Personality Plus

Report

Candidate Name : ck ck

Date : 2020-01-27 08:40:05

Organization

This report describes the personality profile and the workplace behavioral tendencies of ck as identified through a comprehensive assessment of the 32 personality traits covered by ASSESS PersonalityPlus model.

The first section 'Profile Summary' provides a general overview on the top 5 and bottom 5 prevalent traits in ck's personality. The second section 'Profile Graph' provides a graphical illustration that shows ck's scores across the 32 traits on a scale from -9 to 9. This shows a detailed numerical demonstration of ck's personality profile. The third section 'Profile Details' provides a detailed description of ck's personality profile and workplace behaviors tendencies based on her/his scores in the assessment. The fourth section discusses the main potential pitfalls that ck is likely to fall in, and, therefore, should consider based on her/his profile; and the fifth section discusses the Key Development Areas.

The sixth section provides a guide for the interviewer which s/he can use during discussing the report results with the candidate. This section, in fact, helps validate the candidate's understanding and awareness of the different facets of her/his personality, the challenges s/he might face, and how to overcome them. The seventh section, titled 'Functional and Dysfunctional Triggers', pinpoints the different factors, contexts, and situations that would trigger the best and the worst out of the candidate; thus, affecting her/his performance, outcome, and motivation either positively or negatively.

The eighth section describes the top three team roles (among 10 roles) that ck is likely to assume and play within team dynamics; and, accordingly, her/his contribution and the hat s/he is likely to be wearing in a team setting. The ninth section describes ck's leadership style, and whether s/he is more of a Producing, Optimistic, Growth, or Well-being leader; depending on her/his behavioural tendencies along two main domains: being more of a task-oriented leader or a people-oriented leader. The tenth and the final section lists the definitions of the 32 traits assessed by the PersonalityPlus Assessment.

This report has a shelf-life of 24 months and should be treated confidentially. The accuracy of this report depends on the frankness with which ck answered the questions as well as their self- awareness. Major personal or work-related events may invalidate ck's report, and accordingly a new assessment should be completed.

Traits Categories

Thinking	Managing	Executing	Intermingling
• Analytical	• Planfulness	• Achievement-striving	• Adaptability
• Details-orientation	• Visionary	• Dutifulness	• Agreeableness
• Independence		• Efficiency	• Assertiveness
• Ingenuity		• Initiative	• Competitive
• Intellect		• Organization	• Empathy
• Internal Locus of Control		• Resourcefulness	• Emotional Stability
• Inquisitiveness		• Restorative	• Expressiveness
• Rationality			• Humor
• Risk-taking			• Individualizing
• Variety-seeking			• Influential
			• Nurturance
			• Sociability
			• Tolerance

Profile Summary Key

■ Most Prevailing Traits

■ Least Prevailing Traits

Example

Trait Ranking ——→ ①- Sociability

Trait Name

Trait General Defnition ——→ A personality trait that describes someone who is outgoing, friendly, and affable.
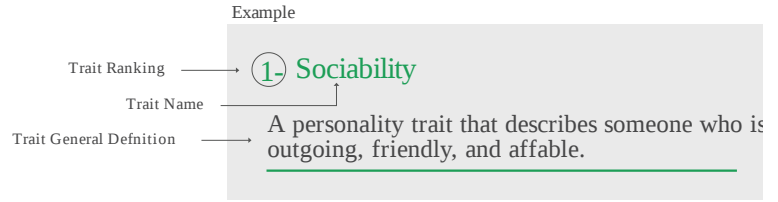
Top 5 Traits

1-Visionary

A personality trait that refers to having powerful imagination in terms of thinking about the future; and having an abstract idea of what should happen/ be done in the future.

2-Internal Locus of Control

A personality trait that refers to the tendency to believe in being capable to control the events taking place in one's own environment and its consequences, and to hold oneself accountable for the outcomes of one's own decisions.

3-Resourcefulness

A personality trait that refers to the tendency to make a creative use of the resources available- usually scarce- to overcome difficulties and obstacles.

4-Planfulness

A personality trait that refers to the willingness and tendency to create future and long-term actionable plans.

5-Variety Seeking

A personality trait that refers to the active hunting of diverse ideas, people, opinions, and experiences.

Bottom 5 Traits

28-Rationality

A personality trait that refers to the compatibility of, and between, one's own thoughts and opinions and her/his behaviors; with well-grounded justification for such beliefs and actions.

29-Individualizing

A personality trait that refers to a person's willingness to spot, understand, and value differences between people; and to relate individually to each and every person with whom the interaction is taking place.

30-Achievement Striving

A personality trait that refers to the willingness and continuous eagerness to put strenuous effort to accomplish and achieve goals.

