



**TALEAGENT.**

DETAIL REPORT

# Personality Report

Simon Sample

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Admin/Entry Level

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# Profile

## INTERPERSONAL

|   |                       |  |   |   |
|---|-----------------------|--|---|---|
|  | <b>Influential</b>    | Doubts ability to persuade                 | <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> 4 <input type="checkbox"/> | Persuasive, able to change others' minds    |
|  | <b>Directing</b>      | Follows the lead of others                 | <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> 8 <input checked="" type="checkbox"/> <input type="checkbox"/>  | Prefers to take charge & lead               |
|  | <b>Motivating</b>     | Works best with self-motivated individuals | <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> 6 <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>               | Enjoys figuring out what drives others      |
|  | <b>Amiable</b>        | Takes time to build rapport                | <input type="checkbox"/> <input checked="" type="checkbox"/> 10  | Warm and friendly, connects easily          |
|  | <b>Empathetic</b>     | Maintains distance, avoids emotions        | <input type="checkbox"/> <input checked="" type="checkbox"/> 10  | Comfortable with emotions and shows empathy |
|  | <b>Collaborative</b>  | Prefers working on their own               | <input type="checkbox"/> <input checked="" type="checkbox"/> 10  | Enjoys collaborating & helping others       |
|  | <b>Sociable</b>       | Shies away from meeting new people         | <input checked="" type="checkbox"/> 1 <input type="checkbox"/> | Outgoing, energised by new people           |
|  | <b>Socially Aware</b> | Consistent interpersonal style             | <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> 4 <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>               | Reads body language & adapts accordingly    |
|  | <b>Trusting</b>       | Takes time to trust others                 | <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> 7 <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>               | Trusts others from the outset               |
|  | <b>Accepting</b>      | Gravitates towards people similar to self  | <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> 8 <input checked="" type="checkbox"/> <input type="checkbox"/>  | Embraces difference & diversity             |

## TEMPERAMENT

|  |                       |                                       |   |   |
|--|-----------------------|---------------------------------------|---|---|
|   | <b>Self-Confident</b> | Modest, doubts own ability to succeed | <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> 8 <input checked="" type="checkbox"/> <input type="checkbox"/>                          | Believes in self, expects success         |
|   | <b>Adaptable</b>      | Doesn't need variety, enjoys routine  | <input type="checkbox"/> <input checked="" type="checkbox"/> 10                                    | Embraces change, adapts quickly           |
|   | <b>Composed</b>       | Easily affected by stress or pressure | <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> 5 <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> | Calm & composed in the face of stress     |
|  | <b>Optimistic</b>     | May focus on the negatives            | <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> 7 <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> | Positive outlook, sees the good in things |

## THINKING

|   |                         |   |   |   |
|---|-------------------------|---|---|---|
|  | <b>Data Driven</b>      | Bases decisions primarily on feelings           | <input type="checkbox"/> <input checked="" type="checkbox"/> 10                                    | Uses evidence to make decisions                 |
|  | <b>Intuitive</b>        | Uses other information over personal experience | <input type="checkbox"/> <input checked="" type="checkbox"/> 10                                    | Trusts experience and intuition                 |
|  | <b>Analytical</b>       | Accepts information at face value               | <input type="checkbox"/> <input checked="" type="checkbox"/> 10                                    | Looks below the surface to evaluate information |
|  | <b>Strategic</b>        | Short-term, tactical focus                      | <input checked="" type="checkbox"/> 2 <input checked="" type="checkbox"/> <input type="checkbox"/> | Develops strategies, takes a long-term view     |
|  | <b>Theoretical</b>      | Prefers tangible over theoretical ideas         | <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> 5 <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> | Considers underlying theories and concepts      |
|  | <b>Innovative</b>       | Prefers tried & tested solutions                | <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> 7 <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> | Seeks new & creative solutions.                 |
|  | <b>Learning Focused</b> | Satisfied with current level of knowledge       | <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> 6 <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> | Actively develops skills & knowledge            |

