



Graduate Personality Profiler Assessment Report

Lucy Sample

26 March 2022



Graduate Personality Profiler

Introduction to the Report

GPP is a self-report questionnaire designed to measure fundamental characteristics that are important in the occupational setting.

These characteristics fall within three core personality domains and the critical fourth domain of values/motivation:

- **People** - interpersonal style including influencing, leadership, and team membership
- **Task** - approach to work including innovation, problem solving, planning and decision making
- **Feelings** - emotional self-assurance, resilience and handling stress
- **Values** - drivers and inhibitors in relation to achievement, benevolence, openness to change, security

This report is based solely on the respondent's answers to the GPP questions. The statements in this report are included on the basis that they are generally true for someone who has given similar answers to this respondent but CANNOT be guaranteed to be accurate in every detail. No questionnaire is infallible. Although the results are generally very reliable, either the respondent or the assessor may disagree with some of the following descriptions.

When using this report you should also remember that the questionnaire is a self-report instrument and therefore provides an indication of how the respondent perceives their own personality and values. The questionnaire has been developed to highlight typical behaviours and preferences but does not provide measures of ability. Furthermore, there are no rights or wrongs in personality. Different profiles can be linked with success and job satisfaction in particular occupational roles, but there is no such thing as a profile that is generally good or generally bad.

The scores which are indicated graphically in this report, and the statements derived from these scores, are based on comparisons of results with a very large international sample of graduates (NOT the general population).

The report contains:

Section One – Executive Summary

- A graphical summary of predictions against core competencies
- Expert interview questions exploring potential strengths and limitations

Section Two – Full Narrative Report

- A full narrative describing core interpersonal, emotional and task related personality traits
- Descriptions of core values - motivators/drivers and dissatisfiers/inhibitors

Section Three – Relationship with Theoretical Models of Personality

- Big Five Factor Model description
- Personality Type description



Graduate Personality Profiler

Core Competencies

Leading

Low		Below average		Average		Above average		High	
1	2	3	4	5	6	7	8	9	10

Influencing

Low		Below average		Average		Above average		High	
1	2	3	4	5	6	7	8	9	10

Team playing

Low		Below average		Average		Above average		High	
1	2	3	4	5	6	7	8	9	10

Innovating

Low		Below average		Average		Above average		High	
1	2	3	4	5	6	7	8	9	10

Analysing

Low		Below average		Average		Above average		High	
1	2	3	4	5	6	7	8	9	10

Planning

Low		Below average		Average		Above average		High	
1	2	3	4	5	6	7	8	9	10

Delivering

Low		Below average		Average		Above average		High	
1	2	3	4	5	6	7	8	9	10

Adapting

Low		Below average		Average		Above average		High	
1	2	3	4	5	6	7	8	9	10

Resilient

Low		Below average		Average		Above average		High	
1	2	3	4	5	6	7	8	9	10



Graduate Personality Profiler

Core Competencies – Interview Exploration

PEOPLE COMPETENCIES – LEADING, INFLUENCING, TEAM PLAYING

POSSIBLE STRENGTHS

Outwardly confident and socially poised. Rarely conspicuously shy or reticent. Mixes well. Eager to contribute.

Q. Under what circumstances are you most likely to feel nervous when meeting new people?

Q. What would be most noticeable about your behaviour in a meeting?

Persistent in convincing others of a particular view. Enjoys the process of persuasion. Likes negotiating.

Q. Tell me about the most successful negotiation you have carried out. What did you do?

Q. When have you been willing to agree to differ on something?

Approachable and caring. Warm friendly manner.

Q. Tell me about a recent situation where you have had to help a colleague who was in difficulty?

Q. To what extent would others describe you as approachable? Why?

Prepared to compromise and accepts consensus. Avoids conflict by capitulating or making concessions.

Q. What are the kinds of things that you are stubborn about at work?

Q. Please tell me about a situation where you have worked to achieve a compromise?

Reasonably assertive. Prepared sometimes to take the lead and organise others, but not dominant or overbearing.

Q. Under what circumstances are you happy to take the lead?

Q. To what extent are you prepared to give way to others when it comes to organising and controlling people?

Moderately perceptive, sometimes taking time to consider people's motivations and feelings.