31-Agreeableness

A personality trait that refers to being interpersonally flexible in terms of having the tactful attributes of being kind, helpful, sympathetic, and considerate; along with the willingness to place others' interests above one's own.
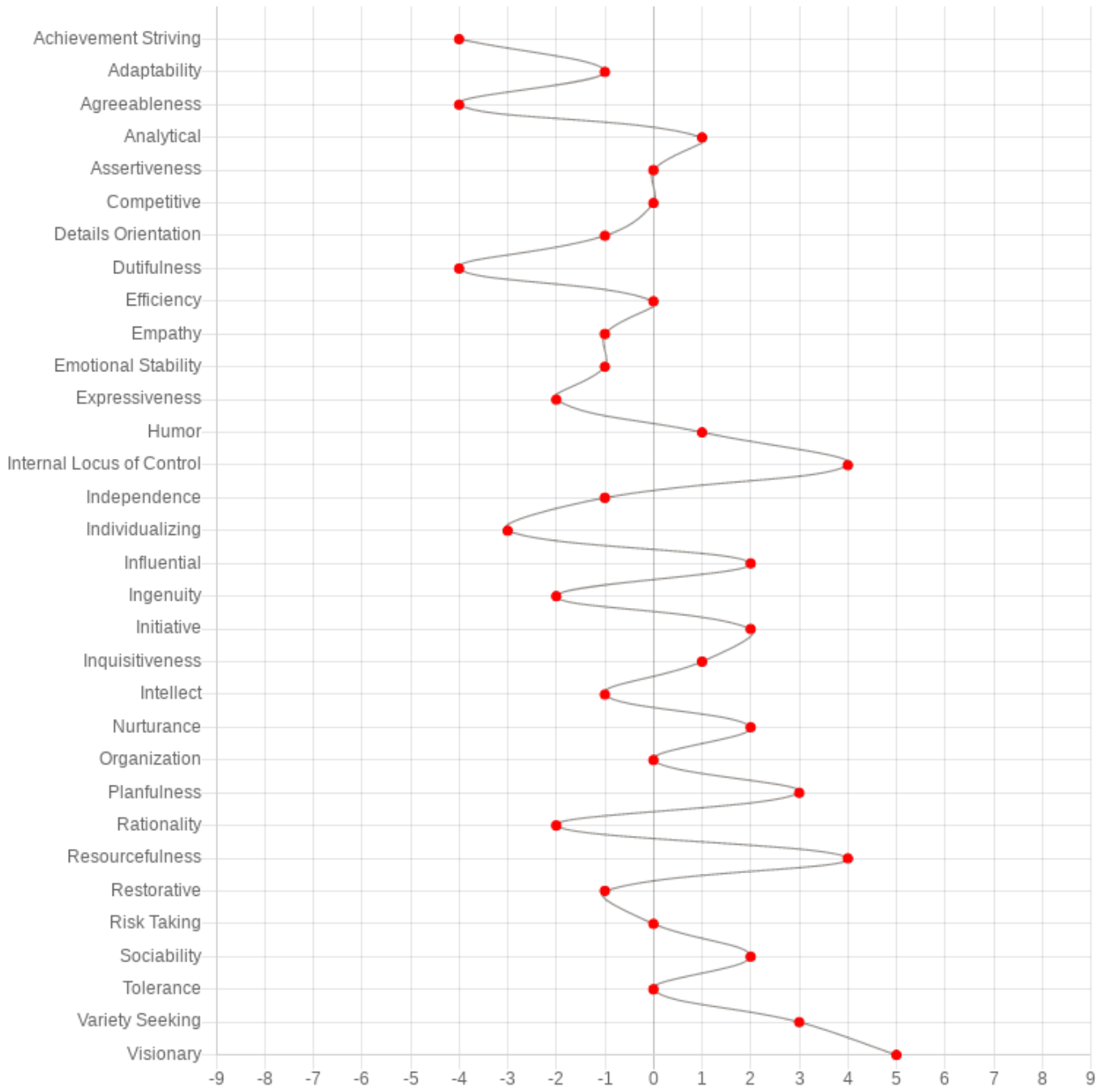
32-Dutifulness

A personality trait that refers to self-awareness about one's own duties and responsibilities, and carefulness to fulfill them, while being rule-conscious and self-disciplined. It is basically about exhibiting or having a sense of duty.

Visionary, Insightful, and Far-sighted. S/he tends to envisage the future and think ahead of time with a long-term orientation of foreseeing and identifying future opportunities and potential challenges. In doing this, s/he formulates an abstract idea that would help bridge the gap between the desired future and current reality and, thus, create value. This perception is attributable to her/his tendency to balance between seeing the big picture with a long-term perspective, and being aware of the short-term tactical here and now. Scanning the relevant contextual environment, putting together the various elements of an issue in a coherent view, and articulating conceptual pictures of the different possibilities are her/his primary tools. In times of uncertainty and change, her/his vision, when articulated and communicated effectively, gives others something to hold on to, to believe in, and to aspire toward.

Has a high sense of personal control and responsibility. S/he tends to be confident about her/his capability to control whatever is happening around her/him. In other words, s/he is the kind of person who views her/himself as making things happen. As a result, s/he is likely to hold her/himself accountable for her/his behaviors and decisions; as well as to act persistently to reach the intended results. It is, therefore, expected that s/he is less likely to feel like the victim of the circumstances during failures or setbacks. On the contrary, s/he is more likely to observe factors that s/he can exploit to produce positive outcomes and change. Her/his motivation tends to depend more on internal rather than external factors as s/he is inclined to attribute the product of her/his actions to her/his exerted effort and own choices.

S/he is a person who has an abundant mentality that enables her/him to find, secure, manage, maximize, and leverage the use of resources. In other words, s/he orchestrates all her/his efforts to move those resources around to accomplish a task, a goal, or overcome a critical situation. It is, therefore, expected that s/he adjusts quickly and frequently to the changing resource allocation needs; and that s/he is able to diversify the alternatives and options available in terms of having wide range of ideas and solutions for arising problems or challenging situations.

