

Sam Sample
09 Jun 2020

EXPERT

STANDARD REPORT

PERSONALITY & VALUES QUESTIONNAIRE





REPORT STRUCTURE

The Standard Report presents Sam Sample's profile results in the following sections:

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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.

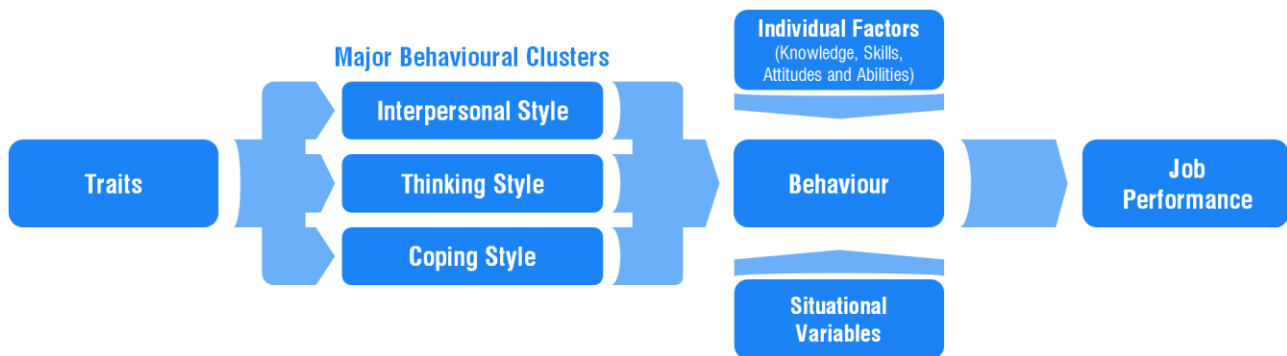


GUIDE TO USING THIS REPORT

INTRODUCTION

The Personality & Values Questionnaire (PVQ) is an assessment of personality, values and individual differences. The PVQ is based on one of the most researched and respected models of personality, identifying behaviour preferences across Cattell's 16 personality constructs (Cattell, 1946) from the Fifteen Factor Personality Questionnaire (15FQ+) and additional scales from the Values and Motives Inventory. The combination of personality and values provides a comprehensive insight into how people typically think, feel and interact in ways that may be productive or counter-productive for an organisation.

Extensive research, conducted over many years, has consistently demonstrated that 10-30% of the variance in job performance is attributable to personality differences. Moreover, a person's potential for burnout, their trainability and subsequent job satisfaction, have all been shown to be strongly influenced by personality. Thus, personality assessment forms a central part of most careers guidance and counselling programmes, with the aim of helping individuals maximise their potential by finding an optimal match between their personality and their choice of career. The model below illustrates the relationship between behavioural preferences and job performance:



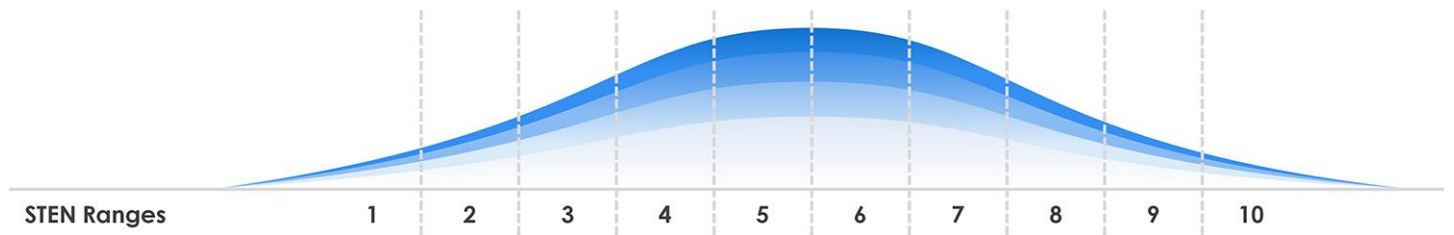
THE STANDARD REPORT

The Standard Report provides the main narratives of the PVQ profile under four major behavioural clusters: Interpersonal Style, Thinking Style, Coping Style, and values and motives. This is followed by a brief summary of potential strengths and development areas. The report also provides an appendix of profile charts which covers the factors measured by the PVQ.



REFERENCE GROUP (NORM) USED

A reference group is used to evaluate Sam's results. Her results are presented as standardised STEN scores with Mean=5.5 and SD=2 as demonstrated in the following chart.



