



Profile: **Match2**

Feedback Report

by Psychological Consultancy Ltd.

COMPANY NAME: Job Title

Sofie Sample

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Profile:Match2

Sofie Sample

Introduction

You recently completed a Profile:Match2™ 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.

Your pattern of item responses is particularly unusual and may be due to careless or inattentive responding. You should bear this in mind when interpreting this report.



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Your personality profile

		STENS											
SCALE		LOW MEANING	1	2	3	4	5	6	7	8	9	10	HIGH MEANING
ADJUSTMENT	SELF-ESTEEM	Self-conscious Self-critical Worrying							7				High self-esteem Upbeat Optimistic
	COMPOSURE	Passionate Moody Irritable										10	Composed Serene Unflustered
EXTRAVERSION	SOCIABILITY	Shy Socially reticent Reserved							7				Outgoing Talkative Gregarious
	ASSERTIVENESS	Easy going Not goal focused Not status conscious		2									Competitive Energetic Keen to take charge
AGREEABILITY	SENSITIVITY	Task focused Aloof Insensitive			3								Sympathetic Warm Approachable
	ACCOMMODATION	Independent Forthright Uncompromising										9	Eager to please Amenable Acquiescent
CONSCIENTIOUSNESS	COMPLIANCE	Impulsive Challenging Unconventional				4							Conforming Risk averse Rule abiding
	PERFECTIONISTIC	Flexible Unsystematic Impatient with detail			3								Attentive to detail Organised Thorough
OPENNESS	IMAGINATIVE	Practical Not easily bored Unadventurous						6					Curious Analytical Big picture perspective
	STUDIOUS	Learn from experience Tolerant of others' mistakes Resistant to being taught									8		Knowledgeable Informed Prepared



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Your personality profile
how you are likely to come across to others

Because you are rarely very sure of yourself or of your opinions you are likely to be quite uncomfortable putting your own ideas or views forward. However well you actually cope in situations where you need to make an impression, you probably feel anxious, self-conscious and apprehensive. People with similar profiles are likely to feel vulnerable and fearful of publicly having to express their views. At times, their fear of being embarrassed or making fools of themselves may interfere with their performance.

You are likely to be unusually calm and undisturbed by events. You may be so unreactive and placid that you seem unconcerned or insensitive - especially in dealing with people problems. You may be surprised by some people's lack of resilience and fail to appreciate their need for support. Your first impulse is more likely to be to offer a reasoned action plan, than an empathic supportive ear.

You describe yourself as being quite talkative and gregarious. You appear to enjoy the limelight and may even be somewhat exhibitionistic. You seem to be an outgoing and spontaneous person who enjoys meeting new people. For this reason, you probably prefer not to work by yourself. These qualities could be useful for jobs where the quantity of social interaction with others is important. However, they could potentially prove a disadvantage in jobs that provide little opportunity for contact with others, or where social interaction would actually interfere with the levels of concentration and vigilance demanded by the job.

Your scores suggest that you will be uncompetitive, leisurely and easygoing. You are likely to have modest aspirations and may be difficult to motivate or to enthuse about new projects other than those you have a particular interest in already. Such people's careers tend to drift according to opportunities that present themselves, rather than to follow a considered plan.

Because you are likely to be more preoccupied with your work than with your colleagues you may have a tendency to overlook people concerns. These characteristics mean that you are unlikely to appear very approachable on first acquaintance and may seem tough-minded or even disdainful. People with similar profiles are described as unsentimental and may seem indifferent to the needs or sensibilities of others, perhaps expecting that individuals should resolve their own problems without turning to others for help. You may be irritated by others' shortcomings and seem unsympathetic. Other than with your superiors or people that you know well, you are unlikely to devote much time to listening to the concerns of others unless you have a specific reason for doing so.

You seem very averse to conflict or confrontation. Your priority is likely to be to reach a consensus on any issues and to maintain positive relationships with others. You are likely to be concerned about what others think of you and to view your popularity as an important aspect of your influence. You will probably tend to canvas other people's opinions and consult widely about difficult issues. Such people can have difficulty deciding about the best course of action, being reluctant to impose decisions that would be unpopular with some elements.

You may be quite spontaneous, impulsive and unrestrained. You are probably something of a free spirit, fairly individualistic and, at times, a non-conformist. There may be times when you challenge convention and you probably prefer situations where there are few restraints on your behaviour. You will have a preference for doing things in your own way and you may feel somewhat uncomfortable in more conventional or traditional settings. Finding expression for your individual style is likely to be more important to you than following the organisation's rules and procedures.

You may be more unstructured in your approach to your work than most people, probably preferring to focus on the wider implications rather than on the detail of a project. You may at times display a reluctance or lack of vigilance about meeting required standards but you are also likely to possess a fairly high degree of openness to different and new ways of doing things. You may, on occasion, be fairly easily distracted, perhaps even careless at times, finding it difficult to motivate yourself to engage in the fine points of an assignment.

With regard to interests and your general approach to life, the indications are that you have a normal degree of imagination and



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Your personality profile (continued)

curiosity. You have as much interest in learning new things as most other people. You probably have some interests and hobbies, but others may regard you as having a practical rather than a reflective turn of mind. Although you may tend to be somewhat wary of new ideas and are generally practical in your outlook, this may be balanced by a degree of imaginativeness and originality. However, you are unlikely to find particular fascination in purely speculative questions.

You will probably place a high value on education and have some respect for knowledge. You are likely to make some of your decisions about restaurants, films, books and other purchases, on the basis of reviews or internet research. People with profiles like yours have fairly wide interests and tend to keep up-to-date in their field. Their appreciation of education is likely to be reflected to some extent in their qualifications, their reading and other more studious self-development pursuits. These characteristics are usually associated with being the sort of person who generally likes to be prepared, to be well-informed, and to base their decisions more on knowledge than on gut feeling.

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.