



Personality Profile and Narrative

Sample Example 10 January 2021

This report summarises the **21** most important personality traits which impact performance at work, as identified by GFB. It provides summary scores along with a narrative explanation of how these traits may be demonstrated.

Scores have been broken down into **3** key areas:

- Self-Presentation and Sociability
- Thinking and Operational Style
- Emotional Adjustment

A Response Auditor is also included which provides a score on an individual's rating consistency.

When examining scores, it is important to remember that high scores are not necessarily better, and low scores are not necessarily worse. This report provides useful insights for both recruitment and development settings. It is recommended that the results of this report should be reviewed in relation to the individual's current or future role.

When considering the results of this personality questionnaire, it is important to note that the responses given are the individuals own view and represent the way they see their own behaviour, rather than how their personality might be described by another person. The accuracy of this report depends on their frankness and the honesty with which they completed the questionnaire, as well as their level of self-awareness. Personality has been shown to be fairly static over time, unless an individual has experienced a significant life change and research indicates that the shelf-life of the information contained in this report is typically **24** months.

Self-Presentation and Sociability

Has a preference to work alone in a more independent style

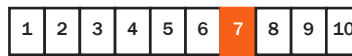
Interactive



Prefers to work in a team environment and has a vast network of contacts

Likes to follow others, takes a gentle approach in negotiations

Assertive



Enjoys taking the lead and responsibility. Confident and tough in negotiations

Tends to feel anxious in social settings when meeting new individuals

Socially Confident



Enjoys meeting new people, feels comfortable in social settings

Remains removed from others problems

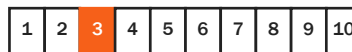
Supportive



Gets involved in others problems and supports them in their issues

Likes to consult with others before making a decision

Autonomous



Likes to make their own decisions without always seeking others views

May not trust others motives or ideas. May appear cynical

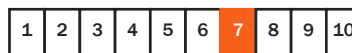
Trusting



Trusts others and believes in them quickly. May be easy to manipulate

Keeps their opinions to themselves and doesn't always feel comfortable expressing them to others

Disclosure



Comfortable expressing and making their own opinions known to others

Thinking and Operational Style

Uses past experience and intuition when problem solving

Logical



More analytical in their approach preferring quantitative information

Focuses on practicalities and how things will work at the operation level

Abstract



Big picture thinker interested in theories and models that can be used

Likes using methods that are known to work and build on these

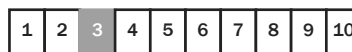
Inventive



Likes to generate new ideas and find original solutions

Less structured and more spontaneous, may overlook detail

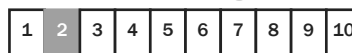
Structured



Likes to be organised and efficient in their planning, very focused on detail

Sees rules as guidelines which can be bent and deadlines as flexible

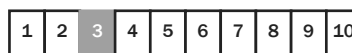
Conforming



Rigidly follows rules and guidelines, will seek to meet all deadlines

Has a relaxed approach to completion of tasks, meeting timescales and finishing work to a high standard

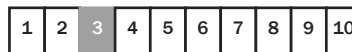
Perfectionism



Will persevere to complete all task on time and to the required standard. May struggle to multitask

Prefers to take a less conventional approach and finds new ways of working

Established



Likes to use well established and more traditional methods

Emotional Adjustment

Understands the effects of stress, shows their emotion, sensitive to criticism

Composure



Able to deal with stressful situations and keep their emotions in check, thick-skinned

Take a while to overcome failure but can accept blame, realistic viewpoint

Optimistic

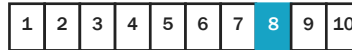


Takes a positive stance and deals well with failure, may not accept blame, optimist

Emotional Adjustment (continued) ...

