

# risktype compass™

Personal Report



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**Sophie Sample**

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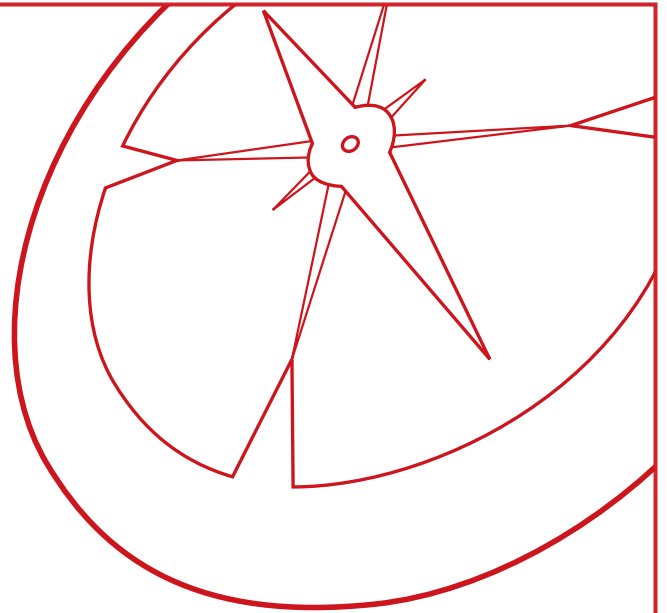
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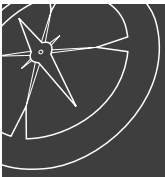
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# Introduction

## Understanding this Report

Risk is an inherent aspect of the human condition and most occupational roles involve risk in some way or another. The way that individuals respond to risk varies considerably. This Risk Type Compass® report has been designed to help you explore your predisposition to risk and your capacity to manage the risks involved in your environment.

Two key factors determine your approach to risk. Firstly, there are aspects of your natural temperament that will establish your general reaction to any kind of risk or uncertainty (Risk Type). Secondly, experience and personal circumstances will also influence your attitude towards different areas of risk (Risk Attitude). These two factors have been explored through your completion of the Risk Type Compass® questionnaire and everything from page four in this report is based on your responses to those questions.

### Risk Type

The Risk Type Compass® assessment places you in one of eight Risk Types. Your Risk Type reflects your temperament and natural disposition with regard to risk – to what extent you are, for example, naturally adventurous and optimistic as opposed to being cautious and anxious about uncertainty, or to what extent you plan things carefully or act on impulse. Risk Type is deeply rooted and will influence how much risk you are willing to take, how much uncertainty you can cope with and how you react when things go wrong.

### Risk Attitude

Risk Attitude is focused on the effects of life experience and your personal circumstances and how these also contribute to your risk taking behaviour. Risk Attitude may vary from situation to situation. For example, previous experience with sports might influence your willingness to take recreational risk, as would your age and general health. To give you a feel for how your capacity to deal with different kinds of risk has developed, this report highlights the variability in your Risk Attitude across five important areas of risk-taking.

### Risk Behaviour

Taken together, consideration of your Risk Type and Risk Attitude will guide you to a better understanding of your current appetite for risk and allow you to take this into account when discussing work place issues. The key to effective use of this report is to appreciate that Risk Type is deeply rooted and unlikely to change, whilst Risk Attitude will change as a consequence of experience and personal circumstances. This Risk Type Compass® report will give you the opportunity to review and reflect on your risk taking behaviour.





# Introduction

## Risk Type Definitions

### The Spectrum of Risk Types

Ranked according to risk comfort zone

**WARY:** Shrewd, vigilant, controlling

Ultra sensitive about vulnerability and exposure to risk in any situation, they are zealous about eliminating uncertainty and fervently seek to establish order and control events.

**INTENSE:** Apprehensive, risk aware, ardent

They invest enthusiastically in people and projects but are alert to the prospect of things going wrong. Feeling strongly about disappointment, they don't make the same mistake twice.

**PRUDENT:** Systematic, orthodox, detailed

Their primary concern is to establish clarity and order in objectives and processes. They adopt a systematic and methodical approach and seek to eliminate all ambiguity.

