DIMENSIONS.
PERSONALITY QUESTIONNAIRE.

Assessing personality has been proven* as an effective predictor of performance at work. This is because we tend to focus more on the kind of tasks we prefer engaging with, and as a consequence we become much more skilled in these areas.

Dimensions is an online personality questionnaire which assesses key behaviors at work. It has been developed with an emphasis on combining scientific rigor, business relevance and ease of use for the candidate, HR professional and line manager.

With the option of customizing the questionnaire to your organization's competency framework, Dimensions is a flexible and objective way of identifying and developing the right people for your business.

USING DIMENSIONS IN YOUR ORGANIZATION

Dimensions can be used across all sectors, functions and organizational levels. With just a single completion of the Dimensions questionnaire, you can use the candidate's data throughout the employee lifecycle.

Recruitment
Filter out unsuitable candidates early on and make more accurate hiring decisions.

Individual development
Identify individuals' strengths and development and easily review progress of development plans.

Team development
Identify strengths and development needs of teams as a whole and build new teams that will work efficiently.
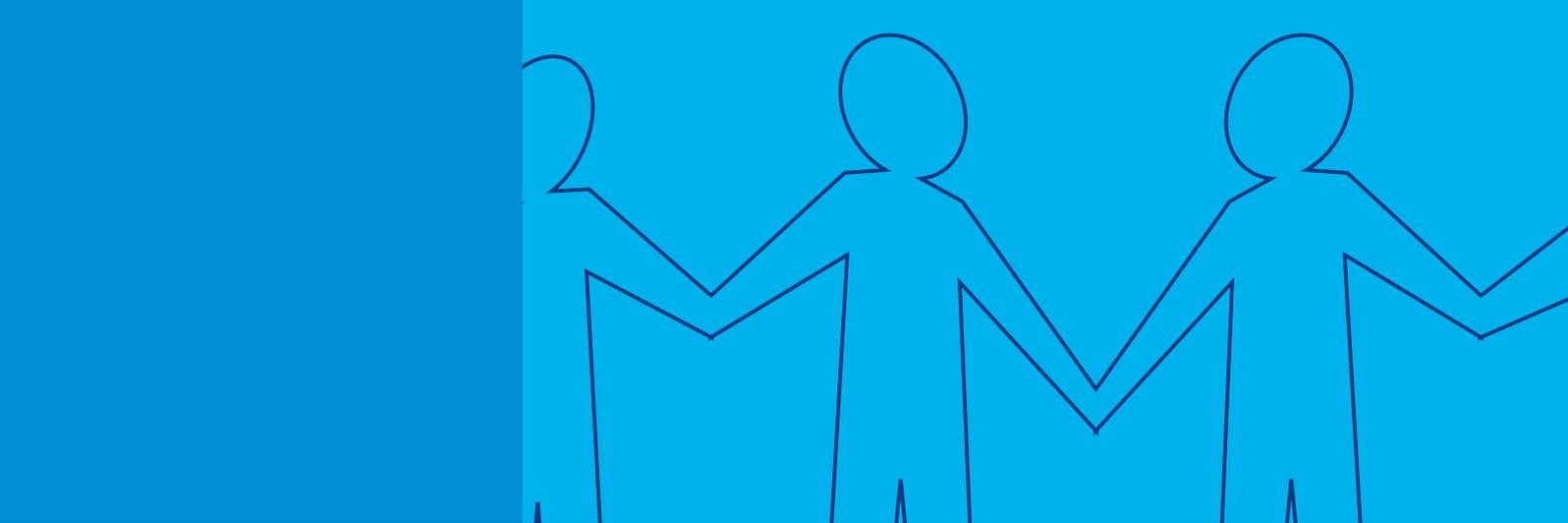
Potential
Strengthen your talent pipeline by identifying candidates with the highest potential easily and objectively.

Organizational change
Implement effective organizational change supported by objective and unbiased decision-making.

WHAT IT MEASURES

The Dimensions questionnaire measures personality across three broad domains – People and Relationships, Tasks and Projects, and Drives and Emotions. Each domain includes five traits (fifteen traits across the three domains) that reflect those particular aspects of personality that determine, or are most predictive of, successful performance at work.

