

Sam Sample
20 Jun 2022

EXPERT

IDEAL PROFILE REPORT

PERSONALITY & VALUES QUESTIONNAIRE





GUIDE TO USING THIS REPORT

INTRODUCTION

The following report is based on Sam Sample's PVQ results and the ideal personality and values profile for the role of PVQ Test. It aims to assess how well Sam Sample is suited to the personality requirements of this role. It does not take into account her experience, qualifications, abilities or aptitudes, all of which may be important determinants of job performance.

REPORT SECTIONS

The Ideal Profile report presents Sam Sample's results in the following sections:

Profile Match Summary

This section summarises the profile match results for each of the personality and values sections.

Feedback and Interview Prompts

This section provides profile details for each of the personality and values sections. It can be used to aid personality assessment feedback sessions by providing feedback and interview prompts.

Response Style Indicators

The scales presented in this section provide important information about the validity of the personality profile, and thus the meaning of the profile should be interpreted in the context of these scales.

PROFILE SIMILARITY COEFFICIENT

Sam Sample's overall profile similarity to the ideal is estimated using the Barrett Shaped Distance coefficient (BSD). This coefficient varies between 0 and 1 in a similar manner to a correlation coefficient, where 0 indicates no relationship between the two profiles and 1 indicates a perfect match to the ideal.

REFERENCE GROUP (NORM) USED

The following norm was used to generate this report:

Test	Norm Used	Sample Size
Personality & Values Questionnaire (PVQ)	Southern Africa Professional People	569

DISCLAIMER

This is a strictly confidential assessment report on Sam Sample which is to be used under the guidance of a trained professional. The information contained in this report should only be disclosed on a 'need to know basis' with the prior understanding of Sam Sample.

This profile arises from a self-report questionnaire and must be interpreted in the light of corroborating evidence gained from feedback and in the context of the role in question taking into account available data such as performance appraisals, actual experience, motivation, interests, values, abilities and skills. As such the authors and distributors cannot accept responsibility for decisions made based on the information contained in this report and cannot be held directly or indirectly liable for the consequences of those decisions.



PVQ TEST PROFILE MATCH SUMMARY

Sam Sample's personality profile is referenced to the ideal for the role of *PVQ Test*. Overall, Sam Sample's similarity to the ideal is estimated by to be **0.452**.

Profile	Profile Similarity
Interpersonal Style	0.497
Thinking Style	0.265
Coping Style	0.473
Values and Motives	0.57
Overall Profile Similarity	0.452



