



Talent Q Dimensions

Dimensions Report





Name **Ali Example**

Date of Report: **13/07/2016**





Trait Profile 3
Narrative Report 5

Also Recommended: Trait and Indicator Profile

Who could use components of this report:

-  Coaches
-  HR professionals
-  Trained practitioners
-  Line managers

What can components of this report be used for:

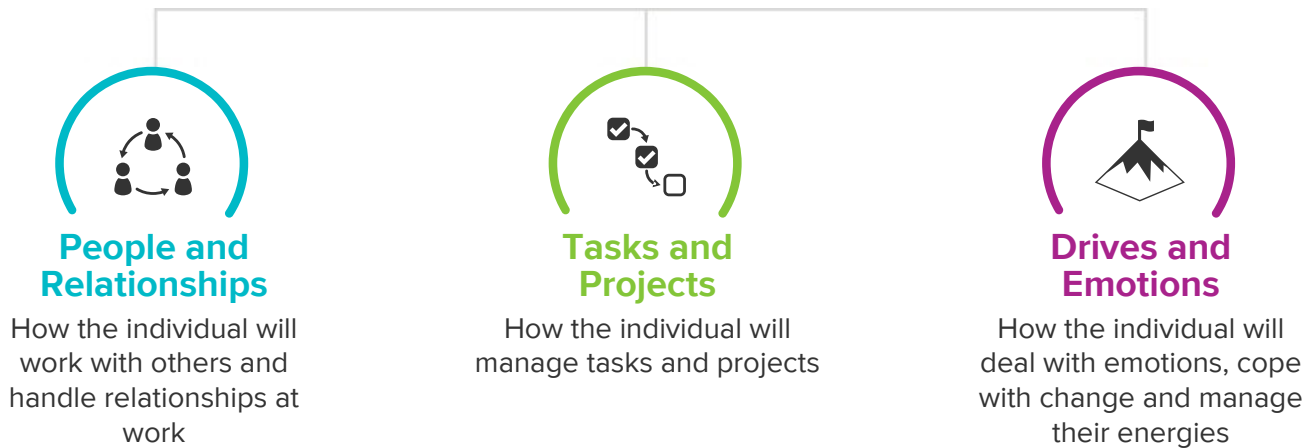
-  Individual development
-  Internal resourcing
-  Leadership development
-  Recruitment

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



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.



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.

Trait Profile

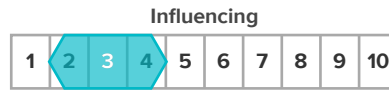
People and Relationships

Is independent of other people, able to keep secrets and avoid exposing their own feelings, can work on their own



Has a wide network of contacts, communicates openly with others, can maintain relationships, prefers working in a team

Prefers following to leading, is reasonable and gentle in negotiations, readily accepts orders and instructions from others



A natural leader and enjoys having responsibility for others, a dominant and forceful character, tough negotiator, can sell products or ideas to others

Behaves in a low-key and discreet manner, is wary of new acquaintances, avoids being talkative or mixing too much socially



Is socially skilled, with charm and charisma, takes the initiative in making contacts, fits in with a wide range of people, good at presenting and public speaking

Leaves other people to themselves and their own devices, is tough-minded, avoids getting involved in other people's problems or taking a service role



Is supportive and helpful towards other people, develops and encourages others, devotes time to helping people in difficulties, enjoys giving and meeting other people's needs

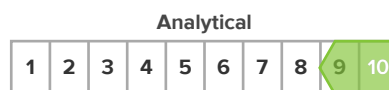
Can operate without having to seek the views of others, lets others know when not in agreement, can go their own way independently



Is a good listener and an agreeable person, consults with others, interested in other people's motives and behaviour, tolerant of different perspectives and opinions

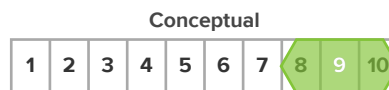
Tasks and Projects

More intuitive than analytical, avoids over-reliance on facts and hard information, sceptical about numbers and statistics



An analytical problem-solver, with relevant information at their finger-tips, able to see pros and cons, good at working with numbers and handling statistics

Prefers operating at a tactical or operational, rather than strategic level, concentrates on practicalities and avoids theorising



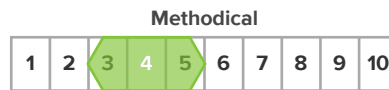
Contributes to the development of strategy, a "visionary", understands different perspectives on complex issues, and relevant theoretical models

Prefers "tried-and-tested" ways, rather than needing to innovate, content with a job that has little creative scope, has conventional rather than radical ideas



Curious and inquisitive, always seeking and generating new ideas, with an active imagination, readily embraces radical ideas and approaches

More spontaneous than structured, opposed to any form of bureaucracy, not overwhelmed by detail



Believes in methodical and procedural approaches, plans and organises tasks, structures own work efficiently, gives due attention to accuracy

