

SELECTION REPORT

Personality Questionnaire [Enhanced]



Frank Felter

Completion date: 23/06/2021



This report could be used by:

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

This report describes:

The results of Frank's psychometric results in relation to the role of Enhanced PQ.
The report covers:

Criterion Personality Questionnaire [Enhanced]

UNDERSTANDING THIS REPORT

Introduction

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

Clevry deploys sophisticated job matching algorithms, specified for Criterion Pro to identify how well he is likely to respond to the unique demands of a role at Criterion Pro. The job matching process used Frank's scores from the assessment he completed on Clevry on 23/06/2021:

Criterion Personality Questionnaire [Enhanced]

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

Interpreting the results

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

Job fit quality

The area of performance in the job

Frank's personality

Frank'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 Frank 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 Frank.
- The results must not be used for any other purpose other than that agreed with Frank.
- These results **must be kept securely and not retained** beyond the period agreed with Frank.

Further information about Frank

Further reports can be downloaded for Frank, which provide additional information about his personality:

Insights report – Describes Frank's personality profile.

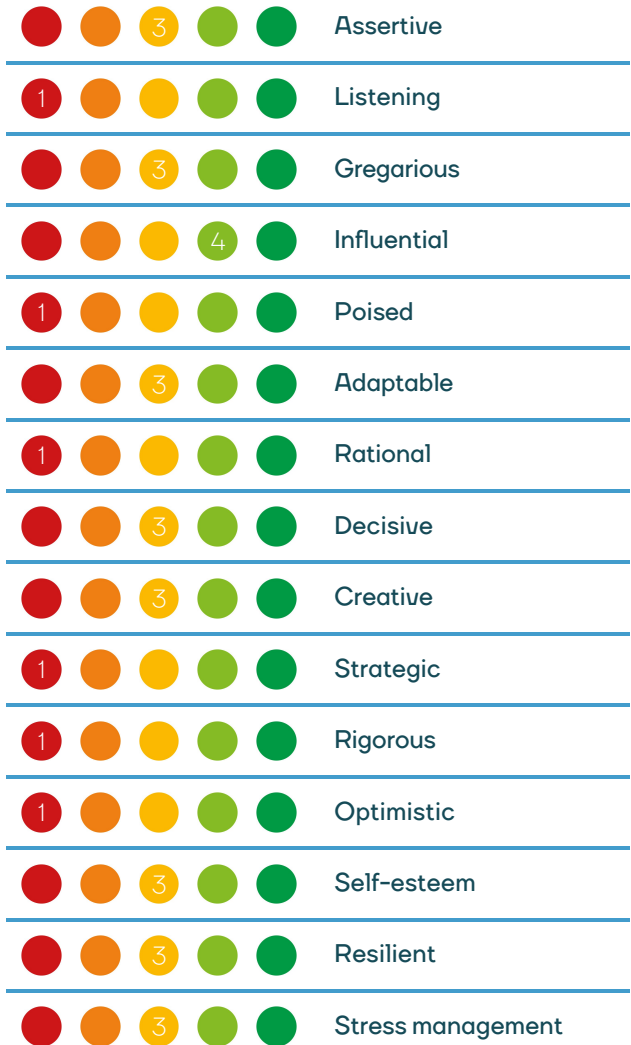
Ability test report – Details Frank's ability test results, where additional assessments have been completed. This report can be used alongside information from the Personality Questionnaire [Enhanced] to provide an integrated picture.

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

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

On-boarding report – Provides Frank's Line Manger with advice based on his results for how to help him fulfil his strengths.

JOB FIT SUMMARY



Overall job fit

What does Frank's overall fit look like?

Frank's fit with the Enhanced PQ role was calculated by combining his results in a job specific algorithm. This overall job fit may have been used as a basis for an initial sift and shortlisting.



Overall job fit

Frank's responses to the questionnaire indicate a **low degree of fit** between the approach, demands and rewards of this role and his personality, emotional style and values.

Remember that this job fit score is based on Frank'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

Personality Questionnaire [Enhanced]

INTERPERSONAL STYLE

2

JOB-FIT INDEX

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



| Job fit attribute | Frank's personality | Job fit | |
|--------------------|--|---------------|---|
| Assertive | He 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 he may take the lead, while in others he might prefer to adopt a supporting role. | OK JOB FIT | 3 |
| Listening | Frank describes himself as somebody who has a very strong preference for being expressive and is much less patient when it comes to listening . He talks about his opinions more readily than he takes on the views of others. | POOR JOB FIT | 1 |
| Gregarious | He is moderately gregarious but no more so than most other people who have completed the questionnaire. His responses suggest he is comfortable either working with other people or working alone. | OK JOB FIT | 3 |
| Influential | He is reasonably comfortable with the challenges of persuading others to a particular point of view. His responses indicate that Frank is slightly more influential than other respondents, sometimes putting his energy into changing people's opinions. | GREAT JOB FIT | 4 |
| Poised | Frank describes himself as appearing to be shy and nervous in social situations. He is likely to appear quiet and reticent with people they do not know very well. Frank does not appear to be very poised and socially confident in social situations. | POOR JOB FIT | 1 |
| Adaptable | Frank is moderately adaptable compared with other people. While he is sometimes ready to demonstrate flexibility in his approach to different individuals or circumstances, he also likes to show a degree of consistency in his style of communication. | OK JOB FIT | 3 |

DETAILED JOB FIT PROFILE

Personality Questionnaire [Enhanced]