Q. How do you go about trying to understand people's underlying motives?

Q. In what ways might someone who knew you well describe you as perceptive?

Balance of candour and diplomacy. Sometimes frank about own views but tactful or calculating on other occasions.

Q. When are you most likely to speak frankly and openly?

Q. Please tell me about a situation where you have had to use tact and diplomacy?

POSSIBLE LIMITATIONS

Would rather capitulate than risk conflict. Frequently makes concessions and compromises. May lack conviction. Avoids confrontation.

Q. To what extent do you pursue your own goals in an uncompromising way?

Q. Tell me about a time when you have had to confront someone at work?

Less sociable. Prefers being on own. May prefer work with little contact with others.

Q. How important is it to you that your work gives you plenty of scope for social contact?

Q. To what extent do you prefer to work in a more solitary way?

Too persistent. Won't let matters lie. Wants to negotiate on everything.



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Core Competencies – Interview Exploration

- Q. Tell me about a negotiation you have been involved in. How did you handle it?
- Q. When are you most likely to agree to differ?

Highly affectionate style may cause difficulties in distancing self from others. May sometimes be too caring and kind-hearted.

- Q. If a colleague has a personal problem, how do you react?
- Q. Tell me about the most difficult decision you have had to make affecting other people?



Graduate Personality Profiler

Core Competencies – Interview Exploration

Interview evidence – People – Positive Indicators

Interview evidence – People – Negative Indicators



Graduate Personality Profiler

Core Competencies – Interview Exploration

TASK COMPETENCIES – INNOVATING, ANALYSING, PLANNING, DELIVERING

POSSIBLE STRENGTHS

Systematic, organised and methodical style of task management. Plans and prioritises in advance. Keeps things tidy and up to date.

Q. Tell me about a recent project you ran. How did you set about planning it?

Q. What systems have you currently put in place to monitor your personal progress against targets?

Conscientious and disciplined approach to implementation and task completion. Avoids distractions and concerned to meet deadlines.

Q. Under what circumstances are you distracted from the task in hand?

Q. How do you ensure that you meet deadlines?

Operational orientation. Takes a shorter-term perspective. Concerned with the nitty-gritty of task execution.

Q. To what extent do you like to involve yourself in strategic issues?

Q. Tell me about your approach to practical, day-to-day matters?

Rational and analytical. Takes a logical approach. Concerned to work on the basis of fact rather than intuition.

Q. Please describe a recent problem that you had to resolve. How did you go about it?

Q. To what extent do you rely on your feelings and experience when you have to make a decision at work?

Reasonably creative and free-thinking, but also prepared to accept existing methods and practices. Balance of acceptance of rules/systems and willingness to innovate.

Q. Please tell me about an idea you have come up with which you felt was a somewhat novel solution to a problem?

Q. When are you most likely to stick with tried and trusted ways at work?

Is neither impulsive nor pedantic when it comes to taking decisions.

Q. Tell me about a recent decision you had to make. How did you go about it?

Q. When might you prefer to take your time over a decision?

POSSIBLE LIMITATIONS

Low strategic orientation. May lack a more global perspective or miss wider implications of actions or policies.

Q. How have you contributed to the strategic direction of your organisation/department?

Q. Tell me more about your interests in operational, practical issues at work?

Preference for systematic style of task management may cause difficulties in dealing with unforeseen problems, or more ambiguous situations where systems cannot be applied.

Q. Please give me an example of when you have had to react quickly to a sudden change in plans. What did you actually do?

Q. How do you typically respond when faced with ambiguous, poorly defined situations?



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Core Competencies – Interview Exploration

Interview evidence – Task – Positive Indicators

Interview evidence – Task – Negative Indicators



Graduate Personality Profiler

Core Competencies – Interview Exploration

SELF COMPETENCIES – ADAPTING, RESILIENT

POSSIBLE STRENGTHS

Thrives on change. Seeks novelty and different experiences.

Q. Tell me about a situation where you made a major change to your working life.

Q. In what ways do you turn your liking for new experiences into positive outcomes?

Calm, relaxed; cool under pressure. Rarely experiences work-related anxiety.

Q. What are the sorts of thing that tend to make you anxious?

Q. What do you find most stressful about your current/previous job?

Not plagued by self-doubt nor self-satisfied and smug.