## EXECUTION

|   |                      |   |   |  |
|---|----------------------|---|---|--|
|  | <b>Compliant</b>     | Challenges rules, finds these restrictive | <input type="checkbox"/> <input checked="" type="checkbox"/> 9 <input checked="" type="checkbox"/> | Follows rules & procedures                 |
|  | <b>Risk Tolerant</b> | Cautious, seeks certainty                 | <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> 6 <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> | Accepts risks that have potential benefits |
|  | <b>Work Focused</b>  | Regularly shifts focus between tasks      | <input type="checkbox"/> <input checked="" type="checkbox"/> 9 <input checked="" type="checkbox"/> | Engaged in work, rarely distracted         |
|  | <b>Meticulous</b>    | Broad focus, avoids details               | <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> 4 <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> | Detail-focused and precise                 |
|  | <b>Reliable</b>      | Responsive, readily shifts priorities     | <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> 4 <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> | Makes fulfilling promises a priority       |

## DRIVE

|   |                    |                                     |   |   |
|---|--------------------|-------------------------------------|---|---|
|  | <b>Energetic</b>   | Prefers a measured and relaxed pace | <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> 4 <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> | Displays lots of energy and stamina     |
|  | <b>Competitive</b> | Dislikes and avoids competition     | <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> 5 <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> | Likes to compete, strives to win        |
|  | <b>Driven</b>      | Relaxed about goals and targets     | <input type="checkbox"/> <input checked="" type="checkbox"/> 9 <input checked="" type="checkbox"/> | Motivated by goals, overcomes obstacles |
|  | <b>Decisive</b>    | Hesitant, seeks guidance            | <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> 4 <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> | Makes decisions with conviction         |

## SELF PRESENTATION

|   |                   |                                       |   |                                       |
|---|-------------------|---------------------------------------|---|---------------------------------------|
|  | <b>Receptive</b>  | Guarded, avoids or dismisses feedback | <input type="checkbox"/> <input checked="" type="checkbox"/> 9 <input checked="" type="checkbox"/>               | Seeks & appreciates personal feedback |
|  | <b>Self-Aware</b> | Conceals own limitations              | <input checked="" type="checkbox"/> 1 <input type="checkbox"/> | Open about flaws                      |

# Detail



## TEMPERAMENT Adaptable

The tendency to enjoy variety at work, and be open to change and trying new things.

Doesn't need variety, enjoys routine



Embraces change, adapts quickly

### Interpretation

- Simon has indicated that he likes to try new things, and is very open to changes in his routine.
- Profiling as flexible and adaptive, Simon is expected to readily accept changes introduced into his work environment.
- Compared to others, Simon may proactively suggest or initiate change in the workplace.



## THINKING Analytical

The tendency to effectively evaluate information or decisions to assess their strengths and limitations.

Accepts information at face value



Looks below the surface to evaluate information

### Interpretation

- Compared to his peers, he is likely to analyse information with care, and take time to investigate potential discrepancies or sources of risk.
- This highly analytical approach may help Simon to uncover important flaws in the information, which improve the quality of decision making.
- In some situations, Simon's highly analytical approach may mean that he slows down agile decision making.



## INTERPERSONAL Collaborative

The tendency to enjoy working within a team and helping others.

Prefers working on their own



Enjoys collaborating & helping others

### Interpretation

- Simon is expected to really enjoy opportunities to work within a team environment.
- He is expected to consistently prioritise the needs of the team ahead of his own objectives.
- Reporting to enjoy helping others, Simon is likely to feel most valued when supporting others to achieve a shared goal.



## THINKING Data Driven

The tendency to use facts, data, and evidence over gut-based decision making.

Bases decisions primarily on feelings



Uses evidence to make decisions

### Interpretation

- Simon has indicated that he favours working with facts, evidence, and data during problem analysis or decision making.
- Simon is likely to resist basing decisions on gut instinct, preferring instead to seek hard evidence to support the process and outcome.
- Simon may be less comfortable making key decisions if he does not have access to factual information to support them.

**THINKING**  
**Intuitive**

The tendency to base decisions on past experience and intuition.

Uses other information over personal experience



Trusts experience and intuition

**Interpretation**

- It is anticipated that Simon will utilise his personal experience as a core basis when making decisions.
- He has also indicated that he strongly trusts in his own intuition.
- He may have a tendency to over rely on personal insight, and could benefit from drawing on other sources of information alongside experience.

**INTERPERSONAL**  
**Amiable**

The tendency to be warm and engaging, and to want to put people at ease.

Takes time to build rapport



Warm and friendly, connects easily

**Interpretation**

- Demonstrating a stronger tendency to engage in behaviours that encourage the formation of bonds with others, Simon is likely to build relationships with relative ease.
- He is expected to invest time and effort into coming across as warm and engaging, and ensuring that other people feel at ease around him.
- As such, Simon should create a positive first impression.