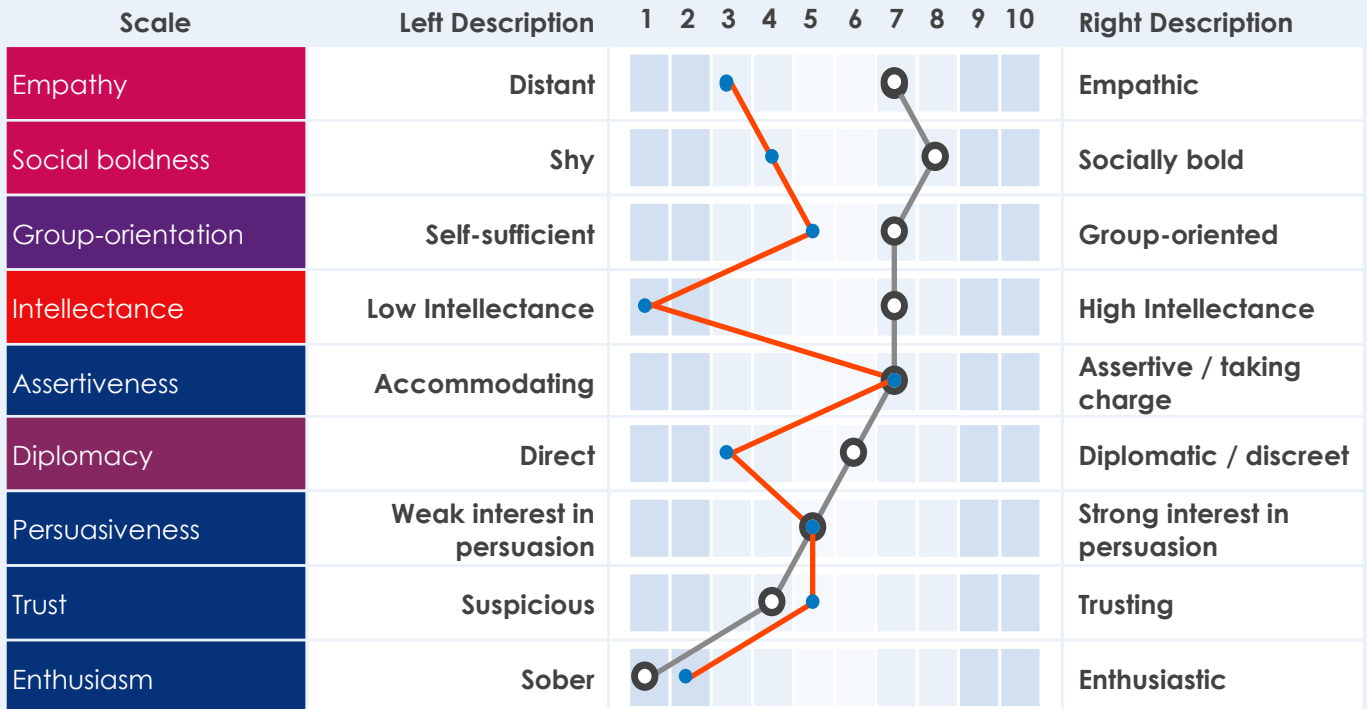
FEEDBACK AND INTERVIEW PROMPTS

INTERPERSONAL STYLE PROFILE CHART

Profile Similarity

0.497

○ Ideal Profile ● Respondent Five's Profile



Colour Scale Legend:

Similar



Different

Scale	Respondent's Profile Description	Ideal Profile Description	Probing Question
Empathy	(3) The results of the personality profile suggest that it may take you a while to warm to people and establish close friendships. You may tend to communicate at a formal, rather than a personal level with colleagues to avoid becoming too familiar.	(7) As typically empathic as most, they are likely to be seen as a sympathetic and caring individual who are attentive to the needs of others.	Tell me about a situation where you helped or supported a colleague at work.



Scale	Respondent's Profile Description	Ideal Profile Description	Probing Question
Social boldness	(4) Having obtained a profile that suggests you may be somewhat shy and hesitant in social settings than many, you are likely to prefer to take your time when getting to know others and building new relationships. Feeling slightly ill at ease and self-conscious in group settings, you may wish to avoid presentations and public speaking if possible.	(8) Very socially bold, confident and self-assured in typical social settings, they enjoy being the centre of attention and are very comfortable in front of an audience. However, they may, at times, run the risk of coming across as too over-the-top, particularly in the company of more low-key individuals.	Give an example of giving a presentation or addressing a group of people. What did you do to prepare yourself and how did it go?
Group-orientation	(5) While you should be able to work independently, you appear equally comfortable in a team environment. Often, people with this profile will appreciate the scope to bounce their ideas around with others, yet can still be trusted to work with autonomy if required.	(7) No more group oriented than many, they should appreciate the chance to bounce their ideas around before committing to a course of action. While they should be able to work in isolation if the situation requires, they will usually prefer situations where social support within work and around decision making is available.	Describe a team experience you found particularly disappointing.
Intellectance	(1) You profile as lacking confidence in your intellectual ability and may talk yourself out of more intellectually demanding tasks on the grounds that they are beyond you. You may also avoid situations in which you have to explain complex concepts or ideas, or at least be well prepared in advance of having to do this. Given the choice, your preference may be to tackle challenges at a more practical level.	(7) As typically confident in their intellectual ability as most, they are usually prepared to accept intellectual challenges, and are likely to take care to ensure understanding of complexity beyond previous experience.	Give an example of a situation where you took the initiative to work on a difficult problem.
Assertiveness	(7) You profile as being more assertive than the average person, and should be willing to take charge in a crisis situation. Likely to be comfortable in a position of leadership, you should be happy taking an unpopular stand if necessary. At times, you may need to consciously step back, so as to ensure that other less assertive individuals can have their say.	(7) As typically dominant as most, they should be able to assert themselves with relative ease should the situation require. While they may take some persuasion to compromise, they should be able to do so should it be recognised as appropriate.	Tell me about a situation where you had to assert yourself and take charge in order to get others to work with you.