Q. What kinds of things have caused you to doubt yourself in the past?

Q. In what ways do you feel superior to your peers?

Tough-minded. Able to shrug off criticism.

Q. Under what circumstances might you feel slighted?

Q. How important is it to you to appear tough?

Keeps thoughts and feelings to self. Avoids outbursts.

Q. If you are feeling stressed, how do you react?

Q. When have you openly displayed strong emotions?

POSSIBLE LIMITATIONS

May pursue results to the exclusion of differing ideas.

Q. Tell me about a specific goal you recently set out to achieve. What were the main factors you took into account?

Q. In what ways might the end results be more important to you than the means by which you get there?



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Core Competencies – Interview Exploration

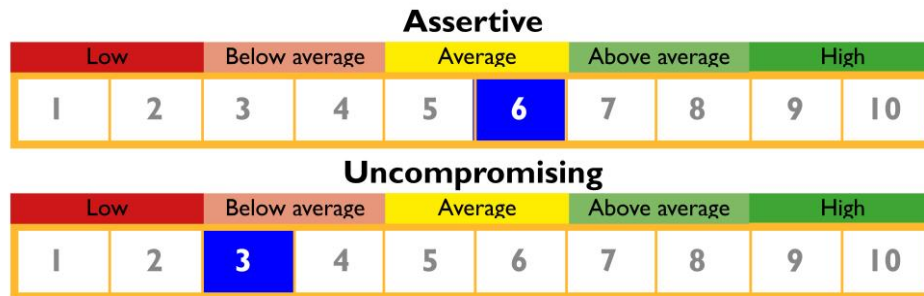
Interview evidence – Self – Positive Indicators

Interview evidence – Self – Negative Indicators



Graduate Personality Profiler

Core Personality Traits - People



Lucy is as assertive as most when it comes to taking on the leadership role. She doesn't shrink from situations where she may have to organise others or issue directions and instructions. She is not so sure of herself as a leader, however, that she always pushes herself to the fore. She is happy to defer to others at times if she feels that they are in some way better qualified than her to take charge, and is not the sort to be overbearing or take a very bossy line. She dislikes conflict, and is less likely than many to take an uncompromising stand, or insist on getting her own way at all costs. Although she may on occasion dig in her heels if she feels very strongly about something, more often than not she will prefer to work with others to find compromises or be willing to concede the point for the sake of some progress.

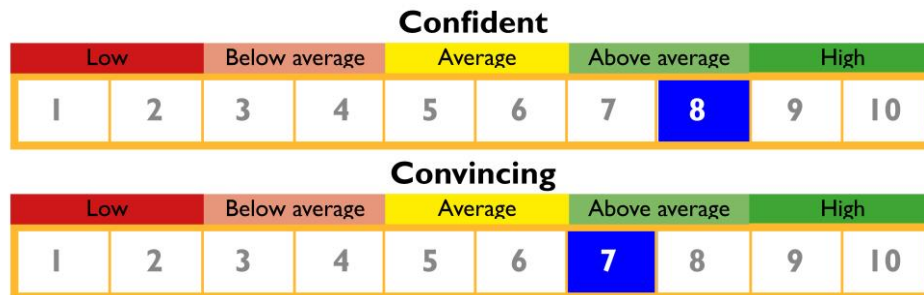
Lucy is a Consultative leader with moderate situational flexibility. This means she will be both task and people oriented in her leadership style, having a strong focus on objectives and targets but not at the expense of team management considerations. She is likely to make an effort to carry her colleagues and subordinates with her, allowing them some involvement in planning and decision making. However, her task orientation is likely to prevent her from adopting a fully democratic management style. Although she will want to work towards goals with the full support and commitment of her team, she may wish on occasions to retain independent responsibility for critical decisions, perhaps consulting colleagues but not necessarily following the consensus. Her average level of situational flexibility suggests that she will be reasonably consistent in this style of leadership, using the same approach in many management contexts but sometimes seeing fit to adapt her style to the characteristics of subordinates (or team colleagues) or to other circumstantial factors. On these occasions she will temporarily move away from her usual style, tailoring her actions to meet the specific requirements of the situation.

Directive leaders are high on Task but low on People. Consultative leaders are high on People and Task. Participative leaders are high on People but low on Task. Laissez-faire leaders are low on both People and Task.