A Forward Thinker. As a person who prefers preparation than improvisation, s/he tends to have a long-term perspective to dealing with the future. This might be reflected in devising actionable plans and preset schedules, and committing oneself to following their direction. S/he also tends to be the kind of person who thinks thoroughly of the consequences in terms of the pros and cons of different potential scenarios. Engaging in this planning process enables her/him to deliberate on what s/he is trying to reach or achieve, and might provide her/him with a sense of security that would help her/him deal with chaos and confusion. S/he, is therefore, likely to picture what needs to be done to reach her/his goal ; and to create various contingency plans for tasks accomplishment and goals' achievement. This tendency to set well-structured plans would make her/him good in providing clear direction to others and in defining accountabilities and responsibilities.

A broad-minded person who tends to appreciate, welcome, and encourage diversity as for her/him, routine causes boredom, which is something s/he is unlikely to tolerate. Accordingly, s/he never ceases to instill variety in the day-to-day tasks; moves between different tasks, and engage oneself in new and varied experiences. This variety-seeking trait might extend to her/his preference for looking for, communicating, and working with people who can project diverse ideas and opinions. Such personality is likely to be open to, and flexible in coping with, the new aspects and dimensions underlying these different experiences, and tends to appreciate the value that the different perspectives, styles, thoughts, and cultures bring and add. S/he, therefore, is likely to be the kind of person who is willing to apply others' diverse perspectives, thoughts, and styles to get results. Additionally, her/his broad-mindedness tends to make her more receptive to and accepting of fe

A person who tends not to place much emphasis on having coherent thoughts, attitudes, and actions; or on having well-grounded explanations for her/his behaviors or decisions. In decision making, therefore, s/he is likely to depend more on assumptions or instinct than on solid facts. S/he, therefore, might not be able to develop or make sound and articulate arguments that would support her/his viewpoint or stance. S/he, however, tends to be tolerant to the availability of limited amount of information.

Generalizes her/his communication and interaction style with others. This might result from either not having the tendency to spot differences among individuals -in terms of their personalities, strengths, weaknesses, or values- or, simply, preferring to approach and deal with all people the same way. In other words, s/he tends to treat all people the same without regard to their differences. S/he, therefore, leans towards dealing and interacting with a group of people as a whole rather than on one-to-one basis.

Content and Satisfied with her/his own current accomplishments. S/he, therefore, tends not to feel the necessity to set higher achievement goals as challenging oneself is unlikely to capture much of her/his attention. S/he is, however, inclined towards delivering consistent results as s/he usually aims to realize averagely, rather than ambitiously, set goals.

A person who is unlikely to be interpersonally flexible or accomodating. Her/his own self-interest is more likely to drive her/his actions and decisions. Accordingly, s/he is unlikely to mind opposing others with whom her/his opinions or interests come in conflict. S/he is also unlikely to place high value on establishing rapport with others- especially those different than oneself. For these reasons, s/he is more likely to be described as a 'task-oriented' than a 'people-oriented' person.

S/he tends not to put the fulfillment of her/his obligations or responsibilities as a priority; whereas satisfying her/his desires and interests might be prioritized and more emphasized. This might be attributable to her/him disliking role expectations and its relevant duties. Being restrained by her/his own role or job expectations tends, therefore, to be demotivating for her/him.

- May not have the follow-through to turn the vision into reality.
- Might have the tendency to, generally, communicate at a high level
- Might not be patient if others do not share the same purpose and/or cannot see her/his vision.

- Might become obsessed and overly anxious with trying to control and improve the situation.
- May excessively blame her/himself with a sense of guilt if s/he was not able to achieve the intended results.
- Is likely to drive her/himself towards perfection which becomes emotionally and psychologically stressful.

- Might stretch the use of, and over-utilize, available resources; a problem which is especially critical when related to human resources.
- Might hoard and garner resources ahead of time to use later resulting in them becoming obsolete or reserved in excess.
- May shift or divert too quickly resources' usage to meet an unexpected short-term demand at the expense of maintaining long-term sustainability.

- Might get overly bound to the pre-set schedules and plans which might hinder her/him from responding effectively to the unforeseen and arising conditions
- Might get caught up in wasting too much time on thinking of unlikely happening scenarios; whether by being too optimistic or too pessimistic
- Might get overly directive which results in hindering creativity and innovation

- May place more emphasis on encouraging the flow of diverse thoughts and ideas than on accomplishing goals
- May overemphasize the need for variety and place less value on the evaluation and assessment of its actual need
- Might not tolerate working in a monotone working environment that does not entail variety (something which is not always feasible)

- Is prone to being more subjective than objective in forming opinions and attitudes and in making decisions.
- Is prone to being stressed as a result of the cognitive dissonance being experienced from having incompatible-or even contradictory- beliefs, values, ideas, and/or behaviours.
- Might lose credibility as a result of having incompatible stances and/or behaviours.

- Might expect that all people should adapt to her/his way of thinking, communicating, and behaving.
- Is unlikely to demonstrate cultural intelligence in dealing with different cultural norms, expectations, and ways of communicating.
- Is unlikely to be flexible in adapting or being attuned to others' needs on individual basis.

- Is unlikely to put extra effort to grow and develop.
- Is not likely to see the available developmental resources or opportunities for learning.
- Is likely to be reluctant to engage in learning experiences because of fear of committing mistakes.

- Is likely to become more defensive than objective when facing critique.
- Might not be able to handle interpersonal relationships with different types of people.
- Might seek a competitive win-lose, rather than a win-win, relationship.

