



Talent Q Dimensions

Dimensions Report

Name **Ali Example**

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

Team Profile 3

Also Recommended: Behavioural Type at Work Profile, Composite Team Report

Who could use components of this report:

-  Coaches
-  HR professionals
-  Trained practitioners

What can components of this report be used for:

-  Individual development
-  Team 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.

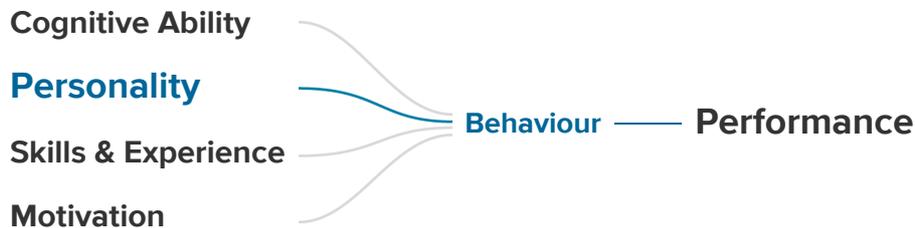
Talent Q Dimensions Framework



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.

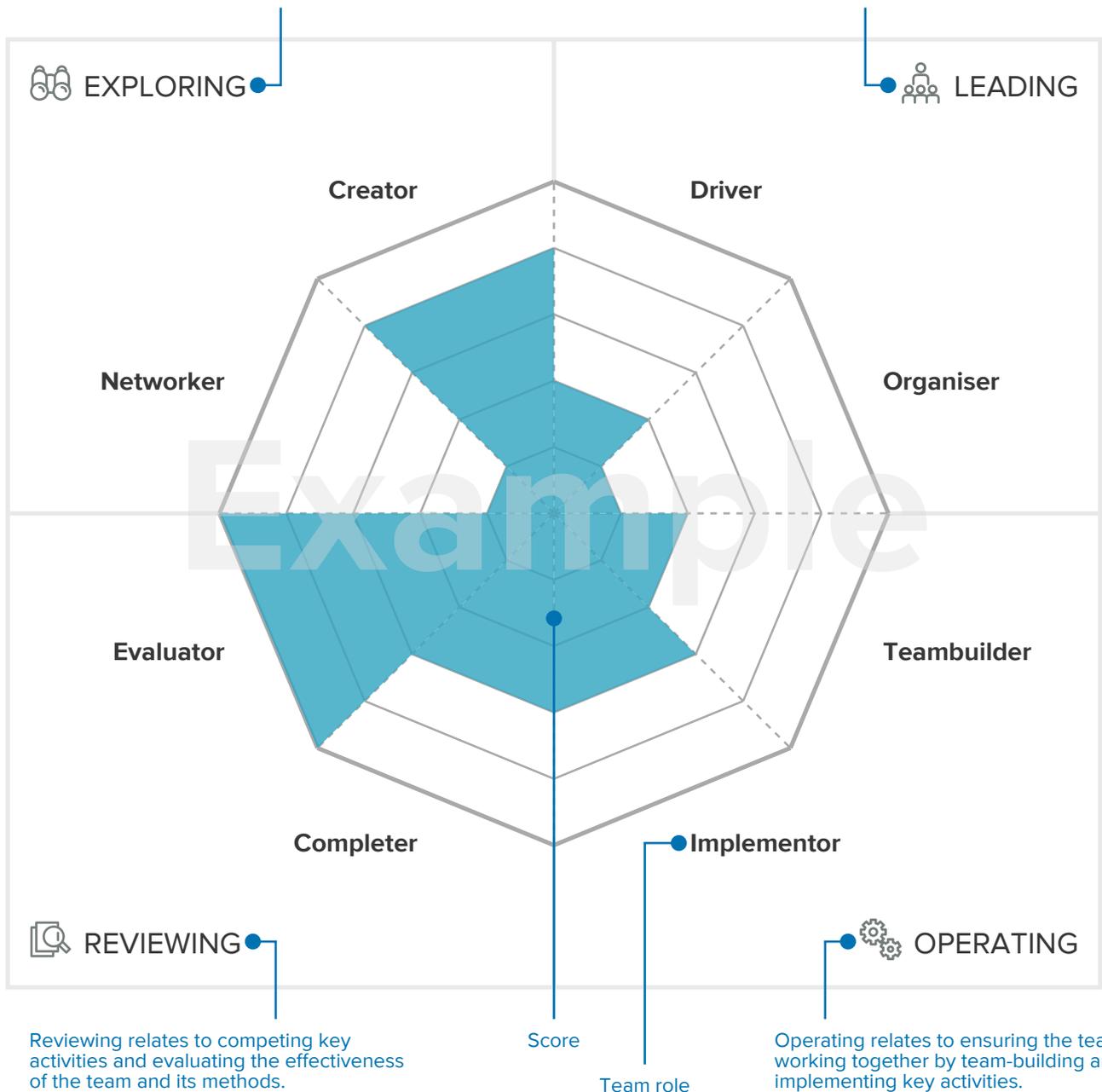
Team Profile

The profile relates to the different roles within a team, across four quadrants of activity. The top-left quadrant, Exploring, relates to networking outside the team and creating new ideas and approaches. The