

Occupational Personality

Candidate: Kris Kantor

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The conclusions reached in this report are based on a systematic comparison of your answers to the questionnaire with those of a large group of people who have completed the questionnaire.

When considering the report's description of this your personality, it is important to recognize that it is based on the answers given, and it is your own view of your behavior, rather than how your personality might be described by another person. Inevitably, your knowledge, experience and the pressures of the role will affect how you actually behave. A self-report questionnaire can nevertheless give important clues to help us better understand the way that you see your preferred style at work, and it is likely to enable us to predict a good deal about your behavior in different situations.

This report links the information under six broad headings and summarizes all of your responses to the questionnaire.

The contents of this report are likely to be a good description of your behavior at work for up to 12 months, depending upon the work role and personal circumstances. If it is to be used in the future, consideration should be given to its continued relevance.

Trait Categories

Agreeableness – scales identifying the level of team orientation, tolerance of and sympathy for others, and the extent to which the candidate seeks praise and recognition

Emotionality – scales exploring the candidate's emotional side, including the extent to which they openly display emotion, levels of anxiety, and how these factors impact confidence and assuredness

Energy – scales determining candidate's energy levels regarding how energetic and career focused they perceive themselves, how competitive they are with others, and how decisive they are

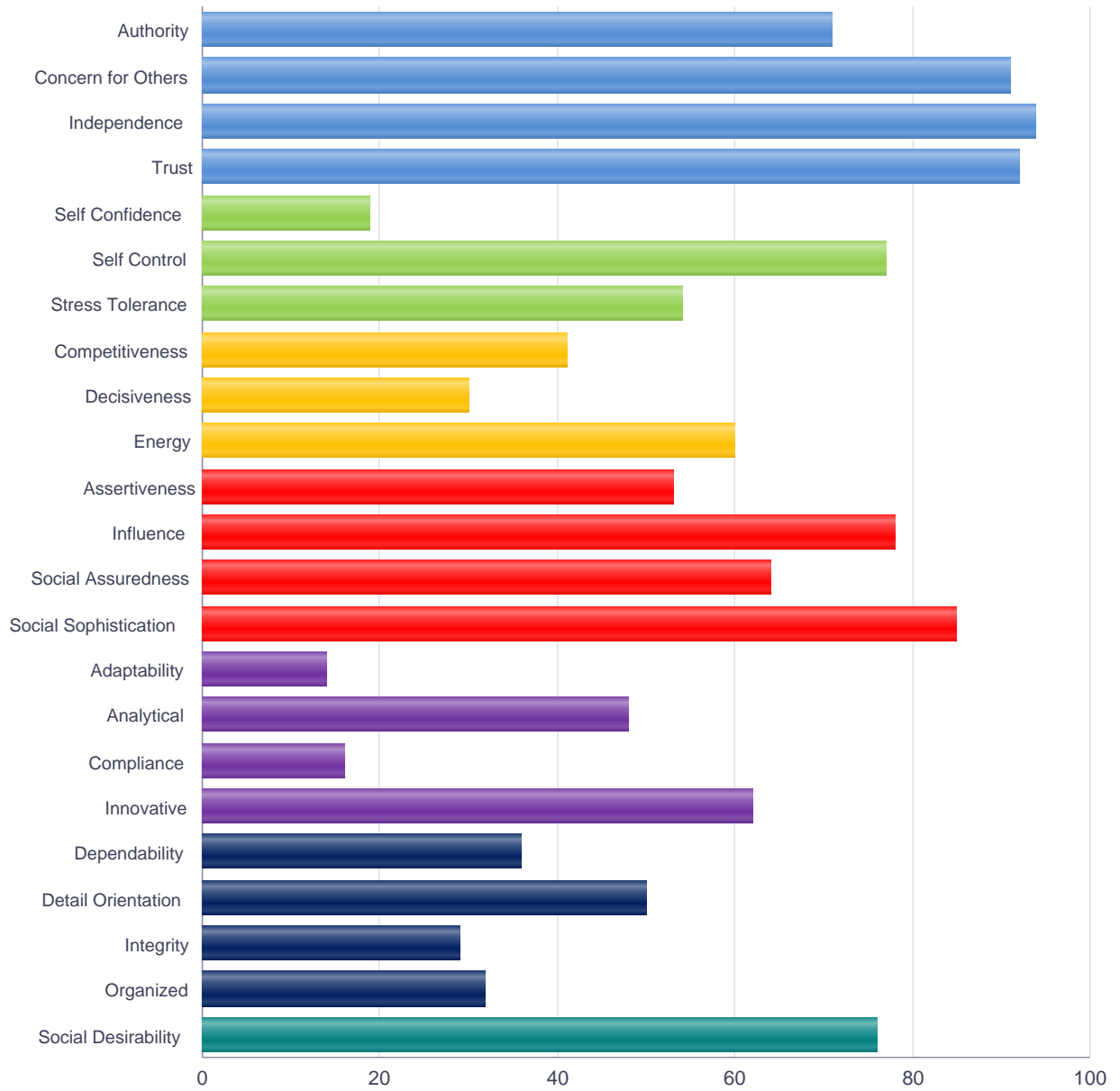
Extroversion – scales exploring how the candidate interacts with others and the level of personal impact they have on others