- Might be reluctant to cooperate with others or play an effective role in a group or team setting in which the followed rules and regulations dictate her/him to act in a way that does not match her/his desires and interests.

- Should not take it for granted that others can clearly see the vision the way s/he does and, therefore, should, generally, communicate in ways that others can relate to as well as demonstrate personal commitment to the vision.
- Might need to translate the vision into more specific objectives and milestones that would let others buy it and would guide the process of realizing it.
- May need to seek the help of others with the required execution attributes that would help turn the vision into real accomplishments and achievements

- Might need to understand that there are factors beyond one's control that determine the outcomes of one's effort and capability.
- Might need to develop the capability of emotionally letting go of specific situations-especially tough ones – that are beyond her/his control and attribute it to 'fate'.
- Should guard against being emotionally blackmailed by others who may use her/his unjustifiable sense of guilt and perception of being unduly responsible for others' happiness.

- May need to balance between meeting short-term requirements and building the capacity of capturing long-term opportunities.
- Should plan wisely when leveraging and using resources to be more efficient - not merely effective.
- May need to pay attention to the people aspect of getting things done- not merely the objective of accomplishing a goal.

- Should be ready to continuously revisit and readjust her/his plans (including allocation of resources, implementation schedules, organization of tasks) – especially in dynamic and unpredictable environments – to be able to respond effectively to any scope creep reflected in arising uncontrolled changes
- Should allocate more time and capacity to come up with new ideas rather than merely focusing on the structured aspect of setting plans
- Might need to filter the likelihood of future possibilities rather than devising plans for unlikely happening scenarios

- Should balance between seeking variety and achieving results
- Should evaluate, both, the risks or perils of too much variety and change and not only focus on assessing the positive value or outcome associated with it
- Should learn how to contain or overcome negative emotions (including anxiety and frustration) that are associated with a routine working environment; or learn how to instill variety more narrowly within her/his job boundaries

Key Development Area

- May need to investigate her/his gut feelings to validate their use in decision-making especially if they are intense; so as to know whether these are based on actual past experiences and tacit knowledge or merely perceptions that do not have real or solid basis.
- Should balance between depending on 'intuition' and 'reasoning' in decision-making.
- May need to embrace new values, acquire new beliefs, or exhibit different behaviours that would help her/him to achieve the consistency between, and compatibility of, her/his thoughts, attitudes, and actions.

- May need to explore and uncover her/his communication style preference (a profiling tool would be helpful) to become more self-aware and conscious about the way s/he deals with others; so that s/he can flex it to use it in interacting with different people.
- Might need to become more curious in exploring differences between people through being more active in seeking out information and getting to know different cultures, ideologies, and perspectives.
- Must show consideration to the various and different needs of others.

- Might need to pay attention to not letting the low ceiling of goals s/he puts for her/himself affects her/his internal drive negatively and put limitations on her/himself that would lead to under-using her/his capabilities or wasting her/his potential.
- Must pay attention to not missing on seizing and exploiting new prospects or possibilities as a result of being content and satisfied with her/his current performance.
- Might need to view obstacles as tempting to overcome rather than merely stumbling blocks to endure.

- Should challenge her/himself with dealing with different types of people; especially those who are not close in character to one's self.
- Should share more with people, seek more input from them, demonstrate more interest in their concerns, and tune in with their styles and approaches.
- Might need to understand the significance of building quality relationships to the accomplishment of work goals.

- Might need to balance between her/his tendency to explore unchartered waters (following her/his interests, passion, or desire) and not causing destabilization of a currently effective status.
- Should not let her/his propensity to satisfy her/his own desires come at the expense of the attending to her/his obligations or becoming irresponsible.
- Might need to channel and express her/his resistance to existing procedures or norms in a constructive manner that causes real positive impact.

Key Development Area

Visionary

Self Awareness

Validation Question/s:

- Are you a person who tends to think about and envision future possibilities or do you prefer to focus on the present urgent matters and deal with other ones if/when/as they arise?

Probing Question/s:

- Can you tell me about a time when you were able to envision the future and identify a future potential opportunity?
- Can you tell me about a time when you had created a vision for the department/ team/ division? What was it and how did this bridge the gap between the short and the long terms?

Or

- Describe a time when you comprehensively researched/studied/ surveyed the various contextual factors in the environment to create a coherent vision of the future and its possibilities?

Accountability

- Can you reflect on a time where you set a vision, however were not able to convert it to a reality?

Or

- Describe a time when you had a vision which you were not able to simplify and communicate it to others at different levels that they actually could not grasp it.

Or

- Tell me about a time when you were anxious that your teammates/ superiors/ subordinates were not aligned on with your vision.

Potentiality

- Creating a future vision seem to be very appealing and motivating. What are your recommendations to ensure this vision is turned into and translated into real actions?

Internal Locus of Control

Self Awareness

Validation Question/s:

- Do you believe you can control and take accountability for the consequences of your decisions at all times, or do you believe that due to the existence of external factors, you should not be held accountable for the consequences in all situations?

Probing Question/s:

- Tell me about a behavior of yours when you were facing barriers to achieve your goal. (example: lack of resources, lack of experience, lack of guidance, resistance from others). Please specify these barriers. What was your major concern? What did you do? Were you able to reach your goal at the end?

Or

- Can you describe your behavior when a decision you made did not result in the desired outcome? How did you explain it to the management?