Scale	Respondent's Profile Description	Ideal Profile Description	Probing Question
Diplomacy	(3) You profile as being direct and to the point in your communications. While some situations may call for a more open and forthright approach, you may distance others unnecessarily by coming across as excessively blunt and off-hand. Probably tending to speak first and think later, you may be seen as lacking tact.	(6) As typically direct as most others, they will be capable of being forthright in situations where plain speaking could be beneficial. However, they should be equally as capable of monitoring the reactions of those around them, and adjusting their approach accordingly.	Give me an example of a time when you have had to mediate between two or more individuals or groups who had conflicting opinions.
Persuasiveness	(5) Your profile suggests that you are as likely as most to enjoy convincing others of your point of view. While you should be interested in work that involves influencing others, you are likely to need to believe in the ideas, products or services you are offering in order to effectively persuade others.	(5) As likely as most to enjoy convincing others of their point of view, they should be as interested as most in work that involves influencing others, though are likely to need to believe in the ideas, products or services they are offering in order to effectively persuade others.	Give me an example of a time you were able to effectively communicate with others even when you felt they did not value your perspective.
Trust	(5) Not particularly suspicious or sceptical, you are likely to give people the benefit of the doubt. You should, however, understand that people cannot always be taken at face value and therefore exercise some caution with people who have previously let you down, or with individuals you do not know.	(4) No more suspicious than many, they are likely to place trust in others where the situation has shown that this is appropriate. However, they are likely to maintain healthy scepticism if there is evidence their trust may be abused.	Have you ever found yourself in a situation in which honesty wasn't necessarily the best policy? What was the situation and what did you do?
Enthusiasm	(2) Presenting yourself as a naturally sober and serious person, you are likely to have little time for light-hearted entertainment, preferring instead to engage in more serious activities. Lacking a sense of playful spontaneity, you may appear somewhat constricted or stiff in social settings. Having said this, colleagues should see you as a sensible person who is disinclined to act on impulse.	(1) Very sober serious, they show appreciable restraint and a fairly strong sense of decorum, though they are likely to appear wooden or constrained on social occasions.	Describe a situation in which your team experienced low morale. Were you able to motivate them and improve morale?

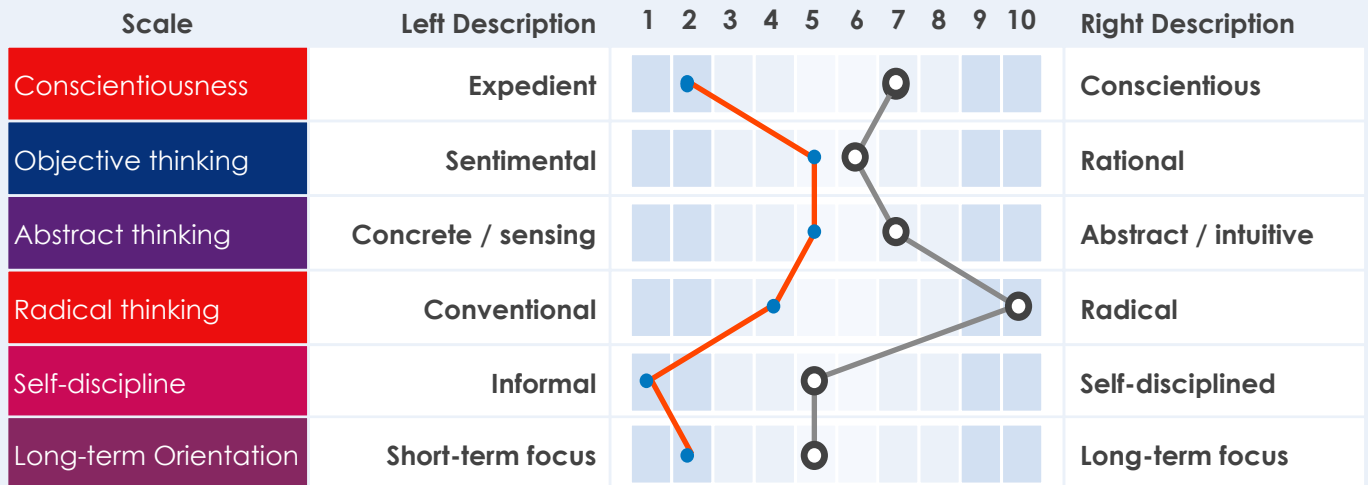


THINKING STYLE PROFILE CHART

Profile Similarity

0.265

○ Ideal Profile ● Respondent Five's Profile



Colour Scale Legend:

Similar



Different

Scale	Respondent's Profile Description	Ideal Profile Description	Probing Question
Conscientiousness	(2) You profile as a particularly spontaneous, expedient person who may have difficulty adhering to strict procedures. Tending to solve problems as they arise rather than follow a detailed plan of action, you are likely to work the most productively with others who can 'dot the i's and cross the t's' on your behalf.	(7) Having a preference for being conscientious, systematic and methodical, they are likely to be neat, tidy, and well-organised. Although they should have some appreciation for the bigger picture, their preference may be to attend to the detailed aspects of tasks.	Describe a time when you didn't pay as close attention to detail as you should have. What was the outcome and what did you do to resolve the situation? Give an example of a recent assignment which required a great amount of planning.
Objective thinking	(5) Showing more or less equal tendencies towards 'objectivity' and 'sentimentality', you will tend to appraise situations both in terms of your subjective feelings and also in terms of a more logical analysis, allowing both kinds of information to influence your final decision. When dealing with other people, you will want to know how they react to an idea or a proposed course of action. Nevertheless, you will still consider what is fair and reasonable given the requirements of a situation and will not make your decisions only on the basis of	(6) Showing more or less equal tendencies towards 'objectivity' and 'sentimentality', they will tend to appraise situations both in terms of their feelings and also in terms of a more logical analysis, allowing both kinds of information to influence their final decision. When dealing with other people, they will want to know in what way other people might be affected as a consequence of a particular proposal or course of action which has been suggested.	Describe a situation where your analysis was viewed as being faulty or illogical.



what other people feel.



Scale	Respondent's Profile Description	Ideal Profile Description	Probing Question
Abstract thinking	(5) You profile as being able to balance an appreciation of ideas and creativity, with an understanding of what works in reality. This means that you should be competent at bringing the creative ideas of others to market while still maintaining an appreciation of practical reality.	(7) No more abstract in thinking style than many, they should be able to appreciate practical realities within their preference for creativity and innovation. In many situations, they are more likely to adopt a conceptually driven approach without ignoring the obvious.	Give me examples of some of the innovative ideas you proposed to solve problems faced at work.
Radical thinking	(4) Slightly more conventional than the average person, you are likely to value tried and tested ways of working and may prefer the status-quo over uncertainty and change. At times, this may cause you to prematurely discount new ideas and innovation.	(10) Very radical, experimenting and open to change, they are likely to challenge the 'tried and tested' solutions to problems and promote innovation. Quite comfortable in rapidly changing environments, they may be seen to dismiss accepted wisdom without due consideration.	Which do you prefer: 'tried and tested' solutions or 'new and different' solutions? Give me an example of that best demonstrates your preference.
Self-discipline	(1) You profile as having a 'take me as I am' attitude and are likely to be a very free-thinking, open-minded individual. In line with this, you should be prepared to stand up for your views and believe that respect has to be earned, rather than simply given as a consequence of one's position or rank.	(5) Reasonably concerned about their reputation and fitting in, they should appreciate knowing how others view them. While unlikely to openly question organisational norms and authority, they may still believe that respect has to be earned, rather than simply given as a consequence of one's position or rank.	Can you think of an occasion when you did something which shocked or surprised a group of friends, or people at work?
Long-term Orientation	(2) Your profile indicates that you are strongly focused on the 'here and now' and consider fulfilling immediate obligations more important than long-term fulfilment.	(5) Achieve a balance in their focus on short-term and long-term objectives.	Have you ever put short-term obligations ahead of long-term goals? Please provide an example.