**INTERPERSONAL**  
**Empathetic**

The tendency to be comfortable dealing with other's feelings, and be able to understand their perspective.

Maintains distance, avoids emotions



Comfortable with emotions and shows empathy

**Interpretation**

- Simon describes himself as very comfortable discussing feelings or personal issues.
- He profiles as being able to understand other's perspectives, and identify with their feelings.
- Highly thoughtful in nature, he is expected to consider how his own actions and decisions might impact upon other people.

**EXECUTION**  
**Compliant**

The tendency to appreciate rules, procedures and guidelines, and abide by them.

Challenges rules, finds these restrictive



Follows rules & procedures

**Interpretation**

- Simon's responses suggest that he enjoys following rules and guidelines to a greater extent than most people.
- He is expected to comply with procedures and regulations closely, and to take care to ensure that he acts consistently with organisational standards.
- Simon is expected to find it easier when there are rules or recommendations in place to guide his behaviour.

 **DRIVE**  
**Driven**

The tendency to work hardest towards clear goals, and to strive to achieve them despite setbacks.

Relaxed about goals and targets



Motivated by goals, overcomes obstacles

### Interpretation

- Simon has indicated that he is driven to achieve highly within the workplace.
- Compared to others, Simon is more likely to commit to challenging or stretch goals, and should persist even in the face of setbacks.
- While he is unlikely to require encouragement to drive himself harder, it may be useful for Simon to practice pushing back on some requests to prevent burnout.

 **SELF PRESENTATION**  
**Receptive**

The tendency to seek out and enjoy receiving feedback from others.

Guarded, avoids or dismisses feedback



Seeks & appreciates personal feedback

### Interpretation

- Simon's responses suggest that he is very open to feedback, and should not be defensive about this.
- Profiling as being highly interested in self-improvement, Simon is likely to encourage others to offer feedback or developmental advice on how he deals with situations and people.
- He should usually seek out and investigate feedback, and is expected to actively use this to improve.

 **EXECUTION**  
**Work Focused**

The tendency to find work engaging, and rarely be distracted.

Regularly shifts focus between tasks



Engaged in work, rarely distracted

### Interpretation

- Simon's responses suggest that he tends to be less distractible than most other people.
- Work should be highly engaging for Simon, regardless of the nature of the task, or amount of supervision given.
- While Simon is unlikely to switch between tasks, he may prefer to work uninterrupted, and occasionally need encouragement to take a break.

 **INTERPERSONAL**  
**Accepting**

The tendency to be open to and uncritical of different people's views, values, beliefs and lifestyles.

Gravitates towards people similar to self



Embraces difference & diversity

### Interpretation

- Simon's responses suggest that he is highly open to and appreciative of the views, beliefs, and lifestyles of other people, even when these differ markedly from his own.
- He is expected to easily establish common ground with people who are different to him and is likely to make best use of the diversity of the group.
- Simon is likely to be comfortable operating within a diverse workgroup or environment.



### INTERPERSONAL Directing

The tendency to take charge of situations and enjoy leading people.

Follows the lead of others



Prefers to take charge & lead

#### Interpretation

- Simon's responses suggest that he really enjoys taking on leadership opportunities and directing other people.
- Expected to volunteer for leadership roles in the workplace, Simon should take charge of more ambiguous situations.
- He is also likely to have little difficulty getting others to follow his directions.



### TEMPERAMENT Self-Confident

The tendency to believe in their own ability to succeed.

Modest, doubts own ability to succeed



Believes in self, expects success

#### Interpretation

- Simon is expected to approach new things with greater self-confidence than his peers.
- Unlikely to experience self-doubt, Simon should not be put off by the new challenges, and is expected to need little encouragement to step outside of his "comfort zone".
- Simon's responses also suggest that he is likely to place confidence in his ability to achieve success, even in new situations.



### THINKING Innovative

The tendency to use creativity and innovation to solve problems and optimise processes.

Prefers tried & tested solutions



Seeks new & creative solutions.

#### Interpretation

- Simon profiles as being about as innovative in his approach to problem solving as most other people.
- Thus, he is likely to suggest some innovative ideas for change in the workplace, particularly in areas where existing solutions have proved ineffective or he has particular strength or expertise.
- Simon is likely to generally consider existing solutions before suggesting out-of-the box or untested options.



