KORN FERRY ™
| HayGroup

Talent Q
Dimensions

Dimensions Report

Name **Ali Example**

Date of Report: **29/06/2016**

Development Profile 3

Also Recommended: Development Feedback Report

Who could use components of this report:

Coaches

HR professionals

Trained practitioners
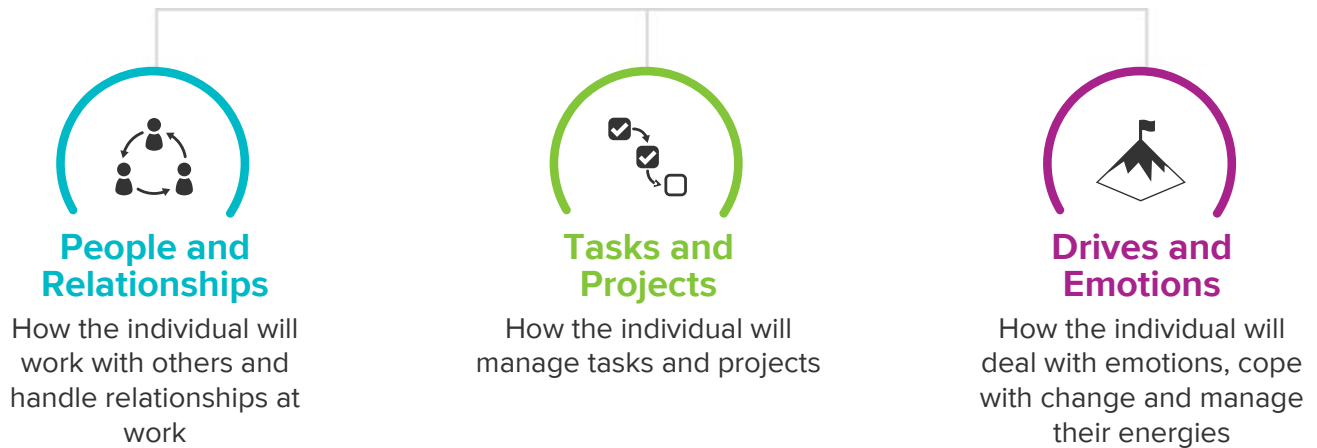
What can components of this report be used for:

Individual development

Leadership development

Assessment	Dimensions
Completed date	24/02/2016
Language	English (UK)

Introduction

Dimensions is an online personality questionnaire. It assesses and reports how individuals perceive their behaviours at work in relation to three key areas: people and relationships, tasks and projects, and drives and emotions.

Talent Q Dimensions Framework

People and Relationships

How the individual will work with others and handle relationships at work

Tasks and Projects

How the individual will manage tasks and projects

Drives and Emotions

How the individual will deal with emotions, cope with change and manage their energies

It combines valuable information, scientific rigour and ease of use for the line manager, HR professional, coach or trainer, and supports important talent decisions and development discussions. Inspired and developed by one of the pioneers in occupational testing – Roger Holdsworth – Dimensions draws on over five decades of experience in personality at work.

Personality drives performance

Personality influences the way people behave, which in turn impacts their performance and success in the role.

Cognitive Ability

Personality

Skills & Experience

Motivation

Behaviour —— **Performance**

By using this report, you can gain scientific and objective insight into how an individual is likely to behave in the workplace. This insight helps organisations to:

✔ make better selection decisions
✔ develop individuals and teams
✔ identify high potential individuals
✔ improve performance and profitability.

Best practice across the talent lifecycle

With just a single completion of the questionnaire, data is provided that can be interpreted for a wide range of applications: recruitment, selection, identification of high potential and individual, team and leadership development. It provides a number of user-friendly reports that can be combined as required; not all reports are appropriate for all applications. The reports contain practitioner guidance and are available in a number of languages, enabling consistent assessment across different geographic regions.

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Development Profile

Ali Example's responses have been classified under 45 indicators relating to her behaviour at work. Broadly, these cover three domains: Handling Relationships at Work, Thinking Style & Task Management, and Managing Energies & Emotions.

For each indicator the profile shows whether her responses are closest to the left hand description, the right hand description or in the middle.

This report is designed for use by experienced coaches and development experts.