The following norm was used to generate this report:

Test	Norm Used	Sample Size
Personality & Values Questionnaire (PVQ)	Professionals and Managers	481

UNDERSTANDING THE CHARTS AND TABLES

Much of the information provided in this report is presented in the form of charts or tables, which is why it is important to be able to read them accurately and make use of the information contained within them. The following elements are used to present the data in the charts and tables:

Element	Description
Raw	The Raw score is simply the (un-scaled) sum of item scores in the 'keyed' direction.
STEN Score	The STEN score is a standardised scale used to compare respondent results. The score has a Mean of 5.5 and Standard Deviation of 2. This score is presented as a 10-point scale in the results chart.
Standard Error of Measurement (SEm)	The Standard Error of Measurement is a measure of the range within which an individual's hypothetical 'true' score is likely to fall within 68% probability. It is presented as blue error bar surrounding the respondent's obtained STEN score in the results chart.
Percentile Score (%ile)	A value which reflects the percentage of people in a sample who score below a given raw score. This score is presented as a numerical value between 0 and 100 in the results chart.



PERSONALITY AND VALUES ASSESSMENT

RESPONSE STYLE

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

- The response style indicators would suggest that Sam was happy to present herself openly, honestly and without wishing to project a positive or distorted image of herself.

INTERPERSONAL STYLE

Profile Description

- Sam's results suggest that she is no more or less empathic than the average person. While she should be capable of being warm and friendly to others, the situation may have an effect on when she may be observed as being personable. It is possible that her warmer side becomes more apparent as relationships become more familiar or longer term.
- Sam's profile suggests she is no more or less inclined than most to feel anxious in social settings. Her profile further indicates that she is likely to have sufficient social confidence to make a positive first impression without coming across as being over-the-top.
- Sam profiles as being a very autonomous, self-sufficient person who may prefer making her own decisions. With such a strong preference for individual activity, she may not always see the need to keep others informed and go off on a tangent. Encouraging Sam to check her thinking with others should improve the quality of her decisions and ensure colleagues are not left behind.
- Sam profiles as having confidence in her intellectual ability and, as a result, should enjoy working on tasks that offer some stimulation and challenge. In line with this, she should be open to new learning and have the confidence to talk through reasonably complex ideas when required.
- Presenting herself as a very assertive individual, Sam should feel at ease in a position of leadership. Likely to face conflict and adversity head on, she should be happy taking an unpopular stand if necessary. At times, she may need to consciously step back, so as to ensure that other less assertive individuals can have their say.
- Sam profiles as being direct and to the point in her communications. While some situations may call for a more open and forthright approach, she may distance others unnecessarily by coming across as excessively blunt and off-hand. Probably tending to speak first and think later, she may be seen as lacking tact.
- Sam's profile suggests that she is as likely as most to enjoy convincing others of her point of view. While she should be interested in work that involves influencing others, she is likely to need to believe in the ideas, products or services she is offering in order to effectively persuade others.
- Not particularly suspicious or sceptical, Sam is likely to give people the benefit of the doubt. She should, however, understand that people cannot always be taken at face value and therefore exercise some caution with people who have previously let her down, or with individuals she does not know.
- Presenting herself as a naturally sober and serious person, Sam is likely to have little time for light-hearted entertainment, preferring instead to engage in more serious activities. Lacking a sense of playful spontaneity, she may appear somewhat constricted or stiff in social settings. Having said this, colleagues should see her as a sensible person who is disinclined to act on impulse.

Development Recommendations

- Encourage Sam to check her thinking with others in order to improve the quality of her decisions and ensure colleagues are not left behind.
- Promote an environment that encourages a collaborative/team-based approach to work.
- Remind Sam not to quickly dismiss other points of view and to consider others' views to see if they can be adopted or tweaked. If their views are not applicable, then she should provide well-reasoned arguments as to why they may not be appropriate.
- Support Sam respond with tact and diplomacy in high pressure conflict situations. There are many skills and techniques that can help manage conflict that are often taught as part of communication, conflict resolution or even customer service skills training courses.



- Coaching Sam on how to effectively deal with conflict and conducting role plays with 'difficult' customers can also be of benefit.
- Encourage Sam to show enthusiasm when attempting to stimulate others.