Openness to Experience – scales examining the candidate's level of intellectual curiosity and their preference for change and innovation versus stability and certainty

Structure – scales detailing the candidate's approach to working in terms of the amount of structure they prefer, how they organize their workload in terms of potential conflict with personal priorities, project management issues, and respect to their preference for using data

Social Desirability – scale approximates the extent to which an individual rated themselves in a lenient fashion, giving some indication of the rigor with which an individual's responses should be probed

Candidate Graph



Authority - 71

Enjoying and preferring to be dominant over others and in a clear position of authority over them.

What to Expect:

People who scored similarly are likely to:

- Desire a position of power and prefer to control the behavior of others.
- Believe in their ability to lead and be seen by others as a leader.
- Take charge of others and direct them towards a goal.
- Assert themselves and be seen by others as dominant at times.

Concern for Others - 91

Measure of desire to develop trusting relationships with others, being approachable, and making time to address others' personal and professional needs. Exercises empathy and compassion when dealing with the needs and problems of others.

What to Expect:

People who scored similarly are likely to:

- Offer support and assistance without prompting.
- Place a very strong emphasis on developing and maintaining effective personal and professional relationships with others.
- Be seen as naturally caring and compassionate who places the needs and interests of others before their own when making decisions.

Independence - 94

Being autonomous, following one's own way of doing things, guiding oneself with little or no supervision, and depending mainly on oneself to get things done. Refers to the ability to work independently of others while maintaining long-term productivity. The degree to which one prefers working alone, making decisions by oneself, and carrying out work without the assistance of others.

What to Expect:

People who scored similarly are likely to:

- Work very effectively without supervision.
- Complete work activities without assistance from others.
- Prefer to work independently, without association and involvement of others.
- Need almost absolute freedom and autonomy.
- Prefer to decide things on their own.
- Work best with a manager who will include them in defining the goal and then allow them to achieve it on their own.
- Establish their own rules and procedures regarding how to get things done.
- Be willing to act without consultation or approval.
- Reject conventional wisdom and bring their own approach to work.
- Be very self-reliant with little need for much support or help at work.
- Take complete control of their work environment.

Trust - 92

Believing in others' abilities and intentions. Having faith in others; thinking that people are fundamentally good and mean well.

What to Expect:

People who scored similarly are likely to:

- Have a great deal of optimism and faith in the ability of others to do a task.
- Be perceived as naive by people who see their trusting nature as a sign of weakness.
- Be someone who initially wants to give a person the benefit of the doubt.
- Be very effective in getting the best out of people.
- Think the best of others.

Self Confidence - 19

The degree to which a person trusts their own judgment and abilities and believes in their own effectiveness. It refers to a person's level of self-assurance, which is not necessarily linked to their level of outgoingness. It looks at how a person reacts to criticism - do they accept it or does it make them feel undermined and subsequently reduce their effectiveness.

What to Expect:

People who scored similarly are likely to:

- Struggle to show a personal sense of competence and may feel inferior to others.
- Become excessively self-critical and may greatly underestimate their own contributions.
- Highly doubt their own capabilities and be less assured than most.

Self Control - 77

Maintaining composure, keeping emotions under control even in very difficult situations, controlling

anger, and avoiding aggressive behavior. Refers to the ability to avoid being hostile, temperamental, high-strung, irritable, or touchy. The degree to which one can control emotions at work.