next quadrant, Leading, relates to driving the team forward to achieve its goals and organising the team to enable this. Following this, the Operating quadrant relates to team-building to ensure the team is working cohesively together and the actual implementation of key activities. Finally, the Reviewing quadrant relates to completing key activities as required and evaluating the effectiveness of the group and its methods.

Understanding how to use this report

The top-left quadrant, Exploring, relates to networking outside the team and creating new ideas and approaches.

Leading relates to driving the team forward to achieve its goals and organising the team to enable this.



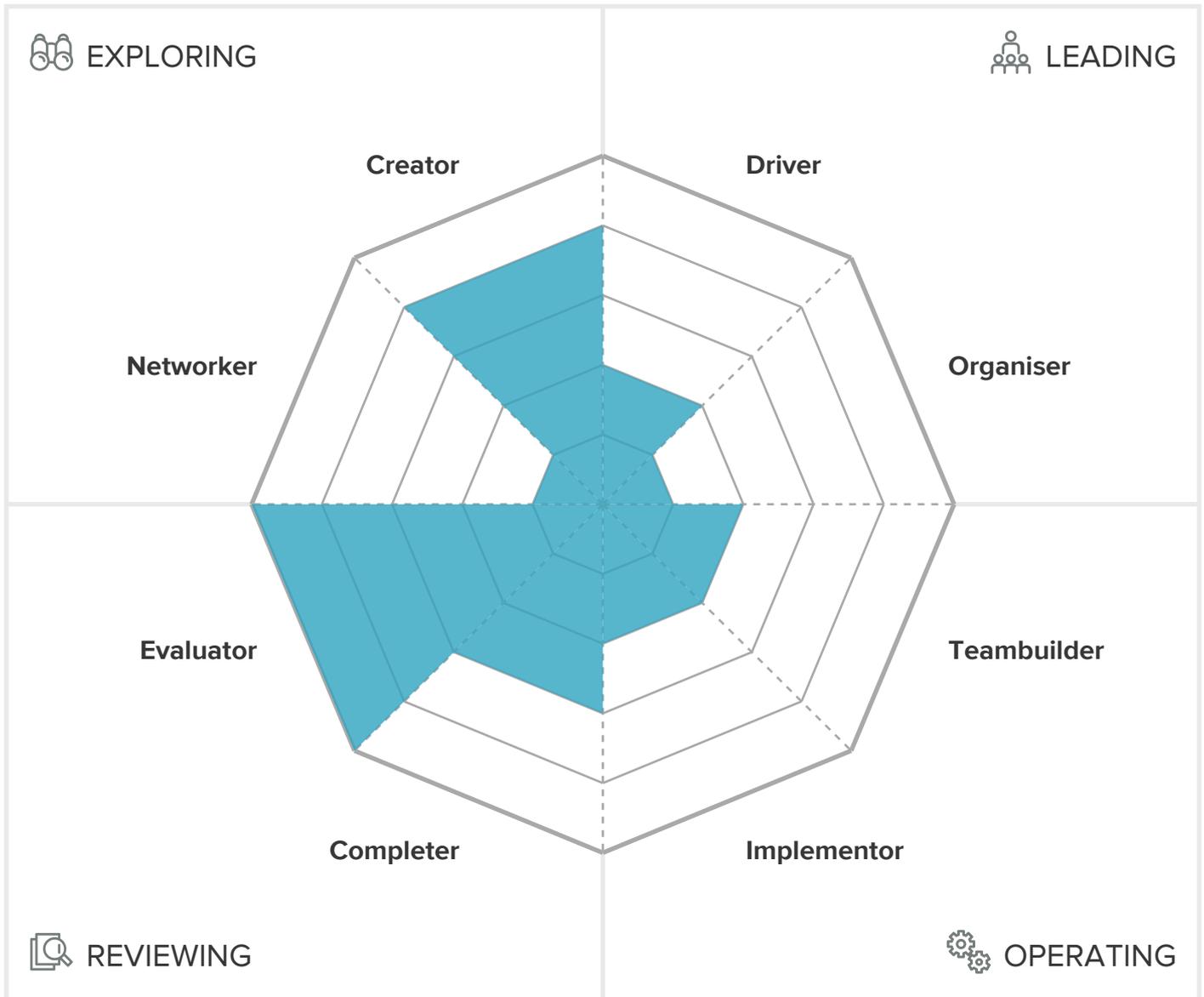
Reviewing relates to competing key activities and evaluating the effectiveness of the team and its methods.