Relationships at work

Communicative

	Networking	
Being independent of other people, not needing to refer to others		Building a network and operating with a wide circle of relevant contacts

	Communicating openly	
Being able to keep secrets, avoiding exposure of own feelings		Interacting and communicating openly with others to maintain close relationships

	Teamworking	
Being able to work on one's own, even in isolation		Preferring to work with others, rather than on one's own

Influencing

	Leading	
Preferring following to leading		Being a natural leader, and enjoying having responsibility for others

	Forcefulness	
Readily accepting orders and instructions from others		Having a dominant and forceful character, able to take a strong position in an argument

	Selling and negotiating	
Being reasonable and gentle in any negotiation		Being able to sell products or ideas to others

Socially Confident

	Social skill	
Behaving in a low-key and discreet manner		Being socially confident, showing charm and charisma

	Initiating contacts	
Being wary of new acquaintances, avoiding mixing too much		Taking the initiative in making contacts, fitting in easily with a wide range of people

	Public speaking and presenting	
Avoiding being talkative or showing off		Enjoying formal situations, public speaking and making presentations

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Supportive

Leaving other people to their own devices	**Supporting and encouraging**	Being supportive and encouraging towards other people
Being tough-minded, avoiding sentimentality	**Service-mindedness**	Enjoying providing help and meeting other people's needs
Avoiding getting involved with, or interfering in, other people's problems	**Helping Others**	Developing and encouraging others, devoting time to helping people in difficulties

Consultative

Being able to operate without having to seek the views of others	**Listening**	Being a good listener and consulting with others
Avoiding over-tolerance of difficult or inappropriate behaviour	**Empathy and tolerance**	Being interested in other people's motives, having empathy
Going one's own way, letting others know if one disagrees with them	**Agreeableness**	Being agreeable, accepting and respecting other people's opinion

Tasks and projects

Analytical

Thinking intuitively rather than analytically	**Analytic thinking**	Being an analytical problem-solver
Avoiding over-reliance on hard information, or too much analysis	**Informed and thorough**	Having relevant information at one's finger-tips, and being able to see pros and cons
Being sceptical about numbers and statistics	**Statistical mindedness**	Being good at working with numbers, competent at handling statistics

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Conceptual

Preferring to operate at a tactical or operational, rather than a strategic level	**Strategic thinking**	Being able to contribute to the development of strategy

Concentrating on finding simple solutions, rather than looking at a range of perspectives	**Vision and complexity**	Being a "visionary", understanding different perspectives on complex issues

Avoiding emphasis or dependence on theories	**Theoretical mindedness**	Understanding the theoretical models relevant to one's work

Creative

Avoiding too much curiosity or inquisitiveness	**Imagination and curiosity**	Being imaginative and inquisitive, always seeking new ideas

Being content with a job that has little creative scope	**Need for novelty**	Preferring new methods, and needing creative scope

Preferring conventional rather than radical ideas	**Radical attitudes**	Tending to embrace radical ideas and approaches

Methodical

Taking things as they come without over-organising	**Planning and organising**	Planning and organising for the short and long-term

Being opposed to any form of bureaucracy	**Efficiency**	Operating in a methodical and procedural manner

Seeing the whole picture, rather than being overwhelmed by detail	**Attention to detail**	Giving due attention to accuracy at all levels

Conscientious

Being able to make small mistakes and get away with them	**Ethical behaviour**	Being focused on the maintenance of high ethical standards, and on the importance of values

Being able to "bend" rules and regulations which one finds limiting	**Rule-following**	Conscientiously following rules set down for one's work

Avoiding rigid adherence to deadlines	**Adherence to commitments**	Keeping any promises made, ensuring that any commitment is honoured

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Drives and emotions

Relaxed

	Stress-tolerance	
Understanding when fear or anxiety are appropriate		Being able to cope with a high level of stress, having a calm and relaxed temperament

	Emotional control	
Being capable of showing frustration		Retaining one's composure, even in emotionally charged situations

	Ability to accept criticism	
Being sensitive to criticism, ready to take account of others' views of oneself		Being thick-skinned, and able to accept criticism

Resilient

	Optimism	
Avoiding taking too rosy a view of the future, being more realistic than optimistic		Always seeing the positive aspects of a situation, optimistic about the future

	Coping with difficulty	
Taking one's time about coming to terms with failures		Coping with problems, bouncing back quickly from any setbacks or failures

	Avoidance of blame	
Accepting blame when this is appropriate		Seeing oneself positively, avoiding too much self-criticism or blaming oneself

Flexible

	Flexibility and adaptability	
Behaving stably and conforming to a predictable pattern		Being able to change one's behaviour to match new circumstances

	Enjoying new challenges	
Resisting change which is just for the sake of change		Enjoying adapting to change and new challenge or circumstance

	Thriving on change	
Being happy with routine and a static environment		Thriving on variety in ones own work and work environment

Decisive & Action-oriented

	Mental energy	
Preferring to work at a leisurely pace, avoiding a hectic or frenetic style		Focusing on getting things done, having a high level of energy and stamina

	Decision-making	
Considering all the likely consequences before taking decisions		Being able to make rapid decisions, even when short of information

	Risk-taking	
Avoiding taking any unnecessary risks		Enjoying risk, danger and a fast pace of work

Achievement-oriented

	Goal-orientation	
Being more concerned with quality than with quantitative targets		Being goal-orientated, highly motivated to achieve defined goals and targets

	Ambition	
Preferring a good work-life balance, rather than being a workaholic		Being ambitious, putting work and career before other aims in life

	Competitiveness	
Avoiding behaving in a competitive manner		Thriving in a competitive environment