Accountability

- Tell me about a time when you were eagerly trying to improve a situation which you believed you were responsible of.

Or

- Can you tell me about a time when you were trapped in blaming yourself as a result of either the negative consequences of a decision you had made or not being able to reach a set goal/objective?

Or

- Tell me about a time when you were overly stressed from seeking perfection in your task.

Potentiality

- Having high internal locus of control may lead to emotionally stressing oneself with the aim of seeking perfection and success. What is your recommendation for minimizing negatives outcomes as such?

Resourcefulness

Self Awareness

Validation Question/s:

- Do you tend to set ambitious or realistic goals to be achieved, when having access to limited resources?

Probing Question/s:

- Can you tell me about your behavior when you were assigned to a project with limited resources?
- Tell me about your behavior when there were limited resources available in hand. (Resources could be any of time, money or materials)

Or

- Can you tell me about a time when you had a challenging situation because of the scarcity of resources and were able to overcome it through effective resource planning/ allocation?
- Give me an example of your behavior when you encountered problems in resource limitation after starting project implementation phase.

Accountability

- Can you tell me about a time when you over-used the available resources in hand aiming to get outstanding results? (e.g. staff efforts, limited resources)

Or

- Can you recall a time when you stocked resources in advance for the long-term usage, however it led to having a surplus and became obsolete?

Or

- Tell me about a time when you reallocated resources for the sake of satisfying an unexpected task's need, causing a shortage on the long-run.
- Can you tell me about a time when you directed planning, and/or allocated budgets and/or resources to support achieving an unexpected task at the expense of its -or another project's- long-term sustainability?

Potentiality

- Trying to make the best out of the current resources for ongoing projects might get you blinded about long-term resource planning. What would you recommend to avoid falling in this pitfall?

Interviewer's Notes

Planfulness

Self Awareness

Validation Question/s:

- Would you categorize yourself a person who enjoys planning ahead, or would you rather live the moment without prior arrangements/ preparations?

Probing Question/s:

- Tell me about a behavior of yours that clearly demonstrates your high tendency to plan things ahead and have a clear plan for the future

Or

- Can you tell me about your behavior when you were hesitant between two possible options/ action plans? What was your criteria for decision making? Reflect on a recent behavior of yours.
- Can you tell me about the steps you undertake to reach your goals? And how you tend to distribute your time amongst different project plans?

Or

- Can you tell me about your behavior when you had several deliveries to be submitted during the quarter? How did you ensure you stay committed to the deli

Accountability

- Can you tell me about a time when things didn't go as you had planned due to unforeseen circumstances?

Or

- Can you refer to a situation where you spent too much time on creating "possible scenarios", leading to inefficient time consumption?

Or

- Tell me about a time when you were too directive with those around you for the sake of the long-term objective, that it negatively affected their creativity levels.

Potentiality

- Planning ahead is a successful strategy to stay focused and keep an eye on the long-term objective. However, one has to leave some room for flexibility as well in case of the occurrence of unpredictable situations (ex: competition, change in demands, etc.). What are your recommendations for minimizing the negative outcomes of being too structured at the workplace?

Variety Seeking

Self Awareness

Validation Question/s:

- Do you prefer to handle a routine/ similar or same kind of tasks or would you rather be responsible for tasks of different nature?
- Which do you tend to enjoy more: variety or similarity and routine?
- Do you tend to enjoy handling diverse tasks or would you rather be responsible for one sort of task?

Probing Question/s:

- Can you tell me about your behavior when you were assigned to a routine kind of task at the workplace? Did it act as a motivator or a demotivator to you? Why?
- Can you tell me about a time when you were multitasking at the workplace? Did it act as a motivator or a demotivator to you? Why?
- Can you tell me about a time when you were handling various tasks of different nature? Did it act as a motivator or a demotivator to you? Why?
- Tell me about a time when you were exposed to diverse tasks at the workplace. Did it act as a motivator

Accountability

- Tell me about a time when you became too concerned to gather various thoughts and ideas that you hindered yourself from accomplishing the goal?

  Or

- Tell me about a time when you placed excessive emphasis and overly focused on encouraging and implementing variety (in any aspect) without actually conducting an objective evaluation of the actual need of doing so.

  Or

- Tell me about a time when you lost interest in work due the monotonous environment at the workplace.

Potentiality

- What are your recommendations to be more able to deal objectively with your constant desire of implementing variety and diversity in your tasks, working environment, and in interactions with your colleagues?

Rationality

Self Awareness

Validation Question/s:

- Are you more likely to rely on your intuition or on facts in making decisions?

Probing Question/s:

- Can you tell me about a time when you realized that your decision does not have a solid justification that can be clearly communicated to others?

Accountability

- Can you tell me about a time when you were subjective rather than being objective in making a decision?

Or

- Describe a situation where you had inconsistent thoughts or beliefs regarding a matter which made you pass through a stressful phase.

Or

- Tell me about a time when felt that you lost your credibility in front of others (e.g. team members/ subordinates/ superior) as a result of having inconsistency between your opinions and your behavior, or as a result of having incompatible stances.

Potentiality

- Decisions are more credible when they are supported by rationale and objective evidence; and when there is consistency between them. What actions would you recommend to be more objective in decision making?

Interviewer's Notes

Self Awareness

Validation Question/s:

- In communication, some people tend to accommodate their style based on the person they are interacting with, whereas others prefer to use their unique style with all individuals. Which of the two types do you believe you belong to?

