



Personality Profile and Narrative

Anne Example
15 March 2016

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



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

Likes to follow others, takes a gentle approach in negotiations



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

Tends to feel anxious in social settings when meeting new individuals



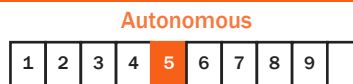
Enjoys meeting new people, feels comfortable in social settings

Remains removed from others problems



Gets involved in others problems and supports them in their issues

Likes to consult with others before making a decision



Likes to make their own decisions without always seeking others views

May not trust others motives or ideas. May appear cynical



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

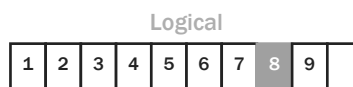
Keeps their opinions to themselves and doesn't always feel comfortable expressing them to others



Comfortable expressing and making their own opinions known to others

Thinking and Operational Style

Uses past experience and intuition when problem solving



More analytical in their approach preferring quantitative information

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



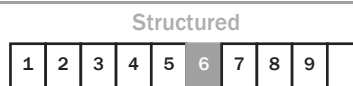
Big picture thinker interested in theories and models that can be used

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



Likes to generate new ideas and find original solutions

Less structured and more spontaneous, may overlook detail



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



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



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

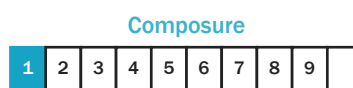
Prefers to take a less conventional approach and finds new ways of working



Likes to use well established and more traditional methods

Emotional Adjustment

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



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



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

1	2	3	4	5	6	7	8	9
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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

1	2	3	4	5	6	7	8	9
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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

1	2	3	4	5	6	7	8	9
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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

1	2	3	4	5	6	7	8	9
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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

1	2	3	4	5	6	7	8	9
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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

1	2	3	4	5	6	7	8	9
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Clear and consistent when answering questions

GFB Personality - Self Presentation

Anne has no particular preference and is happy to work in a team or independently. It is likely that Anne has a reasonable network of relevant contacts.

Anne will feel uncomfortable persuading and forcing their point of view on to others, preferring to be perceived as not too forceful and giving others time to decide upon their own position. Anne may also struggle with tough negotiations, sales pitches and debate and may be perceived by others as having little influence or impact.

Formal social situations may cause some anxiety for Anne causing them to feel anxious and nervous meeting people for the first time and shying away from making new acquaintances. Their network of contacts may be limited to close friends and contacts.

Anne is genuinely interested in the welfare of others, sympathetic to those who have personal problems and making allowances where necessary. Anne enjoys being helpful towards others and encouraging and developing their team is a strong preference.

Anne is likely to see the benefit of involving others and will do so when relevant to encourage contributions on certain issues. However Anne will see for other issues this is not viable and instead it requires an autocratic decision.

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

Anne may struggle to make their opinion known and would rather stay quiet especially if their opinion could be controversial.

GFB Personality - Operational Style

When problem solving Anne prefers to use quantifiable information to form their decision. Anne is very comfortable working with statistics, data and graphs, if this information is not available then Anne may struggle or feel less comfortable.

Anne is comfortable discussing and understanding abstract concepts and theories behind why things are done and enjoys applying these to current issues. Anne considers themselves a thinker who is intellectually curious and can use this theoretical reasoning to support their problem solving approach.

Anne 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.

Anne is balanced in their approach between being efficient, organised and practical and flexible. Their level of attention to detail is average and are generally concerned.

Anne sees rules and regulations as pliable and more as guidelines to follow, rather than rules that must be strictly adhered to. Anne is likely to bend rules especially when Anne feels the rules are inefficient.

Anne 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.

Anne has no particular preference when it comes to using new or existing approaches and will consider the situation in hand to decide the best method to use.

GFB Personality - Emotional Adjustment

Anne understands the effects of stress on them and may show their emotions in stressful situations. It may take them longer to calm down in stressful situations, their constant tension in stressful situations could effect their performance.

Anne will take a while to overcome failure and is inclined to focus on the negative side of the situation, though also accepting the blame. Anne may tend to anticipate the worst, allowing themselves to be prepared if this situation occurs.

Anne 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. Anne prefers a varied environment and is suited to an ever changing work environment.

Anne 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.

Anne takes time when it comes to making important decisions, weighing up the pros and cons and ensuring all the relevant information is available to them. Anne does not like to take risks and is cautious in high risk situations, this can at times lead to inaction if the risk is too great or the situation is ambiguous.

Anne prefers easier to achieve goals and targets that are realistic, it is likely Anne will avoid or feel uncomfortable in competitive situations. Career progression is not their highest priority instead wanting to focus time on their pursuits outside of work.

Anne can be sensitive to others comments and remarks and care what others think of them. Their concern of what others say implies that Anne will take stock of any criticism aimed at them, a fear of criticism could also motivate them to do well or cause them to be too scared to act.

GFB Personality - Response Audit

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