**EXCITABLE:** Enthusiastic, anxious, committed

Decisions are fueled by enthusiasm for exciting ideas and opportunities but tempered by sensitive risk antennae. They may wrestle over decisions but will go in deep once committed.

**THE AXIAL GROUP:** Balanced, proportionate, conventional

Conservative and equitable, their central position allows a uniquely balanced view and appreciation of the other Risk Type extremes; potentially a mediating influence in any group.

**DELIBERATE:** Analytical, investigative, calm, business-like

Calm, calculated and sure-footed, they are not easily unnerved, but they test the ground thoroughly and like to do things 'by the book'. They like to plan ahead and be well prepared.

**CAREFREE:** Audacious, curious, unconventional

They see opportunity before risk and relish the adrenaline of the on-the-fly decision making required in fast moving situations and at times of urgency or change.

**COMPOSED:** Calm, resilient, optimistic

Strangers to anxiety and dispassionate in their decision making, they deal well with stress and will be a steadying and reassuring influence through challenging times.

**ADVENTUROUS:** Intrepid, enterprising, undaunted

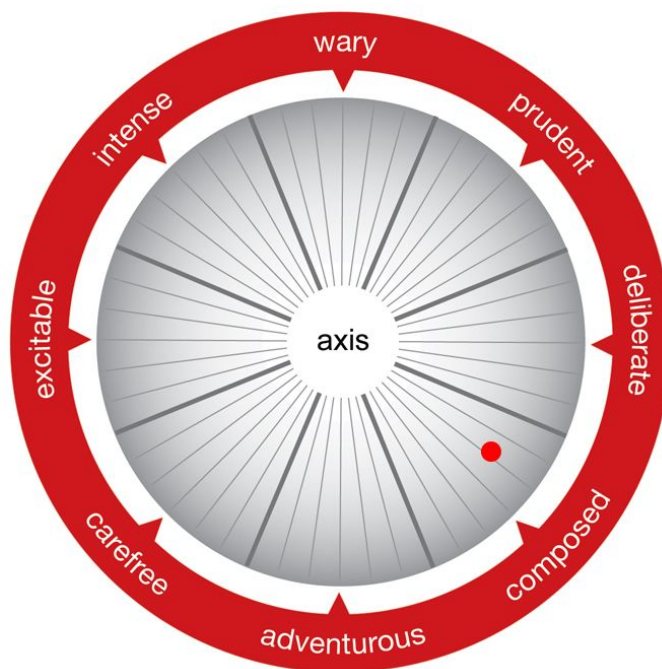
Fearless and confident, they enjoy the excitement of breaking new ground and reaching for ambitious objectives. They will be frustrated by resistance and keen to take things forward.

## Your Risk Type: Composed

At the root of this Risk Type is a high level of poise, self-belief, optimism and resilience. The most extreme examples are calm, unemotional and quite unflappable. Although others may be unsettled or close to panic, they remain steady and patient and rarely show signs of anxiety, an oasis of calm and seemingly almost oblivious to risk.

At a more general level, this type will always be relatively untroubled, and more even-tempered than most. They seem to take whatever life throws at them and maintain a positive outlook. Even when things go wrong, they don't dwell on regrets, harbour grudges or bear resentment. The Composed Type manages stress well, rides out any turbulence and stays on-task. Not reckless, but not averse to risk either, this type keeps their nerve and sees things through.

Risk Type descriptions are informed generalisations based on decades of personality research and experienced profile interpretation. While the essence of a type description will be accurate for the majority of those falling into that group, individuals will vary in particular details and in the degree to which type characteristics dominate their overall persona.



## How strongly do you reflect your Risk Type?

The marker (●) denotes which of the 8 Risk Types best fits your disposition towards risk. The nearer it is to the outside edge, the more accurate that type description will be for you. For those nearer the centre, their Risk Type will colour their disposition towards risk, but not so intensely. The Risk Type Compass® is a continuous spectrum, with each type sharing some characteristics with its neighbours and with facing types being opposites. This assessment identifies you as a **strong** example of the **Composed** Risk Type. **Your marker falls close to a type boundary**, so it will also be worth reading the neighbouring type description.