Graduate Personality Profiler

Core Personality Traits - People

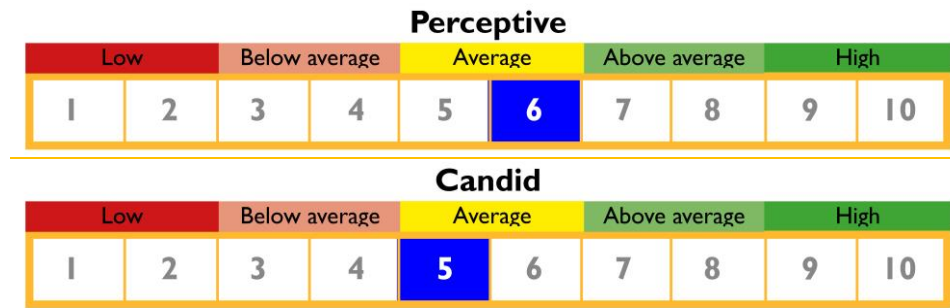


Lucy is quite a confident person, who doesn't experience too much apprehension when meeting new people. She is probably a better social mixer than most, perhaps finding it easier to engage others in conversation. She likes to contribute her ideas and views, and in group situations will usually be happy to express herself, not succumbing to feelings of shyness, or becoming tongue-tied. Lucy is also quite persistent when it comes to negotiating, selling or just generally trying to persuade others to a point of view or course of action. She derives a fair bit of enjoyment from doing so, and it is quite unlikely that she would simply agree to differ if others appeared to be resisting her ideas, or taking a contrary line. Since Lucy is also quite a confident social mixer, being pretty willing to become involved in conversation or group discussions, she is unlikely to feel apprehensive when meeting new people or putting forward her views.



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Core Personality Traits - People



She is balanced in her approach to other people's behaviour, being moderately interested in underlying motives and feelings while not wishing to spend too much time analysing people at the expense of more concrete considerations. She is reasonably observant and perceptive, but is not particularly psychologically minded, and may sometimes choose to concern herself as much with the outcomes of people's actions as with the causes. Her own behavioural style is likely to be quite dependent on her reading of the circumstances. Sometimes she will choose to keep her own counsel, while, on other occasions, revealing her hand more readily. Her responses suggest that she is not strongly "political" or diplomatic in her dealings with people, but neither is she particularly blunt or candid.

Lucy's primary team role is Co-ordinator. Co-ordinators tend to be those who try to get the best out of the resources within the team. They control the team in an assertive but not overbearing way, gaining respect from the group. Co-ordinators are concerned to move the group towards objectives, and are prepared to listen to all the views which are expressed. They may not agree with other people's ideas but feel it is important for everyone to have their say. They are often better at recognising the strengths and limitations of those in the team, and try to make use of all the potential available. They are interpersonally skilled, and whilst not dependent upon others, or overly concerned to be at the centre of attention, they are able to deal effectively with team members and their needs. Co-ordinators may be noted for their enthusiasm and their desire to achieve goals.



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Core Personality Traits - People

Affectionate

Low		Below average		Average		Above average		High	
1	2	3	4	5	6	7	8	9	10

Sociable

Low		Below average		Average		Above average		High	
1	2	3	4	5	6	7	8	9	10

Lucy is not entirely a loner who doesn't have much need for social contact, but she may be fairly content with her own company. She probably quite enjoys working on her own and may prefer a job which doesn't involve a great deal of people contact. She may be more interested in her own inner world than in interacting socially, or establishing relationships. Nevertheless, she is not an unsympathetic person, and is in fact somewhat more affectionate and caring than is typical for the comparison group. Lucy, therefore, may well be more inclined than most to lend a sympathetic ear to those in trouble, and be willing to be approached by others, even though she doesn't have a strong underlying need for this sort of contact.



