

ON-BOARDING REPORT

Clevry Personality Questionnaire [Enhanced]



Olivia Hansen

Completion date: 04/12/2025

This report could be used by:

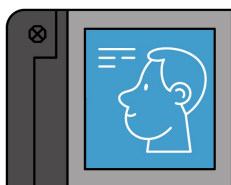
Olivia's line manager.

This report describes:

Key results from Olivia's personality profile that will help to motivate and engage Olivia as they take up their new role. The report covers:



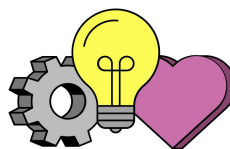
INTERACTION



STIMULATION



REWARD



ENVIRONMENT

UNDERSTANDING THIS REPORT

Introduction

This report helps you to identify the most effective ways to get Olivia off to a great start in her new role. The report describes the strengths that Olivia will demonstrate at work when she feels motivated and engaged. The report also provides advice and guidance on how you can appeal to Olivia's personal style, values, and motivational drivers during the on-boarding process and how she can be encouraged to deploy her key strengths in her new role.

The results in this report were generated from Olivia's responses to the Clevry Personality Questionnaire [Enhanced] that she completed on 04/12/2025. Olivia's responses were compared with which comprises a diverse group of 355 – 22,074* individuals who completed Clevry Personality Questionnaires in English between 2021 and 2022..

Important points

When reading this report, please remember the following points:

- **Personality is not fixed** – it may vary over time, change through training/development, or simply vary depending on the situation.
- There are **no rights or wrongs**. The scores do not measure ability, skills, capability or competence. They are merely indications of preferences or typical styles of behaviour.
- The questionnaire is **very reliable but is not infallible**.
- The profile is intended to clarify Olivia's **self-perceptions** – it does not provide an objective measure.
- For further interpretation of the candidate's profile, you should seek the advice of a trained platform user.
- These results **must be kept within the boundaries of confidentiality** agreed with Olivia.
- The results must not be used for any purpose other than that agreed with Olivia.
- These results **must be kept securely and not retained** beyond the period agreed with Olivia.

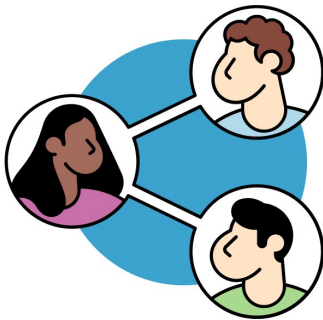
Further information about Olivia

Further reports can be downloaded for Olivia, which provide additional information about her personality:

- **Interviewer report** – Suggested interview questions based on Olivia's profile.
- **Insights report** – Narrative description of Olivia's personality.
- **Selection report** – Describes degree-of-fit between Olivia and the requirements of a given job role.
- **Ability test report** – If Olivia was asked to complete an ability test, this report can be used alongside information from the Clevry Personality Questionnaire [Enhanced] to provide an integrated picture.

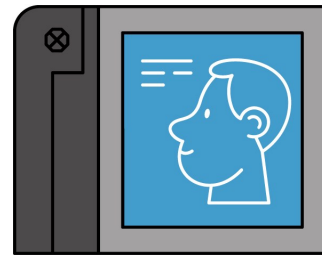
ON-BOARDING

Over the last 25 years, our work as Business Psychologists has shown us that the factors below are key to motivation and engagement when a new person takes up a position.



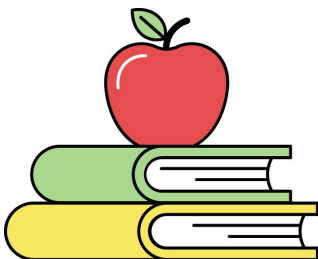
Interaction

Our interpersonal style shapes how we enjoy working with others.



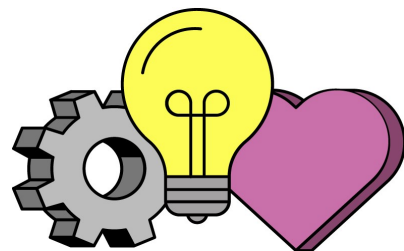
Stimulation

We embrace tasks which allow us to work in ways we find stimulating.



