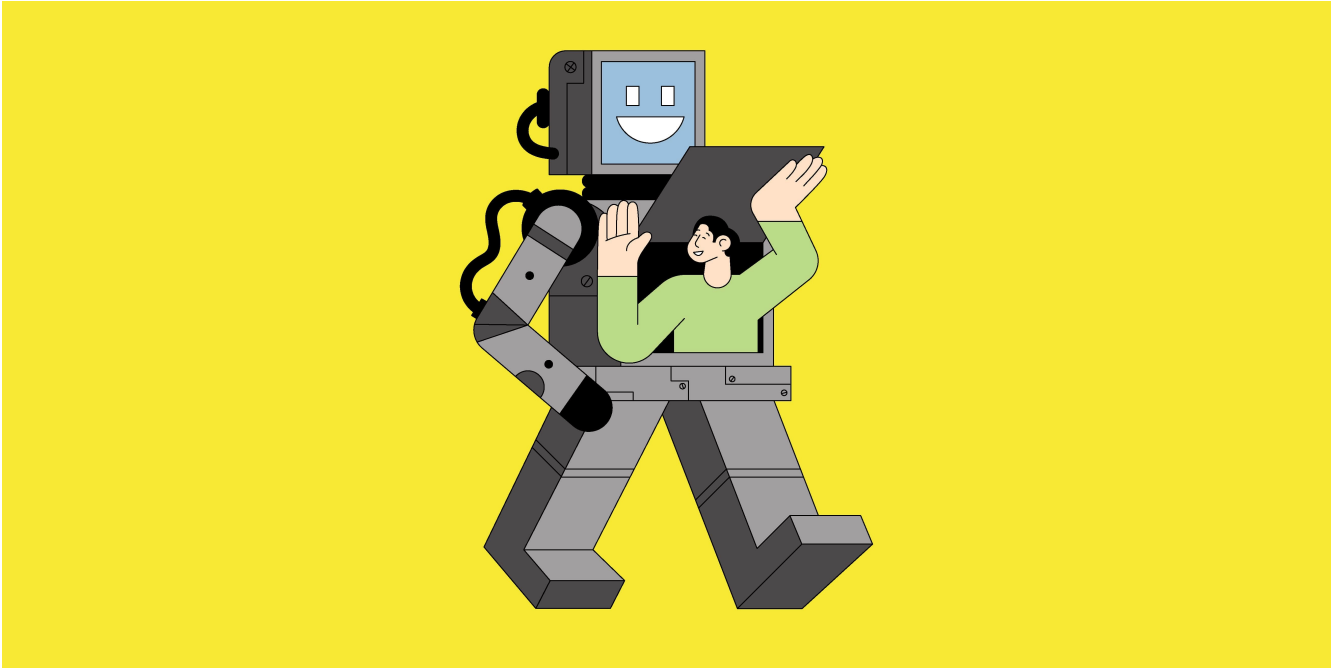


PERSONAL FEEDBACK REPORT

Clevry Personality Questionnaire [Enhanced]



Olivia Hansen

Completion date: 04/12/2025

This report could be used by:

Olivia, for the purposes of self awareness and personal development.

This report describes:

Key findings from your online assessment. The report covers:



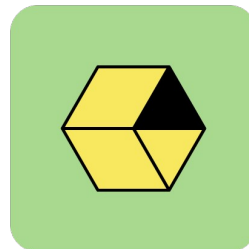
**YOUR
PERSONALITY**



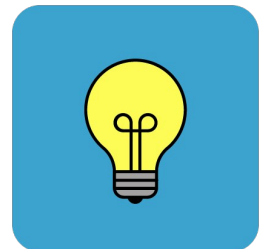
**YOUR
DEVELOPMENT**
(based on your personality)



**YOUR CAREER
CHOICES**
(based on your personality)



**ADAPTING YOUR
WORK STYLES**
(based on your personality)



**YOUR
REFLECTIONS**

UNDERSTANDING THIS REPORT

Introduction

This report describes the main findings from your online assessment. You may find this report helpful when you are thinking about your personal development and your future career choices.

