

Sam Sample
09 Jun 2020

EXPERT

PROFILE REPORT

PERSONALITY & VALUES QUESTIONNAIRE





REPORT STRUCTURE

The Profile Report presents Sam Sample's profile results in the following sections:

1. Guide to Using This Report

- Introduction
- The Profile Report
- Reference Group (Norm) Used
- Understanding the Charts and Tables

2. PVQ Profiles

- Interpersonal Styles Profile
- Thinking Styles Profile
- Coping Styles Profile
- Values and Motives Profile
- Response Style Indicators

DISCLAIMER

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.

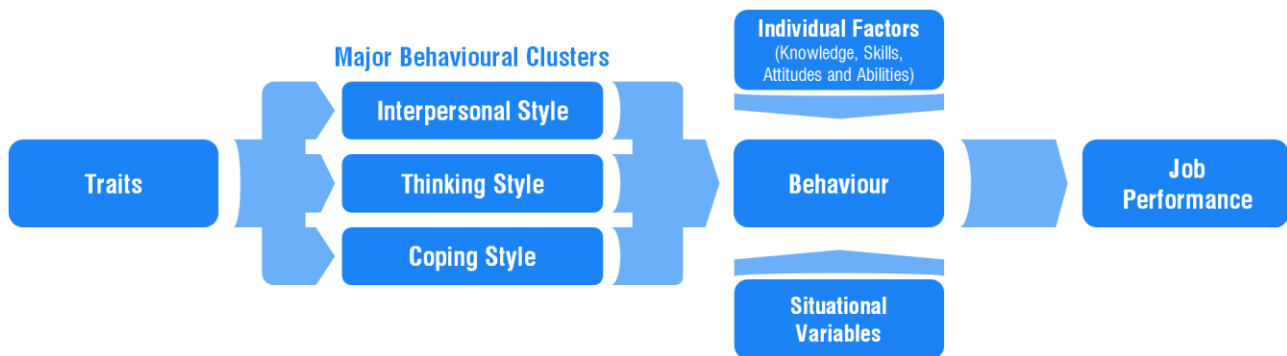


GUIDE TO USING THIS REPORT

INTRODUCTION

The Personality & Values Questionnaire (PVQ) is an assessment of personality, values and individual differences. The PVQ is based on one of the most researched and respected models of personality, identifying behaviour preferences across Cattell's 16 personality constructs (Cattell, 1946) from the Fifteen Factor Personality Questionnaire (15FQ+) and additional scales from the Values and Motives Inventory. The combination of personality and values provides a comprehensive insight into how people typically think, feel and interact in ways that may be productive or counter-productive for an organisation.

Extensive research, conducted over many years, has consistently demonstrated that 10-30% of the variance in job performance is attributable to personality differences. Moreover, a person's potential for burnout, their trainability and subsequent job satisfaction, have all been shown to be strongly influenced by personality. Thus, personality assessment forms a central part of most careers guidance and counselling programmes, with the aim of helping individuals maximise their potential by finding an optimal match between their personality and their choice of career. The model below illustrates the relationship between behavioural preferences and job performance:



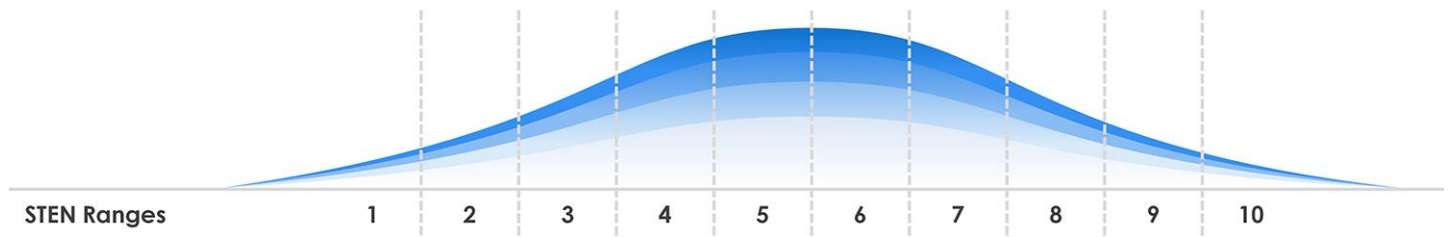
THE PROFILE REPORT

The Profile Report provides profile charts which cover the four major behavioural clusters: Interpersonal Style, Thinking Style, Coping Style and values as well as response style scales.



REFERENCE GROUP (NORM) USED

A reference group is used to evaluate Sam's results. Her results are presented as standardised STEN scores with Mean=5.5 and SD=2 as demonstrated in the following chart.



The following norm was used to generate this report:

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

UNDERSTANDING THE CHARTS AND TABLES

Much of the information provided in this report is presented in the form of charts or tables, which is why it is important to be able to read them accurately and make use of the information contained within them. The following elements are used to present the data in the charts and tables:

Element	Description
Raw	The Raw score is simply the (un-scaled) sum of item scores in the 'keyed' direction.
STEN Score	The STEN score is a standardised scale used to compare respondent results. The score has a Mean of 5.5 and Standard Deviation of 2. This score is presented as a 10-point scale in the results chart.
Standard Error of Measurement (SEm)	The Standard Error of Measurement is a measure of the range within which an individual's hypothetical 'true' score is likely to fall within 68% probability. It is presented as blue error bar surrounding the respondent's obtained STEN score in the results chart.
Percentile Score (%ile)	A value which reflects the percentage of people in a sample who score below a given raw score. This score is presented as a numerical value between 0 and 100 in the results chart.