THINKING STYLE

Profile Description

- Sam profiles 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, Sam is likely to work the most productively with others who can 'dot the i's and cross the t's' on her behalf.
- Sam's profile indicates that she will be influenced by sentimentality and subjectivity rather more than logic and her objective appraisal of a situation. When dealing with other people, she will want to know how they will react to an idea or a proposed course of action. Nevertheless, she will still consider what is fair and reasonable given the requirements of a situation and will not make her decisions only on the basis of what other people feel.
- As a creative, imaginative individual, Sam should have a strong interest in abstract ideas and look beyond the obvious when problem solving. While effective at brainstorming, she may need the input of more practically-minded colleagues to translate her creative ideas into reality.
- Her results suggest that she has a strong dislike for what she sees as bureaucratic process, and may be ideally suited to working in a role that provides the latitude to work through issues in her own way. Likely to favour new, radical approaches, Sam may frustrate others by being overly quick to reject existing systems and processes.
- Sam profiles as being particularly concerned about maintaining her social standing and reputation. As such, she is likely to place considerable value on self-control and self-discipline and take care not to do or say anything that would seem inappropriate. She profiles as having a well-defined set of moral values, yet may at times come across as being inflexible in her approach.
- Sam's profile indicates that she achieves a balance in her focus on short-term and long-term objectives.

Development Recommendations

- Set Sam clear targets and goals.
- Ensure she stays mindful of the importance of planning to achieving targets.
- Training in time management skills is very likely to benefit Sam.
- Sam might be expected to benefit from mentoring aimed at promoting a more logical and analytical approach to problem solving.
- Encourage her to examine her biases to ensure they do not cloud her judgement.
- Ensure that abstract, theoretical approaches to problem solving are valued by Sam's colleagues.
- Encourage Sam to 'keep her feet firmly on the ground' when solving problems and ensure that the solutions she generates are practical and realistic.
- While it is good to experiment and search for new ways of doing things, encourage Sam not to discount conventional methods out of hand.

COPING STYLE

Profile Description

- Sam's profile indicates that she has a relatively low level of personal drive and energy. Less passionate and enthusiastic about work than most, Sam may show signs of fatigue more easily than some and may not have sufficient stamina to meet demanding work schedules.
- Sam is no more affected by feelings than most other people. While generally capable of keeping her emotions in check, more intense situations may cause her to become a little uncomfortable or find it difficult to control her emotions.
- Reasonably secure and self-assured, she should expect the best when embarking on a project and is unlikely to worry about the risk of failure.
- Sam's profile suggests that she will approach problems anticipating success from the outset. She is likely to persevere when things go wrong, expecting that with sufficient effort she will be able to find a solution.
- Sam's profile suggests that she should achieve a balance between being patient and hard-driving. As such, she should strive for a balance between work and personal interests so that one does not dominate the other.



- Sam may come across as being somewhat tense and temperamental. At times, people with this profile can have a low tolerance for petty inconveniences. Scoring in this range, she may become annoyed or irritable when things go wrong.

Development Recommendations

- Overall levels of energy and drive can be improved through social connections, physical fitness, health and reflection.
- Help her recognise when feelings of anger or frustration are being triggered, and work with her to develop methods for controlling her reactions in such situations.

VALUES AND MOTIVES

Interpersonal Values

- Rating altruism as being of fairly low importance, Sam 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.
- By placing some emphasis on close personal relationships, she expresses a preference for sharing feelings and emotions with sympathetic others and will be driven to seek understanding friends and colleagues who will provide some support in times of need.
- She professes to have a below average need for affiliation and is not likely to place a lot of importance on the companionship of others. Given the choice, she may place more emphasis on solitary pursuits, where she does not have to constantly interact with people.

Professional Values

- Sam rates achievement and recognition as highly as most people and will gain as much satisfaction from succeeding in challenging tasks as her peers. Having said this, she is unlikely to set herself overly demanding standards simply to gain the respect of others.
- Placing some value on economic status and the associated trappings of wealth, she will regard her own financial position as a measure of success and aspire to the accumulation of wealth. She is the kind of person who will want a little more than just financial comfort.
- Sam places a very low emphasis on safety and security and is a risk-taker who is driven to experience life in all its variety. She expresses a very strong need for stimulation and excitement.
- Sam's profile indicates that she is fairly motivated by competition and a desire to win. As a result, she is likely to enjoy working in competitive environments.
- Sam expresses a very strong appreciation for aesthetics and cultural activities such as art, music and literature and is of the view that they are worth following for their own sake. Often people with this profile enjoy discussing issues which appear to have little bearing on everyday life.