The results in this report were generated from your responses to the Clevry Personality Questionnaire [Enhanced] that you completed on 04/12/2025. Your 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:

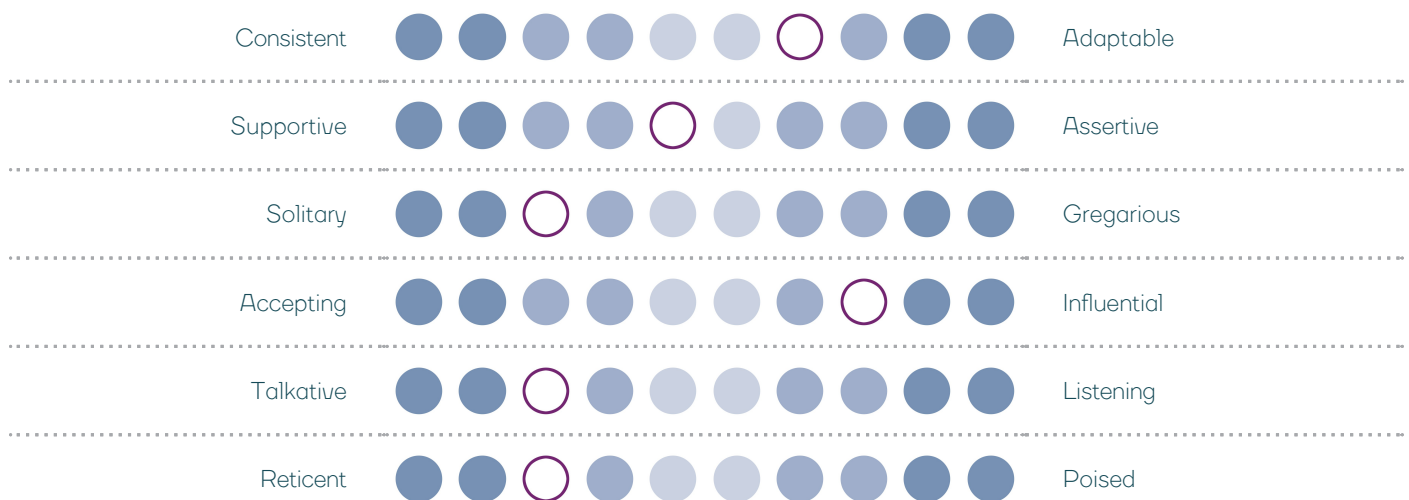
- **Personality is not fixed** – it may vary over time, change through training/development, or simply vary depending on the situation.
- There are **no rights or wrongs**. The scores do not measure ability, skills, capability or competence. They are merely indications of preferences or typical styles of behaviour.
- The questionnaire is **very reliable but is not infallible**.
- The profile is intended to clarify your **self-perceptions** – it does not provide an objective measure.
- For further interpretation of your profile, you should seek the advice of a trained platform user.

YOUR PERSONALITY



Personality questionnaires are used to measure the preferred styles, emotional tendencies, motivations and values of people at work. This section of the report provides a detailed description of your personality based on the questionnaire you completed. Remember, this is based on your self-perceptions.

Interpersonal Style



Compared to other people, you have a preference for demonstrating flexibility in your approach to different individuals or circumstances. Your responses indicate that you are reasonably **adaptable** and flexible when responding to the demands of different situations.

You are **similar to many people** in the comparison group in that you can sometimes be **assertive**, while on other occasions you prefer a more gentle interpersonal style. In some group situations you may take the lead, while in others you might prefer to adopt a supporting role.

You are slightly happier working alone than working with other people. Your responses suggest that you are comfortable with your own company and are marginally **less gregarious** than most other people who have completed the questionnaire.

You are comfortable with the challenges of persuading others to a particular point of view. Your responses indicate that you are more **influential** than other respondents, often putting a lot of energy into changing people's opinions.

