

SELECTION REPORT

Clevry Personality Questionnaire [Enhanced]



Olivia Hansen

Completion date: 04/12/2025

This report could be used by:

Recruiters, interviewers, assessors, and panels; but not the candidate.

This report describes:

The results of Olivia's psychometric results in relation to the role of Example Role.
The report covers:

Clevry Personality Questionnaire [Enhanced]

Verbal Reasoning Test (Enhanced)

Numerical Reasoning Test (Enhanced)

Abstract Reasoning Test (Enhanced)

UNDERSTANDING THIS REPORT

Introduction

This report describes the degree of fit between Olivia's psychometrics results and the critical attributes for a role with Clevry.

Clevry deploys sophisticated job matching algorithms, specified for Clevry to identify how well she is likely to respond to the unique demands of a role at Clevry. The job matching process used Olivia's scores from the assessment she completed on Clevry on 04/12/2025:

Clevry Personality Questionnaire [Enhanced]

Verbal Reasoning Test (Enhanced)

Numerical Reasoning Test (Enhanced)

Abstract Reasoning Test (Enhanced)

This report describes the degree of fit between Olivia's performance and the behaviours and capabilities identified for success within the organisation.

Interpreting the results: Example

The match between *Example Candidate* and the critical behaviours and attributes for the role are described for each element of the assessments they completed using a "job fit rating" between 1 and 5:

Job fit quality

The area of performance in the job

Example Candidate's personality

Example Candidate's preferred style, behavioural tendencies or values



Important points

- **Personality and ability are not fixed** – both may vary over time, change through training/development, or simply vary depending on the demands of the situation.
- The assessment completed by Olivia is **very reliable but is not infallible**.
- The report is designed to help with selection decisions. It is not appropriate within a development context.
- These results **must be kept within the boundaries of confidentiality** agreed with Olivia.
- The results must not be used for any other 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:

Insights report – Describes Olivia's personality profile.

Ability test report – Details Olivia's ability test results, where additional assessments have been completed. This report can be used alongside information from the Clevry Personality Questionnaire [Enhanced] to provide an integrated picture.

Interviewer report – Suggests interview questions based on Olivia's profile.

Personal feedback report – Provides Olivia with detailed feedback on her preferred style and how this might affect her approach to work.

On-boarding report – Provides Olivia's Line Manager with advice based on her results for how to help her fulfil her strengths.

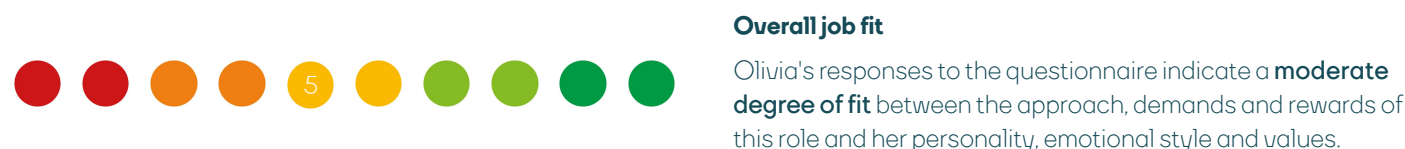
JOB FIT SUMMARY



Overall job fit

What does Olivia's overall fit look like?

Olivia's fit with the Example Role role was calculated by combining her results in a job specific algorithm. This overall job fit may have been used as a basis for an initial sift and shortlisting.



Remember that this job fit score is based on Olivia's psychometric scores. These results must be combined, followed-up, and corroborated with other sources of information about the candidate before making a selection decision.

DETAILED JOB FIT PROFILE

Clevry Personality Questionnaire [Enhanced]

INTERPERSONAL STYLE



JOB-FIT INDEX

Based on the combined job-fit scores for the personality scales relating to Interpersonal Style.