The following pages will help you to consider your fit with this Risk Type.

Any personality characteristic will have its advantages and its disadvantages, depending on the situation. What works for someone in one context may work against them in another. This page highlights some of the most common benefits and limitations associated with your position on the Risk Type Compass®. The bullet points below will be most characteristic of the more extreme Risk Types - those positioned nearest to the outer edge. Those closer to the Axis will be less influenced by these points. Those falling within the Axis centre circle will be neutral in respect of Risk Type characteristics but there will be particular benefits as well as disadvantages associated with this central position.

### Upside tendencies of this Risk Type

**The following points highlight the potential benefits for people of this Risk Type:**

- This type is likely to be calm and level-headed in situations that unsettle others
- They are able to remain effective and unperturbed when things go wrong
- Whatever happens, they are likely to remain composed, consistent and even-handed
- They are unlikely to dwell on their mistakes or past decisions that cannot be changed
- Such people tend to have confidence in their own ability
- They are likely to be up-beat and optimistic about the future
- People like this tend to be patient, purposeful and deliberate

### Downside tendencies of this Risk Type

**The following points highlight the potential disadvantages for people of this Risk Type:**

- This type can be so optimistic that they fail to evaluate or anticipate risk
- Certainty about their decisions may make them slow to pick up signs of difficulty
- Being so confident in their opinions, they may miss vital new information
- They can appear unaware of the level of risk associated with a proposal
- These people may ignore or dismiss negative feedback about their performance
- They can be so sure of themselves that they may seem self-important or arrogant
- Not much concerned about risk themselves, expectations of others may be unrealistic

The following may also help you to understand your position on the Risk Type Compass® :

## Opposite Type: Intense

At the root of this Risk Type is anxiety and worry about risk, people who expect the worst. This type is characterised by anxiety, strength of feeling and a tendency to become very involved at a personal level in things. Such people are highly-strung and alert to any risk or threat to their wellbeing. They invest a lot emotionally in their decisions and commitments and take it personally when things don't work out. Such people can therefore be very passionate about things but their mood can vary dramatically and today's enthusiastic endorsement can turn into tomorrow's critical rejection.

## Neighbouring Type: Deliberate

At the root of this Risk Type are high levels of calm self-confidence combined with caution. This Type tends to be unusually calm. In situations that would worry most people, they experience little anxiety and may seem almost too accepting of risk and uncertainty. However, any concerns about them being unaware of risk should be balanced by a desire to do things in a planned and systematic way. Because they are highly organised, compliant and like to be fully informed about what is going on, they are unlikely to walk into anything unprepared.

## Your most prominent characteristics:

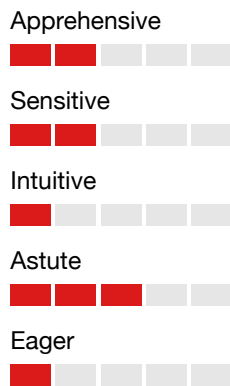
The following points identify the most distinct characteristics for you, as defined by your questionnaire responses. They may help you to moderate or elaborate your Risk Type description:

- You are likely to be a patient person who can accept that it may take time to achieve an objective.
- A focused and purposeful individual, you are clear about what you want to achieve.
- You are a quick-witted person who 'thinks on their feet' and is rarely lost for words.
- You are not easily fazed by events and will generally take things in your stride.
- You are even-tempered and have belief in your own worth.

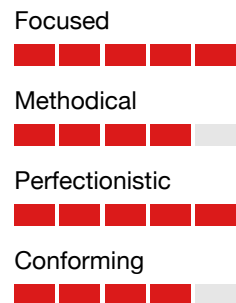
### Subtheme Analysis

RTC subthemes provide an additional level of interpretation of any RTC profile. Emphatic examples of a Risk Type are placed close to the outer edge of the compass. Closer to the Axis, it becomes increasingly likely that items from a wider range of subthemes will have been endorsed. This adds important detail to Risk Type interpretation. In the diagram, four groups of subthemes are positioned according to their influence on Risk Type designation. The number of 'bricks' indicates how you responded to items within each sub-theme.