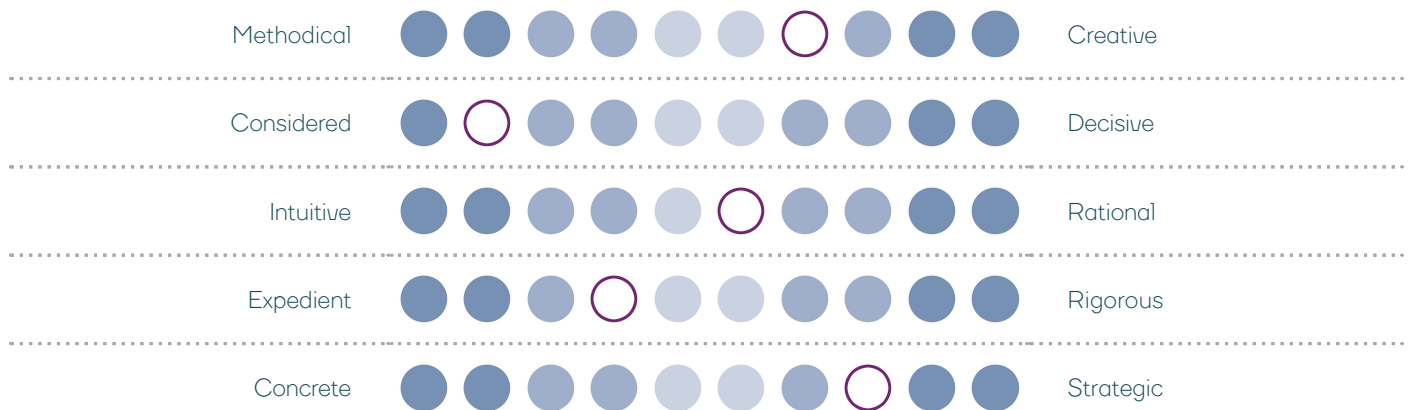
Compared to other people, you describe yourself as somebody who has a mild preference for being expressive and slightly **less patient** when it comes to **listening**. Your responses suggest that you may sometimes talk about your own opinions more readily than you take on the views of others.

You describe yourself as someone who sometimes appears reserved and **reticent** in social situations. You sometimes feel quiet and restrained with people you do not know very well. You may not seem to be as poised and socially confident as others in some situations.

YOUR PERSONALITY



Thinking Style



You have a slight preference for creating new ideas and solutions, rather than relying on tried and tested methods. Your **creative** tendency suggests a leaning towards innovation and perhaps slightly less enthusiasm for working within existing guidelines or procedures.

Your responses indicate that you have a strong preference for taking time to reach decisions. You demonstrate a **contemplative** decision-making style. You dislike making rushed judgements and avoid making decisions until you have considered all the options.

You have a **balanced** approach to problem-solving, sometimes using inspiration or personal experience, while at other times deploying **rational** analysis to make decisions. You are reasonably comfortable with both intuition and scientific thinking, and are not strongly inclined towards one or the other.

