



TALEAGENT.

DETAIL REPORT

Personality Report

Simon Sample

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Professionals

This Talegent Personality report gives you deep insight into how a candidate profiles against our personality scales. It contains sensitive personal information, and should be kept in a secure location with minimal access. The report should be disposed of confidentially once the results are no longer valid.

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Profile
















STRONG TENDENCY TOWARDS SCALE

	Energetic	Prefers a measured and relaxed pace	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> 9 <input type="checkbox"/>	Displays lots of energy and stamina
	Motivating	Works best with self-motivated individuals	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> 9 <input type="checkbox"/>	Enjoys figuring out what drives others
	Receptive	Guarded, avoids or dismisses feedback	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> 9 <input type="checkbox"/>	Seeks & appreciates personal feedback
	Strategic	Short-term, tactical focus	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> 9 <input type="checkbox"/>	Develops strategies, takes a long-term view





TENDENCY TOWARDS SCALE

	Accepting	Gravitates towards people similar to self	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> 8 <input type="checkbox"/>	Embraces difference & diversity
	Adaptable	Doesn't need variety, enjoys routine	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> 8 <input type="checkbox"/>	Embraces change, adapts quickly
	Decisive	Hesitant, seeks guidance	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> 8 <input type="checkbox"/>	Makes decisions with conviction
	Meticulous	Broad focus, avoids details	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> 8 <input type="checkbox"/>	Detail-focused and precise
	Self-Aware	Conceals own limitations	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> 8 <input type="checkbox"/>	Open about flaws

LIKE MOST

	Collaborative	Prefers working on their own	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> 7 <input type="checkbox"/> <input type="checkbox"/>	Enjoys collaborating & helping others
	Optimistic	May focus on the negatives	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> 7 <input type="checkbox"/> <input type="checkbox"/>	Positive outlook, sees the good in things
	Sociable	Shies away from meeting new people	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> 7 <input type="checkbox"/> <input type="checkbox"/>	Outgoing, energised by new people
	Empathetic	Maintains distance, avoids emotions	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> 7 <input type="checkbox"/> <input type="checkbox"/>	Comfortable with emotions and shows empathy
	Intuitive	Uses other information over personal experience	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> 6 <input type="checkbox"/> <input type="checkbox"/>	Trusts experience and intuition
	Composed	Easily affected by stress or pressure	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> 5 <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	Calm & composed in the face of stress
	Data Driven	Bases decisions primarily on feelings	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> 5 <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	Uses evidence to make decisions
	Directing	Follows the lead of others	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> 5 <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	Prefers to take charge & lead
	Driven	Relaxed about goals and targets	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> 5 <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	Motivated by goals, overcomes obstacles
	Theoretical	Prefers tangible over theoretical ideas	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> 5 <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	Considers underlying theories and concepts
	Competitive	Dislikes and avoids competition	<input type="checkbox"/> <input checked="" type="checkbox"/> 4 <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	Likes to compete, strives to win
	Compliant	Challenges rules, finds these restrictive	<input type="checkbox"/> <input checked="" type="checkbox"/> 4 <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	Follows rules & procedures
	Innovative	Prefers tried & tested solutions	<input type="checkbox"/> <input checked="" type="checkbox"/> 4 <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	Seeks new & creative solutions.
	Reliable	Responsive, readily shifts priorities	<input type="checkbox"/> <input checked="" type="checkbox"/> 4 <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	Makes fulfilling promises a priority
	Self-Confident	Modest, doubts own ability to succeed	<input type="checkbox"/> <input checked="" type="checkbox"/> 4 <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	Believes in self, expects success

TENDENCY AWAY FROM SCALE

	Analytical	Accepts information at face value	<input type="checkbox"/> <input checked="" type="checkbox"/> 3 <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	Looks below the surface to evaluate information
	Influential	Doubts ability to persuade	<input type="checkbox"/> <input checked="" type="checkbox"/> 3 <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	Persuasive, able to change others' minds
	Socially Aware	Consistent interpersonal style	<input type="checkbox"/> <input checked="" type="checkbox"/> 3 <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	Reads body language & adapts accordingly
	Work Focused	Regularly shifts focus between tasks	<input type="checkbox"/> <input checked="" type="checkbox"/> 3 <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	Engaged in work, rarely distracted

