

# PARTICIPANT REPORT

ID 884

# INTRODUCTION

There are many reasons why people behave differently and one of the reasons is the difference between people's personality. The area of personality has been extensively explored by researchers and psychologists. 'Personality' can be defined as the pattern of thoughts, feelings and behaviours that distinguish one person from the next and remains relatively consistent over time. We measure personality directly from your unique approach in dealing with each of the Mosaic tasks. Therefore, we do not rely on you telling us what you think you are like.

Here are some important points to note about the information:

- Statements in this report are not definitive about your behaviour, they are indicators of how you might behave.
- The information relates to your style and preferences not your ability
- Although personality tends to remain consistent through our lives, they can change and the shelf-life on the information is typically 12 months
- The results offer a comparative measure compared to the general working population who has also completed the set of Mosaic Personality Tasks.
- Do consider the information from different perspectives but do not get overly concerned if you feel certain areas of your personality report is inaccurate. The interpretation of this report is not infallible.

## About this report

The main profile of your personality is displayed in the next few pages. This is based on your approach in how you completed the set of Mosaic Personality Tasks. The graph indicates where you fall compared to the average of the working population.

Ten-point Sten scores are used in this report. This compares you against others that have completed the Mosaic tasks. The scale indicates the level of preference you display. A 5 or 6 would indicate a typical preference. Whereas, a 1 would indicate an extremely low preference, and a 10 would indicate an extremely high preference.

The report looks at different areas of personality: Conscientiousness, Emotional Stability, Openness to Experience, Agreeableness and Extraversion.

### **Conscientiousness**

Individuals who are conscientious tend to be more aware of their actions and the consequences of their behaviours compared to their counterparts. They often have a stronger sense of responsibility and come across as more careful with duties that they are assigned to. People who are higher in conscientious tend to be more achievement focused and strongly believe in their own competence. On the other hand, people who are lower in conscientiousness prefer a less systematic and flexible approach to work and may come across as more relaxed.

### **Extraversion**

Individuals with more extravert preferences enjoy interacting with the outside world, and can become bored if they do not get enough stimulation and interaction with people. They are more likely to be outgoing, cheerful, assertive and to seek excitement. By contrast individuals with more introvert preferences tend to be quiet, low-key, deliberate and disengaged from the social world. They are not necessarily shy nor unhappy; they simply prefer less stimulation and interaction with the outside world.

### **Openness to Experience**

The Openness to Experience factor is characterised by an individual's willingness to explore thoughts, ideas and emotions. People who are higher on this scale would probably enjoy intellectual pursuits and are more likely to come up with unconventional ideas. They may also have more awareness of and interest in their own emotions. On the other hand, people who are lower on Openness would have a more pragmatic focus with their thinking and prefer to adhere to regular routines.

