

As a Practical Realist, this individual has a preferred combination of sensing-based perception and thinking-based judgement. They are likely to concentrate on facts, which they approach with an objective analysis. Because of this, they may particularly enjoy work in a fact based technical environment and can be referred to as practical.

ORGANISATIONAL TYPE IMPLICATIONS

COMMUNICATION

This individual probably prefers to communicate through discussing with others rather than writing. They may also create opportunities for casual conversation on the topic of the task. They prefer face-to-face interactions. For this individual, being direct and relaying what is practical is important in their communication.

LEADERSHIP

This individual's leadership style is likely to be driven by results and thus will plan and seek input from team members to ensure the results are met. They are likely to clearly define everyone's responsibilities so that everyone is focused on the goal. Some people may find their style a bit bossy and less open to new structures.

CHANGE

In scenarios of change, this individual will tend to bring order and structure during uncertain times of change. They can exude a decisive, determined manner when managing change.

DECISION MAKING

This individual's decision making style is logical in nature. They will be evaluative of all aspects of the decision. This allows them to be structured and sensible when making the final decision. They will not be worried about making a tough decision when necessary.

STRESS

This individual can be easily stressed by chaotic environments that lack structure and when experiencing a loss of control over own time and tasks. When stressed, this individual is likely to become more negative when they don't have the information required to make a critique.

CONFLICT

This individual's preferred conflict style is Compromising. This style is relatively assertive and cooperative. They usually rely on finding a middle ground to settle on. While this approach is ideal in time pressure situations, if there is too much compromise, it can blind this individual to the larger picture.

Grip Behaviour: In times of great stress, this individual may become emotional, and inflexible and domineering.

The sixteen possible personality types based on Jungian theory are represented on this grid, allowing a side by side comparison of their most noticeable overall characteristics. The personality type of the individual this report is based on is highlighted in orange.