STRONG TENDENCY AWAY FROM SCALE

	Learning Focused	Satisfied with current level of knowledge	<input checked="" type="checkbox"/> 2 <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	Actively develops skills & knowledge
	Risk Tolerant	Cautious, seeks certainty	<input checked="" type="checkbox"/> 2 <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	Accepts risks that have potential benefits
	Trusting	Takes time to trust others	<input checked="" type="checkbox"/> 2 <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	Trusts others from the outset
	Amiable	Takes time to build rapport	<input checked="" type="checkbox"/> 1 <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	Warm and friendly, connects easily

Detail



DRIVE Energetic

The tendency to have high levels of energy throughout the day and maintain a fast pace.

Prefers a measured and relaxed pace



Displays lots of energy and stamina

Interpretation

- His responses suggest that Simon is a very energetic individual.
- He has indicated that he thrives on working at a fast pace, and can maintain this energy throughout the day.
- Because Simon should really enjoy operating at pace and to tighter deadlines than most, he may be more susceptible to distraction or boredom when his workload slows down.



INTERPERSONAL Motivating

The tendency to enjoy understanding what motivates others.

Works best with self-motivated individuals



Enjoys figuring out what drives others

Interpretation

- Simon enjoys figuring out what motivates or inspires others, and is likely to consider this an important skill.
- He has indicated that understanding others' motivations helps him to leverage these drivers to achieve greater team performance.
- He is expected to dedicate time and effort into attempting to motivate those around him.



SELF PRESENTATION Receptive

The tendency to seek out and enjoy receiving feedback from others.

Guarded, avoids or dismisses feedback



Seeks & appreciates personal feedback

Interpretation

- Simon's responses suggest that he is very open to feedback, and should not be defensive about this.
- Profiling as being highly interested in self-improvement, Simon is likely to encourage others to offer feedback or developmental advice on how he deals with situations and people.
- He should usually seek out and investigate feedback, and is expected to actively use this to improve.



THINKING Strategic

The tendency to enjoy developing strategies and taking a long-term perspective.

Short-term, tactical focus



Develops strategies, takes a long-term view

Interpretation

- Simon's responses suggest that he tends to take a very strategic perspective.
- His decisions are likely to have more of a long-term focus than those of his peers.
- This focus may cause Simon to sacrifice immediate outcomes in favour of generating future returns.



INTERPERSONAL **Accepting**

The tendency to be open to and uncritical of different people's views, values, beliefs and lifestyles.

Gravitates towards people similar to self



Embraces difference & diversity

Interpretation

- Simon's responses suggest that he is highly open to and appreciative of the views, beliefs, and lifestyles of other people, even when these differ markedly from his own.
- He is expected to easily establish common ground with people who are different to him and is likely to make best use of the diversity of the group.
- Simon is likely to be comfortable operating within a diverse workgroup or environment.



TEMPERAMENT **Adaptable**

The tendency to enjoy variety at work, and be open to change and trying new things.

Doesn't need variety, enjoys routine



Embraces change, adapts quickly

Interpretation

- Simon has indicated that he likes to try new things, and is very open to changes in his routine.
- Profiling as flexible and adaptive, Simon is expected to readily accept changes introduced into his work environment.
- Compared to others, Simon may proactively suggest or initiate change in the workplace.



DRIVE **Decisive**

The tendency to make decisions efficiently and with conviction, and to take responsibility for them.

Hesitant, seeks guidance



Makes decisions with conviction

Interpretation

- Simon's responses suggest that, compared to others, he is likely to feel very confident making decisions.
- Simon is expected to feel comfortable making tough decisions on his own and is unlikely to rely on the approval of others for sign-off.
- Further to this, Simon may also form opinions quickly compared with most.



