



Talent Q Dimensions

Dimensions Report

Name **Ali Example**

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

Potential Report 3

Also Recommended: Trait Profile, Elements report

Who could use components of this report:

-  Coaches
-  HR professionals
-  Trained practitioners

What can components of this report be used for:

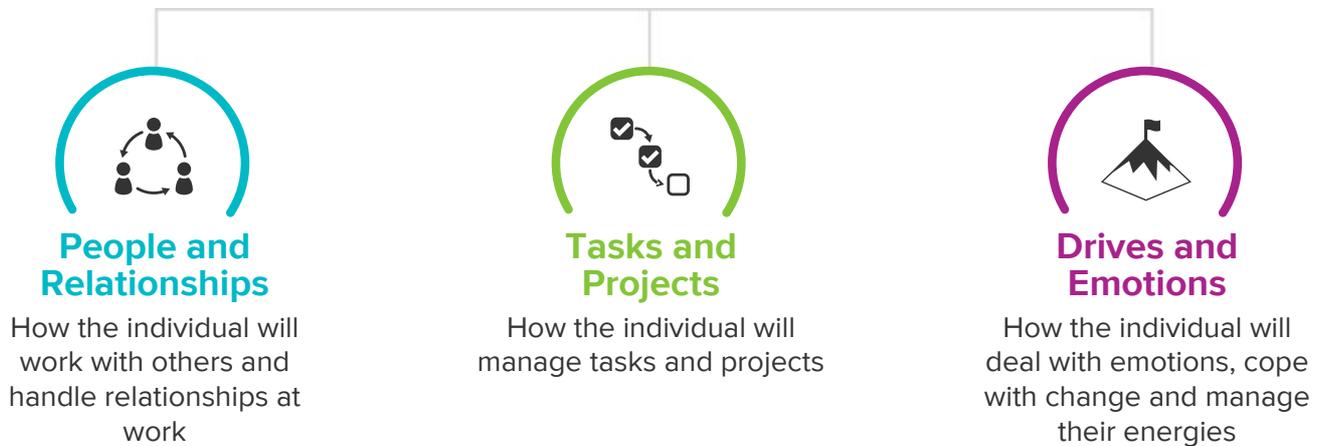
-  Identification of high potential
-  Individual development

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.

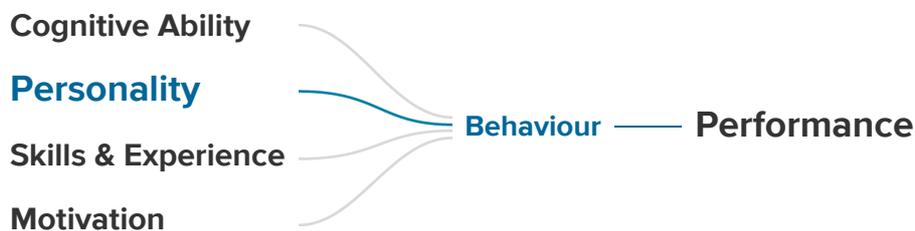
Talent Q Dimensions Framework



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.

Potential Report

An individual’s potential to develop and progress as a leader is a key area of interest for organisations who want to maximise their talent and ensure potential is fulfilled. This report uses an individual’s responses to Dimensions and the Elements ability tests (where these have been completed) to provide an indication of leadership potential.

The Talent Q model of leadership potential draws on a comprehensive review of the research in the talent arena and puts forward a practical model for understanding an individual’s likely potential, focused across three key domains:

1. Emotional components – related to focusing on goals and managing pressure
2. Strategic components – capacity for thinking strategically and learning quickly
3. People components – engaging and leading successfully within complex organisations.

Whilst the factors identified above represent useful generic indicators of potential, the relative importance of each may vary in different situations. It is recommended where possible that users conduct analysis to understand the real relationships between the components contained within the model and actual progression and leadership success within particular organisational contexts. Doing so will maximise the benefits that can be achieved using this report.

This report is intended to provide a start point for conversations with individuals, as the key to subsequent success is the extent to which an individual capitalises on their likely strengths and adequately addresses their development needs.

The Talent Q model of potential is outlined below. When using the report it is important to bear in mind that certain factors are more significant than others within different organisations as their importance and significance will vary.

 Emotional Domain	
Resilience	Bouncing back from setbacks and coping with pressure
Ambition	Long term ambition to push themselves to succeed
Courage	Courage to face moral, personal and operational issues whatever the implications
Seeking and Embracing Change	Seeks ways to challenge the status quo; willingness to embrace changes positively and openly

 Strategic Domain	
Analytical Capacity	Ability to analyse large volumes of complex information
Learning and Improving	Focus on learning new ways of working and improving approaches to meet goals
Developing Strategies	Capacity and orientation to find creative, winning strategies

 People Domain	
Collaborating with Others	Orientation towards collaborating effectively with others to achieve goals
Networking	Focus on developing strong trust-based networks which can be called upon when needed
Positive Impact	Persuasiveness and ability to positively engage and influence others
Demonstrating Integrity	Demonstrates integrity to others by keeping promises and maintaining focus on delivering what has been agreed