Personal Values

- Obtaining results that suggest she values work as much as the average person, Sam is likely to believe work is reasonably important and she would be expected to be as committed to work as most other people. Consequently, she is likely to fit as well as most in working environments that have a long-hours culture.
- For Sam, truthfulness and personal integrity are of importance in living one's life. Having a belief in the principles of right and wrong, she will tend to measure her own and others' actions in terms of these fundamental principles.
- Not in the least concerned about traditional values, Sam is very unlikely to consider loyalty and adherence to laws as valued qualities of an employee. Typically, people with such a profile believe that one should follow the spirit, rather than the letter, of the law and will show little hesitation breaking existing rules if they think the rules are unjust.
- Very strongly inclined to believe in standing up for her own views in spite of what others might think, Sam is likely to be very critical of those who attempt to impose their perspective onto others. A non-conformist, she strongly values personal freedom and is unlikely to submit to the views of others without convincing.



ADDITIONAL COMMENTS

The following section lists a number of points which can be inferred from Sam Sample's assessment report. The interviewer may wish to use these as the basis for further probing during the interview or counselling discussions.

POTENTIAL STRENGTHS

- Will tend to assert herself and make her views very clear to people.
- Will prefer to avoid making hasty decisions.
- Will tend to take into account relevant feelings and emotions when making decisions.
- Will be inclined to question traditional beliefs and outmoded practices.
- May be self-sufficient, without the need for group support.
- Wishing to present herself positively, she may tend to maintain a disciplined control over the expression of her feelings and emotions.
- Will have a tendency to be effective in situations where she has a number of ongoing commitments, where she can concentrate on the global requirements of a task.
- Should be able to focus her efforts on the most important and/or rewarding projects without being deflected by remote prospects.
- Has the ability and inclination to look beyond the obvious.
- With a tendency toward the unconventional and creative, she may be effective in generating original, possibly radical, solutions to problems.

POTENTIAL DEVELOPMENT NEEDS

- May seem somewhat forceful and inattentive to the needs of others in achieving her objectives.
- May tend to deliberate a little too much at times, and avoid making some decisions.
- May experience difficulty in emotionally tough situations.
- May tend to be highly critical of the status quo.
- May tend to be something of a loner and not 'walk the talk' as much as might be necessary.
- Her behaviour may be influenced more by social values and the expectations of others than by her own needs and values.
- May have difficulty adhering to highly structured work procedures and may overlook the detailed requirements of a task.
- May be disinclined to persevere when confronted with tedious tasks.
- May not be sufficiently pragmatic and may be inattentive to practical matters.
- May tend to be unconventional and/or unpredictable.

POTENTIAL MOTIVATORS

- Situations which allow her to express or experience creativity.

POTENTIAL DEMOTIVATORS

- Situations in which her freedom of expression is restricted.



PVQ PROFILES

INTERPERSONAL STYLES PROFILE

Left Description	1	2	3	4	5	6	7	8	9	10	Right Description	%ile
Distant Aloof Reserved, Distant, Detached, Impersonal.					5						Empathic Affable, Personable, Warm-hearted.	34
Retiring Timid, Self-conscious, Hesitant in social settings.					6						Socially-bold Venturesome, Talkative, Socially confident.	62
Self-sufficient Solitary, Self-reliant, Individualistic.		2									Group-oriented Sociable, Group dependent, a 'Joiner'.	3
Low Intellectance Lacking confidence in own intellectual abilities.						7					High Intellectance Confident of own intellectual abilities.	76
Accommodating Passive, Mild, Humble, Deferential.								9			Assertive Dominant, enjoys taking charge.	94
Direct Genuine, Artless, Open, Forthright, Straightforward.	1										Restrained Diplomatic, Socially astute, Socially aware, Discreet.	2
Weak interest in persuading others.					6						Persuasive Strong interest in persuading others.	59
Suspicious Sceptical, Cynical, Doubting, Critical.					5						Trusting Accepting, Unsuspecting, Credulous, Tolerant.	45
Sober Serious Restrained, Taciturn, Cautious.		2									Enthusiastic Lively, Cheerful, Happy-go-Lucky, Carefree.	3