### **Agreeableness**

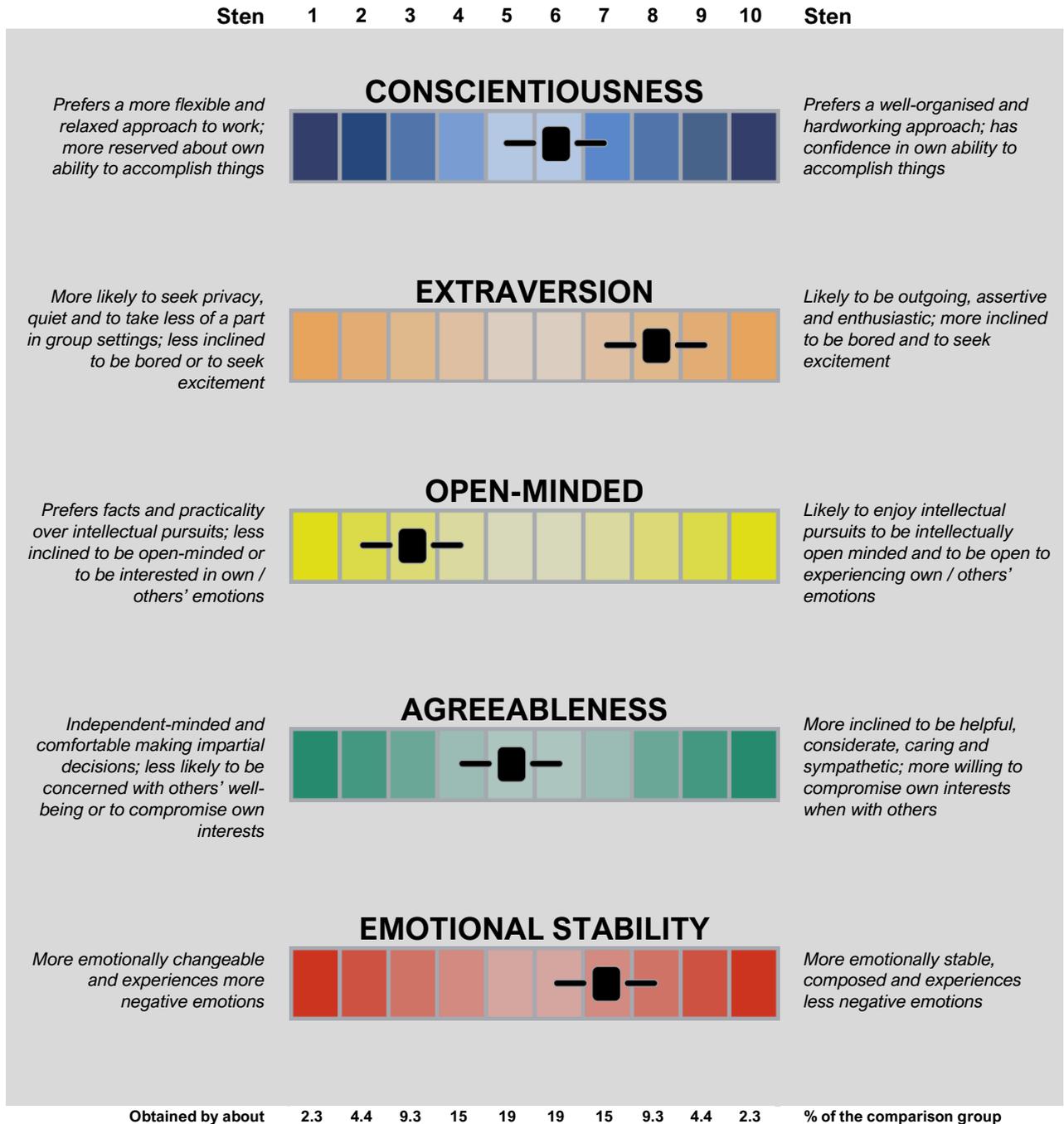
Individuals who are higher on agreeableness tend to be more co-operative and trusting of other people. They work well with others as part of a team and come across as effective team members. People who are agreeable tend to avoid conflict and seek to appease others. On the other hand, individuals who are lower on the agreeableness scale are more independent minded and less concerned with pleasing other people. They may come across as less sympathetic and feel more comfortable expressing their views/opinions, disagreeing with others.

### **Emotional Stability**

People who score higher in emotional stability tend to remain calmer through stressful situations as they worry less about problems and view problems in proportion to their importance. On the other hand, people who score lower in emotional stability tend to react more intensely to events and experience negative emotions more frequently compared to others.