EXECUTION **Meticulous**

The tendency to pay attention to detail, producing precise, error-free work.

Broad focus, avoids details



Detail-focused and precise

Interpretation

- As someone who enjoys working with the finer details of tasks, Simon is likely to keep track of the many small items within a project.
- This tendency should lend him to produce high-quality work with few errors.
- Simon is expected to be much more precise than others, and this perfectionistic tendency may need to be balanced against other situational factors.



SELF PRESENTATION Self-Aware

The tendency to be open and accepting of own weaknesses.

Conceals own limitations



Open about flaws

Interpretation

- According to Simon's responses, he is likely to be open about his development areas with others.
- Simon should value the learning opportunities that arise from discussing his weaknesses with others.
- Simon is unlikely to waste time trying to hide his flaws, and may instead spend this time developing skills or mitigating these issues.



INTERPERSONAL Collaborative

The tendency to enjoy working within a team and helping others.

Prefers working on their own



Enjoys collaborating & helping others

Interpretation

- Simon is expected to really enjoy opportunities to work within a team environment.
- He is expected to consistently prioritise the needs of the team ahead of his own objectives.
- Reporting to enjoy helping others, Simon is likely to feel most valued when supporting others to achieve a shared goal.



TEMPERAMENT Optimistic

The tendency to feel happy, and see the positive side of situations.

May focus on the negatives



Positive outlook, sees the good in things

Interpretation

- Simon profiles as having a similar level of optimism as most of his peers.
- As Simon is likely to consider both the negatives and positives, he should see the benefits of situations while also being open about any concerns he may have.
- Given this balanced approach, on occasions Simon may benefit from encouragement to promote an optimistic stance.



INTERPERSONAL Sociable

The tendency to enjoy meeting new people, and be outgoing.

Shies away from meeting new people



Outgoing, energised by new people

Interpretation

- Simon's responses suggest that he is about as outgoing as his peers.
- While Simon should enjoy attending some social events in a work capacity, he may find too many of these to be socially draining.
- Simon may be slightly uncomfortable initiating conversations with new people, but this should decrease as he gets to know them.



INTERPERSONAL **Empathetic**

The tendency to be comfortable dealing with other's feelings, and be able to understand their perspective.

Maintains distance, avoids emotions



Comfortable with emotions and shows empathy

Interpretation

- Simon should generally feel comfortable discussing others' feelings, but at other times prefer a more professional approach.
- He profiles as being reasonably concerned with interpreting and understanding the emotions and feelings of other people.
- Simon should dedicate an appropriate amount of time to considering how his actions and decisions might impact upon other people.



THINKING **Intuitive**

The tendency to base decisions on past experience and intuition.

Uses other information over personal experience



Trusts experience and intuition

Interpretation

- Similar to most others, Simon is likely to use personal experience as a basis for decision-making some of the time.
- Simon is expected to use a balance of intuition and other information when solving problems.
- Regardless of the amount of personal experience Simon has, there may be times when he does not recognise similarities in past experiences and draw appropriate links.



TEMPERAMENT **Composed**

The tendency to be calm and composed in the face of pressurised situations or stressful events.

Easily affected by stress or pressure



Calm & composed in the face of stress

Interpretation

- Simon has indicated that he feels and is affected by stress to a similar extent to most of his peers.
- Simon is generally expected to remain calm and composed during stressful situations but, at times, may openly express his feelings, or look to others for support.
- He appears to attempt to persevere through stressful situations but may benefit from receiving encouragement from others at times.



THINKING **Data Driven**

The tendency to use facts, data, and evidence over gut-based decision making.

Bases decisions primarily on feelings



Uses evidence to make decisions

Interpretation

- Simon's responses suggest that, as much as most, he examines facts, evidence, and data when making decisions.
- Simon is expected to work reasonably hard to avoid basing decisions on gut feel.
- Similarly, Simon is expected to be as comfortable as others in making important decisions in the absence of hard facts or evidence.



