



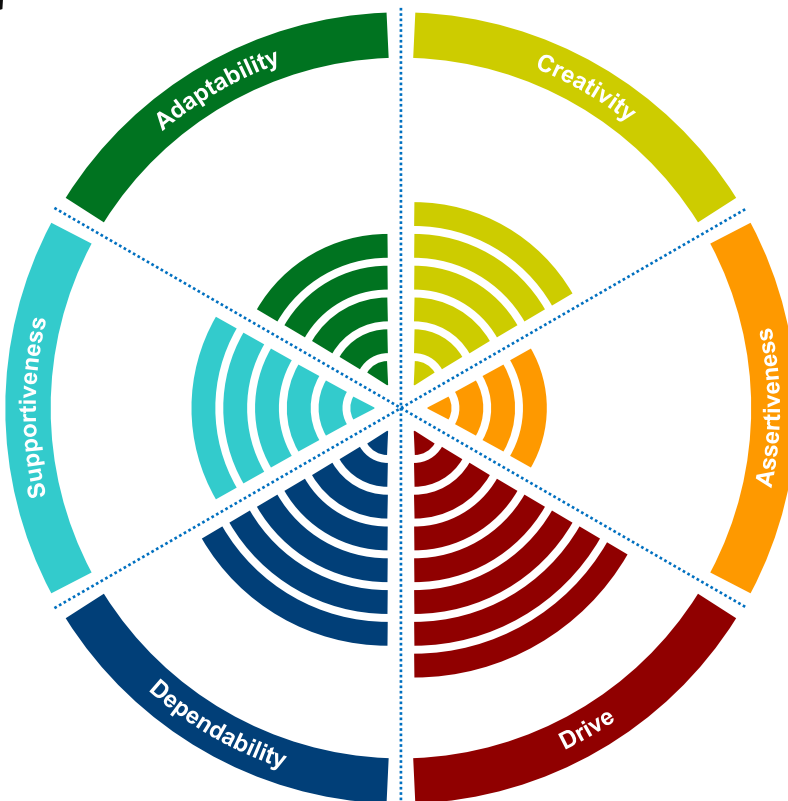
## INTRODUCTION

Welcome to your feedback report. Your report is comprised of the following:

- An overview of your working style and preferences based on your responses during the assessment.
- Your performance on the reasoning test(s) you completed
- Some tips for making the most of the areas that were identified in the assessment as likely strengths and how you might improve in areas where you did not come across as strongly.

The information provided in this feedback report is confidential and intended only for the respondent of the test(s).