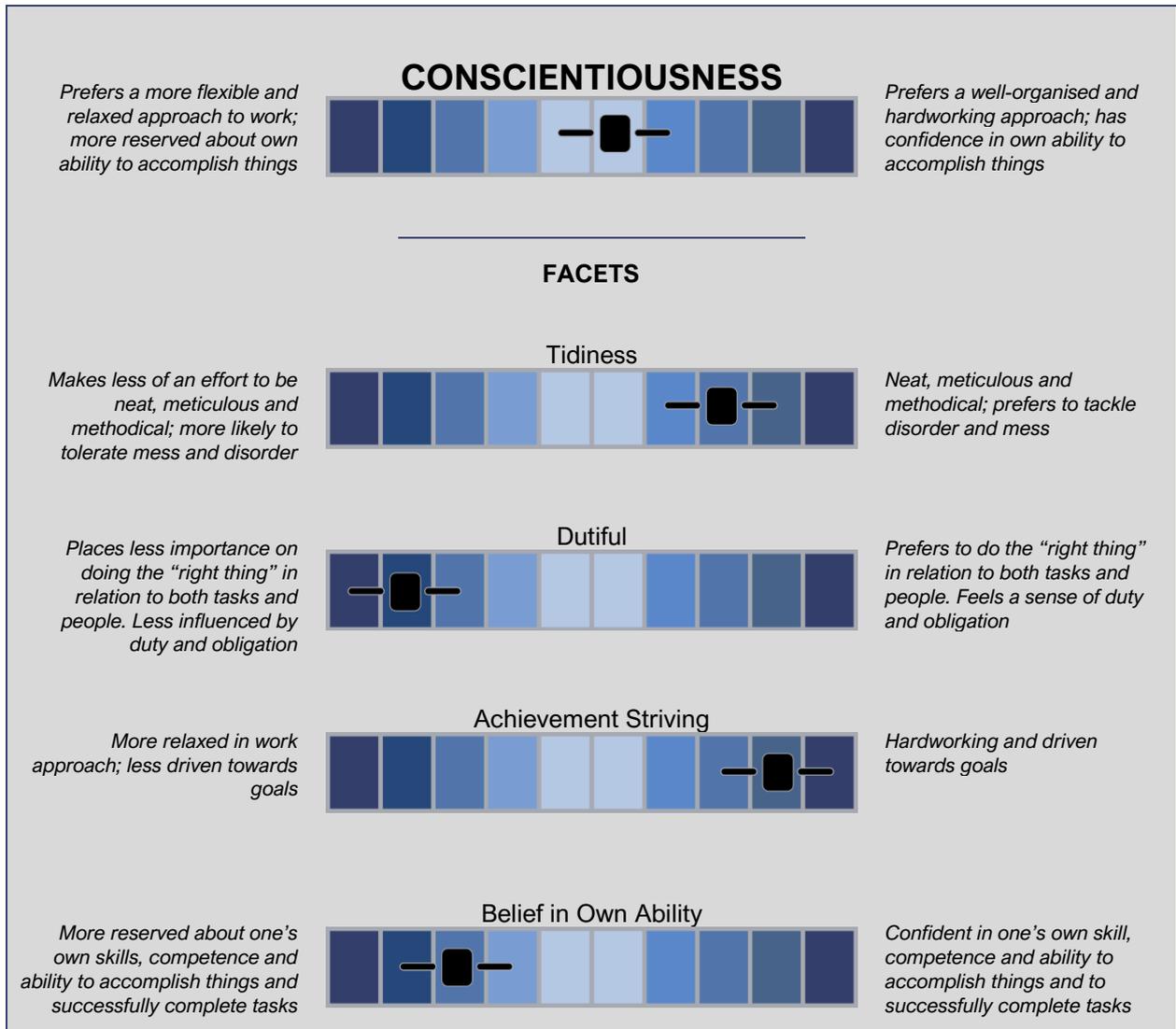
# PERSONALITY PROFILE

People with the same behaviour and responses on Mosaic as yours tend to report the following personality:



# CONSCIENTIOUSNESS

Sten 1 2 3 4 5 6 7 8 9 10 Sten

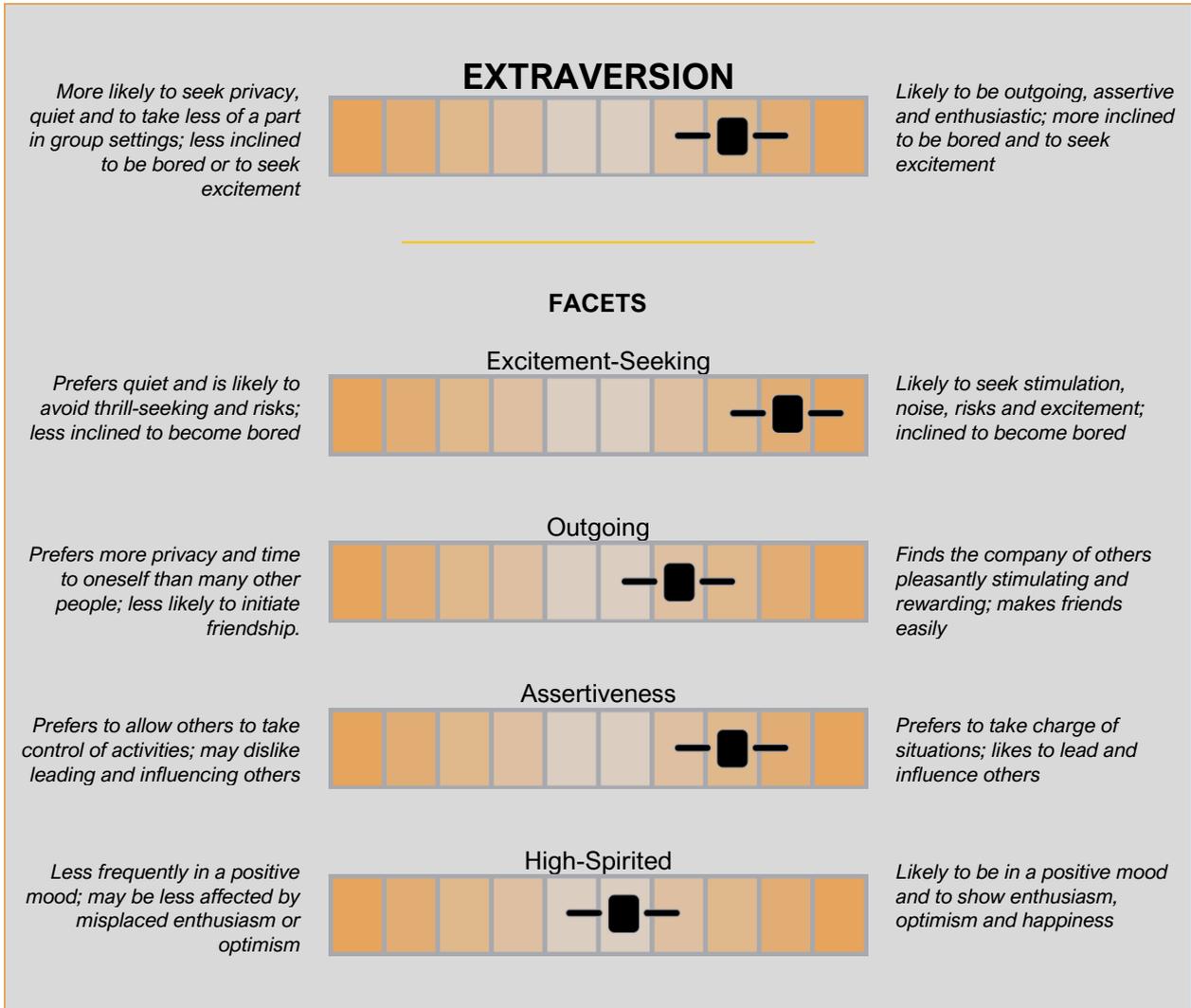


Obtained by about 2.3 4.4 9.3 15 19 19 15 9.3 4.4 2.3 % of the comparison group



