

## 1 | ABOUT THIS REPORT

This report provides an overview of the individual's likely behaviours and preferences in the work place and is intended for use by managers and HR professionals. This questionnaire aims to evaluate the individual's preferences and behaviours across 6 dimensions that are considered key to successful performance. The importance of each dimension for the role (as indicated by the organisation) may also be presented in the results section and will be shown by a grey segment on the dial.

During the assessment, candidates were presented with statements and asked to select how much they agreed with the statement out of five options: 1 Strongly disagree, 2 Disagree, 3 Unsure, 4 Agree and 5 Strongly agree. The individual's responses therefore show the way they see their own behaviour and provide a description of their likely behaviours and preferences at work, rather than how another person might describe them. This means that the accuracy of this report depends on the truthfulness with which they answered as well as their level of self-awareness. Additionally, the report describes their preferences and likely way of behaving, rather than actual skill levels. This report provides the candidate's overall result (behaviours and preferences combined) for each dimension according to the following scale: 1-3 Below average, 4-6 Average, 7-8 Above average, and 9-10 Well above average.

It is important to remember that the information in the report should not be used in isolation to make decisions. Rather, it should be considered in conjunction with other assessment methods such as an interview. This report has a shelf life of 12-18 months and should be treated confidentially. If however, there are major changes in the individual's life or work during this period, they should complete the questionnaire again.

The candidate's responses have been compared with a large group of other people who have taken the same questionnaire.

### SCORE GUIDELINES

#### Below Average: 1-3

Approximately 15% of people would have a score in this range, the majority of people would score higher. A score in this range indicates a low inclination to demonstrate this dimension.

#### Average: 4-6

Overall a score in this range is very typical of the most people. A score in this range indicates a moderate inclination to demonstrate this dimension.

#### Above average: 7-8

Approximately 25% of people would achieve a score in this range, most people would score lower. A score in this range indicates a strong inclination to demonstrate this dimension.

#### Well above average: 9-10

Approximately 7% of people would have a score in this range, the majority of people would score lower. A score in this range indicates an extremely strong inclination to demonstrate this dimension.

### UKE Match-Fit (General Population)

This norm is suitable for operational to low supervisory roles for any sector. It is comprised of data from the UK.

## 2 | RESULTS

 **Interactions**

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**Overall Score: 6**

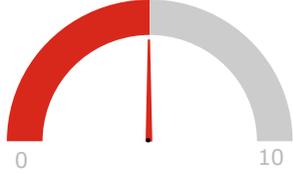


As likely as most people to be balanced in terms of confidence interacting in a team or working independently. Likely to be reasonably comfortable speaking to people, for example, when meeting someone for the first time or when contributing to a group discussion. May therefore enjoy both working alone or in a group. In addition, being as likely as most to enjoy talking with lots of different people.

 **Resilience**

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**Overall Score: 5**



Generally typical in a response to stressful situations. This means being reasonably calm, however, there may be some occasions where worry and emotions are shown. Likely to be neither overly optimistic nor overly pessimistic when faced with challenging situations. May be more comfortable working in an environment where there is a moderate amount of pressure and a reasonable amount of work to do. However, unlikely to enjoy having to cope with stressful situations or very busy work environments.

 **Rule Oriented**

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**Overall Score: 6**



As likely as most to follow rules, guidelines and instructions in practice. However, may frequently be flexible and modify the rules to help complete a task. May sometimes consider the consequences of actions to a reasonable extent. Likely to prefer working within relevant rules and regulations and procedures. This means generally preferring to be careful and might feel slightly uncomfortable taking a risk or breaking a rule.



### Focus on Quality

**Overall Score: 4**

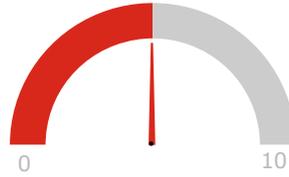


Tends to show a fairly typical approach when it comes to balancing quality outputs with quantity. Likely to place a moderate level of importance on checking work for errors and/or meeting deadlines. Therefore, it appears that there may be some occasions when compromising on the standards expected could occur, for example, in order to meet a deadline. May be likely to work reasonably quickly and to check work to ensure it meets only some of the standards required. This indicates a typical preference for producing quality work and being comfortable with work being 'good enough', rather than to a very high standard.



### Motivation

**Overall Score: 5**

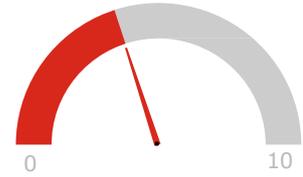


Moderately focused and interested in work. Likely to have a balanced attitude to new challenges, neither liking or disliking them. Overall, as typical as most people when it comes to levels of motivation and drive at work. Likely to be comfortable doing work which requires a moderate amount of effort. This means there may be a preference to work in an environment which is not overly demanding and where there are some development opportunities available.



### Openness to Change

**Overall Score: 4**



As likely as most people to have an interest in new ways of working that is very typical of peers. Likely to be reasonably open to change and quite flexible. May sometimes make suggestions and build on other people's ideas. Likely to enjoy change to the same extent as most other people. This may indicate being comfortable doing some routine work, but may not want to do this all of the time.

## 3 | APPENDIX

 <h3>Interactions</h3> <hr/> <p>Interacting with others in a confident manner. Enjoying teamwork and being interested in working collaboratively to achieve outcomes.</p>	 <h3>Resilience</h3> <hr/> <p>Remaining calm and in control when dealing with stressful situation. Continuing to stay optimistic when things go wrong.</p>	 <h3>Rule Oriented</h3> <hr/> <p>Understanding the importance of following rules, guidelines and procedures, and being safety conscious.</p>
 <h3>Focus on Quality</h3> <hr/> <p>Being conscientious and producing high quality work. Checking work to ensure it meets the required standards.</p>	 <h3>Motivation</h3> <hr/> <p>Showing drive, energy and motivation at work. Demonstrating a positive attitude and working hard to overcome challenges and achieve better outcomes.</p>	 <h3>Openness to Change</h3> <hr/> <p>Approaching change in a positive manner, showing flexibility and suggesting new ideas.</p>