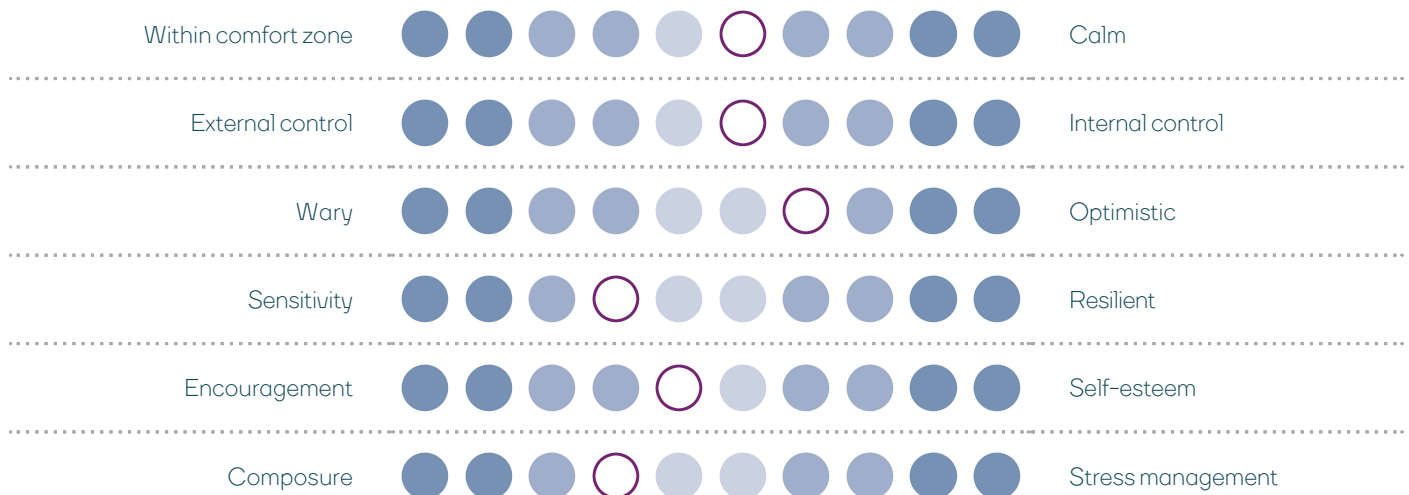
You describe yourself as having a slight preference for getting work done quickly. You are fairly comfortable adopting an **expedient** way to complete tasks in order to finish and move on. You describe yourself as tending to avoid rigour in favour of working quickly.

You describe yourself as tending to approach issues from a theoretical perspective, often leaving day-to-day specifics to one side. Your responses suggest that you have a strong preference for considering problems and decisions from a broad, **strategic** perspective. You describe yourself as enjoying thinking about things from a hypothetical or abstract perspective.

YOUR PERSONALITY



Emotional Style



You describe yourself as someone who is **moderately calm** and fairly typical in your levels of anxiety, as compared with most people. You tend not to worry excessively, but neither are you unusually relaxed.

You describe yourself as someone who feels a moderate sense of **personal control**. Your responses suggest that you are typical of other people in the extent to which you try to influence the way things turn out, or trust results to chance or fate.

Your responses suggest that you expect things to turn out for the best. Compared to other people, you describe yourself as feeling confident about the future. You have a tendency to accentuate the positive and feel **optimistic** in most situations.

Your responses suggest that you sometimes find it quite difficult to feel resilient when responding to setbacks and tough treatment from others. You describe yourself as fairly **sensitive to criticism** and may feel hurt more often than other people when you receive negative feedback.

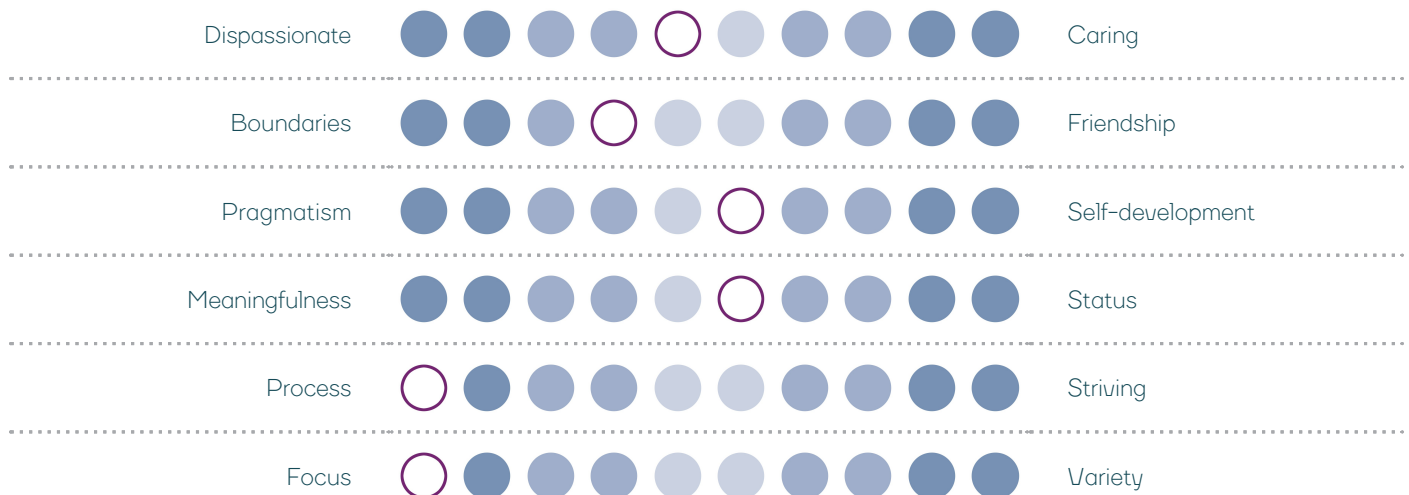
You indicate that you have a **moderate sense of self-esteem**. Although you feel reasonably positive about yourself, you may sometimes experience a degree of self doubt. Compared with other people, you tend to feel fairly positive about yourself and are typical of most people in how much confidence you have about your abilities.