PEOPLE AND RELATIONSHIPS

Focuses on an individual's style in handling relationships at work, how comfortable they are communicating with and influencing others, and the extent to which they are supportive and effective in involving other people.

TASKS AND PROJECTS

Examines an individual's thinking style and how they prefer to manage tasks. It includes how an individual analyzes information and likes to work with concepts and ideas, as well as how they prefer to plan and organize their work.

DRIVES AND EMOTIONS

Looks at how an individual deals with their energies and emotions. It covers how an individual prefers to cope with stressful situations, how adaptable they are and what drives them to perform at work.

CLIENTS WHO USE DIMENSIONS

Our Dimensions personality questionnaire is used by a wide range of national and international organizations across the world, including those below.

AstraZeneca	Bombardier
Citi	Lloyds Banking Group
Bank of China	Carlsberg
JT Global	Royal Mail Group

A MORE EFFECTIVE WAY OF IDENTIFYING AN INDIVIDUAL'S TRUE PREFERENCES, BECAUSE IT MINIMIZES THE RISK OF CANDIDATES 'FAKING' THEIR ANSWERS TO MAKE A GOOD IMPRESSION.

HOW IT **WORKS**

Dimensions is completed online. Candidates are presented with statements about behavior at work and they have to rate each one indicating how true it is, from 'completely untrue' to 'very true'.

HOW TRUE IS EACH STATEMENT ABOUT YOU IN RELATION TO YOUR BEHAVIOR AT WORK?

	Completely untrue	Fairly untrue	Neither true or false	Fairly true	Very true
I like having to respond to new challenges.	✔				
People say that I have a lot of common-sense.		✔			
Sometimes I react too aggressively to people.		✔			
I find it easy to copy with pressure.			✔		

Submit response ❯

Average test completion time: 25 minutes

The statements are grouped into blocks of four. In each block, the candidate should avoid giving the same rating to more than one statement. If they do give the same rating to more than one statement, they are then asked to rank the tied statements in order of which is the 'most true' of their behavior.

This question format (referred to as 'modified nipsative') is a more effective way of identifying an individual's true preferences, because it minimizes the risk of candidates 'faking' their answers to make a good impression. It also makes the experience of completing the questionnaire easier and more intuitive than formats which require all statements to be ranked (as is the case with fully ipsative questionnaires).

*Normative – The candidate is required to rate each statement (in a block of four) on a scale, indicating whether the statement is "completely untrue" to "very true" of their behavior. The normative element also compares that candidate to a comparison group. **Ipsative** – The candidates are required to place in rank order any of the statements in a block of four that they responded to in the same way. This can constrain any excessively positive or negative responses from the candidate, by determining which of the statements best describe the candidate. **Nipsative** – This is the combination of both of the methods above, ensuring that both scaling methods minimize any distortion such as 'faking good', 'social desirability' and 'acquiescence'.*
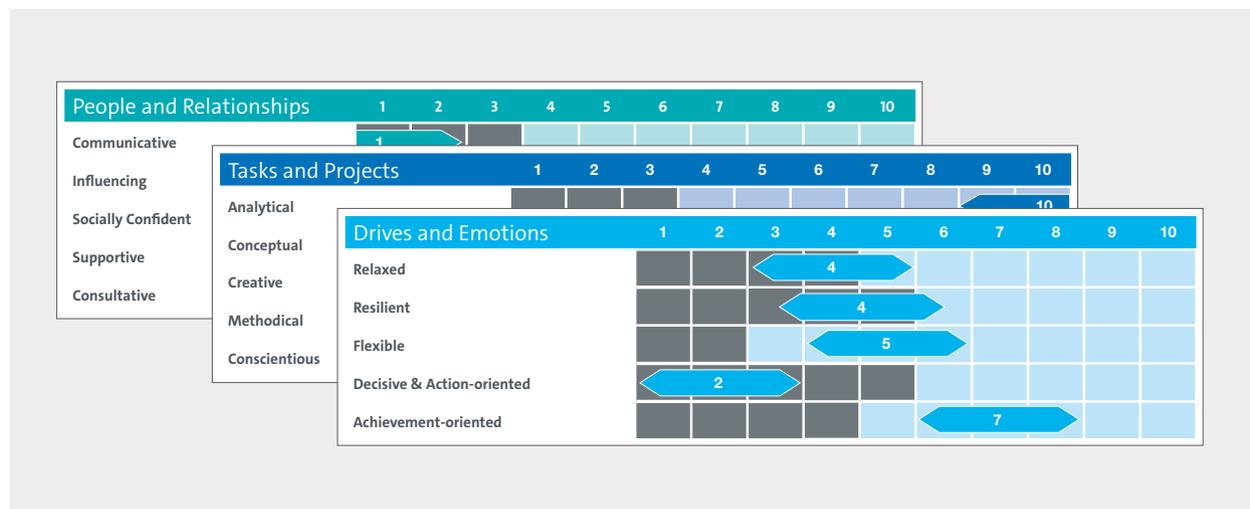
MATCHING PEOPLE TO JOBS