THINKING STYLE

2

JOB-FIT INDEX

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



| Job fit attribute | Frank's personality | Job fit | |
|-------------------|---|------------------|------|
| Rational | Frank has a strong preference for making decisions on the basis of intuition and is much less inclined towards rational analysis. He relies heavily on inspiration or personal experience as ways of solving problems and is much less at home with logical or scientific thinking. | POOR JOB FIT | |
| Decisive | Frank's thinking style can be both contemplative and decisive . He is sometimes ready to reach a conclusion quite quickly but may dislike making rushed judgements under time pressure. | OK JOB FIT | |
| Creative | Frank has a balanced working style; sometimes adopting a creative approach to find new solutions to problems, but also happy to work in a methodical way when this is required. | OK JOB FIT | |
| Strategic | Frank has a very strong preference for dealing with practical issues rather than strategic thinking. He would much rather get on with things than contemplate the wider implications, and may leave the long-term vision to somebody else. | POOR JOB FIT | |
| Rigorous | His responses indicate that he is much less rigorous than most other people who have completed the questionnaire. He likes to get work completed as quickly as possible and may often look for a "quick fix". | POOR JOB FIT | |

DETAILED JOB FIT PROFILE

Personality Questionnaire [Enhanced]

EMOTIONAL STYLE

3

JOB-FIT INDEX

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



| Job fit attribute | Frank's personality | Job fit |
|--------------------------|---|--|
| Optimistic | His responses suggest that he generally expects things to turn out badly. Compared to other people he has a strong tendency to accentuate the negatives and feel pessimistic in many situations. | POOR JOB FIT 1 |
| Self-esteem | Frank has moderate self-esteem . Although he usually feels reasonably positively about himself, he may sometimes experience some self doubt. Compared with other people, he tends to feel fairly positively about himself and is typical of most people in how much confidence he has about his abilities. | OK JOB FIT 3 |
| Resilient | His responses suggest that his temperament is neither sensitive nor resilient but balanced in the sense that he may sometimes feel hurt by criticism but no more than most people. Frank describes himself as moderately tough but may occasionally feel upset when confronted with negative feedback. | OK JOB FIT 3 |
| Stress management | Frank describes himself as someone who has a moderate propensity to cope with pressure, while sometimes preferring a calm and peaceful working environment. His stress management helps him deal with many situations but occasionally he may find it slightly more difficult to perform when stress levels rise. | OK JOB FIT 3 |
| Calm | Frank describes himself as someone who tends not to feel overly anxious or worried. He is marginally more relaxed than most people and he typically remains cool and calm in everyday work situations. | GREAT JOB FIT 4 |
| Internal control | Frank describes himself as someone who feels a moderate sense of personal control . He is typical of other people in the extent to which he tries to influence events towards the outcomes he wants. | OK JOB FIT 3 |

DETAILED JOB FIT PROFILE

Personality Questionnaire [Enhanced]


















MOTIVATION

2

JOB-FIT INDEX

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



| Job fit attribute | Frank's personality | Job fit |
|-------------------------|---|--|
| Striving | Frank is slightly less focused on striving and achievement. His job satisfaction may stem more from working on a job than completing it. He does not always have a need for constant challenge, and may sometimes be more focused on the process than the outcome. |  OK JOB FIT   |
| Variety | Frank finds settling down to focus on a single job a great deal more motivating than juggling many different tasks at once. He describes himself as feeling unhappy in a role where the nature of his work frequently changes and he has to perform many tasks in parallel. |  POOR JOB FIT   |
| Friendship | Frank is not particularly motivated by opportunities to form new relationships at work. He indicates that, compared to other people, he has a tendency to keep his personal life separate from work. Frank tends to avoid close personal friendships with work colleagues. |  OK JOB FIT   |
| Self-development | Frank does not have a strong value for self-development . His responses suggest that he does not seek out opportunities to develop new knowledge and skills. |  POOR JOB FIT   |
| Status | Frank's responses suggest that the prestige and status that comes with more senior positions is not a source of motivation for him compared to other people. He indicates the status of his job is not important compared with the actual depth and content of the job. |  POOR JOB FIT   |
| Caring | Frank may get some fulfilment from work which involves caring for others, but no more so than most people. He may sometimes find enjoyment in providing help to others, while at other times he may feel frustrated by people who require a great deal of assistance. |  OK JOB FIT   |

DETAILED JOB FIT PROFILE

Personality Questionnaire [Enhanced]

CULTURE FIT

3

JOB-FIT INDEX

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



| Job fit attribute | Frank's personality | Job fit |
|--------------------|--|--|
| Competition | Frank's responses suggest that he has a strong dislike for competition . He feels that rivalry may do more harm than good and dislikes the idea of winners and losers. Consequently, he is likely to feel uncomfortable in a competitive environment. | POOR JOB FIT 1 |
| Order | He is typical of most people in the degree to which he is happy to work in an environment and job where there are clear boundaries , controls and rules for how work should be done. He may feel most comfortable in a job and culture that balances rules with freedoms to do work as he pleases. | OK JOB FIT 3 |
| Humour | Frank feels that work should be taken seriously. He takes a fairly dim view of humour and flippancy at work and would rather focus on more serious issues than joke around. Frank values a sober and professional atmosphere at work and does not enjoy frivolity. | OK JOB FIT 2 |
| Change | He has a balanced attitude to change . While he may enjoy some of the challenges of executing change in an evolving organisation, he may also feel that continued change at work can sometimes be disruptive. | OK JOB FIT 3 |
| Profit | Frank has a strong belief that business is about making a profit . He is focused on financial indicators of performance, and is likely to be comfortable in a commercial, profit-driven culture. | GREAT JOB FIT 4 |
| Ethics | While sustaining a degree of pragmatic expediency, Frank has a slightly stronger value for ethics than other people who have completed the questionnaire. He is somewhat reluctant to compromise on moral or ethical standards and sets some store by working within a framework of values or principles. | GREAT JOB FIT 4 |