Probing Question/s:

- Tell me how you carried on with a conversation when the person you were communicating with, could not interpret your discussion/argument easily. How did you get through her/him?

Accountability

- Can you give me an example of a time when you felt distressed when your co-worker/ subordinate/ manager was not fully supporting your communication style/ behavior at the workplace?

    Or

- Tell me about a time when there were cultural barriers in communication at the workplace.

    Or

- Give me an example of a time when you chose not to modify your style of communication/ dealing with others for a specific group of people. What was the outcome?

Potentiality

- Even though generalizing your communication style with your surrounding environment will facilitate things for yourself and help you maintain your identity, it might also have undesirable outcome at times with certain people as not everyone accepts or understands information in the same way. What can you do to overcome such negative out-turns?

Achievement Striving

Self Awareness

Validation Question/s:

- Are you a person who tends to reward yourself by taking breaks between one achievement and another, or do you tend to strive for more relentlessly?

Probing Question/s:

- Describe a behavior of yours when you had achieved all your annual objectives ahead of time.
- Give me an example of your behavior when you were proud of your present achievements. What did you do next?

Or

- Describe a behavior of yours when you inclined towards achieving consistent results for average level goals rather than realizing more ambitious goals.

Accountability

- Tell me about a time you felt that the job requires higher skills/ capabilities. Did you assign someone specialized to do it proficiently or did you learn the skill?
- Tell me about a time when you were assigned to a task which was beyond your capabilities.

Or

- Can you give me an example of a time when you overlooked or ignored a potential learning or developmental opportunity?

Or

- Tell me about a situation when you rejected a project because you felt you will not be able to accomplish outstanding results.

Potentiality

- Being someone who is satisfied with her/his present achievements has undesirable consequences at times; such as not making use of undiscovered potentiality. In your opinion, how can you overcome them?

Interviewer's Notes

Self Awareness

Validation Question/s:

- In a work setting, would your actions be influenced by your emotions, or mainly driven by your objectives? Support your behavior with an example.

Probing Question/s:

- Describe a time when you prioritized satisfying your interest over those of others even if this meant negatively affecting your interpersonal relationship with them.
- Tell me about a behavior of yours when you stood up for your opinion against another viewpoint, to achieve your goal regardless if others would achieve theirs.
- Tell me about your behavior when you had to make a decision that was for your own interest rather than that of others', for the sake of achieving your goal.

Or

- Tell me about a behavior of yours that demonstrates your tendency to achieve a certain performance standard, rather than fostering relationships with your colleagues/ manage

Accountability

- Can you tell me about a situation when you unintendedly became defensive towards your colleague, when s/he provided you with her/his feedback?

Or

- Can you tell me about a situation when you missed a promising opportunity in business as a result of failing to establish rapport with the person in charge of the matter?

Or

- Can you recall a time when you took a decision in your department, being aware that it was a win/lose approach rather than a win-win approach to others?

Potentiality

- Disregarding the importance of having sympathy towards others, may be misinterpreted at times and lead to missing opportunities. In your opinion, how can you minimize this negative out-turn?

Interviewer's Notes

Dutifulness

Self Awareness

Validation Question/s:

- Job descriptions tend to motivate or demotivate a person to accomplish a certain task. Some may perceive it as a positive aspect to know what is required from you and others may perceive it as being too specific and uncomfortable to abide by. Which describes your view better?

Probing Question/s:

- Can you tell me about a time when you had a crucial personal matter that required you to cancel on a work-related commitment?

Or

- Tell me about a behavior of yours that reflects your high tendency to dislike defined role expectations and duties.

Or

- Tell me about a behavior of yours that reflects that you are demotivated by job descriptions and job expectations.

Accountability

- Tell me about a time when you were discouraged to take part in a work/ activity or cooperate with others as the nature of the task did not match your interests?

Potentiality

- Having low interest to undertake tasks that do not have a personal value to you or are contradicting with your own desires or interest, some opportunities may be missed and others obligations may be unaccomplished. How do you suggest to solve this issue?

Functional and Dysfunctional Triggers

Visionary

Get the best out when

- Time to think of the long-term objectives.
- Space to think of future possibilities.

Dysfunctional trigger when

- No enough time or space to think of future possibilities.
- Fear of the unknown in the surrounding context.
- Management's short-sightedness

Get the best out when

- S/he is given the room and time to think of the long-term objectives rather than short-term objectives and gains only.
- Her/his ideas of the future possibilities are being actively listened to, acknowledged, valued, and discussed with others; and s/he is given the autonomy and permission to ask "What if" kind of questions and discuss it with her/his manager(s), colleagues, and the team.

Dysfunctional trigger when

- S/he does not get the room, attention, or permission to discuss and communicate her/his ideas about the future.
- There is fear of the unknown among others surrounding her/him; or others are too pessimistic or pragmatic to think of future possibilities.
- The organization's management short-sightedness or focus (merely) on maintaining the effective functioning of the status quo and/or on achieving short-term objectives and quick-wins on the expense of tackling future challenges and exploiting future opportunities.
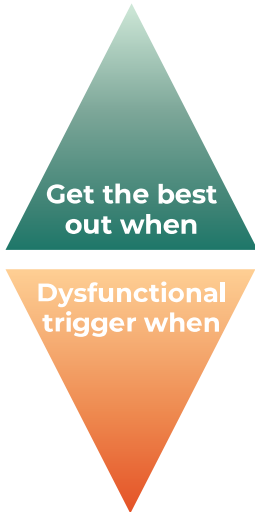
Functional and
Dysfunctional Triggers

Internal Locus of Control

- Given autonomy, ownership, and accountability.
- Trusted to make significant decisions.
- Challenged to accomplish and achieve.