Likes to have a stable and reliable work setting, may find change challenging

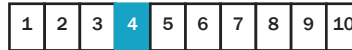
Adaptable



Enjoys new challenges and variety in their daily work life, deals well with change

Prefers a steady pace of work, doesn't want an excessive workload

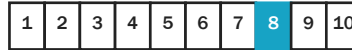
Activity Seeking



Likes to be kept busy and thrives on having lots of work to do

Takes time making decisions, are cautious and prefer to have all the facts

Decisive



Comfortable making high risk decisions at pace, even if they don't have all the information

Prefers easier to achieve goals is not and doesn't like to compete against others

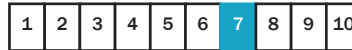
Determined/Competitive



Likes to win and enjoys striving to meet hard to reach targets

Care about what others think. May be very sensitive to others comments and remarks

Toughness

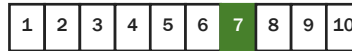


Unlikely to take offence, may not take feedback on board. Can be insensitive

Response Auditor

Inconsistent when answering questions relating to similar themes

Rating Consistency



Clear and consistent when answering questions

GFB Personality - Self Presentation

Sample has little desire to get close to others, preferring to work in isolation and independent of other people.

Sample enjoys influencing others around to their way of thinking in all aspects of selling, negotiating and debating. Their style is not too assertive so it is unlikely that others will perceive them as being overly domineering. Sample is confident in their ability to persuade and sell to others by presenting a convincing rationale.

Sample has a reasonable degree of confidence and takes social events and meeting new people in their stride building relationships with a wide range of people.

Sample's responses indicate their tendency to be reasonably sympathetic to others problems and are happy to support others when it is needed.

When making decisions Sample is unlikely to feel the need to find out others opinion on matters and will solely make the final decision. Sample is confident in making decisions in isolation without needing to get other individuals involved. Others may perceive Sample as someone who is not a good listener.

Sample is likely to believe that most individuals are honest and trustworthy, having enough scepticism to not be easily manipulated.

Sample is comfortable to make their opinions known to others even if these are controversial issues or Sample faces opposition from others. Sample is comfortable to voice their concerns and criticisms.

GFB Personality - Operational Style

Sample does not have a particular preference for using statistics or past experience during tasks. Their thinking style is balanced between intuition and analysis and will use both to help inform them when problem solving.

Sample is reasonably at ease with theories, concepts and ideas which helps them to contribute to complex issues but also maintaining the need to consider the practical applications of the issue.

Sample is quite an innovative person with a good ability to come up with new ideas and ways of doing things. Their creativity seems well balanced and is probably well anchored in reality.

When it comes to tasks Sample is more sporadic than systematic in their approach, instead more likely to complete tasks that are of the most interest to them. is not very detail conscious and gives less focus to this, others may see them as very flexible but disorganised.

Sample sees rules and regulations as pliable and more as guidelines to follow, rather than rules that must be strictly adhered to. Sample is happy to break rules especially when Sample feels the rules are inefficient or overly administrative.

Sample has a relaxed approach when completing tasks, prepared to leave a few loose ends if the foundation of the task is done well. When it comes to deadlines their approach is to be flexible and feels that some timescales will slip.

Sample prefers to take less conventional approaches, that are radical and unorthodox. Comfortable in rejecting the traditional method to find a new way to approach tasks.

GFB Personality - Emotional Adjustment

Sample is reasonably composed when it comes to moderate levels of stress. At times of stress Sample may feel some tension but is generally able to relax and cope with the pressures at work.

Sample has a fair degree of emotional resilience adopting a realistic positive outlook which will help them to deal with most setbacks.

Sample enjoys being given new challenges and wants to have lots of variety in their daily work life. For them change is seen as an opportunity to try new things, be challenged and stimulate them. Sample prefers a varied environment and is suited to an ever changing work environment.

Sample prefers a steady pace of work with adequate time to complete the task and may struggle if overloaded with work. Being given an excessive workload with a short time demand will make them feel uncomfortable.

Sample is comfortable making high risk decisions and considering the options swiftly. Sample is prepared to take risks and not spend too long deliberating the options when action needs to be taken.

Challenge and achievement are motivators for Sample their ambitious drive in their career suggests their need to excel and win at every challenge. For them having hard to reach targets is a great motivator and Sample will work long and hard to achieve their targets, though this could be at the detriment of their personal life.

Sample is unlikely to take offence when given criticism, however, their thick skin could mean not all feedback given to them is taken on board. Sample is unconcerned what others think of them allowing them to remain calm when given criticism.

GFB Personality - Response Audit

When responding Sample was very consistent when answering questions covering similar themes, was well motivated and had no difficulty understanding the questionnaire.