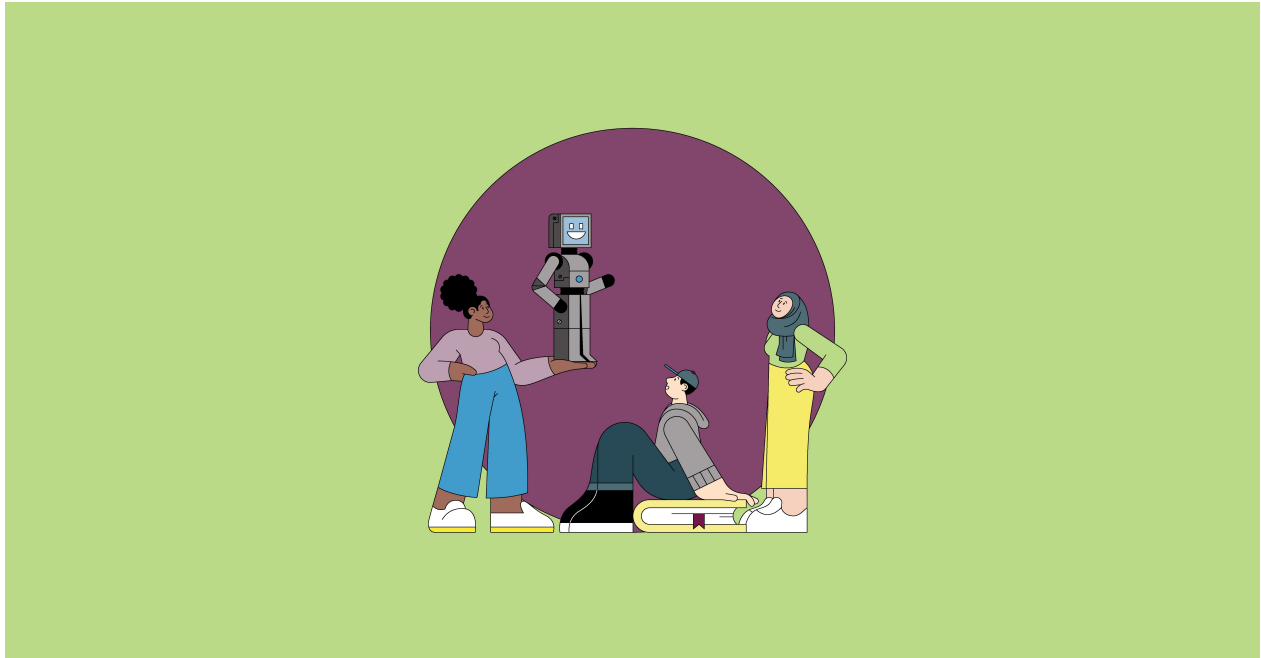


TEAM STRENGTHS REPORT

Clevry Personality Questionnaire [Enhanced]



Olivia Hansen

Completion date: 04/12/2025

This report could be used by:

Olivia's line manager, colleagues, and perhaps herself.

This report describes:

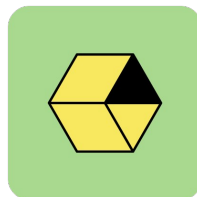
Key findings from Olivia's personality profile in relation to her likely strengths within a team. The report covers four key areas of potential team strengths:



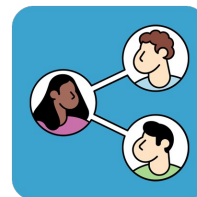
IDEA



THOUGHT



ACTION



INFLUENCE

UNDERSTANDING THIS REPORT

Introduction

This report helps you to understand Olivia's style and areas of strength within a team. The report outlines Olivia's likelihood of adopting various roles. These roles cover four key dimensions of team work, identified by Clevry's expertise on personalities at work. The report is designed to help you understand the strengths that Olivia will bring to the team, given the roles she is likely to adopt.

The results in this report were generated from Olivia's responses to the Criterion Personality Questionnaire (CPQ) that she completed recently. Olivia's responses were compared with a norm group comprising a diverse group of individuals who have completed the assessment previously to provide a meaningful comparison point for your performance.

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:

- **Personal feedback report** – Provides Olivia with detailed feedback on her preferred style and how this might affect her approach to work.
- **Sales report** – Indicates how Olivia might perform in a sales role.
- **Leadership report** – Uses Clevry's Leadership model to illustrate Olivia's likely strengths and development needs in a Leadership role.

TEAM STRENGTHS

This report outlines the roles Olivia is most likely to adopt as part of a team. Clevry's research and expertise on people at work has identified that there are eight roles we may adopt as part of a team, which fall within four broad quadrants.

