PSYTECH
INTERNATIONAL

Sam Sample
09 Jun 2020

EXPERT

GRIT REPORT

SOLUTIONS
DEVELOPMENT

GUIDE TO USING THIS REPORT

INTRODUCTION

The Five Factor Model FFM of Conscientiousness, Neuroticism, Extraversion, Agreeableness and Control developed by Goldberg and colleagues in 1980 was considered a breakthrough in personality testing as it made personality testing more accessible to test users. While the model has been widely accepted and has been found to be a valid predictor of job performance, it has been argued by some researchers that the model is limited in its conception and only accounts for a small proportions of variance in performance. As such, researchers such as Duckworth and Peterson set out to investigate why some individuals accomplish more than others of equal intelligence. They sought to identify a single trait that could help predict success across different fields and disciplines. Their study led them to a trait or personal factor they identified as grit.

Building on the findings of Duckworth and Peterson, Psytech International have researched the construct and found that it is related to established concepts found in personality theory such as long-term orientation, drive and resilience.

SCALE DEFINITIONS

Grit is defined as "passion and perseverance in achieving challenging long-term goals." It includes the following sub scales.

- Drive and Energy: Defined as passion and excitement for life and work. Individuals who score high on this scale are likely to have sufficient energy and stamina to meet the most demanding work schedules.
- Resilience: Defined as perseverance in the face of setbacks and obstacles. Gritty individuals are resilient and see that no problem is insurmountable and no challenge too daunting.
- Long-term orientation or future orientation: With foundations in behavioural psychology and delayed gratification, this scale is intended to measure an individual's ability to avoid distractions and focus on long-term goals.

CONTEXT

This is a strictly confidential assessment report on Sam Sample which is to be used under the guidance of a trained professional. The information contained in this report should only be disclosed on a 'need to know basis' with the prior understanding of Sam Sample.
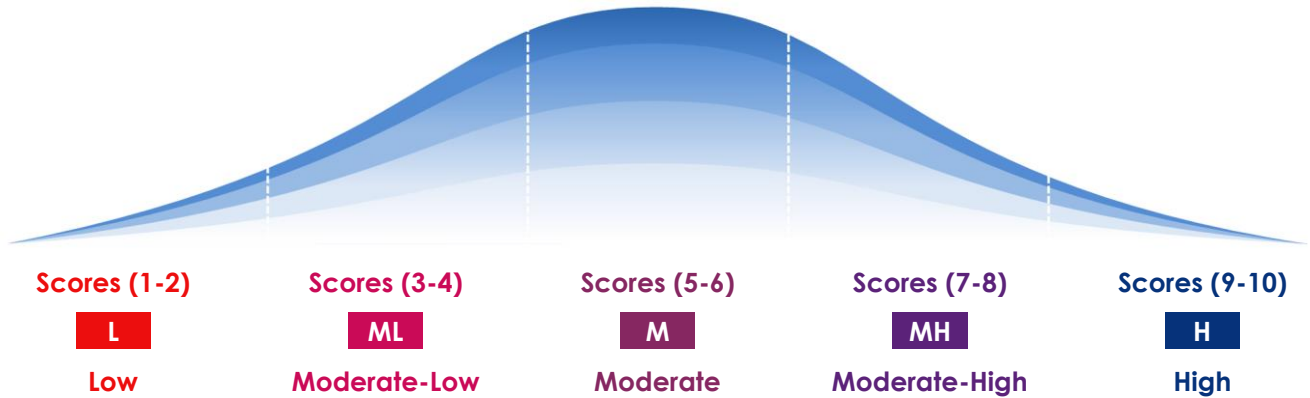
This profile arises from a self-report questionnaire and must be interpreted in the light of corroborating evidence gained from feedback and in the context of the role in question taking into account available data such as performance appraisals, actual experience, motivation, interests, values, abilities and skills. As such the authors and distributors cannot accept responsibility for decisions made based on the information contained in this report and cannot be held directly or indirectly liable for the consequences of those decisions.

RESULTS SCALE

A reference group is used to evaluate Sam's results and determine her tendency to exhibit effective workplace behaviours compared to others. Her results are presented as standardised scores on a scale of 1 to 10.

The following chart represents a distribution of individuals on a particular scale, where high scores represent greater tendency to behave in a particular manner and low scores represent a reduced likelihood of behaving in a particular manner. An overall level ranging from a 'Low' to a 'High' tendency is provided to help highlight areas of concern.

