



# TQ Personality - Full Trait Profile

## Example Candidate

18/04/2023

# Profile

## LEADING AND WORKING WITH OTHERS

Prefers to work independently and expresses themselves if they disagree with others



Agreeable and enjoys cooperating with others, sensitive to their needs

May take time to warm to others and tolerate different perspectives



Empathises easily with others, enjoys listening and building rapport

Has clear expectations of others and lets them develop independently



Supportive and helps others to develop and grow

Communicates with a trusted group, may be uncomfortable initiating new contacts



Communicates with a wide range of people, readily initiating contact with others

Prefers to work at a steady pace and take a cautious approach



Driven and seeks out new challenges, makes decisions quickly

Prefers to follow instructions and avoids pushing their views on others



Prefers to take the lead and enjoys influencing others

## ORGANISATION AND THINKING STYLE

Avoids competition and setting specific goals, prefers to take things as they come



Motivated by challenging goals, self-disciplined and competitive

Takes a spontaneous approach, less focused on detail and accepts small mistakes



Conscientiously plans and organises tasks, committed to delivering and ensuring accuracy

Adopts an intuitive approach to solving problems, less interested in data or analysis



Adopts an analytical approach to evaluating situations, uses data to help solve problems

Enjoys taking a practical approach focused on operational details, likely to avoid complex problems



Enjoys working with complex situations, exploring different perspectives and techniques

Prefers to use tried and tested approaches rather than experimenting with new techniques



Creative in approach, enjoys innovating and finding new solutions to problems

Takes time to adapt to new circumstances, has firm views and prefers a predictable routine



Adapts readily to new situations, taking a flexible approach and enjoying variety

## INTERACTING AND MANAGING EMOTIONS

Readily complies with others and willing to bend rules to get things done



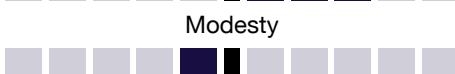
Communicates in a straightforward and candid manner, adhering closely to rules and guidelines

Enjoys their status and qualities being recognised by others



Avoids situations which highlight their status or uniqueness

Enjoys talking about their successes and receiving attention from others



Modest in their dealings with others, avoids being the centre of attention

May be pessimistic and take some time to recover from setbacks or criticism



Responds positively to setbacks, quickly recovering from challenges or criticism

Shows their feelings readily and experiences anxiety when under pressure



Stays composed and controls feelings under pressure

Prefers to have support and advice from others



Independent and self-reliant, needing little support from others

## RESPONSE STYLES

Tended to respond self-critically; preferences may be more accentuated than the results suggest



Presented themselves positively; preferences may be less accentuated than the results suggest

Responses show less differentiation across the traits which may be due to less consistency or lack of self-insight



Responses show clear strengths and development needs, profile demonstrates a wide range of scores across the traits

Responses to the questionnaire show less use of extreme options, tendency to select narrow range of ratings



Responses to the questionnaire show clear differentiation in responses; more use of extreme options

## **Cooperative**

You enjoy cooperating with others and working as part of a team or group. Being someone who is naturally friendly and agreeable, you should find it easy to get along with people and will demonstrate sensitivity to the needs of those around you, enabling effective collaboration.

## **Empathy**

Empathising with other people comes as easily to you as most people. You will actively listen to people talk about their problems or perspectives when required. You will probably demonstrate reasonable tolerance to the imperfections of others and will build rapport and show warmth to individuals most of the time.

## **Supporting**

You are likely to be as supportive and helpful towards individuals, as much as most other people. You should be comfortable helping others develop where necessary, but will remain focused on your core tasks without becoming overly distracted by people's concerns.

## **Connecting**

When it comes to connecting with others, you will be reasonably comfortable initiating contact with new acquaintances. You will probably strike a balance between communicating with your trusted group of friends and colleagues and interacting with a wider network when required.

## **Dynamic**

Being someone who prefers a steady pace of work, you will typically consider the possibilities and show caution before taking action. You will tend to consider carefully and deliberate before making decisions and may be hesitant to proactively take on new challenges.

## **Influential**

You are happy to take the lead in situations where you feel confident or are in your comfort zone. You will be happy to influence and persuade individuals but will probably not go out of your way to put across a differing viewpoint to others.

## **Goal-focused**

You are able to find a balance between being driven to achieve goals and taking things as they come. As someone who is reasonably focused in pursuing defined goals, you are likely to focus on a limited number of goals that are perhaps most important to you.

## **Structured**

When it comes to organising, you will be reasonably planned and methodical when approaching tasks. You will demonstrate good attention to detail as much as most people but may be willing to accept small mistakes or changing timelines, depending upon the tasks. You will seek to deliver on commitments wherever possible.

## **Analytical**

You are likely to adopt an analytical approach to evaluating situations and solving problems. You are comfortable critically evaluating situations and will use varied sources of information to solve problems. You are likely to prefer using statistics and data to do this, rather than your intuition.

## **Complex Thinking**

You very much enjoy finding solutions to complex problems. You like to take a conceptual approach and look to explore multiple perspectives and techniques when solving complex problems. Being open minded in this way, you are curious to learn about new approaches and techniques.

## **Creativity**

You generally strike a balance between using tried and tested approaches to solve problems and appreciating the benefit of new and innovative solutions. You are reasonably comfortable to experiment with new ideas and approaches and will challenge convention if the situation allows it.

## **Adaptability**

Adapting readily to new situations, challenges and environments comes readily to you. Being confident in changing situations means you should be able to take a flexible approach where required. As you prefer a lot of variety, you may however find that you become more easily bored of routine situations.

## **Straightforward**

You are as straightforward and candid in your style as most other people. You will seek to be open and honest with your opinions but will also be comfortable to provide less candid feedback or views where required. Others should value both your honesty and sincerity.

## **Status Avoidance**

Highlighting your status or uniqueness is something you prefer to avoid most of time, as you like to be treated the same as others regardless of your personal qualities. Your preference is to be part of a group, rather than receive special recognition and you avoid too much recognition or reassurance from others.

## **Modesty**

You are reasonably modest about your successes and achievements. Although you would probably not necessarily go out of your way to seek praise or recognition from others, you are comfortable if others give you due appreciation.

## **Resilience**

Recovering from times of stress or when faced with pressurised situations or setbacks is something you are able to do about as quickly as most other people. You will be reasonably optimistic and resilient when responding to challenges and be sensitive to criticism as much as most others.

## **Emotional Control**

When it comes to demonstrating emotional control, you are likely to be able to control your feelings when under pressure. You will typically remain calm and composed, even in more emotionally charged situations. As a result, others are also likely to see you as a considered individual who remains calm in stressful situations.

## **Independence**

You are reasonably independent and can make decisions with little input from others. However, you may be more inclined to seek advice for bigger decisions that you are looking to make. Being balanced in your approach means you are likely to take on board and benefit from the advice of others.