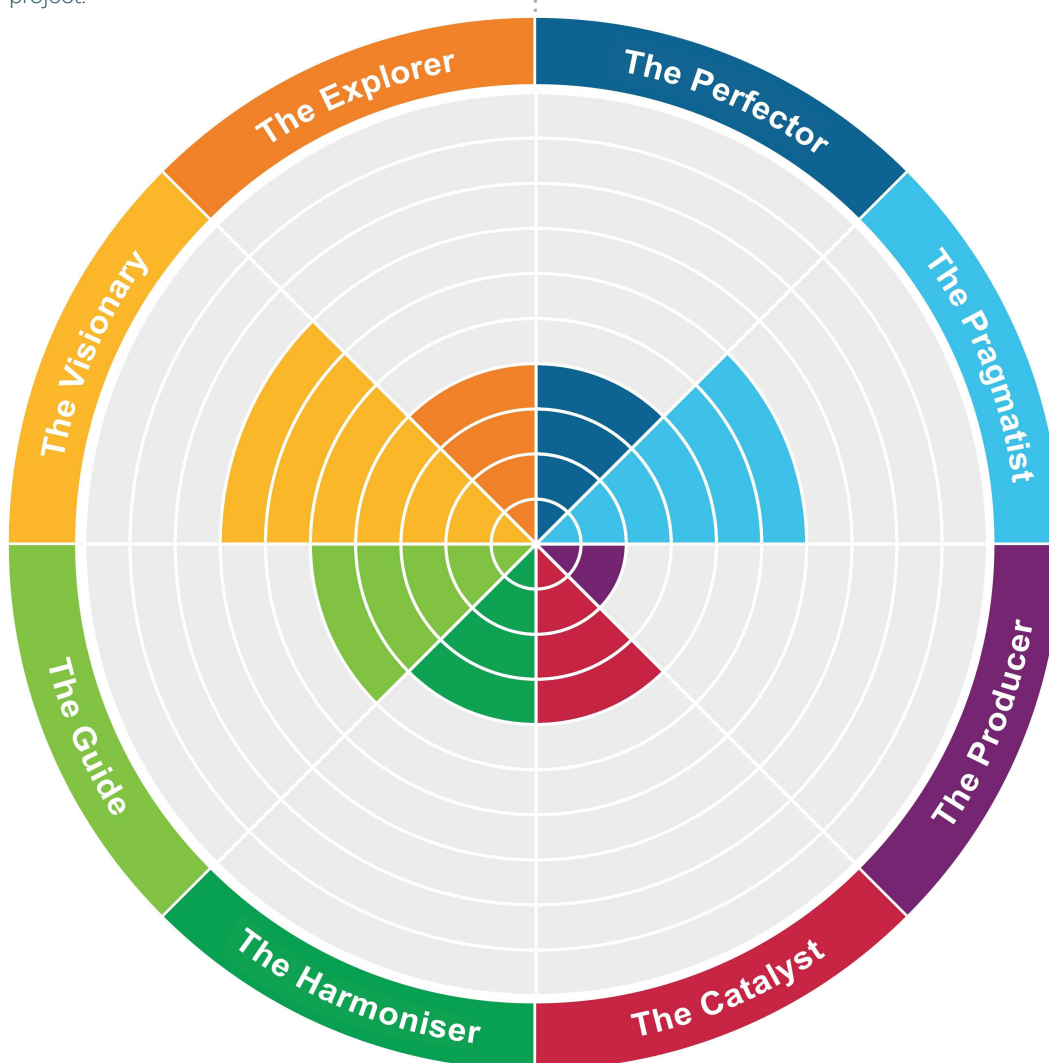


Idea

Relates to roles within the team that focus on creating a vision, brainstorming and pulling the design of a plan together at the start of a project.

Thought

Relates to roles within the team that focus on detail and practicalities. Provides a discerning eye to ensure high standards.



Influence

Relates to roles where the focus is on interactions with others. Providing a centre of interest to the team, offering support and guidance and helping to keep the peace.

Action

Relates to roles where the focus is on bringing ideas into action, and initiating change. Driving the team's momentum, they are reliable and effective at getting things done.



TEAM STRENGTHS SUMMARY



The Visionary

Brings imagination and creativity to the team, likely to be a great source of new ideas. Takes a logical approach and tends to be an innovative problem solver.



The Pragmatist

Logical by nature, takes a rational approach to solving problems. Tends to ponder issues from a theoretical perspective, and offers discerning, impartial opinions.



The Guide

Confident and influential member of the team, good at guiding the team to decisions and recognising strengths in others.



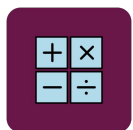
The Catalyst

Thrives under pressure and brings the competitive drive to the team. A dominant force within the group, they help keep momentum high through difficult times.



The Harmoniser

Social and considerate, their focus is on creating harmony in the group. Cooperative by nature, they value creating personal connections within the team.



The Perfectionist

Highly conscientious, considers the concrete practicalities of a project. Perfects details of work others may overlook, and takes their time to make decisions.



The Explorer

Enthusiastic and positive pursuer of opportunities. Has a talent for networking and multitasking, involving themselves in early stages of lots of projects.



The Producer

Turns ideas into action. Practically minded, they focus on the operational specifics of enabling the team to achieve their goals.



MOST LIKELY ADOPTED TEAM TYPE PROFILES

Olivia is most likely to adopt the following styles when it comes to their role in the team:



The Visionary

Those who adopt the Visionary role, are likely to be imaginative, intellectual and the team's source of original ideas. They take a logical approach and tend to be an innovative problem solver.

Olivia brings the following preferences to her role as a VISIONARY:

- 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.
- 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.
- 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.



The Pragmatist

Those who adopt the Pragmatist role are likely to be logical by nature. They take a rational approach to solving problems and tend to ponder issues from a theoretical perspective.

Olivia brings the following preferences to her role as a PRAGMATIST:

- Olivia shows a balanced approach to problem-solving, sometimes drawing on personal experience or inspiration, while at other times using 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.

FLEXIBILITY OF STYLE

The below score indicates how likely Olivia is to adopt an alternative team style, should the occasion call for it.



ADAPTABILITY

Olivia shows a **high degree of flexibility** when it comes to her style. This means she is more likely than most to adapt her style to suit the situation when needed.

Olivia may draw on strengths from the following other team types:



The Guide

- Olivia is ready to persuade others to change their position.
- Olivia's inner confidence helps her to take on difficult challenges.
- Olivia makes her presence felt and is ready to be assertive with others.



The Catalyst

- Olivia's emotional strength helps her to deal with criticism and setbacks.
- Olivia likes to win and feels energised working in a competitive environment.
- Olivia's stress management makes her ready to deal with pressure at work.