INTERPERSONAL Directing

The tendency to take charge of situations and enjoy leading people.

Follows the lead of others



Prefers to take charge & lead

Interpretation

- Directing others or leading a group is likely to interest Simon as much as it interests his peers.
- He is probably most comfortable leading others when he feels that he has the situational expertise or authority to do so.
- Simon is expected to work well in either a leadership position or following the guidance of other people, depending on the situation.



DRIVE Driven

The tendency to work hardest towards clear goals, and to strive to achieve them despite setbacks.

Relaxed about goals and targets



Motivated by goals, overcomes obstacles

Interpretation

- Simon has indicated that he is about as driven to achieve goals as most other people.
- As keen as most others on having goals and targets, Simon is expected to set a mixture of realistic and stretch goals for himself, depending on the situation.
- For the most part, Simon should be capable of managing and overcoming the majority of obstacles he faces without requiring significant additional support.



THINKING Theoretical

The tendency to enjoy understanding theories and concepts more deeply.

Prefers tangible over theoretical ideas



Considers underlying theories and concepts

Interpretation

- Simon is likely to be similar to most in terms of how much he enjoys working with theories.
- He is generally expected to be comfortable applying theoretical information and engaging with hypothetical concepts, but at other times may tend towards the tangible.
- Simon's understanding of the theory behind why things happen may help him adapt instructions to apply to new situations.



DRIVE Competitive

The tendency to feel energised by competing with others and striving to outperform peers.

Dislikes and avoids competition



Likes to compete, strives to win

Interpretation

- Simon's responses suggest that he is about as competitively-minded as most others.
- He is expected to be comfortable competing against others on occasion, depending on what is appropriate to the situation.
- Simon may be most comfortable comparing his performance against that of others when working within areas of interest or expertise.



EXECUTION
Compliant

The tendency to appreciate rules, procedures and guidelines, and abide by them.

Challenges rules, finds these restrictive



Follows rules & procedures

Interpretation

- Simon is expected to appreciate rules and guidelines to a similar extent to most of his peers.
- While he is expected to generally be accepting of reasonable rules or procedures, he may sometimes challenge the relevance of those that seem to be unnecessarily restrictive or counterintuitive.
- On occasion, Simon may want changes to rules and processes if he feels there could be gains in efficiencies or effectiveness.



THINKING
Innovative

The tendency to use creativity and innovation to solve problems and optimise processes.

Prefers tried & tested solutions



Seeks new & creative solutions.

Interpretation

- Simon profiles as being about as innovative in his approach to problem solving as most other people.
- Thus, he is likely to suggest some innovative ideas for change in the workplace, particularly in areas where existing solutions have proved ineffective or he has particular strength or expertise.
- Simon is likely to generally consider existing solutions before suggesting out-of-the box or untested options.



EXECUTION
Reliable

The tendency to be dependable and deliver on commitments.

Responsive, readily shifts priorities



Makes fulfilling promises a priority

Interpretation

- Simon profiles as being similar to most others in terms of how much value he places on being dependable.
- He is expected to generally follow through on promises, although when his schedule is especially busy, he may require additional time or support to deliver.
- Considering deadlines and commitments as fairly important, Simon should balance adherence to these with an ability to shift priorities based on the situation.



TEMPERAMENT
Self-Confident

The tendency to believe in their own ability to succeed.

Modest, doubts own ability to succeed



Believes in self, expects success

Interpretation

- Simon is expected to approach new things with a similar level of self-confidence to his peers.
- While Simon may feel inexperienced when facing new challenges, he reports more self-assuredness in situations that he has previously experienced success in.
- He may require some encouragement to step outside of his "comfort zone" when facing doubt.

 **THINKING Analytical**

The tendency to effectively evaluate information or decisions to assess their strengths and limitations.

