



TPAQ-27 Express Profile

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23/04/2018

Report Information

This report has been generated using results from the Test Partnership TPAQ-27 Express Profile , which analyses a person's personal preferences, motives, and behavioural tendencies.

This report presents personality scales based on the candidate's own responses to behavioural questions. Research has shown that the self-reporting measures used in this questionnaire are a valid measure of how people behave in the workplace.

Scales have been generated by comparing the candidate's responses with the responses of thousands of other people, to give a comparison of personality traits in the form of sten scores.

Sten scores of 4, 5, 6, or 7 are considered to be within an 'average' range for the comparison group, whilst higher and lower sten scores suggest stronger and weaker preferences compared with the comparison group. It is important to note that low sten scores do not necessarily mean poor performance; they just mean a low tendency to exhibit that particular personality trait. Indeed in some roles it is preferable to display low tendencies towards certain personality traits.

The information contained in this report is confidential and should be stored securely.

The information in this report is likely to remain valid for up to 24 months from the date of taking the questionnaire.

Disclaimer

This report has been computer-generated and it cannot be guaranteed that this report has not been changed or adapted from the original computer-generated output.

If the questionnaire was completed without supervision, the identity of the respondent cannot be guaranteed.

Test Partnership accept no liability for the consequences of the use of this report.

Report Sections

Full Personality Scales

This section gives a detailed view of the candidate's full personality profile presented on 27 scales. By providing a spectrum of personality traits, it's possible to focus on particular aspects of the candidate's personality.

Summary Personality Profile

Since it's sometimes impractical or unnecessary to analyse every one of the personality traits contained in the first section, this summary profile recasts the candidate's personality traits in an aggregated, more tailored format for alternative interpretation.

Summary Personality Profile Report

These pages act as narrative to support the Summary Personality Profile section. The report describes how the candidate's responses relate to each of the summary markers, and what their preferences indicate in practice.




Competency Report

This section provides information regarding the candidate's predicted potential in accordance with our full competency framework.

Full Personality Scales Report




Openness to Experience

1 2 3 4 5 6 7 8 9 10

<p>Free-Thinking An individual's propensity to question convention and tradition, in favour of alternative approaches.</p>	
<p>Imaginative An individual's propensity to engage their imagination, reflecting and expanding upon their ideas.</p>	
<p>Inquisitive An individual's propensity towards curiosity, acquiring new information and further understanding.</p>	

Conscientiousness

1 2 3 4 5 6 7 8 9 10

<p>Discipline An individual's likelihood to remain productive and maintain focus during necessary day-to-day tasks.</p>	
<p>Methodical An individual's attention to detail and their propensity to conduct tasks in a meticulous way.</p>	
<p>Vigilance An individual's consideration of consequences and avoidance of impulsive decision-making.</p>	




Extraversion

1 2 3 4 5 6 7 8 9 10

<p>Assertive An individual's propensity to take control of social situations and feel comfortable speaking their mind.</p>	
<p>Energetic An individual's likelihood to remain highly active, keep busy and live their life at a fast pace.</p>	
<p>Sociable An individual's preference for group membership, participation in crowds and taking centre stage.</p>	

Agreeableness

1 2 3 4 5 6 7 8 9 10

<p>Altruistic An individual's genuine and selfless concern for others, without expecting benefit or reciprocation.</p>	
<p>Cooperative An individual's propensity to avoid confrontation, cause upset or offence to other people.</p>	
<p>Sympathetic An individual's attitude towards those in need, feeling a sense of responsibility for the well-being of others.</p>	

Emotional stability

1 2 3 4 5 6 7 8 9 10

<p>Assurance An individual's level of comfort in social settings, rarely concerned with how others perceive them.</p>	<p>A horizontal scale of 10 gray boxes. The first box is highlighted in a lighter shade and contains a green diamond with the number '1' inside.</p>
<p>Calm An individual's propensity to take things in their stride, rather than becoming angry or frustrated.</p>	<p>A horizontal scale of 10 gray boxes. The fourth box from the left is highlighted in a lighter shade and contains a green diamond with the number '4' inside.</p>
<p>Composure An individual's attitude towards encountering obstacles, feeling emotionally equipped to overcome stressors.</p>	<p>A horizontal scale of 10 gray boxes. The fourth box from the left is highlighted in a lighter shade and contains a green diamond with the number '4' inside.</p>

Resilience

1 2 3 4 5 6 7 8 9 10

<p>Confidence An individual's level of belief concerning their capability to overcome obstacles, setbacks and deterrents.</p>	
<p>Self-Directed An individual's likelihood to feel in control, rarely feeling powerless over their life's direction.</p>	
<p>Self-Esteem An individual's perceived self-worth, concerning positive self-image and recognition of their own worth.</p>	