Graduate Personality Profiler

Core Personality Traits - Task

Strategic

Low		Below average		Average		Above average		High	
1	2	3	4	5	6	7	8	9	10

Free-thinking

Low		Below average		Average		Above average		High	
1	2	3	4	5	6	7	8	9	10

Lucy has a practical, down to earth approach to work. Her style is operational; she is generally less comfortable with strategic or theoretical task requirements. She dislikes abstract problems and ambiguity, preferring to address herself to pragmatic and shorter term considerations. She has a moderate tolerance for working within the constraints of rules, systems and routines, but may demonstrate a more creative, unconstrained thinking style in some situations. She is therefore likely to feel most at home with a balance of responsibilities which allow a degree of reference to existing systems and methodologies, but also some opportunities to innovate and develop new approaches. Her preference will be for clear, concrete, practical objectives.

Intuitive

Low		Below average		Average		Above average		High	
1	2	3	4	5	6	7	8	9	10

Cautious

Low		Below average		Average		Above average		High	
1	2	3	4	5	6	7	8	9	10

She tends to adapt her speed of decision making to the demands of the problem, sometimes making up her mind quickly in order to address a crisis or seize an opportunity, but on other occasions taking a more ponderous, unhurried approach. In either case she will bring to problems an objective, logical approach, relying more on analysis of available facts than intuitive, gut feel impressions. Lucy will tend to avoid high risk or impulsive decisions, but, on the other hand, will not procrastinate when a conclusion is required.



Graduate Personality Profiler

Core Personality Traits - Task

Systematic									
Low		Below average		Average		Above average		High	
1	2	3	4	5	6	7	8	9	10

Distractable									
Low		Below average		Average		Above average		High	
1	2	3	4	5	6	7	8	9	10

Lucy is fairly orderly and systematic in her management of tasks. She will usually spend some time prioritising and planning before throwing herself into a piece of work. She prefers foresight, tidiness and punctuality to crisis management, and has a highly conscientious attitude to task completion. Lucy will be extremely disciplined in seeing tasks through to their conclusion. She will avoid distractions and persevere, even with tedious work, until final objectives are met. She is likely to be organised, methodical and structured in her work style; furthermore she will be a reliable implementer, drawing on her tenacity, concentration and determination to get jobs properly finished off.



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Core Personality Traits – Feelings



Lucy may occasionally experience self-doubts but no more so than most. She has a fairly typical level of self-esteem, and probably feels, at an emotional level, neither inferior or superior to her peers. Lucy's internal perception of her own worth is likely to be quite realistic, and temperamentally she is fairly calm and stable, rarely feeling tense or on edge. She is quite laid back, and generally finds it easy to switch off from work-related problems. She will usually be relaxed unless there is something critical to worry about; she will, for the most part, take pressure in her stride, and is unlikely to experience stress unless in exceptional circumstances.

She is extremely thick skinned, hardly ever taking offence at remarks or criticisms made by others, even if these are unfair or malicious. She could not be described as emotionally sensitive; she is very difficult to provoke or upset and hardly ever experiences strong reactive feelings. On the rare occasions when she does feel inwardly emotional (perhaps angry or frustrated or disappointed) she is unlikely to express her feelings freely. Lucy usually avoids revealing her emotional state. She keeps her feelings under some control, and rarely sees fit to "let off steam". This emotional silence will have the advantages that Lucy will be perceived as stable, resilient and unlikely to display any signs of volatility. However, her inscrutability may make her rather difficult to relate to, especially by people who like to freely discuss and express their feelings.



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Core Values – Self-enhancement

Competition

Low		Below average		Average		Above average		High	
1	2	3	4	5	6	7	8	9	10

Results

Low		Below average		Average		Above average		High	
1	2	3	4	5	6	7	8	9	10

Personal authority

Low		Below average		Average		Above average		High	
1	2	3	4	5	6	7	8	9	10

Responsibility

Low		Below average		Average		Above average		High	
1	2	3	4	5	6	7	8	9	10

Work

Low		Below average		Average		Above average		High	
1	2	3	4	5	6	7	8	9	10

She values co-operation more highly than competition. She is more concerned to meet her own standards of success than to perform well in comparison with others. Relative achievement is of little interest to Lucy, who is less suited to a culture which stimulates and encourages competition amongst employees, but better suited to an environment where collaboration and team-work are favoured for the pursuit of shared goals.

Lucy is strongly motivated by the achievement of results. A significant component of her job satisfaction comes from the reinforcement she experiences on seeing the fruits of her own labours. Her mind tends to be firmly set on final outcomes; she likes to get on with things and may feel a little frustrated if not working towards clear, definable goals.