You describe yourself as someone who works best when you are calm and relaxed. You are likely to **struggle with stress management** when working under pressure, and find it more difficult to perform when stress levels rise.

YOUR PERSONALITY



Motivation



You describe yourself as someone who may get **some fulfilment** from work which involves **caring** for others, but no more so than most people. You may sometimes find enjoyment in providing help to others, while at other times you may feel frustrated by people who require a great deal of assistance.

The way you responded to the questionnaire indicates that, compared to other people, you have a slight value for keeping your personal life separate from work. You **may tend to avoid** close personal **friendships** with work colleagues. Your motivation to seek opportunities to form new relationships at work is fairly low.

Compared with other people, you have a **moderate** value for **self-development**. Your responses suggest that you may seek out opportunities to develop new knowledge and skills either when you have free time or when you feel that your performance is below standard. You are typical of most people in the extent to which you find self-development a source of motivation at work.

Compared with other people, you indicate that the prestige and status that comes with more senior positions is only moderately motivating for you. You feel that **status** is not a particularly significant motivational factor for you at work.

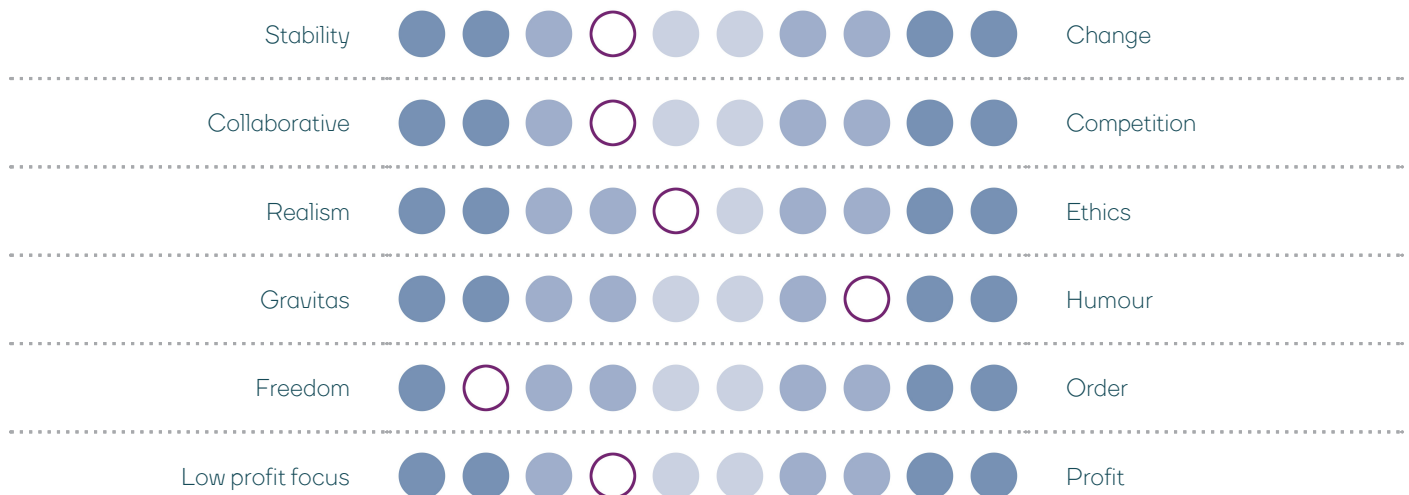
You are much **less focused on striving** and achievement than others. Your job satisfaction stems more from working on a job than completing it. You may feel more motivated by the process of work than the outcome and do not have a strong need for constant challenge.

