



Talent Q Dimensions

Dimensions Report

Name **Ali Example**

Date of Report: **29/06/2016**

Narrative Report 3

Also Recommended: Trait Profile

Who could use components of this report:

-  Coaches
-  HR professionals
-  Line managers

What can components of this report be used for:

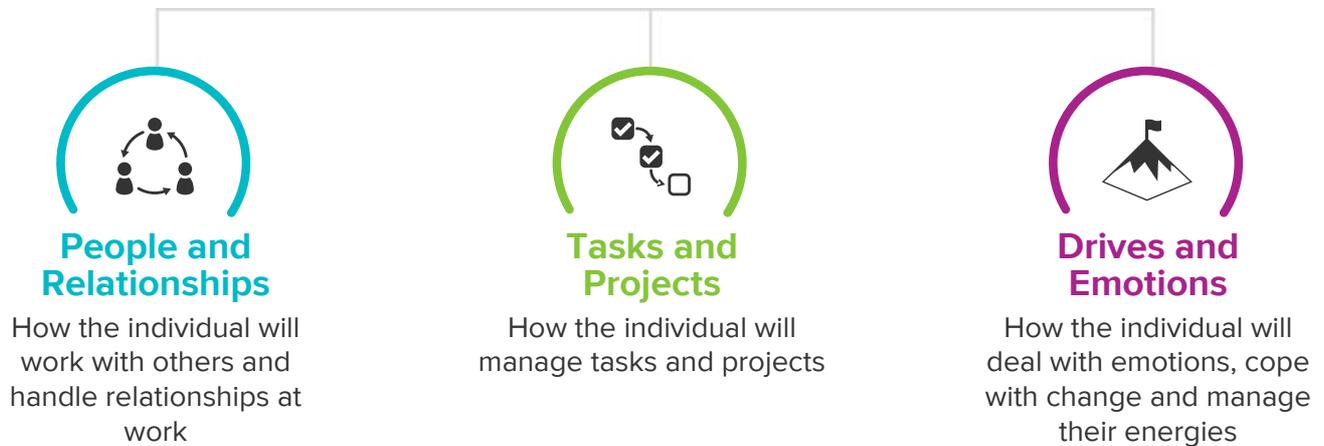
-  Individual development
-  Internal resourcing
-  Recruitment

Assessment	Dimensions
Completed date	24/02/2016
Language	English (UK)

Introduction

Dimensions is an online personality questionnaire. It assesses and reports how individuals perceive their behaviours at work in relation to three key areas: people and relationships, tasks and projects, and drives and emotions.

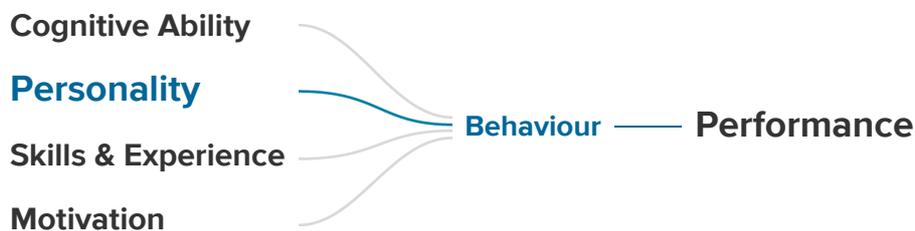
Talent Q Dimensions Framework



It combines valuable information, scientific rigour and ease of use for the line manager, HR professional, coach or trainer, and supports important talent decisions and development discussions. Inspired and developed by one of the pioneers in occupational testing – Roger Holdsworth – Dimensions draws on over five decades of experience in personality at work.

Personality drives performance

Personality influences the way people behave, which in turn impacts their performance and success in the role.



By using this report, you can gain scientific and objective insight into how an individual is likely to behave in the workplace. This insight helps organisations to:

- ✓ make better selection decisions
- ✓ develop individuals and teams
- ✓ identify high potential individuals
- ✓ improve performance and profitability.

Best practice across the talent lifecycle

With just a single completion of the questionnaire, data is provided that can be interpreted for a wide range of applications: recruitment, selection, identification of high potential and individual, team and leadership development. It provides a number of user-friendly reports that can be combined as required; not all reports are appropriate for all applications. The reports contain practitioner guidance and are available in a number of languages, enabling consistent assessment across different geographic regions.

Narrative Report



People and Relationships

The first section provides insight into her style in working with others and handling relationships at work.

She seems to be rather a private and serious sort of person. She may prefer to work on her own, rather than with other people. She appears to prefer her own company, and may at times tend to rely too much on her own resources.

She does not seem to see herself as an assertive person, and may rather lack both influencing skills and social confidence. She will probably prefer a background, or supporting, rather than leading role.

She is not particularly at ease about consulting others and may sometimes come across as somewhat direct. Combined with this, she may also be a little insensitive to those around her at times, and could be uncomfortable in a role which demands considerable understanding or attention to other people.



Tasks and Projects

This section explores her thinking style and how she manages tasks and projects.

Her style of thinking appears to be extremely logical and rational. She combines a very strong interest in strategy and theory with a highly accentuated attention to data and analysis. She could be expected to have a very broad, critical intellect. This exceptionally strong combination might even be seen as a threat to some of her less intellectually-minded colleagues.

She seems to be at least moderately creative, although perhaps not an extremely radical thinker. She seems reasonably curious, and not particularly stuck in her ways, but she may still not be a strong innovator.

Although apparently not a very methodical person, she seems reasonably reliable as regards ethical and conscientious behaviour. She does not appear to be a great planner or scheduler, but she seems to respect the rules and keep to deadlines.



Drives and Emotions

The third section is about dealing with emotions and coping with change, and it also deals with energies.

She seems to have a fair degree of emotional sensitivity, and is someone who cannot shake her problems off easily. She may experience hurt and anxiety, frustration and disappointment at times, and could take some time to get over each of these.

Her responses suggest that she likes to have a certain amount of consistency and predictability in her life. At times this could limit her or make her seem a little inflexible.

Although apparently quite oriented towards the achievement of targets and quite ambitious as regards her own career, she does not seem highly driven and may be rather risk-averse. On this basis, she may be better able to cope with situations that develop quite slowly.



Response Styles

Self-presentation: She responded to the questionnaire in a rather modest manner, compared with most other people.

Profile Spread: her responses produced a fairly accentuated profile, with some clear relative high and low points.

Use of the range of ratings (on the scale from "completely untrue" to "very true") of individual behaviours: She only used a narrow range of the available ratings, and mostly avoided the extremes of the scale.

Ties (giving the same rating to more than one behaviour in a block of group of four behaviours): She gave the same rating to more than one behaviour in a block more often than average for the norm-group.

The time taken overall (including any breaks that may have been taken): much less than the average. She did not appear to take any breaks during completion of the questionnaire.



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This report is derived from the TalentQ Dimensions personality assessment, which explores the respondent's personality in relation to employment. The respondent's results are compared with a standardisation comparison group. The questionnaire is a self report measure and as such the results represent the respondent's self perceptions. This report has been computer generated. Korn Ferry do not guarantee that the report has not been modified. The use of TalentQ Dimensions is restricted to individuals authorised by Korn Ferry.