Get the best out when

Dysfunctional trigger when

- Micromanagement and lack of trust.
- Not seen as competent to overcome obstacles.

Get the best out when

- S/he is given tasks that highlight her/his ownership and accountability of accomplishing the set objectives, and is also given the autonomy to complete them.
- S/he works with people who demonstrate confidence in controlling their surroundings and hold themselves accountable and responsible for the results.
- S/he is being challenged by others or the circumstances that s/he will not be able to achieve the set objectives or accomplish the set targets.
- S/he is given permission and trusted to make significant decisions that have an impact on a wider scale.

Dysfunctional trigger when

- S/he is being micromanaged with lack of flexibility, trust, and/or autonomy to accomplish results and achieve her/his objectives.
- S/he is not considered competent or capable enough to overcome setbacks and failures.

Functional and
Dysfunctional Triggers

Resourcefulness

Get the best out when

- Having to accomplish objectives with scarce resources.
- Autonomy to allocate resources freely.

Dysfunctional trigger when

- Lack of support from colleagues and/or team members.
- Limitations on creative thinking.

Get the best out when

- S/he is being challenged with ambitious goals to achieve while having access to limited resources
- S/he must use the available resources in different ways and for different purposes.
- S/he is given the autonomy and room to break boundaries and redefine what is possible to achieve using the resources available

Dysfunctional trigger when

- Others in her/his circle (managers, subordinates, teammates) resort to postponing objectives for which resources are limited rather than trying to maximize their usage
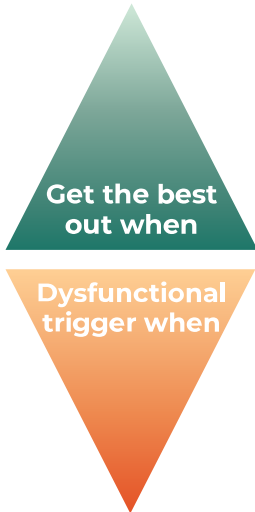- The organizational culture or procedures put(s) restraints on original or innovative thinking.

Functional and
Dysfunctional Triggers

Functional and Dysfunctional Triggers

Planfulness

Get the best out when

- Stable working environment and context.
- Enough time to plan.
- No ad hocs.

Dysfunctional trigger when

- Ad hocs and distractions.
- Dynamic working context and environment.
- Acting spontaneously is a necessity.

Get the best out when

- The context s/he is working in has a stable and consistent nature rather than being turbulent and dynamic.
- S/he is given enough information and time to create and establish plans.
- S/he is able to follow their long-term plans without distractions.

Dysfunctional trigger when

- S/he is faced with many Ad hocs or unplanned events or tasks
- The context s/he is working in or the nature of the task(s) s/he works on entails too many unforeseen changes or of dynamic nature that make it harder for her/him to stick to plan ahead and work accordingly.
- S/he is obliged to directly execute or implement without prior adequate planning; or the nature of her/his job requires her/him to act spontaneously rather than follow the preset plan
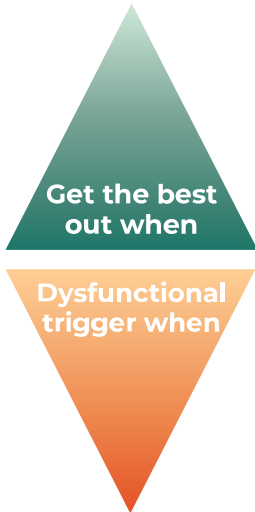
Functional and
Dysfunctional Triggers

Variety Seeking

Get the best out when

- Work and working environment characterized by 'Diversity'.
- Dynamic contexts and situations.

Dysfunctional trigger when

- Routine and/or bureaucratic working environment.
- Reluctancy to embrace diverse perspectives.

Get the best out when

- There is enough room for diversity and variety in her/his job, working styles, approaches, working environment, tasks' requirements, people s/he is working with, or objectives.
- Being surrounded by others who embrace variety in what they do.
- Being challenged by contexts, situations, or incidents which would necessitate or require her/him to engage in and with diverse and varied tasks or people.
- S/he is being frequently put in contexts, situations, or dynamics which require shifting gears.

Dysfunctional trigger when

- There is routine or inadequate variety (e.g. identical or repetitive tasks, same work requirements, standardized work practices, etc.).
- S/he must work in a bureaucratic environment.
- Surrounding people are reluctant or unable to project diverse inputs or points of view.

Achievement Striving

A personality trait that refers to the willingness and continuous eagerness to put strenuous effort to accomplish and achieve goals.

Adaptability

A personality trait that refers to the willingness to adjust oneself readily to the needs and requirements of various situations and/or conditions.

Agreeableness

A personality trait that refers to being interpersonally flexible in terms of having the tactful attributes of being kind, helpful, sympathetic, and considerate; along with the willingness to place others' interests above one's own.

Analytical

A personality trait that refers to the tendency to conceptualize the big picture, and break it down into smaller operationalized components; all done in a systematic manner.

Assertiveness

A personality trait that refers to being self-assured in standing up for one's own or others' opinions and rights.

