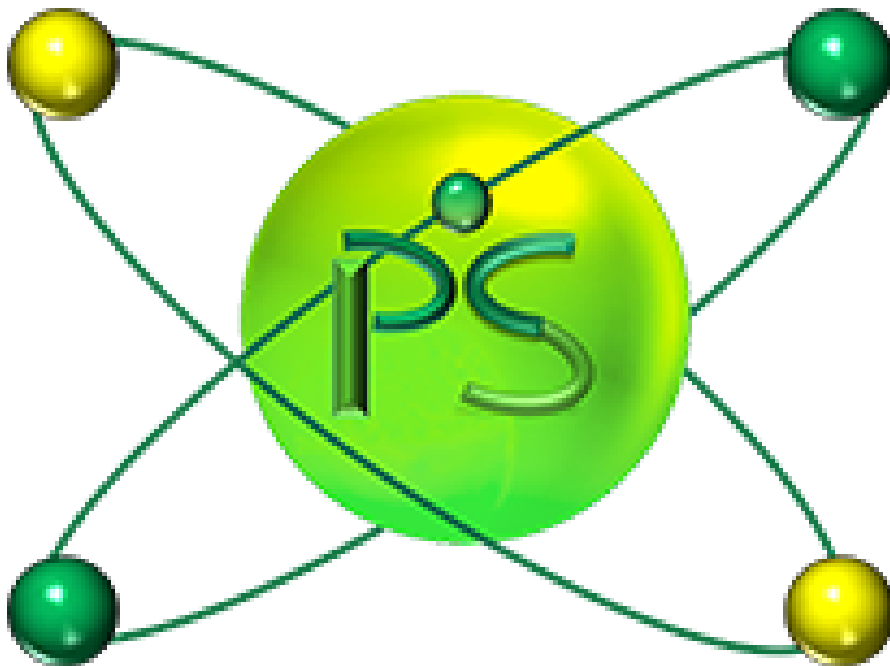


# Career Development Report



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# Introduction

Psychometric assessment provides valuable information often not available through other processes. However, assessments are not intended to replace other sources of information available on an individual. When used for job selection, as with interview impressions, such information should be verified through other avenues such as referee reports, and should never stand alone.

When used for career development, this report is intended to assist the individual to identify and reflect on areas of strength and potential development opportunities. However, since human beings are very complex, the results of this report should not be viewed as fully comprehensive or describing the totality of the person as there are many facets to an individual

## Assessment Components

The activities used to gather data for this report were as follows:

Activity	Description
Personality Assessment	An online personality inventory which describes, among other things, your interpersonal, emotional and work preferences, achievement drive, thinking and decision making style.
Values & Motivators	Describes key features of your personal value system as it applies to careers and work. Specifically, it assesses how important dimensions such as justice, team & social responsibility, integrity, safety, creativity and a desire to learn, are in satisfying you within a work context.
Emotional Ability (Social Perceptiveness)	This test examines your ability to read emotion in others, also known as social perceptiveness. It looks at your capacity to identify emotions such as anger, sadness, disgust, surprise, fear and happiness, including your ability to read micro expressions or briefly expressed emotions.
Cognitive Ability	A timed abstract reasoning test that measures the ability to think laterally and solve complex and novel problems. It is unique in its content, as it is independent of language and educational barriers.

# Personality Assessment

## Your Results



### Description of Results :

You are likely to be less calm and relaxed than most people and you may be inclined to dwell on things that have gone wrong. Although you can 'switch off' from your concerns and pressures to some extent, you also described yourself as someone who is reasonably concerned or prone to worry how things will work out.

### High Scores

The upside to higher levels of anxiety is that those people are likely to be the first person to recognise trouble given their very strong focus on things that could go wrong and on other unforeseen circumstances. In this regard they are like the "canary in the coal mine", attuned to threats in their environment and ready to warn others of imminent danger.

### Low Scores

Those with a laid-back demeanour may not always recognise subtle threats and dangers in their environments. As individuals who are relaxed and calm they may not always anticipate things going wrong and may sometimes be taken by surprise or off-guard when things take an unexpected turn for the worst.



### Description of Results :

You are likely to be more prone to become angry, frustrated or resentful than most people. On an occasion when you do become angry, you will probably take a little less time than others to get there, and it may be somewhat easier for others to 'push your buttons'.