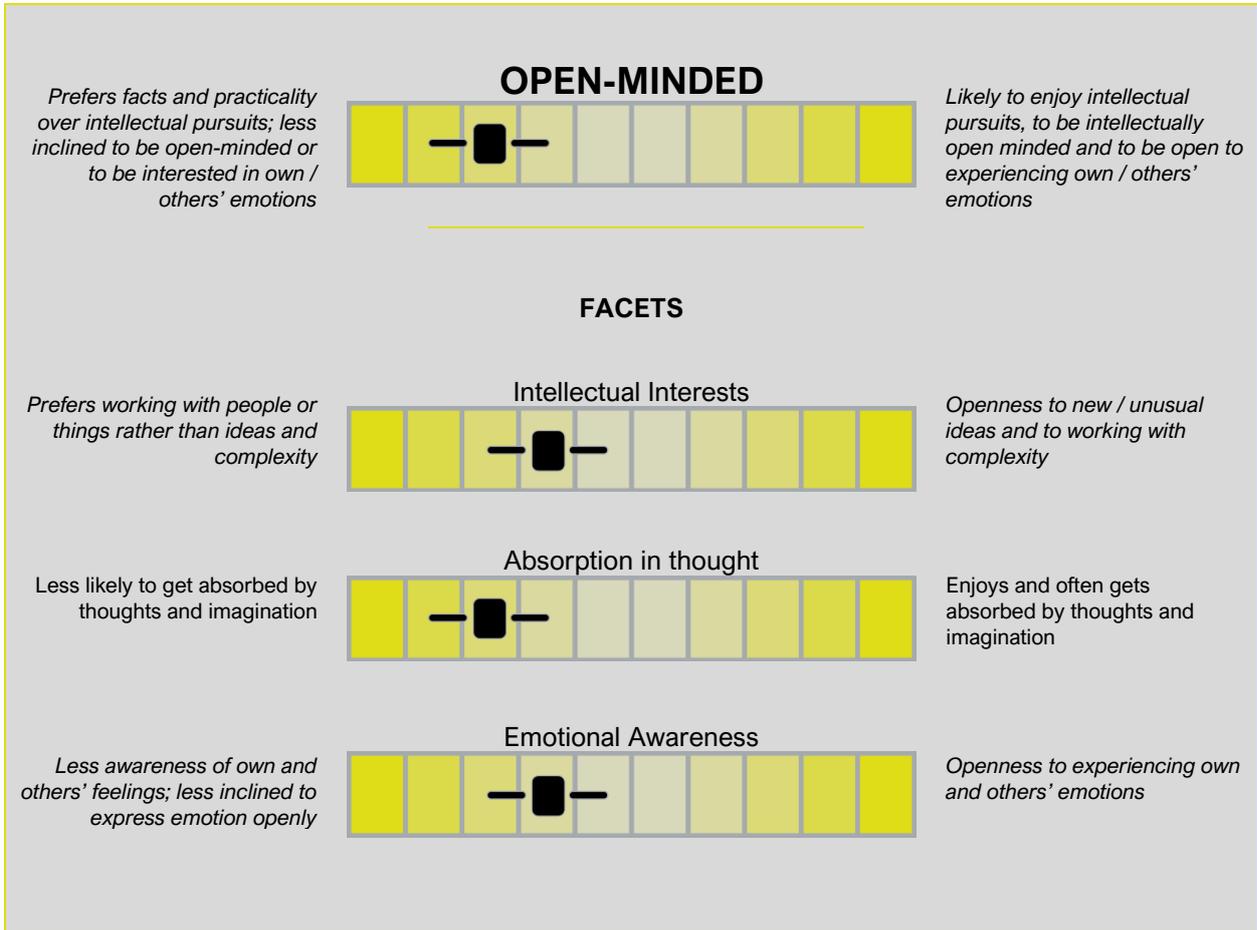
# EXTRAVERSION

Sten 1 2 3 4 5 6 7 8 9 10 Sten



# OPEN-MINDED

Sten 1 2 3 4 5 6 7 8 9 10 Sten