Competitive

A personality trait that refers to the strive to always come first; hence, refusing to come second.

Details Orientation

A personality trait that refers to keenness to pay attention to, and dig deep into, the details; through dwelling upon the issue or the subject under consideration.

Dutifulness

A personality trait that refers to self-awareness about one's own duties and responsibilities, and carefulness to fulfill them, while being rule-conscious and self-disciplined. It is basically about exhibiting or having a sense of duty.

Efficiency

A personality trait that refers to accomplishing the expected goals with the expenditure/usage of the exact amount of available resources.

Empathy

A personality trait that refers to the tendency to put oneself in the shoes of others and having the willingness to understand issues from their perspective(s).

Emotional Stability

A personality trait that refers to the tendency to moderate one's own emotions under stressful situations and/or circumstances; and to contain negative feelings as excessive fear, anxiety, anger, worry, envy, depression, frustration, and loneliness.

Expressiveness

A personality trait that refers to the tendency to convey feelings, thoughts, and intentions effectively.

Humor

A personality trait that refers to having an amusing, entertaining, and funny spirit.

Internal Locus of Control

A personality trait that refers to using one's own judgment in terms of thinking, acting, and behaving rather than conforming to, or being easily influenced or controlled by, others' expectations and behaviors.

Independence

A personality trait that refers to a person's willingness to spot, understand, and value differences between people; and to relate individually to each and every person with whom the interaction is taking place.

Individualizing

A personality trait that refers to the tendency to impact others' thinking, opinions, decisions, and actions without forcefully obliging them.

Influential

A personality trait that refers to 'creativity' in terms of generating new and novel ideas.

Ingenuity

A personality trait that refers to being proactive - rather than reactive or a follower - in taking the leading action/ behavior.

Initiative

A personality trait that refers to the interest and tendency to pursue complex forms or areas of knowledge, as philosophical or profound matters, at the abstract or metaphysical level.

Inquisitiveness

A personality trait that refers to the tendency to believe in being capable to control the events taking place in one's own environment and its consequences, and to hold oneself accountable for the outcomes of one's own decisions.

Intellect

A personality trait that refers to being intellectually eager in terms of the pursuit of more information and knowledge for the sake of continuous learning.

Nurturance

A personality trait that refers to the propensity to support others' intellectual, social, and personal development.

Organization

A personality trait that refers to the tendency to assemble and categorize in an orderly way.

Planfulness

A personality trait that refers to the willingness and tendency to create future and long-term actionable plans.

Rationality

A personality trait that refers to the compatibility of, and between, one's own thoughts and opinions and her/his behaviors; with well-grounded justification for such beliefs and actions.

Resourcefulness

A personality trait that refers to the tendency to make a creative use of the resources available- usually scarce- to overcome difficulties and obstacles.

Restorative

A personality trait that refers to having the willingness and interest in refurbishing things to their original status including tangible and intangible things; especially as the underlying problem(s) is(are) more complex and unfamiliar.

Risk Taking

A personality trait that reflects the interest in uncertain higher value outcome or expectation over more certain, lower outcome.

Sociability

A personality trait that describes someone who is outgoing, friendly, and affable.

Tolerance

A personality trait that refers to broad-mindedness in terms of accepting and showing respect for differences in general- whether in opinions, thoughts, or behaviors.

Variety Seeking

A personality trait that refers to the active hunting of diverse ideas, people, opinions, and experiences.

Visionary

A personality trait that refers to having powerful imagination in terms of thinking about the future; and having an abstract idea of what should happen/ be done in the future.

This section provides general considerations and reminders to interviewers with respect to use of ASSESS PersonalityPlus Report.

1. Chance

Assessment is occasionally subject to chance. Assessees may occasionally misunderstand the question, may interpret the meaning of words incorrectly, or may choose by mistake a response she/he did not intend to choose. If there are doubts about whether the person has had adequate understanding of the assessment instructions, then a complete reassessment is required, given that the reassessment does not provide the assessee with an unfair advantage. Alternatively, other evidence gathered from interview, academic achievement, experience, behavioral or situational performance can provide assistance in decision making. In all cases great care must be exercised in interpretation of all evidence.

2.Extreme Highs and Lows

Extreme high or low scores are uncommon and may involve irregularity. When the profile of assessment scores shows one or more pronounced highs or lows, then some inconsistency may be evident. A skillfully conducted interview is necessary to find out the reason for inconsistency, without upsetting the candidate by inadvertently suggesting that the assessee did not provide frank or genuine responses. Where an extreme score is scrutinized for validity and reliability, an interview must be considerately handled to avoid giving the impression that a single assessment has been sufficient to disqualify the candidate for a job or impair his development potential.

3. General Recommendations on Fair Practice

It is important to explain procedures and practices before administering ASSESS PersonalityPlus, and ensure that the candidate understands these procedures and practices. Assessments results should not be offered as a reason for non-acceptance of a candidate. ASSESS assessments and the question inventories should never be used in isolation to justify redundancy decisions. Such use could be construed as unfair.

Important Consideration

The below measures indicate the extent to which the report can be relied on to interpret results. Some patterns of answers may invalidate results (e.g. random or neutral answers to all questions).

Impression Management:

Respondent social desirability (I.e. tendency to create a positive self-image)

Compliance:

The tendency of the respondent to agree with the statements regardless of its content.

Irregularity:

Respondent tendency to answer "neutral" to most of the statements.