

Profile: Match2™

Feedback Report

by Psychological Consultancy Ltd.

COMPANY NAME: Job Title

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Introduction

You recently completed a PROFILE: **MATCH**™ assessment involving an online personality questionnaire. Depending on the breadth of the assessment, a number of aspects of personality will have been assessed. Our personality determines how we react to life events and how we impact on other people. It therefore influences the kinds of jobs we can do consistently and do well. Our personality characteristics are likely to be deeply rooted and, if we find ourselves in a job that is in conflict with our personality, we are likely to be inefficient or unhappy and possibly both. A talkative, social, outgoing person, for example, may have difficulty in a job where he or she is required to work alone. This report will help to clarify the aspects of your personality that were assessed on this occasion. That is, to what extent you are self-confident, composed, sociable, assertive, sensitive, independent, compliant, perfectionistic, imaginative and studious. These are all characteristics that have some bearing on the competencies required in the role for which you were assessed.

Because the points made on the following pages simply reflect your questionnaire responses, there are unlikely to be too many surprises. Bear in mind though, that our understanding of ourselves is never fully objective and that this assessment may highlight characteristics that close friends or family may not offer candid feedback about. For this reason it will be important to pay particular attention to points made in the report that are most at odds with the way you have come to view yourself. No personality questionnaire can give you total certainty on these points, but the results warrant careful consideration, either to reconsider your present view or simply to confirm it.

THE VALIDITY OF THIS REPORT

Of course it is possible to answer any questionnaire carelessly or inaccurately, although research suggests that for job applicants, the base line for faking and distortion is actually very low. Nevertheless, a number of techniques have been included in these assessment procedures to monitor the validity of responses.

You endorsed 10 items on the PROFILE: **MATCH**™ Consistency scale. This score indicates that the profile is valid and interpretable.

Your personality profile

how you are likely to come across to others

You are likely to be at ease with yourself and to be relaxed and self-assured. You should have few doubts about your interpersonal skills or your ability to communicate your ideas. You will probably assume that others will be interested in what you have to say and will not be afraid to voice your opinion or to make a contribution to a discussion.

You are likely to be calm, relatively undisturbed by events and not unduly emotional. You tend not to let little things worry you and your friends and colleagues are likely to know where they stand with you. You are unlikely to be put off your stride by pressure of work or by an unexpected turn of events and probably take a considered and reasoned approach in relation to new ideas or new proposals. Your relatively calm and even-tempered manner should make you a pleasant colleague to work with.

You describe yourself as rather quiet and socially unassuming. Somewhat unassertive in social situations, you tend not to call attention to yourself and don't mind working alone if that's what gets the job done. You will probably seem reserved and not dependent on the company of others. Because in new situations you tend not to be the one to initiate social interaction, others may perceive you as distant or aloof. People with similar profiles typically have a social life that is comparatively subdued and centred on a close circle of people they know well. Although perhaps somewhat socially reticent, this does not imply that you lack the skills to deal with social situations when required to do so.

People with your kind of profile tend to be rather modest in their aspirations and may not be especially concerned with status or power. You appear not to be overly competitive or driven by ambition to achieve positions of authority. You seem to have taken a fairly relaxed attitude to advancement and personal recognition - and may at times have been unclear about the development of your career. It is possible that you value the benefits of longer term commitment to an employer and generally prefer the comfort of a familiar role, tending to avoid the upheaval of job changes for the sake of rapid advancement, or it may be that you have particular aspirations that are not so conventional.

You are likely to be warm, informal and approachable. You will put a fairly high priority on interpersonal relationships and opportunities to engage with others, showing some interest and being comfortable expressing sympathy with their concerns. Since you are likely to be rather more people oriented than task focused, you may occasionally let concern for others interfere with accomplishing what needs to be done for the business. People with profiles like this may seem rather sentimental but are generally liked by their colleagues who may be inclined to turn to them with their worries. It is likely that you will seem compassionate and quite caring.

You may be quite averse to conflict or confrontation and are probably concerned about other people's opinions of you and your popularity. It is probably quite important to you to reach a consensus on issues and to maintain positive relationships with others. You may have a tendency to canvas other people's opinions and to consult widely about difficult issues. These characteristics may sometimes make it difficult for you to decide on the best course of action, as you may be somewhat reluctant to impose decisions that may be unpopular with some elements.

You seem to be very controlled, conservative and conventional, someone with a desire to be a loyal and dutiful employee. You are likely to be a strong supporter of established or traditional practices and would be uncomfortable challenging corporate values and probably resistant to any sweeping changes. Such people are typically traditionalists who may reluctantly accept that modernisation is inevitable, but are always on the side of evolution rather than revolution.

You describe yourself as having high personal standards. You will take great care over your work and pay close attention to the detail. You probably expect everything to be completed to precise and exacting requirements. You may even appear to others as uncompromising and perhaps inflexible about your preferred ways of doing things. Quality assurance and fine detail will always be high on your agenda.

You seem to be very down to earth and concerned with the practicalities of the here and now. Such people are less concerned with speculative questions and more concerned with the realities of the moment. They are unlikely to be questioning or to challenge procedures and may prefer not to rely on their own initiative in defining their contribution. They will probably be predictable, accommodating and content to work within defined roles and are not easily bored by repetitive tasks.

You may be a little resistant to formal learning and may have mixed feelings about your own educational experiences. On the other

Your personality profile *continued*

hand, you are probably proud of any achievements and life successes resulting from doing it your own way. People with profiles like yours may have a preference for learning from experience over formal qualifications and will probably have some aversion to being advised or taught by others. However, any disinclination to get involved in formal studies will be a matter of values rather than ability or ambition. People with profiles like yours may well be bright but, for whatever reason, they seem to display an antipathy to receiving formal instruction.

NOTE

In conclusion, it is important to remember that this report is based on your responses to the personality questionnaire. The statements in this report should not, therefore, contain too many surprises. However, since this report is based on the findings of both research studies and practical applied uses of the questionnaire, these statements will be somewhat generalised and reflect the characteristics that are typical for people who have profiles similar to yours. Although the picture presented in this report should be broadly correct for most people there are of course variations amongst individuals who have similar profiles. Your values and priorities in particular will play an important role in influencing the way in which your personality characteristics, as discussed in this report, will find expression in your day-to-day behaviour.