## YOUR PREFERENCES



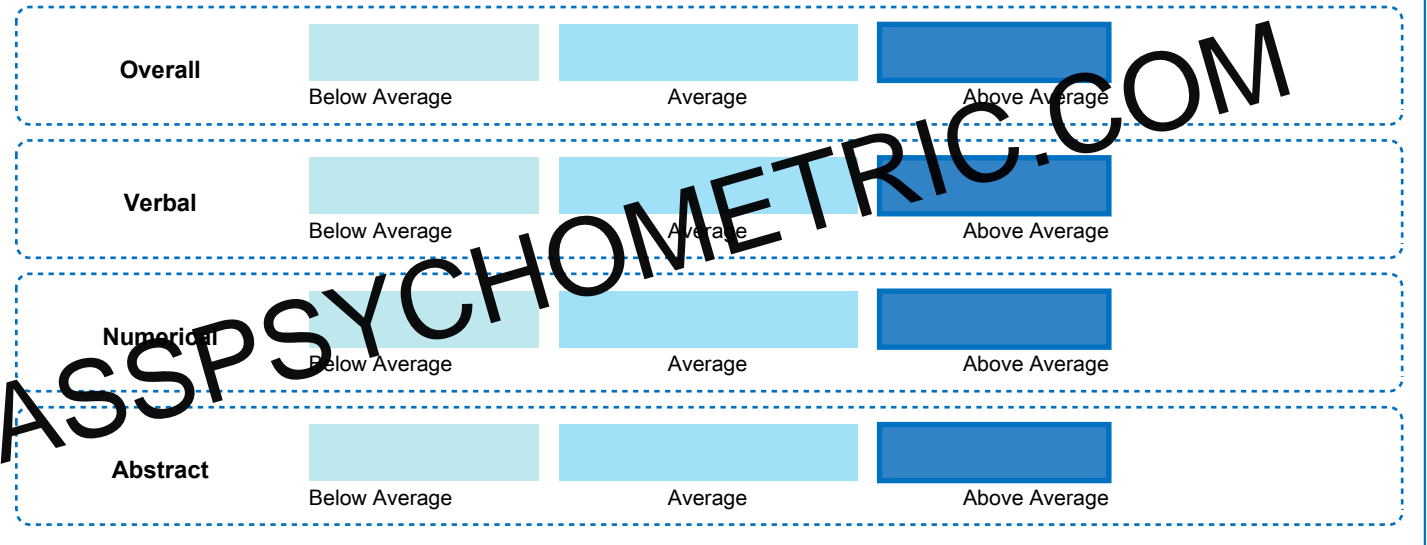
## SUMMARY

The wheel on the left shows 6 main areas of personality - or Factors. Your results, which are based on the extent to which you agreed with the statements in the assessment, are shown in the wheel.

The larger the section for any of the factors, the greater your preference for that factor is. Everyone has a unique combination of preferred working styles and different roles or jobs vary in terms of what they require. This section is intended to give you an overview of your preferences rather than providing feedback on your suitability for the role you applied for.

## YOUR PERFORMANCE

Your results on the reasoning assessments you completed are shown below. As different jobs and roles require different levels of performance, your results do not necessarily demonstrate how you match the role you applied for. For example an above average result on any section does not necessarily mean you have met the standard required for the role you have applied for.



## DEVELOPMENT TIPS

The tips shown below are designed to give you some advice on how to make the most of areas that were identified as likely strengths and how you might improve in areas where you did not come across as strongly.

**Creativity**

*The inclination to generate ideas, seek variety and think at a conceptual level.*

It seems that you enjoy generating ideas and like variety at work. This can be useful in helping to solve problems and find new ways of doing things and you could seek out opportunities to apply this - perhaps even looking beyond your immediate area of work.

**Assertiveness**

*The tendency to confidently communicate ideas with a sense of purpose, take charge and persuade others.*

Your responses suggest that you may not always assert yourself or attempt to persuade others to your way of thinking. You may find it helpful to practice your influencing skills with those you are most familiar with, asking for their feedback afterwards to help you establish new ways of asserting your viewpoints.

**Drive**

*The levels of determination and passion shown in the pursuit of goals.*

You seem to be a driven person who strives to achieve. Make the most of your determination by making sure you always have clear sight of the goal you want to achieve and by directing your energy towards this.

**Dependability**

*The capacity to deliver with accuracy and speed, utilising structure and forward planning to meet desired objectives.*

It seems that you like to plan well in order to meet your commitments and that you deliver reliably on agreed objectives. You should consider adopting tasks and roles where you can leverage this to help achieve shared goals and deliver good quality work - perhaps also sharing your planning skills with colleagues so that they can learn from your approach.

**Supportiveness**

*The desire and tendency to motivate, inspire and support others.*

Your responses demonstrate that you enjoy motivating and supporting others. Think about how you might make the most use of this tendency and where and when it would be most useful to inspire others. Examples might include identifying a team member who is especially in need of support or times when you and your colleagues are facing tough challenges.

**Adaptability**

*The capacity to display optimism, show resilience and 'bounce back' after setbacks.*

Your responses suggest that you sometimes struggle to 'bounce back' after setbacks. One way to help address this is to try and think differently about things that haven't gone to plan - for example, by reflecting on what you can learn from the experience rather than focussing on what has gone wrong.