Accepts information at face value



Looks below the surface to evaluate information

Interpretation

- Simon profiles as being more inclined to accept information at face value than to critically examine it.
- As such, he is unlikely to slow down the decision-making process.
- However, Simon may be more likely than peers to overlook errors or discrepancies within information.
- Thus, Simon may not look below the surface of the information provided to identify potential sources of risk.

 **INTERPERSONAL Influential**

The tendency to be able to change others' minds or perspectives.

Doubts ability to persuade



Persuasive, able to change others' minds

Interpretation

- Simon has indicated that he is not confident influencing others opinions or changing their minds.
- Simon's unconfident approach to influencing may make him more hesitant to share his views.
- Simon is expected to be most comfortable in situations where he is a subject matter expert, or is familiar with the people involved.

 **INTERPERSONAL Socially Aware**

The tendency to interpret the feelings and body language of others, and adapt their behaviour to suit.

Consistent interpersonal style



Reads body language & adapts accordingly

Interpretation

- Simon has indicated that he doesn't tend to concern himself with understanding the behaviour and intentions of others.
- When interacting, he is likely to adopt a consistent interpersonal style, rather than changing his behaviour to suit his audience.
- Understanding social cues, body language, or tone is unlikely to be one of his strengths, as Simon profiles as more inclined to read things at face value.

 **EXECUTION Work Focused**

The tendency to find work engaging, and rarely be distracted.

Regularly shifts focus between tasks



Engaged in work, rarely distracted

Interpretation

- Simon's responses suggest that he can be distracted from his work.
- Simon may not find his work engaging and may experience difficulty focusing for long periods.
- When working on more discreet tasks, or when Simon's performance is monitored, Simon may become more engrossed in his work.



THINKING Learning Focused

The tendency to actively seek out opportunities to learn new things.

Satisfied with current level of knowledge



Actively develops skills & knowledge

Interpretation

- Simon has indicated that he is not keen on improving his current level of knowledge.
- Simon is likely to prefer roles that don't involve continually developing his skills, or staying up to date with industry trends and developments.
- Simon is not likely to place much importance on identifying opportunities for new learnings.



EXECUTION Risk Tolerant

The tendency to be comfortable taking risks that have potential benefits.

Cautious, seeks certainty



Accepts risks that have potential benefits

Interpretation

- Simon has indicated that he tends towards safety and caution in the workplace.
- When faced with a choice, he is likely to prefer the option which involves the least risk.
- Simon may be unwilling to take risks, even when the payoff is likely to be high.



INTERPERSONAL Trusting

The tendency to place trust in others.

Takes time to trust others



Trusts others from the outset

Interpretation

- Simon's responses suggest that it may take him some time to develop his trust in others.
- He may want others to demonstrate that they are trustworthy before he will place his faith in them.
- As a result of his tendency to be cautious of others, he is unlikely to be taken advantage of by other people.



INTERPERSONAL Amiable

The tendency to be warm and engaging, and to want to put people at ease.

Takes time to build rapport



Warm and friendly, connects easily

Interpretation

- Simon reports that he dedicates less time than others towards being warm or creating a positive first impression.
- This suggests Simon will take longer to build rapport and make others feel at ease around him.
- Thus, he may take longer to engage with others and build effective working relationships.

How to guide

This report is to be used for recruitment and career development. This information is intended to give you good insight into a candidate's personality results, forming relevant hypotheses which you can explore further. The report should be used as part of a robust selection process. Results remain valid for approximately 12 months.

Candidate results are produced by comparing each individual's responses with

those of a relevant comparison group. The report draws on data from personality items only. These items form a self-report questionnaire, meaning that a candidate's results represent the way they see themselves and their behaviour, rather than necessarily how someone else might describe them. Nevertheless, research shows that self-report measures can be a powerful predictor of how a person will operate at work.

Our assessment of

a candidate's expected performance is based on their responses to this assessment, which need to be matched against the unique work environment and organisational culture they will be entering.

This information is part of Talegent's comprehensive suite of assessment and development reports. Please review our range to ensure that this report is the most appropriate for your current needs.