Dimensions includes a role profiler that enables you to create a customized profile for each job to help you evaluate a candidate's suitability for a role.

To create the profile, you rate each of the 15 Dimensions traits against how important it is for the role in question. The Role Match Profile then takes an individual's responses to Dimensions and indicates predicted fit against the requirements of the role.

The Role Match Profile report includes scores for each trait and, where these lie within a given 'danger zone', indicates the potential for the individual to feel uncomfortable working in that style. This does not measure or indicate ability, but preference. Therefore, the profile should not be used on its own to de-select candidates, but should be used to help identify areas for probing at subsequent interviews using the accompanying Interview Guide.

People and Relationships

	1	2	3	4	5	6	7	8	9	10
Communicative	1									
Influencing										
Socially Confident										
Supportive										
Consultative										

Tasks and Projects

	1	2	3	4	5	6	7	8	9	10
Analytical										10
Conceptual										
Creative										
Methodical										
Conscientious										

Drives and Emotions

	1	2	3	4	5	6	7	8	9	10
Relaxed			4							
Resilient				4						
Flexible				5						
Decisive & Action-oriented		2								
Achievement-oriented						7				

BY CUSTOMIZING THE REPORTS TO YOUR ORGANIZATION'S COMPETENCIES AND 'LANGUAGE', YOU CAN INCREASE INTERNAL STAKEHOLDER ENGAGEMENT.

CUSTOMIZING DIMENSIONS TO YOUR ORGANIZATION

We can help reinforce your organization's competency framework by mapping your competencies into Dimensions, meaning you'll always find the candidates that are most closely aligned with your business needs.
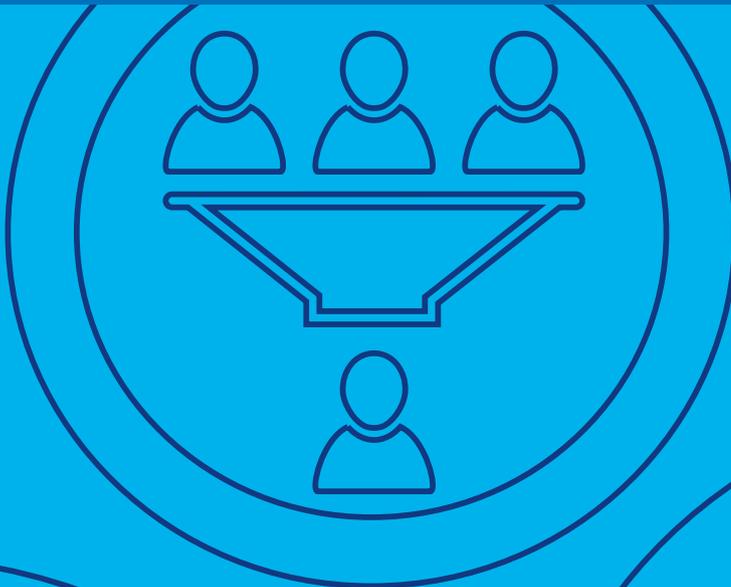
Once the mapping is complete, a report unique to your organization is developed. This includes a customized profile chart and written narrative, with the option of competency-based interview or coaching questions driven by the results.

By customizing the reports to your organization's competencies and 'language', you can increase internal stakeholder engagement and make the reports more accessible to a wider range of users, such as line managers.

We can also customize the online assessment interface and assessment reports using your branding. This helps reinforce your employer brand and provides a seamless visual experience for candidates.

fairbanks

Please enter your login details:

Username:

Password:

Login

MEETING THE HIGHEST STANDARDS FOR RELIABILITY AND VALIDITY, DIMENSIONS IS PROVEN TO HELP YOU MAKE BETTER DECISIONS ABOUT YOUR PEOPLE.