Operating relates to ensuring the team is working together by team-building and implementing key activities.

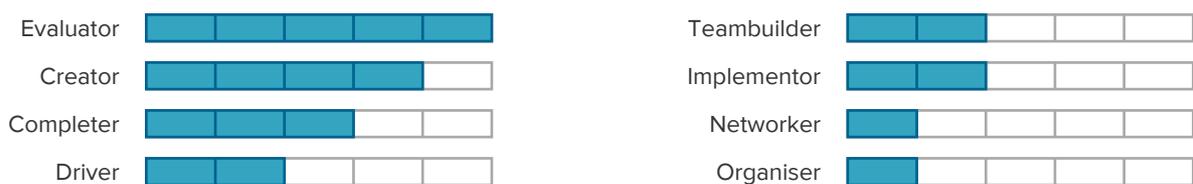
Team Profile

This profile indicates your strength of behaviour for operating in each of eight roles within a team, essentially the key areas of activity undertaken within a team to achieve the overall goals.

The chart below illustrates the strength of preference for operating in each team role, compared to other people who have completed the Dimensions personality questionnaire before. The more each segment on the chart fills the whole area available, the stronger the preference.



Ranked Team Types



Team Type Glossary

This glossary describes the eight team types. This is a static glossary. Refer to the previous page for the individual's profile.

Potential Strengths

Potential Limitations

EXPLORING

Networker

Someone who knows what resources to seek outside the group, and is invaluable in making appropriate contacts.

May be over-enthusiastic at times and become easily bored if an opportunity doesn't quickly come to fruition.

Creator

Potentially the team's main source of ideas and solutions.

Can be sensitive to criticism or simply practical evaluation of their ideas; may be too engaged in their own ideas at the expense of other priorities.

LEADING

Driver

A person who 'leads from the front', who shapes the task and makes things happen; who often has a competitive edge and is also a powerful agent of change.

May come across as aggressive and impatient at times, potentially disrupting the team and failing to fully involve others.

Organiser

Someone who effectively harnesses the talents and resources of the group, coordinates its work, and believes in mutual respect.

Tend to maintain a professional distance and may come across as detached or disengaged from the rest of the group at times.

OPERATING

Teambuilder

Someone whose objective and function is to make the group feel good; and who cooperates in a cohesive and harmonious manner.

May be averse to conflict between team members; can come across as indecisive in the face of argument or disagreements.

Implementor

Someone who is good at breaking down the big ideas into a detailed operating plan, which can then be executed.

May find it difficult to change course if situations are changing rapidly and disinterested in matters not directly concerned with the team task.

REVIEWING

Completer

Is focussed on detail and completion of any task, very useful in ensuring that deadlines are met.

Tends to be quieter and less involved in generating new ideas, may seem overly anxious about keeping to the plan.

Evaluator

This person helps to bring the group to its senses with critical and objective analysis; they may prevent it from going off the rails.

Typically quiet and analytical by nature, may frustrate others by taking a back seat until the last minute when they identify issues to be addressed.



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