Job fit attribute	Olivia's personality	Job fit
Adaptable	Compared to other people, Olivia has a tendency to demonstrate flexibility in her approach to different individuals or circumstances. Her responses indicate that she is reasonably adaptable to accommodate the demands of different situations.	  GREAT JOB FIT 
Assertive	She is similar to many respondents in the comparison group in that they can sometimes be assertive , while on other occasions they prefer a more gentle interpersonal style. In some group situations she may take the lead, while in others she might prefer to adopt a supporting role.	  OK JOB FIT 
Gregarious	She is happier working alone than working with other people. Her responses suggest she likes to keep herself to herself and is less gregarious than most other people who have completed the questionnaire.	  OK JOB FIT 
Influential	She is comfortable with the challenges of persuading others to a particular point of view. Her responses indicate that Olivia is more influential than other respondents, putting energy into changing people's opinions.	  GREAT JOB FIT 
Listening	Olivia describes herself as somebody who has a preference for being expressive and is less patient when it comes to listening . She tends to talk about her opinions more readily than she takes on the views of others.	  OK JOB FIT 
Poised	Olivia describes herself as appearing to be fairly shy and nervous in some social situations. She may often appear quiet and reticent with people they do not know well. Olivia does not appear to be very poised and socially confident in some situations.	  OK JOB FIT 

DETAILED JOB FIT PROFILE

Clevry Personality Questionnaire [Enhanced]

THINKING STYLE



JOB-FIT INDEX

Based on the combined job-fit scores for the personality scales relating to Thinking Style.

Job fit attribute	Olivia's personality	Job fit	
Creative	Olivia has a slight preference for creating new ideas and solutions, rather than relying on tried and tested methods. Her creative tendency suggests a leaning towards innovation and perhaps slightly less enthusiasm for working within existing guidelines or procedures.	 GREAT JOB FIT	
Decisive	Olivia has a strong preference for taking time to reach decisions. She demonstrates a ponderous and contemplative decision-making style. She dislikes making rushed judgements and avoids being decisive until she has considered all the options.	 POOR JOB FIT	
Rational	Olivia has a balanced approach to problem-solving, sometimes using inspiration or personal experience, while at other times deploying rational analysis to make decisions. She is reasonably comfortable with both intuition and scientific thinking, and is not strongly inclined towards one or the other.	 OK JOB FIT	
Rigorous	Her responses indicate that she is slightly less rigorous than other people who have completed the questionnaire. She sometimes likes to get work completed quickly and may sometimes take short cuts.	 OK JOB FIT	
Strategic	Olivia has a fairly strong preference for approaching plans and decisions from a broad, strategic perspective. She tends to focus on long-term strategic considerations.	 GREAT JOB FIT	

DETAILED JOB FIT PROFILE

Clevry Personality Questionnaire [Enhanced]

EMOTIONAL STYLE



JOB-FIT INDEX

Based on the combined job-fit scores for the personality scales relating to Emotional Style.

Job fit attribute	Olivia's personality	Job fit	
Calm	Olivia describes herself as someone who is moderately calm and fairly typical in her levels of anxiety, as compared with most people. She tends not to worry excessively, but neither is she unusually relaxed.	 OK JOB FIT	
Internal control	Olivia describes herself as someone who feels a moderate sense of personal control . She is typical of other people in the extent to which she tries to influence events towards the outcomes she wants.	 OK JOB FIT	
Optimistic	Her responses suggest that she generally expects things to turn out for the best. Compared to other people she describes herself as feeling reasonably confident about the future. She has a slight tendency to accentuate the positive and feel optimistic in many situations.	 GREAT JOB FIT	
Resilient	Her responses suggest that she sometimes finds it difficult to be resilient when responding to setbacks and negative messages. Olivia describes herself as fairly sensitive to criticism and may feel slightly hurt when she receives negative feedback.	 OK JOB FIT	
Self-esteem	Olivia has moderate self-esteem . Although she usually feels reasonably positively about herself, she may sometimes experience some self doubt. Compared with other people, she tends to feel fairly positively about herself and is typical of most people in how much confidence she has about her abilities.	 OK JOB FIT	
Stress management	Olivia describes herself as someone who works best when she is calm and relaxed. She may sometimes struggle with stress management when working under pressure, and finds it slightly more difficult to perform when stress levels rise.	 OK JOB FIT	

DETAILED JOB FIT PROFILE

Clevry Personality Questionnaire [Enhanced]