PVQ PROFILES

INTERPERSONAL STYLES PROFILE

Left Description	1	2	3	4	5	6	7	8	9	10	Right Description	%ile
Distant Aloof Reserved, Distant, Detached, Impersonal.					5						Empathic Affable, Personable, Warm-hearted.	34
Retiring Timid, Self-conscious, Hesitant in social settings.					6						Socially-bold Venturesome, Talkative, Socially confident.	62
Self-sufficient Solitary, Self-reliant, Individualistic.		2									Group-oriented Sociable, Group dependent, a 'Joiner'.	3
Low Intellectance Lacking confidence in own intellectual abilities.						7					High Intellectance Confident of own intellectual abilities.	76
Accommodating Passive, Mild, Humble, Deferential.								9			Assertive Dominant, enjoys taking charge.	94
Direct Genuine, Artless, Open, Forthright, Straightforward.	1										Restrained Diplomatic, Socially astute, Socially aware, Discreet.	2
Weak interest in persuading others.					6						Persuasive Strong interest in persuading others.	59
Suspicious Sceptical, Cynical, Doubting, Critical.					5						Trusting Accepting, Unsuspecting, Credulous, Tolerant.	45
Sober Serious Restrained, Taciturn, Cautious.		2									Enthusiastic Lively, Cheerful, Happy-go-Lucky, Carefree.	3



THINKING STYLES PROFILE

Left Description	1	2	3	4	5	6	7	8	9	10	Right Description	%ile
Expedient Spontaneous, Disregarding of rules & obligations.		2									Conscientious Persevering, Dutiful, Detail conscious.	5
Sentimental Intuitive, Subjective.			4								Rational Logical, Objective.	20
Concrete Solution-focused, Realistic, Practical, Down-to-earth.								9			Abstract Imaginative, Absent-minded, Impractical.	96
Conventional Traditional, Conservative, Conforming.								9			Radical Experimenting, Open to change, Unconventional.	94
Informal Undisciplined, Uncontrolled, Lax, Follows own urges.							8				Self-disciplined Compulsive, Fastidious, Exacting willpower.	88
Short-term focus Focused on the 'here and now' & fulfilling immediate obligations.	1										Long-term focus Focused on the future, Willing to delay gratification.	2



COPING STYLES PROFILE

Left Description	1	2	3	4	5	6	7	8	9	10	Right Description	%ile
Lacking energy and drive Not enthusiastic about work, Low stamina.				4							Energetic High levels of drive and activity, High stamina.	28
Affected by Feelings Emotional, Changeable, Labile, Moody.				5							Emotionally Stable Mature, Calm, Phlegmatic.	47
Self-doubting Worrying, Insecure, Apprehensive.				5							Confident Secure, Self-assured, Unworried, Guilt-free.	42
Resigned Not motivated to persevere in the face of challenges.							8				Resilient Strives to overcome setbacks and challenges.	87
Impatient Restless, Hard-driving.					6						Patient Relaxed, Laid-back.	57
Tense-driven Impatient, Low frustration tolerance, Irritable.				4							Composed Relaxed, Placid, Patient.	27



VALUES AND MOTIVES PROFILE

Interpersonal Values

	1	2	3	4	5	6	7	8	9	10	%ile
Need for Altruism High scorers rate altruism as being of very high importance. As such, wherever possible, they will attempt to alleviate their suffering.				4							28
Need for Affection High scorers have a tendency to want to get close to people, liking others to show warmth and affection.							7				70
Need for Affiliation High scorers need require a great deal of contact with other people and will go out of their way to meet people.				4							23

Professional Values

	1	2	3	4	5	6	7	8	9	10	%ile
Need for Achievement High scorers rate high achievement and recognition as being of overriding importance.						6					53
Need for Economic Status High scorers place a high value on economic status and wealth and are very likely to be impressed by and aspire to the accumulation of wealth.							7				73
Need for Safety High scorers express a very strong need for safety and security and will steer clear of situations in which there is an element of risk or danger.				3							13
Need for Competition High scorers are motivated by competition and a desire to win at any cost.							7				73
Need for Aesthetics High scorers express a very strong appreciation for aesthetics and cultural activities such as art, music and literature.								8			92

Personal Values

	1	2	3	4	5	6	7	8	9	10	%ile
Work Ethic High scorers believe work is quite important and, they would be expected to be much more committed to work than most other people.						6					66
Moral Values High scorers believe in basic principles of right and wrong and tend to measure their actions (and others') in terms of these principles.							7				82
Traditional Values High scorers believe that rules and laws are meant to be obeyed and not broken, and will be inclined to maintain the status quo.				3							10
Independence High scorers are individualists who believe in standing up for their own views regardless of what others might think.				3							10



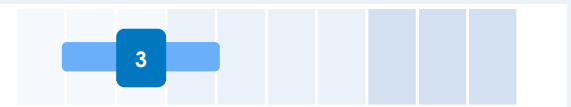
RESPONSE STYLE INDICATORS

Distortion Scales

Low Medium High
1 2 3 4 5 6 7 8 9 10

Social Desirability

A high score indicates that the respondent answered in a way which may present an unrealistically positive image of themselves.

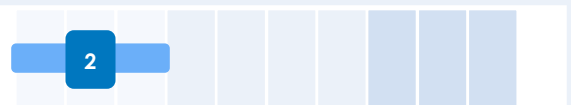


Risk Scales

Low Medium High
1 2 3 4 5 6 7 8 9 10

Central Tendency

A high score suggests that the respondent has been indecisive and/or non-committal in their answers.



Acquiescence

A high score suggests that the respondent has responded to questionnaire items affirmatively more often than most others.



Infrequency

A high score indicates that the respondent has provided unusual responses and may not have attended diligently to the questionnaire.