Lucy negatively values personal authority. She tends not to use her own status to influence people, and dislikes having to submit to the authority of others. Instead she values democratic styles of decision making and is therefore better suited to participative management environments than autocratic or hierarchical management structures. She will want to feel free to question authority, and, in turn, is likely to feel tolerant of her own opinions and plans being questioned by subordinates.

She is not particularly attracted by responsibility as a motivator in its own right. She is generally happy to work on tasks that other people are in charge of, and is often prepared to share accountability for outcomes which strictly fall within her own remit. She may even feel uncomfortable with the pressures of burdensome responsibilities and prefer that someone else is ultimately answerable.

She attaches significant importance to the work ethic. Her career is a major part of her life, and she will tend to



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Core Values – Self-enhancement

identify quite closely with her job/employer. She would not be happy to be unemployed even if she had an independent income, and generally feels that people should work whether they have to or not. Lucy feels that work itself is a constructive and valuable institution, and that commitment to career is necessary for character and self-respect. She may have difficulty relating to people who do not value work in this way.

Note for assessors: Self-enhancement values are associated with achievement and power. Lower scores on the above scales are associated more closely with the next section - Self-transcendence.



Graduate Personality Profiler

Core Values – Self-transcendence

Altruism										
Low		Below average			Average		Above average		High	
1	2	3	4	5	6	7	8	9	10	

Intimacy										
Low		Below average			Average		Above average		High	
1	2	3	4	5	6	7	8	9	10	

Levity										
Low		Below average			Average		Above average		High	
1	2	3	4	5	6	7	8	9	10	

She has a fairly strong inclination towards altruism, believing that the welfare of the individual should be a collective responsibility. She will feel rewarded by performing work which has a direct benefit to other people, particularly if these others are perceived as a needy or deserving group. If her work has no obvious benefit to others she may begin to feel it is rather pointless and feel inclined to look for a role which she would find more meaningful. She may well be prepared to make personal sacrifices in terms of other work-related rewards in order to do work which has some altruistic value.

Lucy has an unremarkable value for intimacy. Like most people she attaches some value to close relationships and feels that, to a degree at least, work provides an opportunity to meet people and make friends. She enjoys affection and camaraderie, but is not strongly dependent on human warmth and may be reluctant to allow relationships to influence work related decisions.

She is a very serious-minded individual, who takes a solemn and reflective view on most subjects rather than seeing the funny side. In particular, she feels that work is a serious business and that frivolity in the work-place is inappropriate. This very low value for levity does not mean that Lucy has no sense of humour, but it does indicate that she will not appreciate flippant attitudes to issues that she holds as important. She is therefore likely to be most comfortable working with colleagues who share her serious-mindedness.

Notes for assessors: Self-transcendence values are associated with benevolence and a concern for the well-being of others. Lower scores on the above scales are more closely related to the previous section - Self-enhancement.



Graduate Personality Profiler

Core Values – Openness to change

Novelty									
Low		Below average		Average		Above average		High	
1	2	3	4	5	6	7	8	9	10

Self-expression									
Low		Below average		Average		Above average		High	
1	2	3	4	5	6	7	8	9	10

Intellect									
Low		Below average		Average		Above average		High	
1	2	3	4	5	6	7	8	9	10

She has a high need for variety in her work, and will become restless if required to repeat tasks. Her interest in particular activities will diffuse quickly as the novelty wears off, making predictable or unchanging tasks a chore for which she will have little enthusiasm. She is therefore likely to feel most highly motivated in a role which frequently requires new approaches and new involvement on her part.

Lucy is fairly typical in her orientation to self-expression. She likes to have some opportunity to put something of herself into her work, but is not constantly looking for ways to be original or individualistic.

Lucy tends to be impressed by intelligent people. She enjoys academic debate, and likes to work in an environment which is intellectually stimulating. She is likely to get bored and demoralised if starved of the company of people whose intellectual capacity she enjoys and admires. She attaches value to theory and abstraction as well as more applied and practical thinking.

Notes for assessors: Openness to change values are associated with exploration, self-direction and new experiences. Lower scores on the above scales are more closely related to the next section - Conservation.