### TEMPERAMENT Optimistic

The tendency to feel happy, and see the positive side of situations.

May focus on the negatives



Positive outlook, sees the good in things

#### Interpretation

- Simon profiles as having a similar level of optimism as most of his peers.
- As Simon is likely to consider both the negatives and positives, he should see the benefits of situations while also being open about any concerns he may have.
- Given this balanced approach, on occasions Simon may benefit from encouragement to promote an optimistic stance.



### INTERPERSONAL Trusting

The tendency to place trust in others.

Takes time to trust others



Trusts others from the outset

#### Interpretation

- Simon's responses suggest that he is likely to be about as trusting as most others.
- While believing that the majority of people are generally trustworthy, Simon is expected to manage situations carefully to ensure minimal negative impact if things go wrong.
- When someone proves themselves to be dishonest, Simon is expected to be less trusting of them in the future.



### THINKING Learning Focused

The tendency to actively seek out opportunities to learn new things.

Satisfied with current level of knowledge



Actively develops skills & knowledge

#### Interpretation

- As motivated as most of his peers to learn, Simon is likely to enjoy acquiring new knowledge when it relates to his areas of interest.
- Although Simon may not regularly seek out new information to add to his knowledge, he is likely to be open to new learning some of the time.
- He may dedicate some of his free time to expanding his skills.



### INTERPERSONAL Motivating

The tendency to enjoy understanding what motivates others.

Works best with self-motivated individuals



Enjoys figuring out what drives others

#### Interpretation

- Simon is as interested as most at figuring out what motivates others, and sees this as a fairly important skill.
- He has indicated that he may seek to understand and leverage colleagues' unique motivations, but at other times may prefer to let them drive themselves.
- Simon is expected to dedicate some time and effort towards inspiring those around him to achieve.



### EXECUTION Risk Tolerant

The tendency to be comfortable taking risks that have potential benefits.

Cautious, seeks certainty



Accepts risks that have potential benefits

#### Interpretation

- Simon has indicated that he is about as comfortable as most other people with taking calculated risks in the workplace.
- He is likely to weigh up the potential advantages and disadvantages of his decisions.
- Small to moderate risks may be acceptable to Simon when he expects the benefits to outweigh the potential costs.



DRIVE  
**Competitive**

The tendency to feel energised by competing with others and striving to outperform peers.

Dislikes and avoids competition



Likes to compete, strives to win

**Interpretation**

- Simon's responses suggest that he is about as competitively-minded as most others.
- He is expected to be comfortable competing against others on occasion, depending on what is appropriate to the situation.
- Simon may be most comfortable comparing his performance against that of others when working within areas of interest or expertise.



TEMPERAMENT  
**Composed**

The tendency to be calm and composed in the face of pressurised situations or stressful events.

Easily affected by stress or pressure



Calm & composed in the face of stress

**Interpretation**

- Simon has indicated that he feels and is affected by stress to a similar extent to most of his peers.
- Simon is generally expected to remain calm and composed during stressful situations but, at times, may openly express his feelings, or look to others for support.
- He appears to attempt to persevere through stressful situations but may benefit from receiving encouragement from others at times.



THINKING  
**Theoretical**

The tendency to enjoy understanding theories and concepts more deeply.

Prefers tangible over theoretical ideas



Considers underlying theories and concepts

**Interpretation**

- Simon is likely to be similar to most in terms of how much he enjoys working with theories.
- He is generally expected to be comfortable applying theoretical information and engaging with hypothetical concepts, but at other times may tend towards the tangible.
- Simon's understanding of the theory behind why things happen may help him adapt instructions to apply to new situations.



DRIVE  
**Decisive**

The tendency to make decisions efficiently and with conviction, and to take responsibility for them.

Hesitant, seeks guidance



Makes decisions with conviction

**Interpretation**

- Simon reports that he is about as confident as most of his peers with making decisions.
- While he should generally feel comfortable making decisions in familiar or low-risk situations, he may seek others' approval when making those that are especially tough.
- Simon should be capable of forming opinions reasonably quickly, but may also seek the input of others to verify or shape these further as required.



### DRIVE Energetic

The tendency to have high levels of energy throughout the day and maintain a fast pace.