Integrity

1 2 3 4 5 6 7 8 9 10

<p>Fairness An individual's propensity to play by the rules, even if breaking the rules increases the chance of success.</p>	
<p>Honesty An individual's propensity to act sincerely, displaying honesty regardless of whether it is counterproductive.</p>	
<p>Modesty An individual's disinterest in seeking recognition, praise or attention, not requiring external validation.</p>	




Emotional Intelligence

1 2 3 4 5 6 7 8 9 10

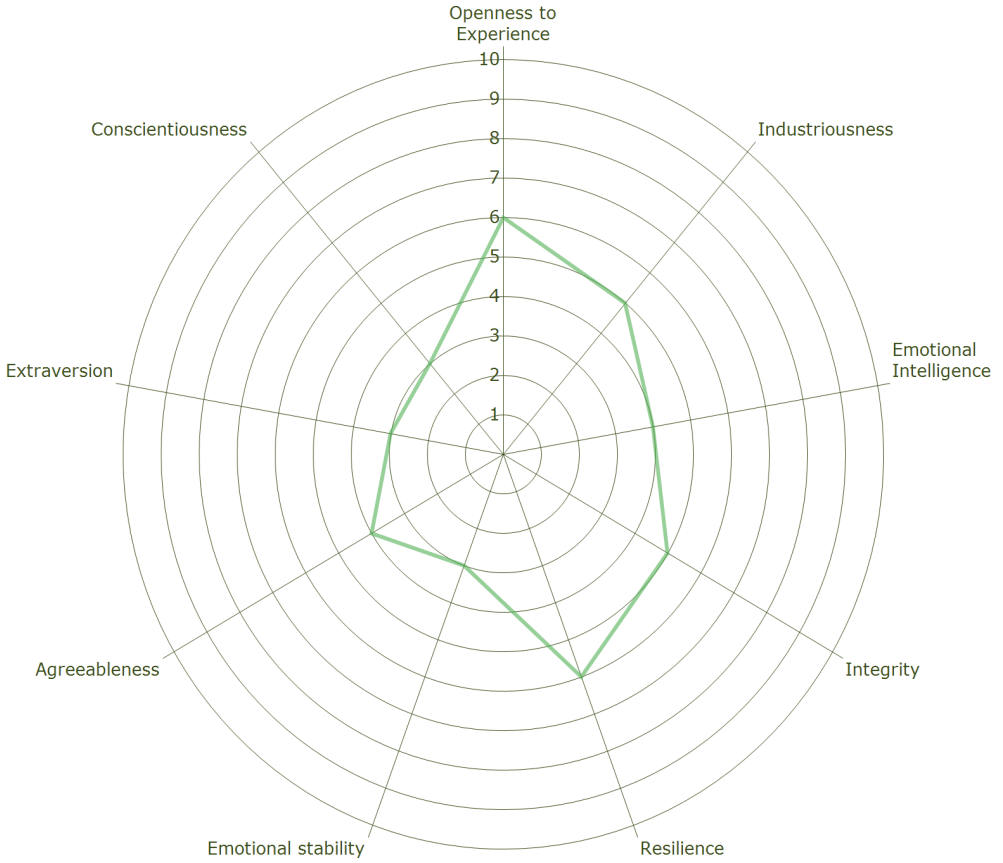
<p>Emotional Awareness An individual's level of emotional awareness, recognition and understanding of what they feel and why.</p>	
<p>Empathetic An individual's concern for others' well-being, readily empathising with their situations, challenges and feelings.</p>	
<p>Intuitive An individual's propensity to use feeling, emotions, and intuition as a guide when making decisions.</p>	

Industriousness

1 2 3 4 5 6 7 8 9 10

<p>Goal Focus An individual's preference for setting and achieving goals, gaining satisfaction from reaching targets.</p>	
<p>Initiative An individual's propensity towards proactivity, starting tasks autonomously without procrastination.</p>	
<p>Perseverance An individual's propensity to see long-term projects through to completion, even in the face of adversity.</p>	

Summary Personality Profile



Summary Personality Profile Report

Openness to Experience

Score: **6**

Openness to Experience relates to an individual's readiness to acquire new information, demonstrate acceptance of unconventional ideas and pursue new experiences.

Individuals high in Openness to Experience may display a natural curiosity towards life, whether in terms of furthering their understanding and knowledge of certain topics or questioning conventional approaches.

Those low in Openness to Experience tend to be more content when following convention and may be more likely to accept tradition. These individuals tend to demonstrate concrete thinking, with a focus on practical solutions, as opposed to abstract theoretical discussions.