What to Expect:

People who scored similarly are likely to:

- Be emotionally stable and may be more likely to conceal feelings from others.
- Be more restrained emotionally and are sometimes less attentive to the emotions of others.
- Hold back from showing displeasure with colleagues, but also restrains themselves when showing excitement or enthusiasm.
- Prefer to control their emotions.

Stress Tolerance - 54

An individual's ability to draw from personal and professional resources in order to reduce the degree to which stress is experienced.

What to Expect:

People who scored similarly are likely to:

- Be comfortable when others expect a lot from them.
- Take constructive criticism reasonably well and remain tolerant of coworkers experiencing stress.
- Thrive with a moderate amount of pressure in their work.
- Respond well to reasonable challenges and generally remain as calm as those around them when faced with moderate stress and pressure.
- Perform well when under deadlines.

Competitiveness - 41

Having the desire to outperform others, to "beat" other people, to "win." Refers to the degree to which one seeks and is motivated by competitive environments and situations.

What to Expect:

People who scored similarly are likely to:

- Be comfortable in competitive environments, but will not seek them out.
- Value team and personal success equally.
- Be as competitive as most people, but do not show strong desire to beat others.
- Be as interested as most in benchmarking their activities against others.

Decisiveness - 30

Being willing to make decisions in the absence of complete information. Remaining committed to a decision amidst controversy and doubt. Demonstrating the courage of one's convictions, even when things at first are not going well. Avoiding deferring decisions upward.

What to Expect:

People who scored similarly are likely to:

- Be more cautious in their approach and may procrastinate as a result, spending more time than necessary when coming to a conclusion.
- Be uncomfortable with quick decision making, preferring to make decisions after due consideration of the facts.
- Be less comfortable with rapidly changing work environments.
- Feel the quality of a decision is compromised when they are unable to weigh all the options.
- Prefer not to have to make rapid decisions.

Energy - 60

The internal drive to be active and get things done; to have sustained energy to accomplish work tasks. This includes the ability to work vigorously toward a goal or objective and to work wholeheartedly with constant determination.

What to Expect:

People who scored similarly are likely to:

- Pursue their goals enthusiastically.
- Be motivated by situations where there are opportunities to accomplish something every day.
- Prefer to be constantly active and enjoys challenging work.
- Be willing to work hard, preferring a fast-paced, highly productive environment.
- Sustain high levels of energy and remain determined throughout the work day.

Assertiveness - 53

Able to express their own needs and agendas clearly to others.

What to Expect:

People who scored similarly are likely to:

- Use a less dominant and forceful approach when expressing their opinions.
- Will let others know views or opinions they hold very strongly, but not all their views and opinions.
- Voice their views and opinions, but may be less open when faced with very assertive opposition.
- Balance the need to be heard with the willingness to listen to others.

Influence - 78

Being able to win other individuals over or to gain their support for an action or cause. Convincing others to adopt a preferred course of action.

What to Expect:

People who scored similarly are likely to:

- Be strong willed, enjoying opportunities to persuade others and be in positions of influence.
- Believe in their ability to be highly persuasive.
- Seek out high profile roles so they have a say in what happens.
- Take pleasure in encouraging others to change their plans.

Social Assuredness - 64

Appearing confident and engaging in a wide range of social situations.

What to Expect:

People who scored similarly are likely to:

- Be the one to instigate conversations and take the lead in social settings.
- Seek out networking opportunities and put in effort to maintain contacts.
- Happily talk in front of others and give presentations as necessary.
- Readily establish relationships with others and are likely to develop contact and establish rapport with new and unfamiliar people.

Social Sophistication - 85

The preference and ability to exhibit tactfulness and diplomacy versus candor and often brutal honesty.

What to Expect:

People who scored similarly are likely to:

- Be tactful and diplomatic.
- Be viewed by others as having exceptional social skills.
- Position their message carefully and with consideration to subtleties of social context.
- Has a social sensitivity when expressing opinions about people.
- Say the right things at the right time.

Adaptability - 14

Being open to change (positive or negative) and to considerable variety in the workplace. The extent to which one is comfortable with change and willing to modify behavior accordingly versus being rigid and preferring things stay the same.

What to Expect:

People who scored similarly are likely to:

- Find change difficult to deal with and have less ability to adapt to situations that are ambiguous or uncertain.
- Avoid situations requiring lots of variety, preferring environments which are more consistent and uniform.
- Dislike change and may find change unnecessary or highly unsettling.