THINKING STYLES PROFILE

Left Description	1	2	3	4	5	6	7	8	9	10	Right Description	%ile
Expedient Spontaneous, Disregarding of rules & obligations.		2									Conscientious Persevering, Dutiful, Detail conscious.	5
Sentimental Intuitive, Subjective.			4								Rational Logical, Objective.	20
Concrete Solution-focused, Realistic, Practical, Down-to-earth.								9			Abstract Imaginative, Absent-minded, Impractical.	96
Conventional Traditional, Conservative, Conforming.								9			Radical Experimenting, Open to change, Unconventional.	94
Informal Undisciplined, Uncontrolled, Lax, Follows own urges.							8				Self-disciplined Compulsive, Fastidious, Exacting willpower.	88
Short-term focus Focused on the 'here and now' & fulfilling immediate obligations.	1										Long-term focus Focused on the future, Willing to delay gratification.	2



COPING STYLES PROFILE

Left Description	1	2	3	4	5	6	7	8	9	10	Right Description	%ile
Lacking energy and drive Not enthusiastic about work, Low stamina.				4							Energetic High levels of drive and activity, High stamina.	28
Affected by Feelings Emotional, Changeable, Labile, Moody.					5						Emotionally Stable Mature, Calm, Phlegmatic.	47
Self-doubting Worrying, Insecure, Apprehensive.					5						Confident Secure, Self-assured, Unworried, Guilt-free.	42
Resigned Not motivated to persevere in the face of challenges.								8			Resilient Strives to overcome setbacks and challenges.	87
Impatient Restless, Hard-driving.						6					Patient Relaxed, Laid-back.	57
Tense-driven Impatient, Low frustration tolerance, Irritable.				4							Composed Relaxed, Placid, Patient.	27



VALUES AND MOTIVES PROFILE

Interpersonal Values

	1	2	3	4	5	6	7	8	9	10	%ile
Need for Altruism High scorers rate altruism as being of very high importance. As such, wherever possible, they will attempt to alleviate their suffering.				4							28
Need for Affection High scorers have a tendency to want to get close to people, liking others to show warmth and affection.							7				70
Need for Affiliation High scorers need require a great deal of contact with other people and will go out of their way to meet people.				4							23

Professional Values

	1	2	3	4	5	6	7	8	9	10	%ile
Need for Achievement High scorers rate high achievement and recognition as being of overriding importance.						6					53
Need for Economic Status High scorers place a high value on economic status and wealth and are very likely to be impressed by and aspire to the accumulation of wealth.							7				73
Need for Safety High scorers express a very strong need for safety and security and will steer clear of situations in which there is an element of risk or danger.											13
Need for Competition High scorers are motivated by competition and a desire to win at any cost.							7				73
Need for Aesthetics High scorers express a very strong appreciation for aesthetics and cultural activities such as art, music and literature.								8			92

Personal Values

	1	2	3	4	5	6	7	8	9	10	%ile
Work Ethic High scorers believe work is quite important and, they would be expected to be much more committed to work than most other people.						6					66
Moral Values High scorers believe in basic principles of right and wrong and tend to measure their actions (and others') in terms of these principles.							7				82
Traditional Values High scorers believe that rules and laws are meant to be obeyed and not broken, and will be inclined to maintain the status quo.											10
Independence High scorers are individualists who believe in standing up for their own views regardless of what others might think.											10



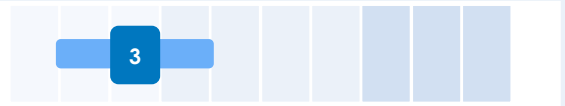
RESPONSE STYLE INDICATORS

Distortion Scales

Low Medium High
1 2 3 4 5 6 7 8 9 10

Social Desirability

A high score indicates that the respondent answered in a way which may present an unrealistically positive image of themselves.

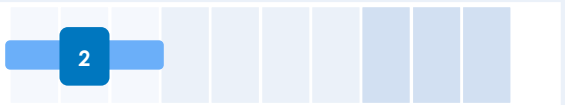


Risk Scales

Low Medium High
1 2 3 4 5 6 7 8 9 10

Central Tendency

A high score suggests that the respondent has been indecisive and/or non-committal in their answers.



Acquiescence

A high score suggests that the respondent has responded to questionnaire items affirmatively more often than most others.



Infrequency

A high score indicates that the respondent has provided unusual responses and may not have attended diligently to the questionnaire.