Openness to Experience is one of the five global traits comprising the Big Five model of personality, which is largely considered to be the gold standard in personality testing. Openness to Experience is often associated with workplace creativity.

This score indicates an average level of Openness to Experience, relative to the chosen norm group for this assessment.

Summary Personality Profile Report

Conscientiousness

Score: **3**

Conscientiousness relates to an individual's sense of self-discipline, remaining diligent when following rules and procedures, often demonstrating strong attention to detail.

Individuals high in Conscientiousness may spend more time planning and organising, often displaying a meticulous approach to their work. They are likely to take care and consideration when making decisions and are less likely to make impulsive choices.

Those low in Conscientiousness tend to be more laid back and are less likely to be perfectionists or workaholics. Although they may still respect the rules, they are not likely to feel bound by them, and may be more likely to question the status quo.

Conscientiousness is one of the five global traits comprising the Big Five model of personality, which is largely considered to be the gold standard in personality testing. Of the Big Five personality traits, Conscientiousness is the trait most commonly associated with job performance.

This score indicates a low level of Conscientiousness, relative to the chosen norm group for this assessment.

Summary Personality Profile Report

Extraversion

Score: **3**

Extraversion relates to an individual's need for social interaction, engagement and confidence in social settings, and a general preference towards high levels of activity.

Individuals high in Extraversion tend to actively seek and feel most comfortable in social environments, preferring to spend much of their time with others. During social interaction they are likely to be lively, gregarious or outspoken when discussing their opinions.

Those low in Extraversion, also known as being introverted, are likely to feel comfortable spending time by themselves or with a small group of close knit friends. They are less likely to feel comfortable in crowded settings, tending to prefer smaller gatherings in familiar environments.

Extraversion is one of the five global traits comprising the Big Five model of personality, which is largely considered to be the gold standard in personality testing. Extraversion is often associated with performance in roles requiring significant social interaction, such as sales.

This score indicates a low level of Extraversion, relative to the chosen norm group for this assessment.

Summary Personality Profile Report

Agreeableness

Score: **4**

Agreeableness relates to an individual's general level of cooperation during social contexts and whether they are likely to place their trust in others, demonstrate sympathy for those less fortunate and generally tend to see the best in people.

Individual's high in Agreeableness rarely display scepticism in terms of others' intentions, often believing others to be fundamentally good-natured. They may demonstrate selfless behaviours and show genuine concern for other's well-being.

Those low in Agreeableness may be more inclined to suspect other's motives, making them more socially vigilant. They are also less likely to conform for the sake of social acceptance, tend to speak their mind and do not shy away from conflict if it is deemed necessary.

Agreeableness is one of the five global traits comprising the Big Five model of personality, which is largely considered to be the gold standard in personality testing. Agreeableness has been linked to an increased likelihood of exhibiting prosocial behaviour.

This score indicates a fairly low level of Agreeableness, relative to the chosen norm group for this assessment.

Summary Personality Profile Report

Emotional stability

Score: **3**

Emotional Stability relates to an individual's tendency to demonstrate a consistent temperament, the frequency and intensity of emotional highs and lows, and overall emotional reactivity to everyday events.

Individuals high in Emotional Stability tend to exhibit lower emotional reactivity in terms of their daily routine, they tend to be less likely to experience mood swings and their general emotional state rarely fluctuates.

Those low in Emotional Stability may react to everyday events with greater intensity, tending to experience emotional extremes more often. They are also more likely to form emotional attachments where others may demonstrate stoicism or indifference.

Emotional Stability is one of the five global traits comprising the Big Five model of personality, which is largely considered to be the gold standard in personality testing. Emotional Stability is considered a useful predictor of job performance, particularly in roles that require a level of stress tolerance.

This score indicates a low level of Emotional Stability, relative to the chosen norm group for this assessment.

Summary Personality Profile Report

Resilience

Score: **6**

Resilience relates to an individual's propensity to overcome stress, particularly in times of difficulty or adversity, maintaining a positive outlook and remaining confident in their own capability to overcome obstacles.

Individual's high in Resilience tend to remain optimistic in times of difficulty and their belief in their own abilities does not tend to falter despite hardship. They generally feel in control of their own lives, rarely feeling hopeless, powerless or at the mercy of others.

Those low in Resilience may doubt their abilities during difficult times and can adopt a pessimistic outlook when they experience adversity. They may feel that most of their life's events occur outside of their control and that their actions would have little or no effect.

The Resilience scale is based on the core self-evaluations model of personality, comprising locus of control, self-efficacy, self-esteem and emotional stability. Resilience is considered a predictor of both job performance and can protect against stress related burnout.