You find settling down to focus on a single job a great deal more motivating than juggling many different tasks at once. You describe yourself as feeling **unhappy** in a role where the nature of your work **frequently changes** and you have to perform many tasks in parallel.

YOUR PERSONALITY



Culture fit



You describe yourself as having a slight preference for working in a business with a culture of **stability** that does not frequently change. Compared to others, your responses suggest that you tend to favour stability somewhat more than innovation and have a slight tendency for finding frequent change disrupting.

Your responses suggest that you tend to **prefer collaboration** to competition. You feel that rivalry may sometimes do more harm than good and may feel uncomfortable in a highly competitive environment.

Your responses indicate you have a **typical** value for **ethics** when compared with other people who have completed the questionnaire. Although you are somewhat reluctant to compromise on moral or ethical standards, you may feel slightly constrained if required to operate within a highly restrictive professional framework.

Your responses indicate that you prefer to work in a light-hearted and cheerful environment. You favour working with others who like to have a laugh at work and can see humour, even in difficult situations. You have a fairly strong value for business cultures that encourage fun and feel that work should include opportunities to have an occasional laugh and a joke.

You have a very strong value for working in a culture that is **unstructured** and free from procedures, controls and rules for how work should be done. You describe yourself as being at your most comfortable working in an environment and job where you have free rein to do work in a way that you please.

Your responses suggest that you are **not always driven** primarily by the concept of making **profit**. You are sometimes less interested in financial indicators than other measures of business performance, and may feel uneasy about the ways in which some modern businesses pursue profits. You are likely to prefer working in a business that places other values alongside purely commercial considerations.

YOUR DEVELOPMENT



On this page, your responses to the personality questionnaire have been used to prioritise up to 5 key areas which might be relevant to your personal development. These development possibilities are offered for your consideration. It is for you to decide whether these are areas where you would like to change or develop.

Key attribute	Area of personality	Development possibilities
Achievement	Motivation	Your training and development could include a renewed focus on outcomes, so that you can optimise the fulfilment you experience from achieving successful results.
Variety	Motivation	Your personal development could include training to facilitate working in an environment where tasks can change quickly or where you need to do more than one thing at once. Try practising multitasking with small tasks to begin with.
Order	Culture fit	Not all work provides the scope for freedom of expression and/or spontaneity. In these situations, explore how this strong preference can be expressed elsewhere, either inside or outside of work. Remember that some colleagues may prefer to work with clearly defined rules and controls, in these situations try to not let your own personal preferences become disruptive to others.
Decisive	Thinking Style	Your development may benefit from training that enables you to adapt your decision-making style to make judgements quickly and confidently when the need arises.
Concrete	Thinking Style	You should aim to preserve your inclination towards considering the wider implications, whilst avoiding getting too caught up in the 'bigger-picture' and failing to meet shorter-term goals. You may benefit from work that stretches your capacity to grapple with the practical issues associated with your role.

YOUR CAREER CHOICES



Your responses to the personality questionnaire have also been used to prioritise up to 5 key areas which might be relevant to your future career choices. The indicators on this page highlight work choices which are well suited to your preferences and those which are less aligned with your personality.