Potential Profile

Emotional Domain

Openly expresses their frustration when encountering challenges; may take time to recover from setbacks



Responds to pressure positively, quickly bouncing back from setbacks

Likely to set realistic and manageable, rather than stretching personal goals



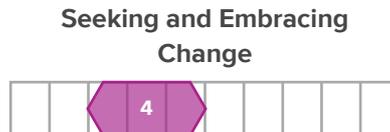
Shows long term ambition to succeed and fulfil their potential despite challenges

Cautious in their approach; may prefer to consider all options before taking action or making decisions



Deals with challenges without delay, handling potential risk and difficult decisions as part of this

Enjoys working in a stable environment, may find it challenging to adapt to new ideas or ways of working



Challenges the status quo, willing to embrace changes positively and openly

Strategic Domain

Takes an intuitive approach; may be less comfortable analysing complex sources of information



Confident analysing large quantities of complex information and reaching appropriate conclusions

Prefers established rather than new approaches; drawing on their existing knowledge to achieve their objectives



Learns from feedback and experience; looks for new approaches and ways of working to meet their goals

Focuses on the key presenting issues that need to be addressed; harnesses more simplistic information to formulate their approach



Develops creative, winning strategies by generating and seeking multiple ideas and models to support this

People Domain

Comfortable working independently, may not see the benefit of collaborating closely with others to achieve their goals



Collaborates effectively with others to achieve goals; recognises the importance of consulting with others and harnessing the views of the wider team

Prefers working with a close group of trusted colleagues and associates, may be less comfortable in environments where networking is required



Builds wide ranging networks with ease, which can be relied on for support when needed

Likely to be less comfortable influencing others and may avoid taking the lead in group settings, allowing others to do this



Confident in their approach when influencing others, comfortable taking the lead in a variety of settings

More spontaneous in their approach, avoiding rigid deadlines and addressing challenges as they arise



Demonstrates their integrity to others by keeping their promises and delivering what they have agreed

Ali has completed the following assessments:

- Dimensions
- Elements Verbal
- Elements Numerical
- Elements Logical

When Elements has been completed the score displayed on Analytical Capacity is a combination of Elements and Dimensions, otherwise it will only reflect the responses to Dimensions. By using Elements as well as Dimensions, the output provides a more holistic view of the individual and we therefore recommend the inclusion of Elements where possible.

Potential Narrative

This section of the report provides interpretation of Ali's results on the Potential Profile and is intended to support discussions relating to an individual's potential and how they can develop.

Emotional Domain

Resilience	Ali generally copes with pressure fairly well, though may experience a reasonable degree of stress when facing new and stretching challenges. She is likely to recover from setbacks reasonably quickly which means she can continue towards reaching her goals soon afterwards.
Ambition	She shows a fair degree of ambition compared to most people, but may be able to stretch herself further. She may benefit from setting more stretching goals in order to realise her full potential.
Courage	Ali may be rather cautious in her approach to dealing with challenges, preferring to ensure all options have been given due consideration before taking action. This may present difficulties in situations where the best approach is unclear and rapid action is needed to resolve major issues.
Seeking and Embracing Change	She tends to respond to changes fairly positively and is comfortable with a degree of variation in her routine at work. She may have some concerns about changes to her way of working, especially when these are outside her control. Whilst able to manage these concerns and adapt to new situations, she may be less comfortable initiating change herself.

Strategic Domain

Analytical Capacity	Ali is confident analysing large quantities of complex information and is likely to enjoy undertaking an in depth analysis of a problem. She is comfortable working through the data and considering multiple perspectives to reach appropriate conclusions which are based on evidence.
Learning and Improving	She tends to prefer established approaches rather than trying new ways of working, and may be somewhat conservative when it comes to learning new things. It is likely she will tend to draw on her existing knowledge to meet her objectives, rather than trying more creative solutions. This may risk her being perceived as somewhat formulaic in her approach.
Developing Strategies	In terms of developing strategies, Ali shows a strong capacity for considering multiple perspectives and identifying a clear way forward. She is likely to be confident synthesising different sources of information to generate creative, winning strategies.

People Domain

Collaborating with Others	Ali is independent-minded and comfortable working on her own. Whilst this may have benefits in terms of her self-reliance, she may not always appreciate the benefits to be had from collaborating closely with others. This may create the risk of her being seen as somewhat transactional or at times uncompromising in her dealings with others.
Networking	She feels most comfortable working with a close group of trusted colleagues and associates, and it may take time for her to build trust with others outside her immediate group. She may benefit from broadening her circle of contacts so that she has a stronger network to draw on for help and support.
Positive Impact	Discretion is likely to be Ali's preferred approach, rather than putting herself into situations where she is the centre of attention or has to take the lead. She may tend to avoid roles involving selling or convincing others which could limit the options available to her.
Demonstrating Integrity	She tends to take a spontaneous approach to her work, preferring to avoid rigid deadlines or being restricted by too many rules. She is likely to be confident dealing with challenges as they arise, but this may risk giving the impression to others that she may not be able to deliver on commitments she has made.



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