

# Indicate**Executive**

A psychometric assessment tool

A report for

**Miss Test**

20 August 2017

## Introduction

This is an individual report generated from the responses you gave on *Indicate Executive*. The report looks at how you deal with the world and other people. It does not measure your skills, but reflects the value you place on certain ways of behaving and your comfort in acting in that way.

The particular responses you made are plotted and combined on a number of scales to produce your individual profile. Human Beings are complicated and we use the behaviours described in the profile to a stronger or lesser degree depending on how comfortable we are with using them.

From the responses you gave when you completed the questionnaire, the profile generated indicates degrees of behaviour relative to the average displayed by others completing this assessment.

The report focuses on 9 general personality traits, each consisting of a sub group of behaviours - a total of 33 areas. It provides an overview of how you indicated you will behave within these categories and how this will apply to the work environment.

When you read your report, please remember there is no right or wrong. Please also be aware of the important information detailed at the end of this report.

## Result Tables

The tables below detail your results in each category. For interpretation, only scores of 1, 2 and 3 as well as 8, 9 and 10 give a clear indication of your position on the scale concerned. High numbers are not necessarily indicative of "good" characteristics, and there are no right or wrong scores.

Influence	Low score (1 - 3)	1	2	3	4	5	6	7	8	9	10	High score (8 - 10)
Persuasive	Rarely pressures others to change their views, dislikes selling, less comfortable using negotiation								o			Enjoys selling, comfortable using negotiation, likes to change other people's views
Controlling	Happy to let others take charge, dislikes telling people what to do, unlikely to take the lead									o		Likes to be in charge, takes the lead, tells others what to do, takes control
Outspoken	Holds back from criticising others, may not express own views, unprepared to put forward own opinions							o				Freely expresses opinions, makes disagreement clear, prepared to criticise others
Independent Minded	Accepts majority decisions, prepared to follow the consensus										o	Prefers to follow own approach, prepared to disregard majority decisions

Sociability	Low score (1 - 3)	1	2	3	4	5	6	7	8	9	10	High score (8 - 10)
Outgoing	Quiet and reserved in groups, dislikes being centre of attention						o					Lively and animated in groups, talkative, enjoys attention
Affiliative	Comfortable spending time away from people, values time spent alone, seldom misses the company of others						o					Enjoys others' company, likes to be around people, can miss the company of others
Socially Confident	Feels more comfortable in less formal situations, can feel awkward when first meeting people							o				Feels comfortable when first meeting people, at ease in formal situations

Empathy	Low score (1 - 3)	1	2	3	4	5	6	7	8	9	10	High score (8 - 10)
Modest	Makes strengths and achievements known, talks about personal success			o								Dislikes discussing achievements, keeps quiet about personal success
Democratic	Prepared to make decisions without consultation, prefers to make decisions alone			o								Consults widely, involves others in decision making, less likely to make decisions alone
Caring	Selective with sympathy and support, remains detached from others' personal problems								o			Sympathetic and considerate towards others, helpful and supportive, gets involved in others' problems

Analysis	Low score (1 - 3)	1	2	3	4	5	6	7	8	9	10	High score (8 - 10)
Data Rational	Prefers dealing with opinions and feelings rather than facts and figures, likely to avoid using statistics		o									Likes working with numbers, enjoys analysing statistical information, bases decisions on facts and figures
Evaluative	Does not focus on potential limitations, dislikes critically analysing information, rarely looks for errors or mistakes									o		Critically evaluates information, looks for potential limitations, focuses upon errors
Behavioural	Does not question the reasons for people's behaviour, tends not to analyse people										o	Tries to understand motives and behaviour, enjoys analysing people

Creativity & Change	Low score (1 - 3)	1	2	3	4	5	6	7	8	9	10	High score (8 - 10)
Conventional	Favours changes to work methods, prefers new approaches, less conventional	o										Prefers well established methods, favours a more conventional approach
Conceptual	Prefers to deal with practical rather than theoretical issues, dislikes dealing with abstract concepts										o	Interested in theories, enjoys discussing abstract concepts
Innovative	More likely to build on than generate ideas, less inclined to be creative and inventive									o		Generates new ideas, enjoys being creative, thinks of original solutions
Variety Seeking	Prefers routine, is prepared to do repetitive work, does not seek variety										o	Prefers variety, tries out new things, likes changes to regular routine, can become bored by repetitive work
Adaptable	Behaves consistently across situations, unlikely to behave differently with different people							o				Changes behaviour to suit the situation, adapts approach to different people

Structure	Low score (1 - 3)	1	2	3	4	5	6	7	8	9	10	High score (8 - 10)
Forward Thinking	More likely to focus upon immediate than long-term issues, less likely to take a strategic perspective									o		Takes a long-term view, sets goals for the future, more likely to take a strategic perspective
Detail Conscious	Unlikely to become preoccupied with detail, less organised and systematic, dislikes tasks involving detail		o									Focuses on detail, likes to be methodical, organised and systematic, may become preoccupied with detail
Conscientious	Sees deadlines as flexible, prepared to leave some tasks unfinished		o									Focuses on getting things finished, persists until the job is done
Rule Following	Not restricted by rules and procedures, prepared to break rules, tends to dislike bureaucracy	o										Follows rules and regulations, prefers clear guidelines, finds it difficult to break rules