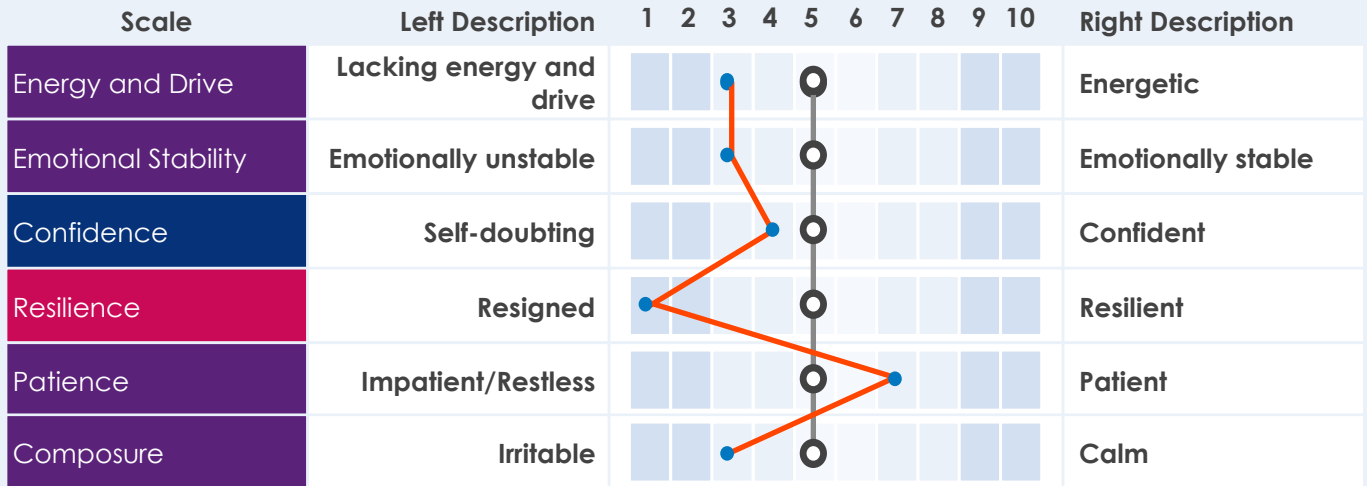


COPING STYLE PROFILE CHART

Profile Similarity

0.473

○ Ideal Profile ● Respondent Five's Profile



Colour Scale Legend:

Similar



Different

Scale	Respondent's Profile Description	Ideal Profile Description	Probing Question
Energy and Drive	(3) Your profile indicates that you have lower levels of personal drive and energy than most. Considerably less enthusiastic and passionate about work than most, you are more likely than most to show signs of fatigue when faced with demanding work demands.	(5) Having as strong a level of personal drive and energy as most, they should have sufficient stamina to meet most work schedules.	All jobs have unpleasant tasks. Tell me about the most unpleasant tasks you were required to do at work and how you found the motivation to complete them.
Emotional Stability	(3) Likely to have a strong emotional side to your nature, you may be prone to mood swings and let your feelings get in the way of rational thought. When faced with prolonged pressure and/or setbacks, it may be difficult for you to mask your feelings, and not let your upset, frustration, or anxiety show. Being rather touchy at times, you may find it difficult to accept unfair criticism.	(5) No more affected by feelings than most other people, they are generally emotionally secure and are not prone to suffer from the stresses of working life to any greater extent than most.	Tell me about a time you did not handle a stressful situation well.



Scale	Respondent 's Profile Description	Ideal Profile Description	Probing Question
Confidence	(4) Your results suggest that you are unlikely to be troubled by feelings of self-doubt when working on a task in which you have past experience, yet may doubt your ability when stepping outside your comfort zone. In line with this, you may not always give yourself credit for your achievements and talk down your successes.	(5) As typically as confident as most, they are likely to be generally aware to their limitations without worrying about their ability to meet the demands of a situation.	Tell me about a project you were involved in that did not go well. What was your part and how much responsibility did you take?
Resilience	(1) Your profile suggests you have a fatalistic outlook on life. As a result, you are inclined to believe that your actions are not likely to determine the outcome of events, and you are less likely than most to be motivated to persevere in the face of challenges.	(5) No more or less resilient than most, they will approach setbacks in a positive way up to a point, but also know when to admit failure and cut their losses.	Have you ever decided that it would be best to give up on something before finishing? What was the situation and why did you reach this decision?
Patience	(7) Slightly more relaxed than the average person, you are unlikely to become impatient when trying to get things done. You should find it easy to relax and unwind after a demanding day, yet may come across as being somewhat laid-back.	(5) Achieving a balance between being patient and their need to get things done, they should be as capable as most people of relaxing and unwinding after a demanding day.	Tell me about a time you were given a goal by someone else that you felt was impossible to achieve.
Composure	(3) Presenting yourself as a tense and temperamental person, you may have little tolerance for petty inconveniences. Scoring in this range, you are more likely than most people to become annoyed or irritable when things go wrong.	(5) Reasonably composed, they should be able to ignore petty inconveniences. While they may feel frustrated at times, they should be generally capable of maintaining composure.	When was the last time you lost your cool or composure at work? Tell me about the situation.