Key attribute	You may thrive in a career where:	You may need to work harder to sustain performance in a career where:
Process	You are expected to find motivation and satisfaction from the process of working on tasks rather than with the aim of completion. This may mean working with projects that are ongoing or that have no clear conclusion. You find fulfilment in the doing of tasks rather than finishing them.	Achieving successful outcomes is a crucial part of the role. You are required to continuously keep the end goal in sight and draw your motivation from ticking things off your 'to do' list. The working pace is very fast which can make it difficult to enjoy the process or content of the jobs you are doing.
Focus	You are able to devote your time and energy to one thing at a time rather than be required to juggle numerous things at once. Your list of priorities remains fairly stable and you are encouraged to settle down to a task rather than flitting between them.	You cannot focus your attention in a sustained manner on the task at hand without being distracted or pulled away by a variety of demands on your time.
Freedom	You are required to work without the guidance of rules or strict regulations. You are given a lot of freedom and are encouraged to work in ways that suit you rather than conforming to the norm.	You must stick closely to process and rules; where no scope for freedom or individuality was permitted. You are less likely to enjoy a role that requires you to closely comply with process and regulations or where your scope for doing things your own way is curtailed.
Considered	You are required to weigh up a multitude of options, and take your time making well-thought-out, informed decisions.	You are required to make decisions quickly, and are unable to weigh up a multitude of options due to time pressure.
Strategic	You are required to adopt a strategic or theoretical view of issues and avoid getting involved with the day-to-day details of delivery. Where you are not required to concern yourself with concrete, operational matters.	You must spend the majority of your time focusing on concrete practicalities rather than thinking about the wider issues. Roles that require you to stick to operational processes rather than strategy.

ADAPTING YOUR WORK STYLES



To some degree, we can all adapt our styles of behaviour to meet the demands of different roles and different situations. On this page of the report, your responses to the personality questionnaire have been used to prioritise up to 3 key areas where you might want to flex or modify your ways of working from time to time.

These hints and tips are offered for your reflection. It is for you to decide whether these are useful to you as you develop in your work and your career.

Key attribute	Hints and tips
Process	The process or 'doing' of work motivates you more than the results. Take time to think about exactly what it is about the process of work that you find engaging. Is it working with others, problem solving, routine tasks, or something else? Once you have identified certain aspects, look for personal development opportunities that will enhance your skills in these areas. Your answers indicate that sometimes you are happy to not be too busy. Try to remain proactive at work by asking your managers for projects if your work load diminishes or asking your colleagues if there is anything you can help with. Consider that others may be more motivated by achievements than you are, so be ready to adjust your style if you are required to work towards specific goals.
Focus	You would rather stick to a task once you have started. To avoid feeling stressed when juggling several jobs at once, ensure that you take time at the beginning of the day (or at the beginning of a project) to thoroughly plan how you will spend your time. Creating a plan to stick to will make swapping from task to task seem less chaotic. Look for guidance from someone who you think is a competent multi-tasker and ask for feedback about how you are handling your workload. Consult your manager or team leader if you are confused about which tasks to prioritise. Try to collaborate with people who have a different work style to you to make the most of each others' skills. Remember to volunteer yourself for work that requires undivided attention.
Freedom	You feel more energised in organisational structures without a clear structure or strict order for day-to-day processes. However, before dismissing all rules and procedures as tools for constraining your productivity and creativity, take time to consider the purpose of these guidelines – particularly those that have legal or health and safety implications. Look for opportunities to work with colleagues whose tolerance for having clearly defined rules is different to yours. Explore with them what tools and techniques they employ in these situations and how you can learn from these. At the onset of projects, discuss with your colleagues and managers the scope for freedom of ideas/approach and strive to achieve a balance between working within company guidelines and adopting your own style.

YOUR REFLECTIONS



Having read your Personal feedback report, you may wish to capture your own thoughts in the areas below.

Key strengths

I believe my key strengths are:

Key strength	When and where can you make use of this strength?

Personal development

I believe my priorities for personal development are:

Development priority	When and how can you work on this development priority?