Reward

Our motivational priorities determine the kinds of work that we find most fulfilling.

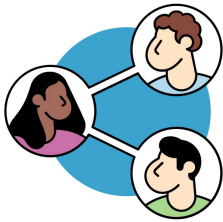


Environment

We thrive in a cultural environment which nurtures our key values.

GETTING THE BEST FROM OLIVIA

On-boarding can be enhanced by understanding Olivia's key motivational drivers. This page summarises the most important things to consider.



Interaction

Olivia especially enjoys working with people when she can be...



Influential

Olivia is ready to persuade others to change their position.



Reticent

Olivia likes to work in more familiar situations where they have spent time establishing relationships.



Stimulation

Olivia readily embraces tasks which allow her to be...



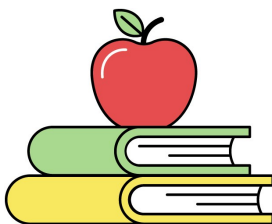
Considered

Olivia is more comfortable when she can take time to make decisions.



Strategic

Olivia enjoys opportunities to think about the bigger picture.



Reward

Olivia feels rewarded and fulfilled by...



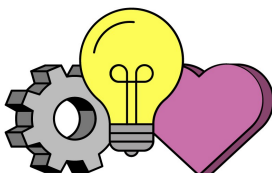
Process

Olivia is motivated by the journey as well as the destination. Working on a task matters to Olivia, who is not merely focused on outcomes.



Focus

Olivia maintains consistency and focus in her work. She likes to prioritise rather than juggling too many tasks at the same time.



Environment

Olivia feels energised in a cultural environment which nurtures...



Freedom

Olivia feels at home in a culture which is unconstrained by rules and procedures.



Humour

Olivia likes to have fun at work. She enjoys having a joke with her colleagues.

ON-BOARDING INSIGHTS



Interaction

Influential



She is comfortable with the challenges of persuading others to a particular point of view. Her responses indicate that Olivia is likely to put energy into changing people's opinions. Providing opportunities for her to persuade and influence others will help her make the most of this strength. She may also need guidance to identify situations in which it is appropriate to back down, rather than pressing home her point.

On-boarding advice:

- Encourage Olivia to be persuasive in situations where stakeholder viewpoints need to change.
- Invite Olivia to judge carefully when to influence others and when to accept their differing opinions.

Reticent



Olivia describes herself as appearing to be fairly shy and nervous in certain social situations. She may seem quiet and reticent with people she does not know well and is likely to prefer working in groups where she has had time to establish relationships. Taking time out initially to plan for new social situations which are important for the role can help Olivia to build her confidence and be more comfortable in engaging with others.

On-boarding advice:

- Don't be surprised if Olivia is a little quiet in social situations and takes her time to build connections with others.
- Support Olivia in identifying strategies to build her confidence when facing new social situations.

Talkative



Olivia describes herself as somebody who has a preference for being expressive of her own views and sees herself as more of a talker than a listener. She could come across as less patient than others when it comes to listening and she may find that her own thoughts get in the way. She may tend to share her opinions more readily than she takes on the views of others. Olivia may benefit from some support in identifying occasions when it is more appropriate to take time out first to listen to the views of others.

On-boarding advice:

- Encourage Olivia to balance talking with listening.
- Don't be surprised if Olivia is enthusiastic about expressing her views.

Adaptable



Compared to other people, Olivia has a tendency to demonstrate flexibility in her approach to different individuals or circumstances. She is likely to be reasonably adaptable in responding to the demands of different situations. On many occasions she should find it quite easy to move from one situation to another and adopt the approach that she feels is appropriate to achieve success. Identifying and providing opportunities to practice flexing her approach will help to build on this.

On-boarding advice:

- Encourage Olivia to participate during projects where a flexible approach is effective.
- Provide Olivia with feedback on the approach she takes in different situations to help her recognise what works best and when.