MOTIVATION



Job fit attribute	Olivia's personality	Job fit
Caring	Olivia may get some fulfilment from work which involves caring for others, but no more so than most people. She may sometimes find enjoyment in providing help to others, while at other times she may feel frustrated by people who require a great deal of assistance.	 OK JOB FIT 3
Friendship	Olivia's motivation to seek opportunities to form new relationships at work is slightly less than average. She indicates that, compared to other people, she has a slight preference to keep her personal life separate from work. Olivia may tend to avoid close personal friendships with work colleagues.	 OK JOB FIT 2
Self-development	Olivia has a moderate value for self-development . Her responses suggest that she may seek out opportunities to develop new knowledge and skills either when she has free time or when she feels her performance is below standard.	 OK JOB FIT 3
Status	Olivia indicates that, compared with other people, she places only a moderate value on the prestige and status that comes with more senior positions. She indicates that status is a not a particularly significant motivational factor for her at work.	 OK JOB FIT 3
Striving	Olivia is much less focused on striving and achievement. Her job satisfaction stems more from working on a job than completing it. She does not have a need for constant challenge, and may be more focused on the process than the outcome.	 POOR JOB FIT 1
Variety	Olivia finds settling down to focus on a single job a great deal more motivating than juggling many different tasks at once. She describes herself as feeling unhappy in a role where the nature of her work frequently changes and she has to perform many tasks in parallel.	 POOR JOB FIT 1

DETAILED JOB FIT PROFILE


Clevry Personality Questionnaire [Enhanced]

CULTURE FIT



JOB-FIT INDEX

Based on the combined job-fit scores for the personality scales relating to Culture fit.

Job fit attribute	Olivia's personality	Job fit	
Change	She has a slight preference for the familiar rather than the new and feels that continued change at work can sometimes be disruptive . She may feel slightly unsettled in a culture characterised by novelty and change, and may prefer a more traditional organisational culture.	 OK JOB FIT	
Competition	Olivia's responses suggest that they tend to dislike competition . She feels that rivalry may sometimes do more harm than good and may feel uncomfortable in a highly competitive environment.	 OK JOB FIT	
Ethics	Olivia has a typical value for ethics when compared with other people who have completed the questionnaire. Although she is somewhat reluctant to compromise on moral or ethical standards, she may feel slightly constrained if required to operate within a highly restrictive professional framework.	 OK JOB FIT	
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 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.	 GREAT JOB FIT	
Order	She has 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. She is at her most comfortable working in an environment and job where she has free rein to do work in a way that she pleases.	 POOR JOB FIT	
Profit	Olivia is not always driven primarily by the concept of making a profit . She is sometimes less interested in financial indicators than other measures of work performance, and she may feel slightly uneasy about the ways in which some modern businesses pursue profits.	 OK JOB FIT	

DETAILED ABILITY TEST RESULTS



Verbal Reasoning Test (Enhanced)

Olivia's score on the Verbal Reasoning Test (Enhanced) was **outstanding**, scoring within the **top 10%** compared with other candidates. This score suggests that Olivia would deal very effectively with the demands of the role that require verbal reasoning; for example analysing and making judgements about complex written material in documents such as reports, proposals, letters and emails.

The time limit for this test is 9 minutes and Olivia took 3 minutes 39 seconds. The average completion time for this test is 7 minutes and 98% of candidates attempt all the questions within the time limit. Please note that this completion time is not an indication of ability.

Numerical Reasoning Test (Enhanced)

Olivia's score on the Numerical Reasoning Test (Enhanced) was **slightly below average**, scoring within the **20% of candidates who are just below the average range** compared with other candidates. This score suggests that Olivia may not deal effectively with the demands of the role that require numerical reasoning; such as understanding and manipulating numerical information, working with financial data or performing cost calculations.

The time limit for this test is 18 minutes and Olivia took 7 minutes 14 seconds. The average completion time for this test is 16 minutes and 98% of candidates attempt all the questions within the time limit. Please note that this completion time is not an indication of ability.

Abstract Reasoning Test (Enhanced)

Olivia's score on the Abstract Reasoning Test (Enhanced) was within the **average** range, scoring in the **middle 34%** compared with other candidates. This score suggests that Olivia would deal adequately with the demands of the role that require abstract reasoning; such as being able to quickly process new information in a logical manner or to identify relationship patterns and trends in organisational data.

The time limit for this test is 24 minutes and Olivia took 16 minutes 34 seconds. The average completion time for this test is 16 minutes and 98% of candidates attempt all the questions within the time limit. Please note that this completion time is not an indication of ability.