### High Scores

If your result here was in the higher range, then a potential upside is that you are likely to quickly address injustice or when others 'step over the line' as your anger will likely move you to do this. Similarly, experiencing this emotion frequently, can motivate you to challenge against personal goals that have been blocked.

### Low Scores

Although there are obvious benefits to a low result here, it can also mean that it takes a lot to get 'fired up' or 'stirred up' which may be interpreted by others as an absence of passion. It could also translate to not feeling strongly where there is injustice, inequality or a lack of fair play.

# Values And Motivators

## Your Results

*Weak  
Value*

*Strong  
Value*

Appreciation Of Beauty 

### Description of Results :

Beauty is moderately important to you as a personal value. You enjoy to a relative degree, and place an average amount of importance on, a world filled with physical and interpersonal beauty - where people do good deeds and display positive personal qualities.

*Weak  
Value*

*Strong  
Value*

Capacity for Love 

### Description of Results :

You have a reasonable capacity for love in your life and derive a fair level of satisfaction and enjoyment being in environments which could be described as loving, nurturing and caring.

*Weak  
Value*

*Strong  
Value*

Team and Social  
Responsibility 

### Description of Results :

You value teamwork to some degree and should enjoy to some extent, the chance to work in an environment where a consensus and group approach is taken. You also likely place an average amount of value on making a contribution to society and being a good citizen.

# Cognitive Ability

## Overview

The timed online cognitive ability assessment you completed was a test of your abstract reasoning ability. This aspect of intelligence is one of the best measures of general mental ability or general intelligence, and provides a good indication of how well you can solve problems in novel or unfamiliar situations.

Abstract reasoning ability measures are also one of the fairest ways to assess intelligence as they are non-verbal and independent of educational background or experience. These types of assessment provide insight into how well we recognise patterns in information and how successfully we can work out the rules that influence these patterns.

As such they also provide a good indication of how quickly we can learn new things.

## Your Results

*Low*

*High*

**Cognitive Ability**



### Description of Results :

Your result for the cognitive ability measure indicates that you will display a very high level of ability in understanding incomplete information and solving novel problems by creating solutions from first principles. You can learn new concepts quickly and solve problems which are outside of your prior experience or acquired knowledge. This ability is particularly relevant for roles where critical components of the job include dealing with new concepts and approaches, building strategies, and resolving problems which you have not encountered before.

# Emotional Ability – Social Perceptiveness

## Overview

The online emotional ability assessment you completed was a test of your emotional ability or social perceptiveness. This aspect of emotional intelligence provides information on how well you can 'read' people through their facial expressions to gauge their likely emotional state. This ability is useful in situations where getting an accurate 'read' on the emotions in a situation is important, such as evaluating or monitoring someone's emotional reactions to changes in their work environment, or determining people's feelings during negotiations.

Some fascinating research conducted by the Center for Collective Intelligence at MIT and published in the eminent journal Science, suggests that one of the most important factors in predicting how smart groups are, is social perceptiveness which includes the ability of group members to read other people's faces and recognise the emotions they express – these results were found to be significant for teams working in close proximity, at greater distances, and in virtual team environments.

The emotional ability test you completed uses the seminal methodology and stimulus materials developed by the pioneer in the field of facial expression of emotion – Dr Paul Ekman. These stimuli have been refined and calibrated using some of the most sophisticated biometrics and emotion recognition software in the world.

## Your Results

*Low*

*High*

**Emotional Ability** 

### Description of Results :

You are likely to 'read' people very well and assess their likely emotional state with a high degree of accuracy. This capacity is one of the cornerstones of emotional intelligence as it helps us to empathise with others because we can identify how they are feeling. It also underpins good emotional management and regulation, as we can select strategies that effectively manage moods and feelings only once we have correctly gauged which emotions we are dealing with.

# Notes

## Your Key Strengths

What do you consider to be your most significant strengths?

**Personality:**

**Values & Motivators:**

**Cognitive Ability:**

**Emotional Ability:**

## Leveraging Your Strengths

What can you do to get the most from these areas of strength?

What opportunities do you have to apply these strengths more often in your work and life?

## Your Development Areas

What do these strengths suggest about your current and future career and life directions?

What areas could you improve on?

How can you improve in these areas – Do you need to improve?