Controller	Caregiver	Mentor	Engineer
Controller  <p>This individual is probably driven by sense of responsibility and loyalty to their work and to others they work with. This will lead them to be a reliable colleague who delivers on the tasks and goals set for themselves. They are likely to respect the facts that come with a task and work within this frame because they believe this will allow them to maintain their work efficiency. They are logical thinkers who thoroughly reflecting on standard procedures to make a decision. Others may see them as structured, composed and trustworthy.</p>	Caregiver  <p>This individual is probably driven by their own commitment to the task and team. This will lead them to care for people in a practical manner that is in line with previously approved methods. They are likely to desire clarity in understanding what their role involves so they can definitively deliver on their work. If they deem something relevant to do, they will go to every length to ensure this work has been done even at the sacrifice of themselves. Others may see them as meticulous, diligent and caring of others.</p>	Mentor  <p>This individual is probably driven by work that is people focused and has a sense of creativity involved. They are likely to desire structuring people and tasks in a way where all parties involved can benefit. They are perceptive in the sense that they are able to understand complex relationships between people and within tasks that others will not be aware of. They use their perception to create long-term plans that will improve the experiences of other people. Others may see them as moving, a people-reader, imaginative and compassionate.</p>	Engineer  <p>This individual is probably driven by their own vision of what the job should be and has clear ideas about what the possibilities are for change in the future. They are likely to be determined about what he thinks and difficult to deflect from the things he believes in. They are individualistic in the sense that their tastes and choices are not likely to be influenced by fashion or the choices of those around him. Others may see them as objective, fair and structured, able to make detached decisions.</p>
Crafter	Sympathiser	Empath	Scholar
Crafter  <p>This individual is probably driven by their pragmatic view of the world. They are likely to determine what they think using the concrete information in front of them and make clear judgements about scenarios. They are realists in the sense that when they notice errors in a task or solution, they will find a way to resolve them. This reaction allows them to be able to respond efficiently in emergencies and stay focused on the goal. Others may see them as objective, adaptable and democratic.</p>	Sympathiser  <p>This individual is probably driven by their inner moral value of caring for people's wellbeing. They are likely to express this caring to others through building trust with others and thinking considerably on the impact decisions have on people. They are perceptive to the emotional realities of a situation, and thus think considerably of the impact decisions may have on people. This leads them to actively build trust with colleagues. Others may see them as meek, flexible to others, caring for others through actions.</p>	Empath  <p>This individual is probably driven by growth not only for themselves but for others' development as well. They are likely to be value-oriented whereby they may sense the unconscious psychological needs of others. They are idealists in the sense that they want to ensure everyone (including themselves) reaches their greatest potential and finds a personal purpose in their work. They work in bursts of energy and intense concentration, and are committed to their objectives. Others may see them as committed, reflective and curious to finding the connections between ideas.</p>	Scholar  <p>This individual is probably driven by their logic to identify and understand and explain situations. They are likely to be critical of their own and other's opinions as they use their rational standards to judge themselves and others. They are inquisitive in the sense that they will seek to understand the truth of every matter and evaluate how things work in a scenario. This individual may detect inconsistencies in logic and find a solution. Others may see them as those who enjoy a challenge, as well as reserved, intellectual and independent.</p>
Promoter	Enthusiast	Activist	Innovator
Promoter  <p>This individual is probably driven by their high energy nature and desire to comprehend everything that is going on. They are likely to be explorative in their learning and applying their new knowledge to scenarios. They are practical in the sense that they will get rid of any barriers that are stopping the task from being completed. Others may see them as problem-solvers, enthusiastic, experimental and quick to action.</p>	Enthusiast  <p>This individual is probably driven by their own keen interest in understanding new experiences and people. They are likely to be determined to learn things by doing them which leads them to be proactive observers. They prefer to work in an impromptu manner when facing challenges. They are collaborative in the sense that they simultaneously use their realism while also being open to ideas in their work approach. Others may see them as imaginative, funny, nonchalant and as someone who dislikes having structure and tradition tying them down.</p>	Activist  <p>This individual is probably driven by their desire for innovation and creative ideas about what the possibilities are for positive change. They are likely to be high energy as they are excited to get involved with new work as well as new people. They are purpose-seeking in the sense that they will look to bring a greater purpose to their work and find connections between people and projects. Others may see them as amicable, adventurous, flexible and able to influence those around them.</p>	Innovator  <p>This individual is probably driven by their own imagination of how innovation can improve the work they do and how they can use their creative thinking to overcome any challenges. They are likely to be determined about working in a strategic manner so they can bring their ideas into action effectively. They are adaptable in the sense that they can build unique conceptual frameworks in the moment and can adequately react to unforeseen scenarios. Others may see them who enjoys debating perspectives with others, as well as knowledgeable, dynamic and vocal.</p>
Manager	Supporter	Coach	General
Manager  <p>This individual is probably driven by their own organised vision of what the job should be and has clear logic on how to deal with challenging scenarios. They are likely to be determined about creating plans and managing resources in a project so that it can be completed efficiently. They are objective in the sense that they focus on what is in front of them and use their past experiences when facing new situations. Others may see them as objective, structured, straightforward and able to take on tough decisions.</p>	Supporter  <p>This individual is probably driven by their desire to organise people in a structured manner and has clear ideas about how to ensure everyone collaborates so that the project can be completed successfully. They are likely to be determined about improving their personal and work environment for everyone involved. They are loyal in the sense that they will actively check in with others to make sure everyone is cared for, no matter how small the request. Others may see them as caring for others, value-oriented and seeking of other's respect.</p>	Coach  <p>This individual is probably driven by their own values of looking after the needs of others and has a clear influence on building cooperation and collaboration amongst colleagues. They are likely to be determined about checking everyone meets their task and personal goals. They value those who work with integrity. This individual is empathetic in the sense that they understand other's emotions and thus can draw the best out of each person. Others may see them as optimistic, authentic and structured, able to be influential while still being open to other's ideas.</p>	General  <p>This individual is probably driven by their own logic and critical assessment of what the job should be. They have clear standards of how things should be managed and run. They are likely to be determined about overcoming challenges that are brought upon them. They are decisive in the sense that they will fix illogical systems and will willingly take on responsibility to complete a task. Others may see them as action-oriented, confident and structured, able to debate their ideas with others.</p>