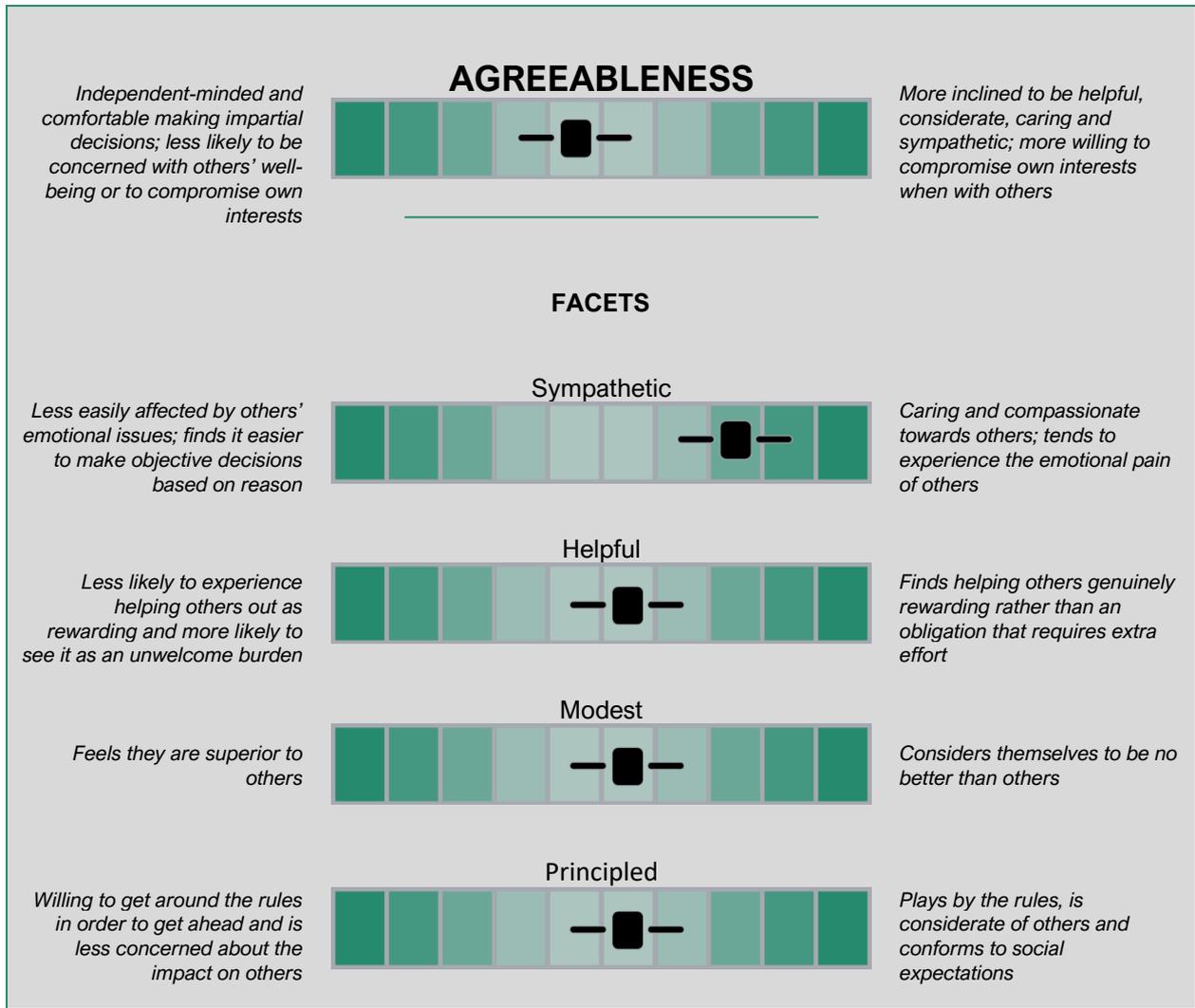


Obtained by about 2.3 4.4 9.3 15 19 19 15 9.3 4.4 2.3 % of the comparison group



# AGREEABLENESS

Sten 1 2 3 4 5 6 7 8 9 10 Sten