Prefers a measured and relaxed pace



Displays lots of energy and stamina

#### Interpretation

- His responses suggest that Simon is about as energetic as most others.
- Simon is expected to be comfortable working at moderate pace, but is likely to adjust the amount of energy he expends to ensure he maintains stamina throughout the day.
- Likely to be comfortable with working on higher pressure tasks some of the time, Simon should also enjoy opportunities to slow down and recalibrate after these occasions.



### INTERPERSONAL Influential

The tendency to be able to change others' minds or perspectives.

Doubts ability to persuade



Persuasive, able to change others' minds

#### Interpretation

- Simon has indicated that he is as capable as most at changing the minds' of others.
- While there are situations in which Simon is confident influencing others, at times he may be reluctant to share his views.
- Simon is expected to be comfortable in situations where he is a subject matter expert, or familiar with the people involved.



### EXECUTION Meticulous

The tendency to pay attention to detail, producing precise, error-free work.

Broad focus, avoids details



Detail-focused and precise

#### Interpretation

- Simon profiles as being similar to most other people in terms of his enjoyment of detailed tasks.
- Simon is expected to balance a 'big-picture' approach with perfectionism, and should focus reasonably well on the finer elements of tasks.
- In most instances, Simon is expected to deliver work that is as error-free and precise as that of his peers.



### EXECUTION Reliable

The tendency to be dependable and deliver on commitments.

Responsive, readily shifts priorities



Makes fulfilling promises a priority

#### Interpretation

- Simon profiles as being similar to most others in terms of how much value he places on being dependable.
- He is expected to generally follow through on promises, although when his schedule is especially busy, he may require additional time or support to deliver.
- Considering deadlines and commitments as fairly important, Simon should balance adherence to these with an ability to shift priorities based on the situation.



### INTERPERSONAL Socially Aware

The tendency to interpret the feelings and body language of others, and adapt their behaviour to suit.

Consistent interpersonal style



Reads body language & adapts accordingly

#### Interpretation

- Similar to most of his peers, Simon is expected to be moderately concerned with understanding the behaviour and intentions of others.
- When interacting, he is likely to adapt his behaviour slightly to suit his audience.
- Generally capable of interpreting social cues, body language, or tone, Simon should understand the behaviour of others to a similar extent to his peers.



### THINKING Strategic

The tendency to enjoy developing strategies and taking a long-term perspective.

Short-term, tactical focus



Develops strategies, takes a long-term view

#### Interpretation

- Simon's responses suggest that he prefers to focus more on the tasks at hand than on strategy.
- Simon may have little interest in the long-term, preferring instead to prioritise short-term objectives.
- This more immediate perspective may cause Simon to sacrifice strategic outcomes in favour of generating returns now.



### SELF PRESENTATION Self-Aware

The tendency to be open and accepting of own weaknesses.

Conceals own limitations



Open about flaws

#### Interpretation

- According to Simon's responses, he may well conceal his development areas from others.
- Linked to this, he believes exposing these weaknesses may negatively impact others' opinions of him.
- Simon may invest more energy in hiding rather than developing his weaknesses, which may limit his potential to improve.



### INTERPERSONAL Sociable

The tendency to enjoy meeting new people, and be outgoing.

Shies away from meeting new people



Outgoing, energised by new people

#### Interpretation

- Simon has indicated that he may be less comfortable around new people compared to his peers.
- Despite this, he may interact comfortably with others in the workplace when adopting a professional manner.
- Networking is unlikely to interest Simon, as too much social interaction with new people may make him feel uncomfortable or socially fatigued.

## How to guide

This report is to be used for recruitment and career development. This information is intended to give you good insight into a candidate's personality results, forming relevant hypotheses which you can explore further. The report should be used as part of a robust selection process. Results remain valid for approximately 12 months.

Candidate results are produced by comparing each individual's responses with

those of a relevant comparison group. The report draws on data from personality items only. These items form a self-report questionnaire, meaning that a candidate's results represent the way they see themselves and their behaviour, rather than necessarily how someone else might describe them. Nevertheless, research shows that self-report measures can be a powerful predictor of how a person will operate at work.

Our assessment of

a candidate's expected performance is based on their responses to this assessment, which need to be matched against the unique work environment and organisational culture they will be entering.

This information is part of Talegent's comprehensive suite of assessment and development reports. Please review our range to ensure that this report is the most appropriate for your current needs.