This score indicates an average level of Resilience, relative to the chosen norm group for this assessment.

Summary Personality Profile Report

Integrity

Score: 5

Integrity relates to an individual's propensity for honesty, fairness and transparency in relation to both their actions and motives. It can determine the extent to which someone may follow their principles and their willingness to compromise them for personal gain.

An individual high in Integrity is unlikely to break rules, violate their principles or behave dishonestly, even if it may be beneficial to do so in that context. They do not tend to be motivated by the pursuit of power, wealth or status.

Those low in Integrity tend to be comfortable adopting various interpersonal approaches, such as flattery, feigned interest and social tact, in order to achieve their goals. They tend to value power, wealth or status, and are unlikely to allow rigidly set principles to prevent them from achieving their objectives.

Integrity is a major facet of the HEXACO model of personality and is considered to be predictive of job performance in caregiving roles, showing incremental validity when combined with the Big Five model of personality.

This score indicates an average level of Integrity, relative to the chosen norm group for this assessment.

Summary Personality Profile Report

Emotional Intelligence

Score: **4**

Emotional Intelligence refers to an individual's awareness, recognition and understanding of their own emotions, as well as those of others. This can determine the likelihood of empathising with others, identifying causes of emotions, and whether they make decisions based on emotional intuition.

Individual's high in Emotional Intelligence may be more likely to identify their emotions and understand their underlying causes, as well as express their feelings clearly and appropriately to others. They may also demonstrate greater empathy towards others and use their intuition to guide decision-making.

Those low in Emotional Intelligence may be less aware of their emotions, feelings or mood, perhaps placing less importance on them. They may have difficulty identifying or articulating their emotions to others and rarely make decisions based on their feelings, opting for an objective approach.

The Emotional Intelligence scale is based on Barchard's components of emotional intelligence. Emotional Intelligence can help to prevent burnout, particularly in roles that require high emotional labour.

This score indicates a fairly low level of Emotional Intelligence, relative to the chosen norm group for this assessment.

Summary Personality Profile Report

Industriousness

Score: **5**

Industriousness relates to an individual's personal drive, achievement motivation and attitude towards set goals. This trait can determine a person's likelihood to take ownership of necessary tasks without procrastination, and to see long-term projects through to completion.

An individual high in industriousness is unlikely to abandon a set goal, even in the face of adversity, obstacles or challenges, working to the best of their ability throughout. They tend to prefer to begin tasks immediately, striving at all times for the best possible result.

Those low in Industriousness may focus on processes more than end results, taking their time to complete projects and take a laid-back approach to work in general. They are not likely to be overtly competitive and tend to accept their relative strengths and weaknesses.
















Industriousness is an aggregate construct comprising several related traits which are considered useful predictors of job performance.

This score indicates an average level of Industriousness, relative to the chosen norm group for this assessment.

Competencies

Achievement/Effort	Establishing and maintaining personally challenging achievement goals and exerting effort toward mastering tasks.
Adaptability/Flexibility	Being open to change (positive or negative) and to considerable variety in the workplace.
Analytical Thinking	Analyzing information and using logic to address work-related issues and problems.
Attention to Detail	Being careful about detail and thorough in completing work tasks.
Concern for Others	Being sensitive to others' needs and feelings and being understanding and helpful on the job.
Cooperation	Being pleasant with others on the job and displaying a good-natured, cooperative attitude.
Dependability	Being reliable, responsible, and dependable, and fulfilling obligations.
Initiative	A willingness to take on responsibilities and challenges.
Innovation	Creativity and alternative thinking to develop new ideas for and answers to work-related problems.
Integrity	Being honest and ethical.
Leadership	A willingness to lead, take charge, and offer opinions and direction.
Persistence	Persistence in the face of obstacles.
Self Control	Maintaining composure, keeping emotions in check, controlling anger, and avoiding aggressive behavior, even in very difficult situations.
Social Orientation	Preferring to work with others rather than alone, and being personally connected with others on the job.
Stress Tolerance	Accepting criticism and dealing calmly and effectively with high stress situations.

Competency Profile

Competency		Potential
Achievement/Effort	 4	Fairly Low
Adaptability/Flexibility	 8	High
Analytical Thinking	 4	Fairly Low
Attention to Detail	 1	Extremely Low
Concern for Others	 3	Low
Cooperation	 6	Average
Dependability	 4	Fairly Low
Initiative	 6	Average
Innovation	 5	Average
Integrity	 5	Average
Leadership	 3	Low
Persistence	 4	Fairly Low
Self-Control	 4	Fairly Low
Social Orientation	 4	Fairly Low
Stress Tolerance	 6	Average