Analytical - 48

The extent to which people prefer making decisions based on data and facts; a preference for solving problems in a logical, systematic fashion.

What to Expect:

People who scored similarly are likely to:

- Be able to work through specifics in a step-by-step fashion without losing sight of the bigger picture.
- Take a holistic view to problem solving, while staying aware of important details.
- Use logical procedures to understand issues and situations, but will not exclude their gut feelings.
- Balance an analytical approach with intuition to clarify issues and solve problems.

Compliance - 16

Being comfortable with rules and authority at work; maintaining the status quo and staying in compliance with policies.

What to Expect:

People who scored similarly are likely to:

- Feel restricted by rules and regulations.
- Need autonomy based on their dislike of rules and regulations.
- Solve problems innovatively.
- Strongly prefer work with little or no structure.
- Prefer to work outside of established parameters when making decisions.

Innovative - 62

Creativity and alternative thinking to develop new ideas for and answers to work-related problems. The degree to which one is creative in generating new ideas and solutions to old and new problems. Refers to the tendency to think of new approaches to work and preference for experimentation.

What to Expect:

People who scored similarly are likely to:

- Enjoy coming up with new ideas on large and small scales.
- See themselves as creative, preferring to work in radical and innovative environments.
- Be comfortable with a changing, flexible environment.
- Be asked to provide a different perspective on issues.

Dependability - 36

Being reliable, responsible, dependable, and fulfilling obligations. The extent to which one can be counted on to deliver on all promises, to fulfill commitments, and be accountable for results (good and bad). Refers to the tendency to see things through to completion and behave responsibly.

What to Expect:

People who scored similarly are likely to:

- Avoid taking responsibility and will push it on others, especially if involved in group work.
- Take ownership for some of their work, but do not consistently accept responsibility.
- Rely on others too much for advice or assistance when prioritizing or organizing work.
- Lose sight of some deadlines and cannot be consistently relied upon to deliver on their commitments, especially when organizing or planning.

Detail Orientation - 50

Being careful about detail and thorough in completing work tasks. The extent to which one is highly organized, neat, clean, deliberate, and exacting. Refers to the tendency to keep track of a wide variety of details.

What to Expect:

People who scored similarly are likely to:

- Focus sufficiently on their tasks as long as they do not require excessive detail and accuracy.
- Have an average amount of attention to detail.
- See the value of details, but do not obsess about them.
- Find details to sometimes get in the way, but will use and take responsibility for detail in most of their work.
- Enjoy some work requiring focus and accuracy, but will prefer having some tasks that do not require a great amount of attention to detail.

Integrity - 29

Being honest and avoiding unethical behavior. The degree to which one is honest in all dealings with others and avoids any hint of ethical compromise. Refers to the tendency to behave in an honest fashion and always tell the truth.

What to Expect:

People who scored similarly are likely to:

- Take a more expedient approach if the business requires it.
- Not have a strong ethical framework and will not find it difficult to set aside what principles they do have.
- Be inclined to break promises to ensure they get what they want.
- Be more inclined to communicate in a less candid fashion to get what they need.
- Not have their personal moral framework restrict their ability to make decisions.

Organized - 32

The extent to which one organizes and structures their work, taking a highly methodological and systematic approach to solving problems and planning work.

What to Expect:

People who scored similarly are likely to:

- Believe that a less structured approach adds to their effectiveness rather than being an example of expediency.
- Be less comfortable with tasks such as planning, monitoring, and organizing.
- Be less effective when the situation requires a planned, methodical approach.
- Adopt a less structured approach, preferring to do things in an immediate, unplanned way.

Social Desirability - 76

This scale, while not functioning as a lie scale, gives an idea of the extent to which an individual had rated themselves in a lenient fashion, the extent to which they like to be seen in a positive light etc. Thus the scale gives some indication of the rigor with which an individual's responses should be probed.

What to Expect:

People who scored similarly are likely to:

- Have responded in a more socially desirable manner than is typical.
- Have high self-esteem and see themselves in a positive light.
- Have a values framework featuring mostly positive, socially acceptable behaviors.
- Need to be liked, resulting in them behaving in a way that a majority of people react to them positively.
- Possibly distort their responses to enhance the possibility of being selected.