Can "bend" rules and regulations which they find limiting, avoids rigid adherence to deadlines, is able to make small mistakes and get away with them



Conscientiously follows rules set down for their work, honours any promises, deadline or commitments made, believes in ethics and values

Drives and Emotions

Understands when fear or anxiety are appropriate, capable of showing frustration, sensitive to criticism, affected by others' views of them



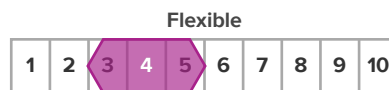
Calm and relaxed, able to cope with stress, retaining composure in emotionally charged situations, thick-skinned and able to accept criticism

More realistic than optimistic, avoids taking too rosy a view of the future, accepts blame when appropriate, and takes time over coming to terms with failures



Always sees the positive aspects of a situation, copes well with any problem, avoids blame and self-criticism, resilient and bounces back quickly from setbacks

Resists change for the sake of change, behaves stably and conforms to a predictable pattern, happy with routine and static environment



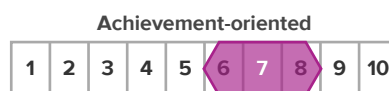
Adapts flexibly to new challenges and circumstances, able to change behaviour to match new circumstances, thrives on variety and frequently changing environments

Prefers to work at a leisurely pace, avoids a hectic or frenetic style, considers all likely consequences before taking decisions, avoids taking unnecessary risks



Has a high level of energy and stamina, gets things done, makes rapid decisions even when short of information, enjoys risk and a fast pace of work

More concerned with quality than with quantitative targets, seeks a good work-life balance, avoids behaving in a competitive manner



Motivated by achievement, with a high ambition to succeed against all odds, puts their work and career before other aims in life, thrives on competition

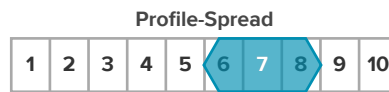
Response Styles

Tendency towards self-critical responses: the profile might do the subject less than full justice



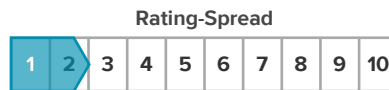
Tendency to present self positively, or genuine high degree of self-confidence. Interpret the profile with some caution

A relatively flat profile: relatively little differentiation between traits, possible inconsistency or lack of self-awareness



Accentuated profile, with clear relative strengths and weakness or development needs

Narrow range of ratings used, with tendency to avoid extreme ratings



Wide range of ratings, including frequent use of extremes

Narrative Report



People and Relationships

The first section provides insight into her style in working with others and handling relationships at work.

She seems to be rather a private and serious sort of person. She may prefer to work on her own, rather than with other people. She appears to prefer her own company, and may at times tend to rely too much on her own resources.

She does not seem to see herself as an assertive person, and may rather lack both influencing skills and social confidence. She will probably prefer a background, or supporting, rather than leading role.

She is not particularly at ease about consulting others and may sometimes come across as somewhat direct. Combined with this, she may also be a little insensitive to those around her at times, and could be uncomfortable in a role which demands considerable understanding or attention to other people.



Tasks and Projects

This section explores her thinking style and how she manages tasks and projects.

Her style of thinking appears to be extremely logical and rational. She combines a very strong interest in strategy and theory with a highly accentuated attention to data and analysis. She could be expected to have a very broad, critical intellect. This exceptionally strong combination might even be seen as a threat to some of her less intellectually-minded colleagues.

She seems to be at least moderately creative, although perhaps not an extremely radical thinker. She seems reasonably curious, and not particularly stuck in her ways, but she may still not be a strong innovator.

Although apparently not a very methodical person, she seems reasonably reliable as regards ethical and conscientious behaviour. She does not appear to be a great planner or scheduler, but she seems to respect the rules and keep to deadlines.



Drives and Emotions

The third section is about dealing with emotions and coping with change, and it also deals with energies.

She seems to have a fair degree of emotional sensitivity, and is someone who cannot shake her problems off easily. She may experience hurt and anxiety, frustration and disappointment at times, and could take some time to get over each of these.

Her responses suggest that she likes to have a certain amount of consistency and predictability in her life. At times this could limit her or make her seem a little inflexible.

Although apparently quite oriented towards the achievement of targets and quite ambitious as regards her own career, she does not seem highly driven and may be rather risk-averse. On this basis, she may be better able to cope with situations that develop quite slowly.



Response Styles

Self-presentation: She responded to the questionnaire in a rather modest manner, compared with most other people.

Profile Spread: her responses produced a fairly accentuated profile, with some clear relative high and low points.

Use of the range of ratings (on the scale from "completely untrue" to "very true") of individual behaviours: She only used a narrow range of the available ratings, and mostly avoided the extremes of the scale.

Ties (giving the same rating to more than one behaviour in a block of group of four behaviours): She gave the same rating to more than one behaviour in a block more often than average for the norm-group.

The time taken overall (including any breaks that may have been taken): much less than the average. She did not appear to take any breaks during completion of the questionnaire.



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