3

Socially Confident

3

Supportive

5

Consultative

5

Analytical

Conceptual

Creative

5

Methodi

reasonable and gentle in negotiations,
uctions from others

screet manner, is wary of new
g talkative or mixing too much socially

emselves and their own devices, is
etting involved in other people's problems or

aving to seek the views of others, lets others
eement, can go their own way independently

ojects

n analytical, avoids over-reliance on facts and hard
otical about numbers and statistics

ng at a tactical or operational, rather than strategic level,
on practicalities and avoids theorising

tested" ways, rather than needing to innovate,
creative scope, has conventional

DIMENSIONS CAN BE USED ACROSS ALL SECTORS, FUNCTIONS AND ORGANIZATIONAL LEVELS. WITH JUST A SINGLE COMPLETION OF THE DIMENSIONS QUESTIONNAIRE, YOU CAN USE THE CANDIDATE'S DATA THROUGHOUT THE EMPLOYEE LIFECYCLE.

REPORTS

Once candidates have completed Dimensions you can choose how to view their results in a number of ways:

Trait Profile

Measures the candidate's behavioral preferences against the 15 personality traits, which sit within the three domains.

Narrative Report

Describes the possible implications of the candidate's personality and behavior at work to aid interpretation of the Trait Profile.

Behavioral Type at Work Report

Provides feedback on an individual's personality type in the workplace.

Sales Profile

Identifies a candidate's strengths and development needs across the sales cycle.

Role Match Profile

Compares a candidate's responses to the requirements of a specific job, indicating how likely a candidate is to fit the role.

Team Profile

Identifies a candidate's typical way of behaving in a team. Also includes a Composite Team Profile which shows the balance of preferences across multiple team members.

Derailment Report

Looks at eight intrinsic personality factors that may derail an individual in times of pressure.

Development Profile and Feedback Guide

Provides an in-depth view of the candidate's personality as measured by the 45 Dimensions sub-indicators.

Potential Report

Identifies a candidate's strengths and development needs in relation to leadership potential.

Elements Report

Talent Q Elements is a suite of online adaptive ability tests measuring verbal, numerical and logical reasoning skills. If Elements has been completed separately, the test results can be generated in a Dimensions report. This results are shown as a percentile score, indicating their performance against the relevant comparison group.

Interview Guide

Dimensions dynamically generates competency-based interview questions for each candidate based on the requirements of the job.

Candidate Report

Provides a summary of results for the candidate.

KEY BENEFITS OF DIMENSIONS

There are a wide range of benefits to using Dimensions as part of your talent management processes:

Speed	Dimensions takes approximately 25 minutes to complete – much quicker than most other work-based personality questionnaires – without compromising on scientific rigour.
Multiple use of the data	From a single completion, recruiters and talent managers can query the data and run different reports to help select the right person for the job, build teams, identify potential, plan for succession and develop people.
Role profiling	Dimensions has an inbuilt Role Profiling Wizard, enabling you to measure candidates against the requirements for a specific job, a lateral role change or assess their potential to progress to a more senior level.
Easy to integrate	Dimensions can be integrated with applicant tracking and HR systems, giving you a seamless volume recruitment solution.
Customization	We can map Dimensions to your organization's competency framework, generate specific reports and brand the assessment process to reflect your corporate style.
Pedigree	Developed to exceed the most rigorous standards by Roger Holdsworth – one of the world's pioneers of employee assessment. Our in-house team continue to develop it to ensure it remains one of the most cutting-edge assessments available.
Global	Dimensions is currently available in over 40 languages, making it an ideal choice for organizations conducting global assessment programs.
Combine with Elements ability tests	Dimensions can be used alongside Talent Q Elements for a combined view of personality and ability.
Reliability and validity*	Meeting the highest standards for reliability (i.e. does the test provide consistent results for the same individual) and validity (does the test measure what it says it measures), Dimensions is proven to help you make better decisions about your people.

*Dimensions was rated 'excellent' in October 2014 by the British Psychological Society as part of their test registration and review process. The overall reliability and validity was rated as good. The final reports are available on the Psychological Testing Centre website.