Collaborative



Olivia indicates that she has a slight preference for working in collaboration with others, rather than being in a competitive environment. She feels that rivalry may sometimes do more harm than good and will tend to be more motivated when she has the opportunity to work together with others to achieve results. Emphasis on this aspect of her role is therefore likely to appeal more to Olivia than being able to play to win.

On-boarding advice:

- Make sure Olivia has opportunities to work collaboratively towards shared aims.
- Avoid trying to appeal to Olivia's competitive nature as she may prefer to focus on collective success.

ON-BOARDING INSIGHTS



Stimulation

Considered



Compared to others, Olivia has a strong preference for taking time to reach decisions. She will be comfortable adopting a decision-making style that allows for time to think, rather than making rushed judgements. She will prefer to wait until she has considered all the options before coming to a decision. She will likely respond very positively to situations where a considered and thoughtful response is desirable, but may need support where decisions need to be made quite quickly.

On-boarding advice:

- Allow Olivia to take her time to make important decisions.
- Offer support when quick decisions are needed.

Strategic



Compared to others, Olivia has a fairly strong preference for approaching plans and decisions from a broad, strategic perspective. She is likely to focus more on the long-term strategic considerations rather than operational specifics. She is therefore likely to do well in tasks where she is required to adopt a theoretical view or consider hypothetical scenarios and she will naturally be drawn to looking at the bigger picture. Providing opportunities for Olivia to collaborate with others who prefer to focus on the practical issues will help her to put into practice her strategic ideas.

On-boarding advice:

- Involve Olivia in tasks which require a broad conceptual approach or a focus on the wider vision.
- Encourage Olivia to discuss practical, concrete and specific issues as well as the bigger picture.

Creative



Olivia has a slight preference for creating new ideas and solutions, rather than relying on tried and tested methods. She may enjoy having the opportunity to identify and try out new approaches to things. She could find it motivating to work on aspects of her role that allow her to be innovative and carry out tasks and activities in a way that is new and different. She may find it slightly less motivating where she is required to work consistently with existing systems and processes. Allowing her to demonstrate some creativity may help to keep her energised.

On-boarding advice:

- Reinforce Olivia's creative nature by inviting her to suggest new approaches and invent new solutions.
- Remind Olivia to use existing methods and processes when this is critical.

Optimistic



Olivia describes herself as having a slight tendency to accentuate the positive in situations. She is likely to adopt a fairly optimistic outlook and will generally expect things to turn out for the best. She is likely to remain upbeat, even in situations where things may be quite challenging. She may be able to provide some support to others in maintaining a positive attitude towards meeting those challenges. She may occasionally need to make sure that she takes on board constructive feedback so that she can maintain a realistic view, where things have not gone quite as well as expected.

On-boarding advice:

- Allow Olivia's positive attitude to inspire and engage her colleagues.
- Invite Olivia to participate in tasks where setbacks must be overcome with confident optimism.

Expedient



Her responses indicate that she has a slight tendency to look for ways to get work done as quickly as possible rather than taking a methodical and highly rigorous approach. She shows a slight preference for identifying the most expedient way to approach a task and will tend to focus her attention on getting essential tasks completed. She may be suited to tasks that require a quick response, but might also benefit from working alongside others who take a slower, more rigorous approach where this is needed.

On-boarding advice:

- Make the most of Olivia's expedient approach on tasks which need to be completed quickly.
- Encourage Olivia to consider when a more thorough and considered approach may be necessary.

ON-BOARDING INSIGHTS



Reward

Process



Olivia is much less focussed on striving and achievement than others. Her job satisfaction stems much more from working on a job than completing it. She does not have a need for constant challenge, and is very likely to be content to focus on the process of the work itself, rather than the outcome. She will have a tendency to be motivated by doing work she enjoys, rather than the achievement of a goal, and will be comfortable during periods where there is less to do.

On-boarding advice:

- Nurture Olivia's commitment to enjoying the process of working as well as the outcomes.
- Remind Olivia to focus on results when task completion is paramount.