Graduate Personality Profiler

Core Values – Conservation

Security										
Low		Below average			Average		Above average		High	
1	2	3	4	5	6	7	8	9	10	

Recognition										
Low		Below average			Average		Above average		High	
1	2	3	4	5	6	7	8	9	10	

Material wealth										
Low		Below average			Average		Above average		High	
1	2	3	4	5	6	7	8	9	10	

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Notes for assessors: Conservation values are associated with safety, security and stability. Lower scores on the above scales are more closely related to the previous section - Openness to change.



Graduate Personality Profiler

Motivators/Drivers

Opportunities to collaborate with others.

Tangible results; own achievements.

Democratic management and participative decision-making culture.

Intellectual tasks; intellectually oriented colleagues.

Novelty; variety; unpredictability.

Opportunities to perform work which has clear and direct benefit to others; altruistic task content.

Working environment oriented towards serious-mindedness.

Culture which values the work ethic.

Tasks requiring negotiation, persuasion, selling of ideas.

Tasks requiring an organised, systematic, methodical approach.



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Dissatisfiers/Inhibitors

Culture with strongly materialistic values.
Highly competitive working environment.
Lack of opportunities to see fruits of own labours; lack of observable concrete results.
Autocratic management style; hierarchical structure, status oriented culture; lack of opportunities to participate in decision-making.
Excessive responsibility; accountability for highly critical outcomes.

Working environment oriented towards light heartedness/frivolity; colleagues poking fun at each other.
Colleagues who do not share a high value for the work ethic.
Work which involves extensive interpersonal contact with others and little time alone.

Few opportunities to exercise the intellect; infrequent interactions with other intellectually oriented individuals.
Predictability; familiarity; continuity; repetition.
Vague, ambiguous or intangible objectives; goals which are heavily strategic or abstract rather than specific and pragmatic.
Little or no opportunity to apply rational, objective thinking to problems; culture which favours intuitive or evaluative judgement over rational analysis of factual data.
Crisis management; having little or no opportunity to plan ahead; having to deal with issues in an unsystematic manner.
Little or no opportunity to perform work which has clear and direct benefit to others;lack of altruistic task content.



Graduate Personality Profiler

Big Five Factor Model

More like this	In between	More like this
Down-to-earth, uncreative, conventional, prefers routine, less curious, conservative.	●	Openness to experience Imaginative, creative, original, prefers variety, curious, liberal.
More like this	In between	More like this
Negligent, overlooks things, disorganised, tardy, aimless, gives up.	●	Conscientiousness Conscientious, hardworking, organised, punctual, ambitious, persevering.
More like this	In between	More like this
Reserved, loner, quiet, passive, sober, inward looking.	●	Extraverted Affectionate, joiner, talkative, active, fun-loving, passionate.
More like this	In between	More like this
Puts self-interest first, suspicious, uncooperative, antagonistic, critical, irritable.	●	Agreeableness Softhearted, trusting, generous, considerate, acquiescent, lenient, good-natured.
More like this	In between	More like this
Calm, even-tempered, self-assured, optimistic, comfortable, unemotional, resilient.	●	Neuroticism Anxious, temperamental, pessimistic, emotionally volatile, vulnerable to stress.



Graduate Personality Profiler

Psychological Type

More like this	No strong preference	More like this
Introversion Energised by being on own, likes solitude. Private, keeps thoughts to self. Quiet, deliberate.	●	Extraversion Energised by being with others, gregarious. Expressive, self revealing. Talkative, enthusiastic.
More like this	No strong preference	More like this
Sensing Concrete, practical. Focus on the present. Detailed, factual. Uses senses.	●	Intuition Imaginative, abstract. Focus on future. Conceptual, theoretical. Likes ideas and complex tasks.
More like this	No strong preference	More like this
Feeling Empathetic, warm. Ruled by heart not head. Sensitive, vulnerable. Avoids conflict, seeks harmony.	●	Thinking Rational, logical, objective. Ruled by head not heart. Thick-skinned, impersonal. Critical.
More like this	No strong preference	More like this
Judging Decisive. Structured, organised. Seeks closure. Finishes things off.	●	Perceiving Procrastinates, puts things off. Disorganised, unstructured. Dislikes routine. Spontaneous, flexible.

Assessor note: the predicted type is ENFJ.

No strong preference suggests varying behaviours may be observed.