Emotion	Low score (1 - 3)	1	2	3	4	5	6	7	8	9	10	High score (8 - 10)
Relaxed	Tends to feel tense, finds it difficult to relax, can find it hard to unwind after work							o				Finds it easy to relax, rarely feels tense, generally calm and untroubled
Worrying	Feels calm before important occasions, less affected by key events, free from worry	o										Feels nervous before important occasions, worries about things going wrong
Tough Minded	Sensitive, easily hurt by criticism, upset by unfair comments or insults								o			Not easily offended, can ignore insults, may be insensitive to personal criticism
Optimistic	Concerned about the future, expects things to go wrong, focuses on negative aspects of a situation									o		Expects things will come out well, looks to the positive aspects of a situation, has an optimistic view of the future
Trusting	Wary of others' intentions, finds it difficult to trust others, unlikely to be fooled by people									o		Trusts people, sees others as reliable and honest, believes what others say
Emotionally Controlled	Openly expresses feelings, finds it difficult to conceal feelings, displays emotion clearly	o										Can conceal feelings from others, rarely displays emotion

Dynamism	Low score (1 - 3)	1	2	3	4	5	6	7	8	9	10	High score (8 - 10)
Vigorous	Likes to take things at a steady pace, dislikes excessive work demands									o		Thrives on activity, likes to be busy, enjoys having a lot to do
Competitive	Dislikes competing with others, feels that taking part is more important than winning										o	Has a need to win, enjoys competitive activities, dislikes losing
Achieving	Sees career progression as less important, looks for achievable rather than highly ambitious targets										o	Ambitious and career-centred, likes to work to demanding goals and targets
Decisive	Tends to be cautious when making decisions, likes to take time to reach conclusions										o	Makes fast decisions, reaches conclusions quickly, less cautious

Social Desirability	Low score (1 - 3)	1	2	3	4	5	6	7	8	9	10	High score (8 - 10)
Social Desirability	Has been more self-critical in responses, is less concerned to make a good impression						o					Has been less self-critical in responses, is more concerned to make a good impression

On the previous charts the scores represent the following percentages:

A score of	1	2	3	4	5	6	7	8	9	10	is obtained
By about	2.3	4.4	9.2	15.0	19.1	19.1	15.0	9.2	4.4	2.3	% of the population

## Report for MISS TEST

### Influence

You are likely to feel that you can get other people to do things by presenting a strong case and you like to 'sell' your ideas. Others may perceive that you are pressurising them.

Typically you will take the lead as you like to be in charge, directing and managing others.

Sometimes you may come across as domineering.

Your responses indicate that you are someone who will express your opinion and who is not afraid to make disagreement clear; you are prepared to criticise others from time to time.

With a high preference for not being told what to do and for doing things in your own way, advice from authority figures is only likely to be taken if it confirms your own approach. You will question and may ignore majority decisions.

### Sociability

You are quite lively and animated in groups, sometimes talkative, enjoying attention on occasions. As content to be with other people as you are to spending time alone, you have no strong preference.

At ease in most formal situations, you feel quite comfortable meeting people for the first time.

### Empathy

You have a tendency to make known your strengths and achievements and to tell others about personal success.

Preferring to make decisions alone, you are often prepared to make them without any consultation.

Sympathetic and considerate towards others, helpful and supportive, you often involve yourself in others' problems.

### Analysis

Someone who is most likely to analyse situations based on opinions and feelings rather than facts and figures, you will avoid using statistics where possible.

Critically evaluating information is your preference, looking for potential limitations and searching for errors.

Understanding motives and behaviour and analysing people are key drivers for you.

### Creativity & Change

Considering new approaches and work methods, and operating less conventionally, are very much your preference.

Abstract concepts and theories are of great interest to you; practical matters are of much less interest.

Spending time on generating new ideas, being creative and thinking of original solutions is very important to you.

Easily bored by repetitive work you show a very strong preference for variety, trying out new things

and changes to regular routine.

You will, more often than not, change your behaviour and approach to suit differing situations and people.

## Structure

Placing high importance on taking a long term view and thinking strategically, you set goals for the future.

Showing very little preference for being organised and systematic, you dislike tasks involving detail. You see deadlines as flexible, and will be prepared to leave some tasks unfinished.

Not at all restricted by regulations and procedures, you will break rules and have a real dislike of bureaucracy.

## Emotion

Normally finding it easy to relax, you do not often feel tense and have a tendency to be generally calm and untroubled.

You always feel calm before important occasions, are not affected by key events, and you are free from worry.

You are not easily offended, and can ignore insults. You are likely to be insensitive to personal criticism.

Expecting that things will turn out well, you readily identify the positive aspects of a situation, and have a very optimistic view of the future.

You have a very trusting manner, seeing others as reliable and honest, and believing what they say. You believe in openly expressing feelings and do not hold back on displaying emotion.

## Dynamism

Thriving on being active, you really enjoy having lots to do and being busy.

Fired up by competitive activities, you play to win and dislike losing.

You are ambitious and career-centred, and you value working to demanding goals and targets.

Not at all cautious, you make fast decisions and reach conclusions very quickly.

## Social Desirability

You have been neither self-critical nor seeking to make a good impression in your responses.

Thank you for completing this assessment. We hope that you have enjoyed reading your report and finding out a little more about yourself.

You may now wish to use this information to inform a personal training and development plan, perhaps using a confidential sounding board such as a Mentor or Executive Coach.

Best Wishes,

The Sereniti Team

## ***Important Information***

This report gives a number of outcome scores against a range of indicators showing how the individual responded to and evaluated themselves in a psychometric questionnaire developed with a base line understanding of the psychological and behavioural characteristics of workplace behaviour.

It has been produced with every care and in good faith, and should be read as indicative of certain trends in attitudes at the time of the assessment. Personality profiles may change over time and so this report should not be referred to after two years.

No liability can be accepted by the interpreter or by Sereniti Ltd.

The report gives a full interpretation from the questionnaire and the results are kept in accordance with Data Protection legislation. You may ask to see the data, but it will not be as meaningful as this report.

If you have any questions about this report or about other Sereniti products please contact:

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