Focus



Olivia finds settling down to focus on a single job much more satisfying than juggling many different tasks at once. She describes herself as feeling very much drawn to the opportunity to focus on specific tasks, rather than having to juggle lots of priorities. She will find it more motivating where she can have some consistency about what she is required to do, and does not need to have constant variety to keep interested in her work.

On-boarding advice:

- Allow Olivia to schedule her tasks and projects so that she can focus on top priorities.
- Provide Olivia with appropriate support if the nature of her work is frequently changing.

Internal control



Olivia describes herself as someone who feels a moderate sense of personal control. She may on some occasions feel she is in control of the outcome of her work, whilst on others she will attribute the outcome to chance. She is typical of other people in the extent to which she tries to influence events towards the outcomes she wants.

On-boarding advice:

- Reinforce Olivia's sense of control over the events and outcomes around her.
- Support Olivia when there are negative outcomes out of her control.

Self-development



Compared to others, Olivia has a moderate value for self-development. She may seek out opportunities to develop new knowledge and skills when she has free time or when she feels her performance is below standard. Ongoing conversations to identify, provide and agree opportunities for development will help to build on this.

On-boarding advice:

- Find opportunities for Olivia to participate in work that will nurture her drive for improvement.
- Make Olivia aware of any training and development opportunities available to her going forward.

Status

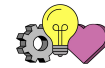


Olivia's responses suggest that, compared with other people, she places only a moderate value on the prestige and status that comes with holding a senior position at work. She will not be particularly motivated by the attainment of any kudos or cachet associated with a role, and will tend to value other factors more highly than status within the organisation.

On-boarding advice:

- Look for ways to praise the reputation and prestige associated with Olivia's work.
- Remember that responsibilities with status and standing may be motivating for Olivia.

ON-BOARDING INSIGHTS



Environment

Freedom



She has expressed a very strong value for working on tasks that are unstructured and free from procedures, controls and rules for how work should be done. She will be at her most comfortable where she has free reign to do work in a way that she pleases and will enjoy taking her own approach. Olivia may become demotivated if required to work consistently on tasks that require her to follow strict guidelines or procedures and may benefit from working with others who feel more comfortable working like this.

On-boarding advice:

- Where possible, enable Olivia to feel unconstrained by strict rules and regulations.
- Allow Olivia to perform in her natural style, unencumbered by rigid procedures.

Humour



Olivia prefers to work in a light-hearted and cheerful environment. She favours working with others who like to have a laugh at work and can generally see humour even in difficult situations. Olivia values a business culture that encourages fun and feels that work should include opportunities to have a laugh and a joke now and then. She will gain some satisfaction from being able to work sometimes in a more lighted-hearted atmosphere. She may need to remain aware of when a more serious approach is required.

On-boarding advice:

- Let Olivia's colleagues know that she has a sense of fun.
- Invite Olivia to participate in situations which benefit from humour and joviality.

Low profit focus



Olivia is not always driven by the concept of making profit. She is less likely to be motivated by the commercial elements of her role and might look to different aspects of her work for job satisfaction. Emphasis on reviewing performance measures other than financial indicators is more likely to appeal to Olivia, and keep her more motivated and engaged.

On-boarding advice:

- Reinforce Olivia's engagement in the less commercial aspects of her job.
- Encourage Olivia to consider times when a focus on profit is important.

Composure



Olivia describes herself as someone who works best when she is calm and relaxed. She tends to prefer a calm and peaceful working environment to a busy and pressured one. If working in a highly pressurised role, Olivia could benefit from some support in identifying stress management techniques that can be used to manage the pressure and help her to remain calm.

On-boarding advice:

- Where possible, enable Olivia to work in a calm and peaceful environment.
- Take time to offer support when Olivia has to work under pressure.

Stability



She has a slight preference for the familiar rather than the new and for working in an organisation with a culture of stability which does not frequently change. Where she is faced with changes in her role, she may welcome a little support in taking on board these changes and in adapting to what is new.

On-boarding advice:

- Invite Olivia to join projects which require a respect for established values and structures.
- In periods of change and transformation, motivate Olivia by discussing the implications and benefits with her.