VALUES AND MOTIVES PROFILE CHART

Profile Similarity

0.57

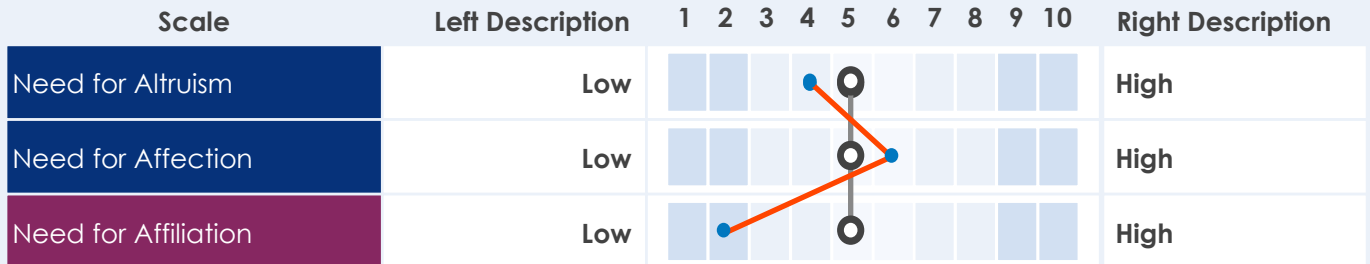


Ideal Profile

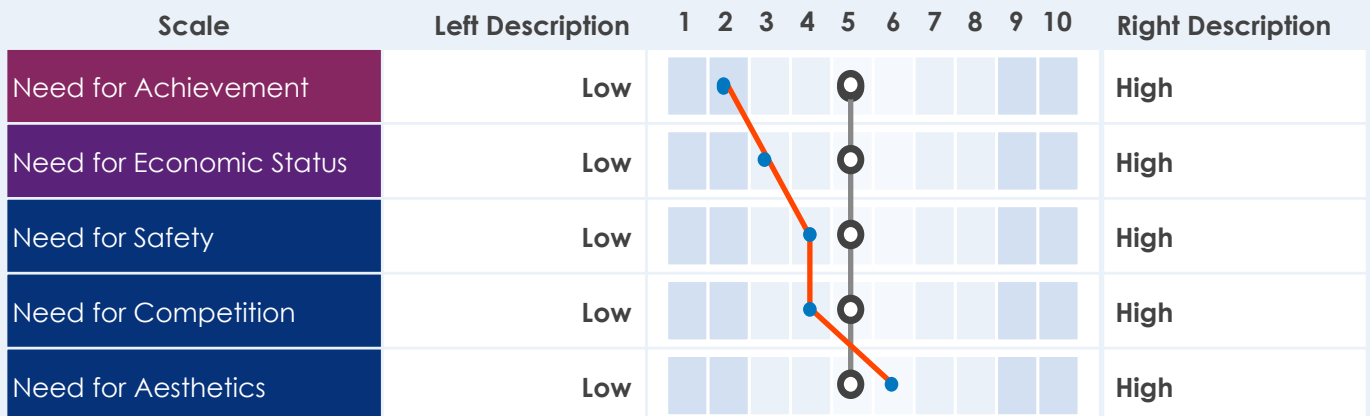


Respondent Five's Profile

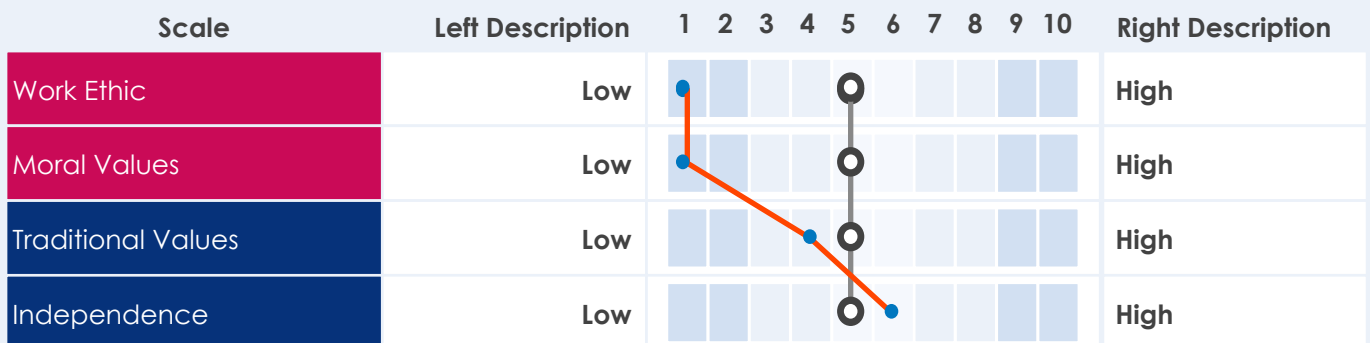
Interpersonal Values



Professional Values



Personal Values



Colour Scale Legend:

Similar



Different



INTERPERSONAL VALUES

Scale	Respondent 's Profile Description	Ideal Profile Description	Probing Question
Need for Altruism	(4) Rating altruism as being of fairly low importance, you may selectively help those in need and may believe that people are better served if they take responsibility for their own lives and do not rely solely on others for support.	(5) Placing as much emphasis on the need for altruism as most people, they should be as happy as as most by working in roles where they are required to help and support others.	Give me an example of when you were approached by a client or colleague who was anxious about something. How did you handle the situation?
Need for Affection	(6) By placing as much emphasis on close personal relationships as most people, you are prepared to share some of the experiences you have faced during the day and share your personal problems with others.	(5) Placing as much emphasis on the need for affection as most people, they should be as happy as most working in roles where they are required to share feelings and emotions with sympathetic others.	How close are you to your colleagues at work? Can you give examples of some of the relationships you have developed with colleagues at work?
Need for Affiliation	(2) You profess to have a very low need for affiliation and are more likely to value solitary pursuits, where you do not have to interact with people. As such, you are unlikely to seek out the companionship of others and will be quite satisfied with your own company.	(5) Placing as much emphasis on the need for affiliation and companionship as most people, they should be as happy as most working in roles that require them to interact with people on a regular basis.	Do you prefer working alone or as part of a team? Given the choice, what percentage of your time would you allocate to each?



PROFESSIONAL VALUES

Scale	Respondent 's Profile Description	Ideal Profile Description	Probing Question