Scores (1-2)	Scores (3-4)	Scores (5-6)	Scores (7-8)	Scores (9-10)
L	**ML**	**M**	**MH**	**H**
Low	**Moderate-Low**	**Moderate**	**Moderate-High**	**High**

REFERENCE GROUP USED

The following norm was used to generate this report:

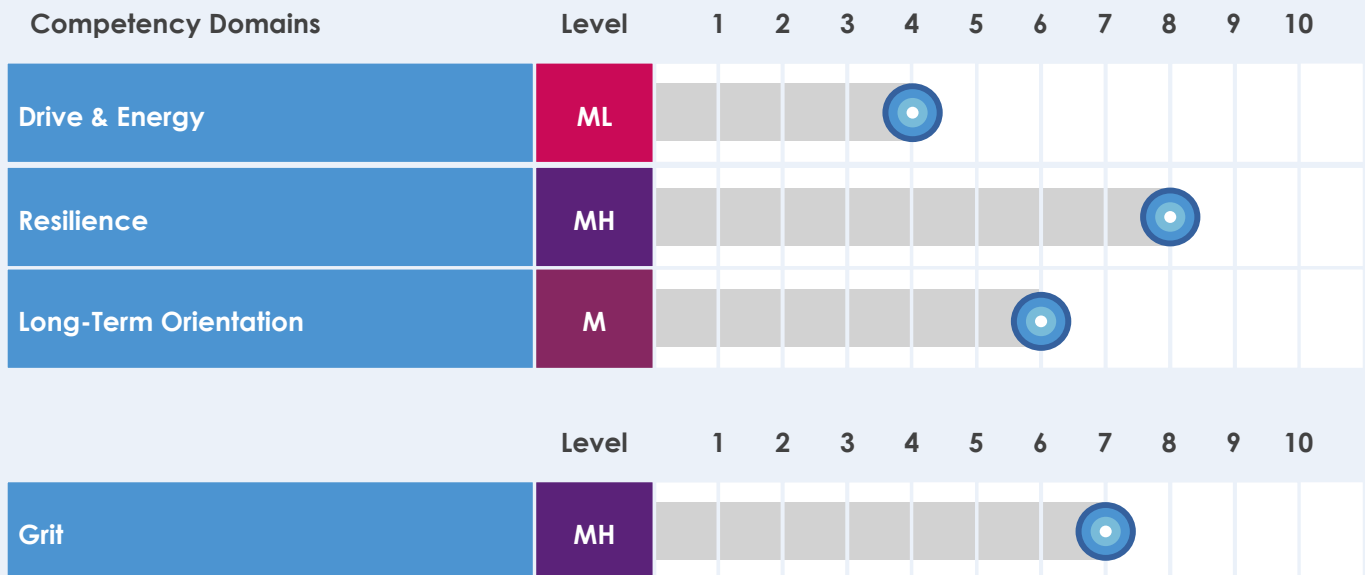| Test	Norm Used	Sample Size
Personality & Values Questionnaire (PVQ)	Professionals and Managers	481

RESPONSE STYLE

The PVQ contains a number of measures that examine the way in which respondents have approached the questionnaire:

- The response style indicators would suggest that Sam was happy to present herself openly, honestly and without wishing to project a positive or distorted image of herself.

RESULTS

GRIT PROFILE

Competency Domains	Level	1	2	3	4	5	6	7	8	9	10
Drive & Energy	ML				●						
Resilience	MH								●		
Long-Term Orientation	M						●				

	Level	1	2	3	4	5	6	7	8	9	10
Grit	MH							●			

Profile Description
- Sam's profile indicates that she has a relatively low level of personal drive and energy. Less passionate and enthusiastic about work than most, Sam may show signs of fatigue more easily than some and may not have sufficient stamina to meet demanding work schedules.
- Having a relatively strong belief in her ability to face difficulties, Sam is a little more likely than most to persevere in the face of setbacks and challenges.
- Sam's profile indicates that she achieves a balance in her focus on short-term and long-term objectives.

Development Recommendations
- Work with Sam to identify long-term goals.
- Training focused on promoting a long-term approach to planning is likely to be of some benefit to Sam.

Probing Questions
- Give me an example of a time you felt particularly drained at work. What did you do to regain your energy and drive?
- Tell me about a time you were highly motivated about work.
- Tell me about some of the obstacles you had to overcome to reach your present position?
- Have you ever decided that it would be best to give up on something before finishing? What was the situation and why did you reach this decision?
- Give me an example of some of the long-term objectives you were able to identify and achieve for yourself.
- Have you ever put short-term obligations ahead of long-term goals? Please provide an example.