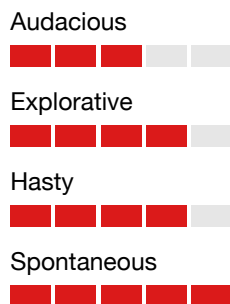
#### EMOTIONAL



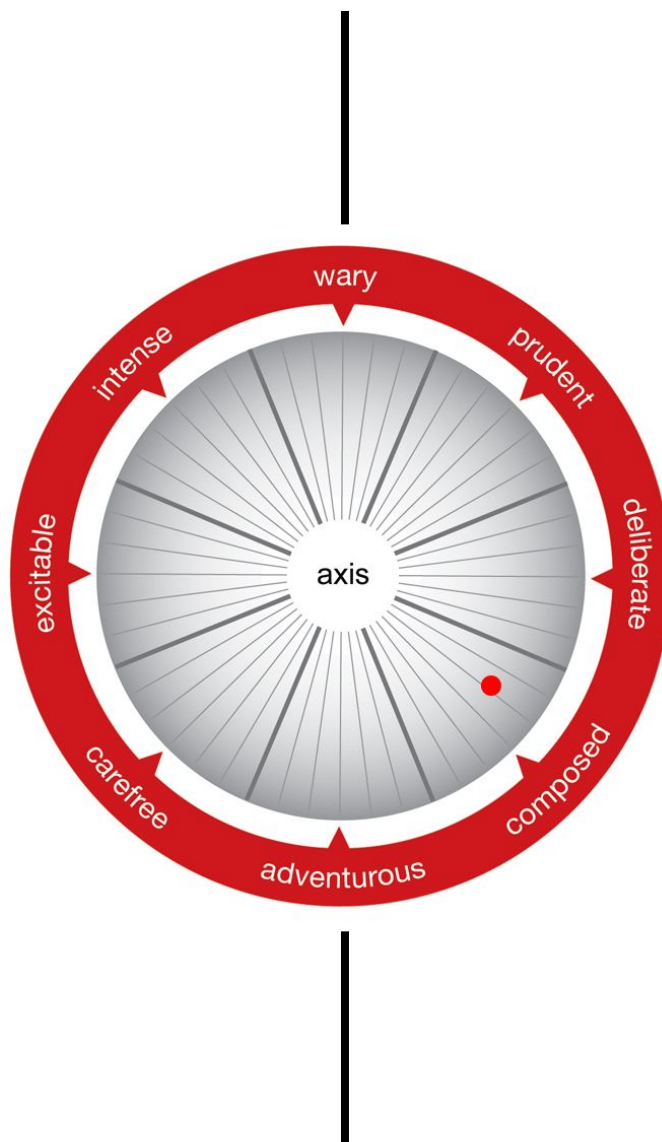
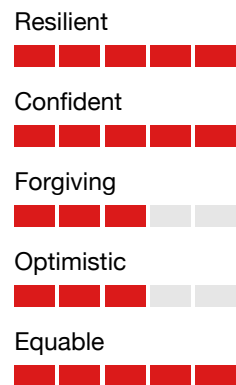
#### MEASURED



#### DARING



#### CALM



#### Important:

This analysis adds important detail and nuance to Risk Type interpretations. However, it is important not to over-interpret scores that are based on a small number of items. The primary role of subthemes is to contribute to Risk Type designation; this additional interpretation should be regarded as supplementary and qualitative.



## Subtheme Interpretation

### EMOTIONAL FACTOR

#### Apprehensive:

Tends to worry about things and to dwell on past misfortunes.

Sample item – *'I spend time thinking about past mistakes.'*

#### Sensitive:

Emotionally reactive and influenced by the emotions of others.

Sample item – *'I am easily influenced by my emotions.'*

#### Intuitive:

Inclined to make decisions based on feelings and intuition.

Sample item – *'I base my goals in life on inspiration, rather than logic.'*

#### Astute:

Doubtful of others and wary about their motives and intentions.

Sample item – *'I distrust people.'*

#### Eager:

Easily irritated by delays or interruptions that impede immediate intentions.

