

TEAM STRENGTHS REPORT

Personality Questionnaire [Enhanced]



Mikel Thomas

Completion date: 23/06/2021



This report could be used by:

Mikel's line manager, colleagues, and perhaps himself.

This report describes:

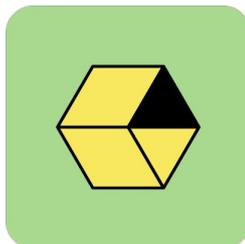
Key findings from Mikel's personality profile in relation to his likely strengths within a team. The report covers four key areas of potential team strengths:



IDEA



THOUGHT



ACTION



INFLUENCE

UNDERSTANDING THIS REPORT

Introduction

This report helps you to understand Mikel's style and areas of strength within a team. The report outlines Mikel'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 Mikel will bring to the team, given the roles he is likely to adopt.

The results in this report were generated from Mikel's responses to the Criterion Personality Questionnaire that he completed on 23/06/2021. Mikel's responses were compared with which comprises a diverse group of individuals who completed Criterion Personality Questionnaires in English from 2015-2020.

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

Further information about Mikel

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

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

TEAM STRENGTHS

This report outlines the roles Mikel 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.



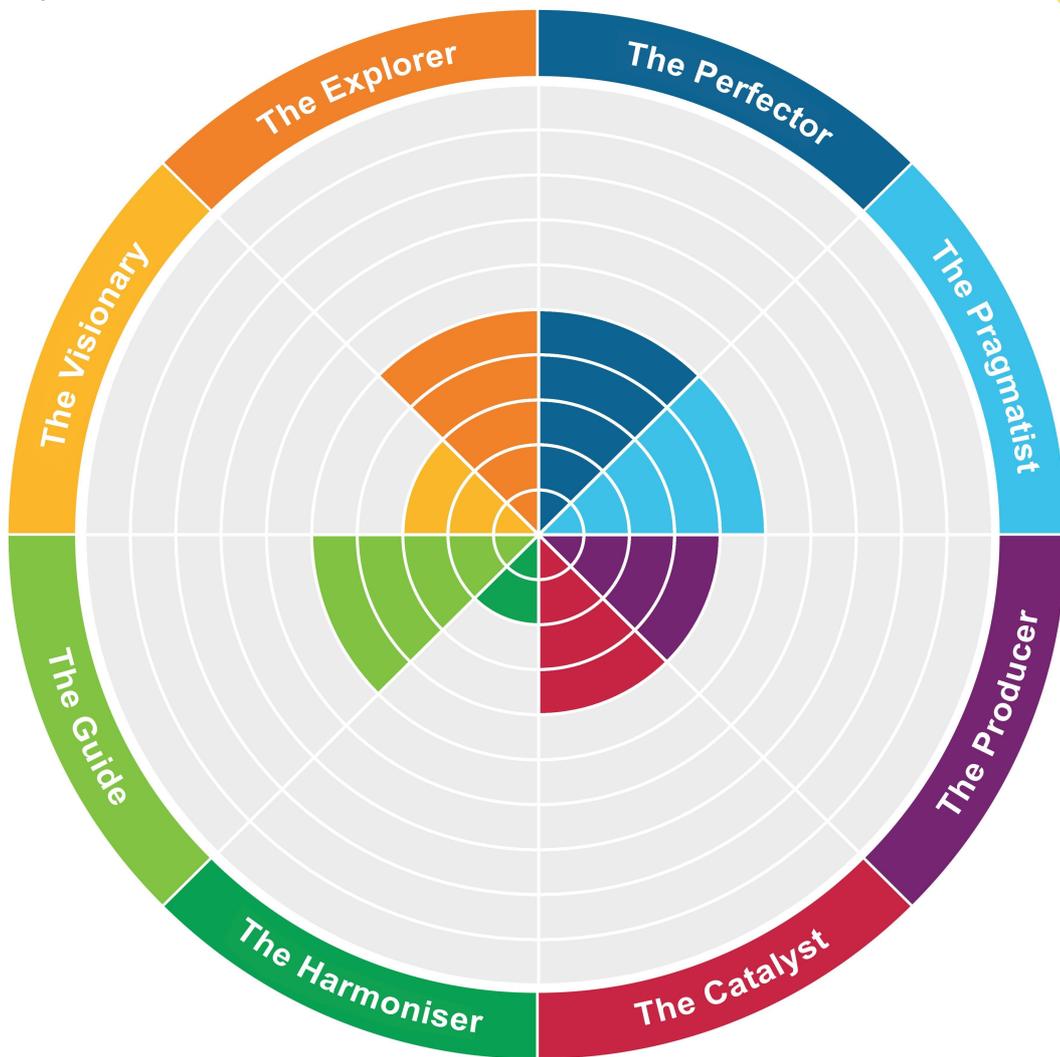
Idea

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.



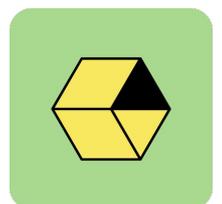
Thought

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



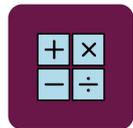
The Explorer

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



The Guide

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



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 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 Producer

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



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 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 Harmoniser

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



MOST LIKELY ADOPTED TEAM TYPE PROFILES

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



The Explorer

Those who adopt the Explorer role are likely to be enthusiastic and positive pursuer of opportunities. They are likely to involve themselves in the early stages of lots of projects.

Mikel brings the following areas of strength to his role as a **EXPLORER**:

- Enjoys variety in day-to-day work. Prefers doing many tasks in parallel.
- Likes the company of other people. Sociable. Works well with others. May dislike working alone.
- Looks for new approaches. Enjoys trying new ideas. Prefers inventing new methods to applying old ones.

Mikel may wish to consider the following derailers associated with his role as a **EXPLORER**:

- A pessimistic emotional style can lead the individual to expect things to go badly and feel demotivated as a result.
- A lack of social confidence may hold them back when required to meet new people or speak in public. May come across as shy and take longer than most to feel at ease around new people.



The Guide

Those who adopt the Guide role are confident and influential members of the team. They are good at guiding the team to decisions and recognising strengths in others.

Mikel brings the following areas of strength to his role as a **GUIDE**:

- Dominant. Makes presence felt. Sometimes overbearing with others.
- Likes the company of other people. Sociable. Works well with others. May dislike working alone.
- Has inner confidence in own abilities. Feels self-assured and values own worth.

Mikel may wish to consider the following derailers associated with his role as a **GUIDE**:

- Persistently agreeing to disagree may tip into avoiding conflict or neglecting to present your views to others. Influence and persuasion may lack commitment or persistence. May lack the drive to overcome resistance and persuade others. Easy-going attitude to differences of opinion may lead to important arguments being unresolved.
- Can be very assertive and possibly overbearing in interactions with others. Forceful approach may overwhelm others. May demonstrate rigidly dominant approach. May be perceived as overly authoritarian or controlling.

FLEXIBILITY OF STYLE

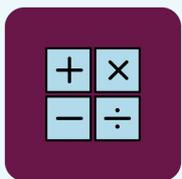
The below score indicates how likely Mikel is to adopt an alternative team style, should the occasion call for it.



ADAPTABILITY

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

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



The Perfectionist

- Mikel likes to think quickly and can make decisions under pressure.
- Mikel is motivated to complete tasks which have successful outcomes.
- Mikel enjoys opportunities to think about the bigger picture.



The Pragmatist

- Mikel feels at home in a culture with clearly defined rules and procedures.
- Mikel likes to think quickly and can make decisions under pressure.
- Mikel enjoys opportunities to think about the bigger picture.