Need for Achievement	(2) You place very low emphasis on achievement and recognition and see very little reason to set yourself demanding standards of work achievement simply for the respect of others. Given the choice, you will prefer to set your sights at a realistic, attainable level.	(5) Placing as much emphasis on achievement and recognition as most people, they should be as motivated as by working on challenging goals and attaining the respect and admiration of others for their achievements.	Give me an example of a time when you had to work against challenging targets.
Need for Economic Status	(3) Placing a very low value on economic status and wealth, you will see very little point in pursuing further financial gain once you have achieved a comfortable lifestyle. Not in the least materialistic, you will be unimpressed by the sheer accumulation of wealth.	(5) Placing as much emphasis on financial reward and success as most people, their decisions should be as influenced as most by financial incentives.	Describe a rewards program that motivated you.
Need for Safety	(4) You place limited emphasis on safety and security and appears to be drawn to situations in which there is an element of risk or danger.	(5) Placing as much emphasis on safety and security as most people, they take the middle ground as far as taking risks is concerned. They only have a moderate need for excitement suggesting that they should be as cautious as most when faced with dangerous/high-risk situations.	Give me an example of a time you felt it was necessary to take a risk. How did it turn out and would you do anything differently in hindsight?
Need for Competition	(4) Your profile indicates that you are not likely to be greatly motivated by competition and a desire to come out ahead of others. As a result, you are likely to be less content than some people to work in competitive environments.	(5) As motivated by competition and a desire to win as most, they are likely to be as content as most to work in reasonably competitive environments, though should be as capable of collaborating with others as most.	Are you a competitive person? Give me an example of a situation that best characterises your answer.
Need for Aesthetics	(6) You have no greater appreciation for cultural activities than most and take the middle ground as far as aesthetic sensitivity to art, music and literature is concerned.	(5) Placing as much emphasis as most on the need for aesthetics, they are likely to value both function and form. As a result, they should appreciate artistic expression as much as most.	What is it about your leisure activities that attract you? (look for interests that involve some aspect of the arts - painting, literature, acting, theatre-going, reading, etc. or which engage the emotions in some other way.)