Sample item – *'I want quick results.'*

### DARING FACTOR

#### Audacious:

Welcomes change, actively seeks variety and new ventures.

Sample item – *'I am attracted by novelty and the unconventional.'*

#### Explorative:

Curious, seeks novelty, thrills and stimulation, enjoys experience for its own sake.

Sample item – *'I am willing to try anything once.'*

#### Hasty:

Pushes the limits, tries things on impulse, not always thinking them through.

Sample item – *'I have sometimes taken extreme risks.'*

#### Spontaneous:

Quick-witted, instinctive and makes decisions 'on the fly'.

Sample item – *'I am quick thinking.'*

### MEASURED FACTOR

#### Focused:

Purposeful, goal-driven and not easily deterred from objectives.

Sample item – *'I am not easily distracted from my objectives.'*

#### Methodical:

Plans ahead carefully adopting an organised and systematic approach.

Sample item – *'I always prepare things carefully.'*

#### Perfectionistic:

Meticulous, detailed, has exceptionally high standards.

Sample item – *'I like things to be 'just right.'*

#### Conforming:

Abides by rules, respects superiors and the status quo.

Sample item – *'I am always careful to stick to the rules.'*

### CALM FACTOR

#### Resilient:

Optimistic, tenacious, not easily discouraged, takes feedback positively.

Sample item – *'Nothing really throws me off balance.'*

#### Confident:

Self-assured, poised and projects an image of competence and positivity.

Sample item – *'I think highly of myself.'*

#### Forgiving:

Doesn't harbour resentment, gets over incidents and moves on quickly.

Sample item – *'I don't hold grudges.'*

#### Optimistic:

Displays an upbeat and positive mindset, turning problems into opportunities.

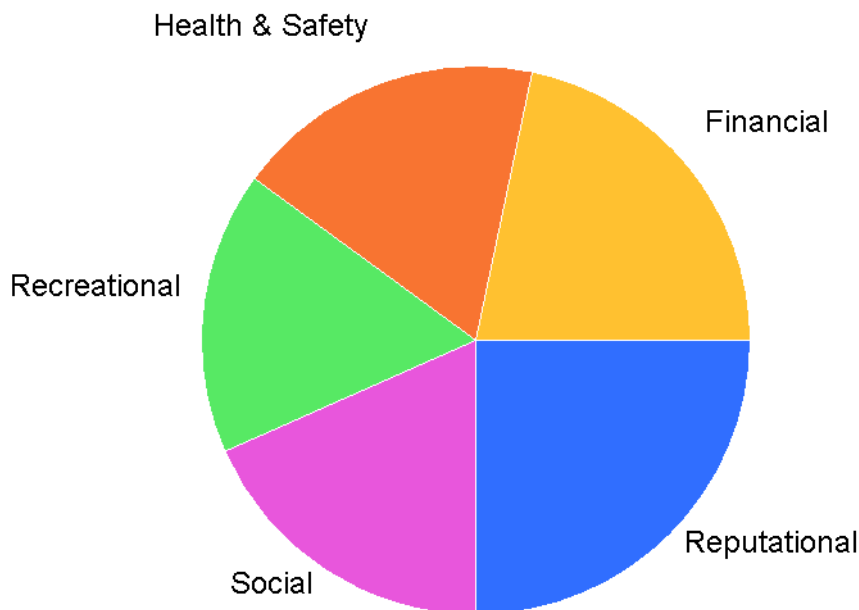
Sample item – *'Things usually work out alright in the end.'*

#### Equable:

Steady, level-headed, consistent and predictable in their mood.

Sample item – *'I experience very few emotional highs and lows.'*

**Risk Type** 'anchors' your natural risk disposition and that remains stable over time. **Risk Attitude** explains variations in your 'risk comfort zone'. These arise because exposure and experience increase awareness and reduce uncertainty. The size of the segments in the graphic represent your comfort with taking risks in that domain. Rather than comparing you to other people, this graphic is about your own preferences. Risk Attitude is something you can, and do, develop.



