

Candidate Feedback Report

Your Personality Questionnaire Feedback

The wheel shows 6 main areas of personality - or Factors. Your results, which are based on the extent to which you agreed with the statements in the assessment, are shown in the wheel. The larger the section for any of the factors, the greater your preference for that factor is. Everyone has a unique combination of preferred working styles and different roles or jobs vary in terms of what they require. This section is intended to give you an overview of your preferences rather than providing feedback on your suitability for the role you applied for.

ADAPTABILITY

The capacity to display optimism, show resilience and 'bounce back' after setbacks.

From your responses, it seems you can be resilient following setbacks. This could be very useful for working in environments where difficult situations might be faced by you and your colleagues.

SUPPORTIVENESS

The desire and tendency to motivate, inspire and support others.

Your responses suggest that you are not particularly keen on spending time motivating others. To help develop this, identify someone who often motivates those around them and see if you can learn from their approach.

DEPENDABILITY

The capacity to deliver with accuracy and speed, utilising structure and forward planning to meet desired objectives.

It seems that you like to plan well in order to meet your commitments and that you deliver reliably on agreed objectives. You should consider adopting tasks and roles where you can leverage this to help achieve shared goals and deliver good quality work - perhaps also sharing your planning skills with colleagues so that they can learn from your approach.

CREATIVITY

The inclination to generate ideas, seek variety and think at a conceptual level.

Your answers suggest that variety at work and spending time generating new ideas are not overly important to you. In terms of development, it might be useful to recognise situations where you might contribute more by coming up with new ideas or by trying out new approaches presented with the opportunity to experience new things.

ASSERTIVENESS

The tendency to confidently communicate ideas with a sense of purpose, take charge and persuade others.

Your responses suggest that you may not always assert yourself or attempt to persuade others to your way of thinking. You may find it helpful to practice your influencing skills with those you are most familiar with, asking for their feedback afterwards to help you establish new ways of asserting your viewpoints.

DRIVE

The levels of determination and passion shown in the pursuit of goals.

You seem to be a driven person who strives to achieve. Make the most of your determination by making sure you always have clear sight of the goal you want to achieve and by directing your energy towards this.