PERSONAL VALUES

Scale	Respondent 's Profile Description	Ideal Profile Description	Probing Question
Work Ethic	(1) Your profile suggests that you place low emphasis on the value of work. As a result, you are unlikely to fit in working environments that have a long-hours culture. Moreover, you are likely to prefer settings where there is not an excessive amount of work to do and where you are not kept too busy.	(5) Valuing work as much as the average person, they are likely to believe work is reasonably important for its own sake and they would be expected to be as committed to work as most other people. Consequently, they are likely to fit as well as most in working environments that have a long-hours culture, though will try to achieve a favourable work/life balance where work does not encroach excessively on home/leisure activities.	Give an example of a task/job that you had to finish even though everyone else had given up.
Moral Values	(1) Having very little preoccupation for moral values, you do not believe that a fundamental set of principles should dictate the way one should live their life. Often people with this profile are inclined to view their own and others' behaviour in light of the circumstances at the time.	(5) Placing as much emphasis on moral values as most people, they will accept or reject moral guidance according to the circumstances and will believe that the fundamental principles of right and wrong apply in certain areas but not all.	Describe a situation where you disagreed with your management over their decisions. How did you deal with the situation?
Traditional Values	(4) Placing limited emphasis on traditional values, you are unlikely to emphasise loyalty and adherence to laws as valued qualities of an employee. Often people with this profile believe that one should follow the spirit, rather than the letter, of the law and will be more open than others to breaking existing rules if they think the rules are unjust.	(5) No more concerned about traditional values than most, they generally regard such qualities as loyalty and adherence to rules of some, but not an over-riding importance.	How important are rules and regulations to you? Can you give an example of a time when you felt it was necessary to question existing rules that you felt were unjust?
Independence	(6) You are as inclined as most to stand up for your own views, though, like most, can accept the views of others if you are convinced of their merit.	(5) Placing as much emphasis on independence as most people, they are as inclined as most to stand up for their own views, though can accept the views of others if they are convinced of their merit.	Describe a time where you held a different viewpoint than others and stood your ground defending that point of view.



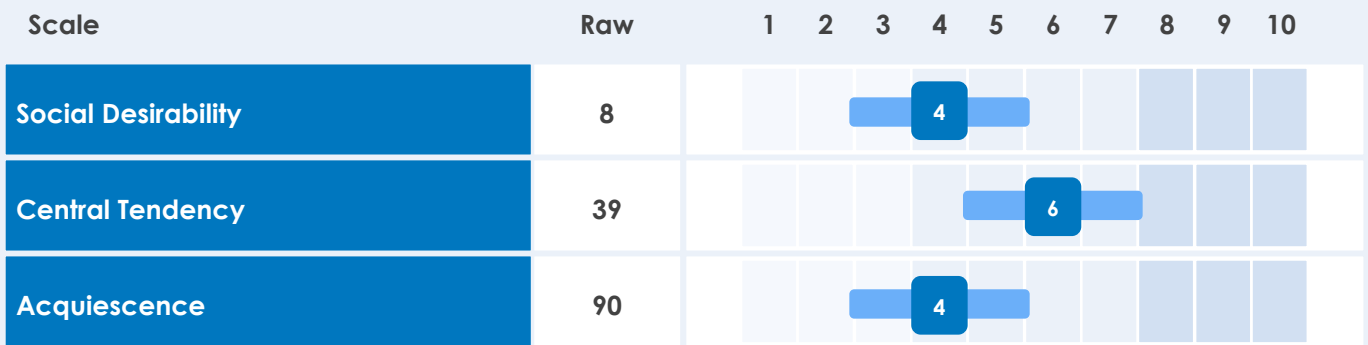
RESPONSE STYLE INDICATORS

The PVQ contains a number of measures that examine the way in which the respondent has approached the questionnaire. The PVQ contains a number of measures that examine the way in which respondents have approached the questionnaire:

- Respondent 's results indicate that there may have been an element of inattentiveness or randomness within how she answered the questionnaire. The degree of potential randomness indicated represents a high risk of distortion to the profile. This indication may be the result of a conscious lack of commitment to the assessment process, a failure for her to buy into the process or simply a lack of willingness to portray her true self.

RESPONSE STYLE PROFILE CHART

Distortion Scale Scores



Risk Scale Scores