**Key:**

**Financial:** Confidence in making financial decisions and investment choices.

**Reputational:** Tolerant about behaviours that may offend others' sense of propriety.

**Social:** Comfortable opening conversations, being in the limelight and addressing groups.

**Recreational:** Readiness to pursue challenging and potentially dangerous activities.

**Health & Safety:** Inattentive to matters that may impact on health or wellbeing.

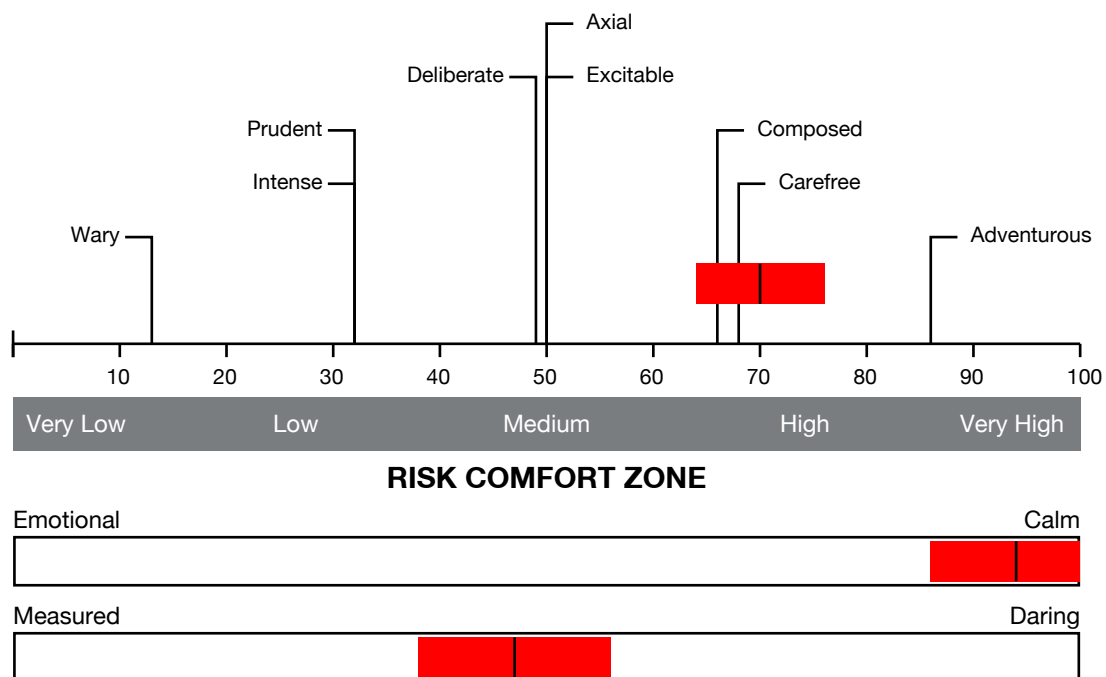
### Your Risk Attitude profile

These results suggest that your Risk Attitude will vary somewhat, depending on the situation and the circumstances. It may be that you are happier to take a bit more risk in areas where you have some experience and expertise, or in situations that are not critical in any way.

Of the five areas where Risk Attitude has been assessed, the Reputational area is the one in which your attitude will most influence the risks you are prepared to take. In some matters of principle you may therefore be prepared to be more flexible and risk-taking than suggested by your Risk Type.

The area where your attitude seems to be most cautious and conservative is Recreational Risk.

The graphics below show your Risk Tolerance Index (RTi) and your position on the two bipolar personality scales from which it is derived. The RTi graphic indicates your overall risk tolerance; your Comfort Zone for dealing with risk. It is positioned amongst markers for strong examples of each of the Risk Types as points of reference. In all three scales, your position is marked as the mid-point in a red bar reflecting the margins of error; a reminder that psychological assessments are estimates, rather than absolute measurements.



RTC Global Norm 3.0.0

<b>Summary for: Sophie Sample</b>	
<b>Risk Type:</b>	<b>Composed (strong)</b>
<b>Attitude Variation:</b>	<b>Medium</b>
<b>RTi:</b>	<b>70</b>
<b>Comfort Zone:</b>	<b>Medium Risk</b>

The responses to the items on the Risk Type Compass® Consistency scale indicate that the profile is valid and interpretable.