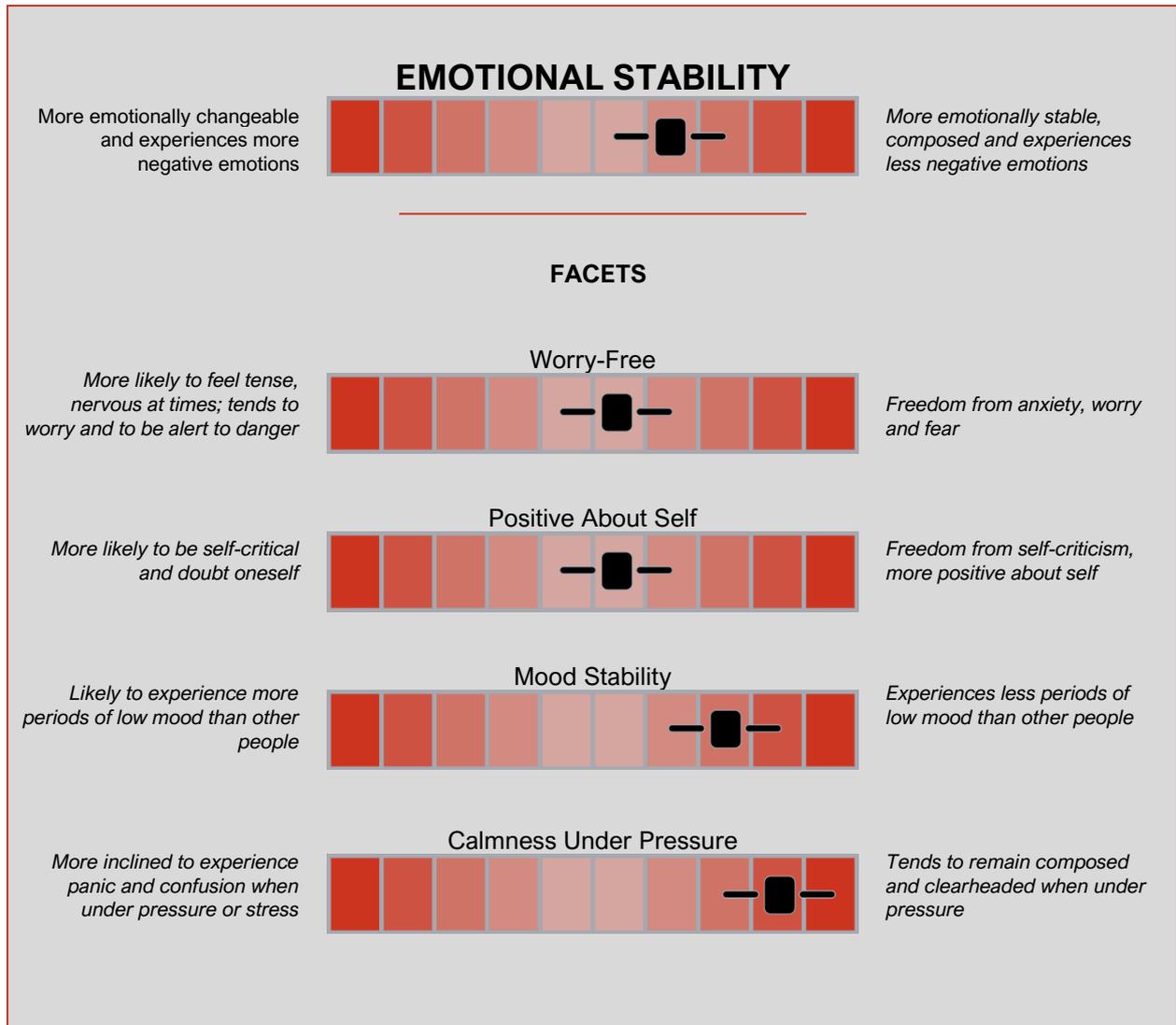


Obtained by about 2.3 4.4 9.3 15 19 19 15 9.3 4.4 2.3 % of the comparison group



# EMOTIONAL STABILITY

Sten 1 2 3 4 5 6 7 8 9 10 Sten

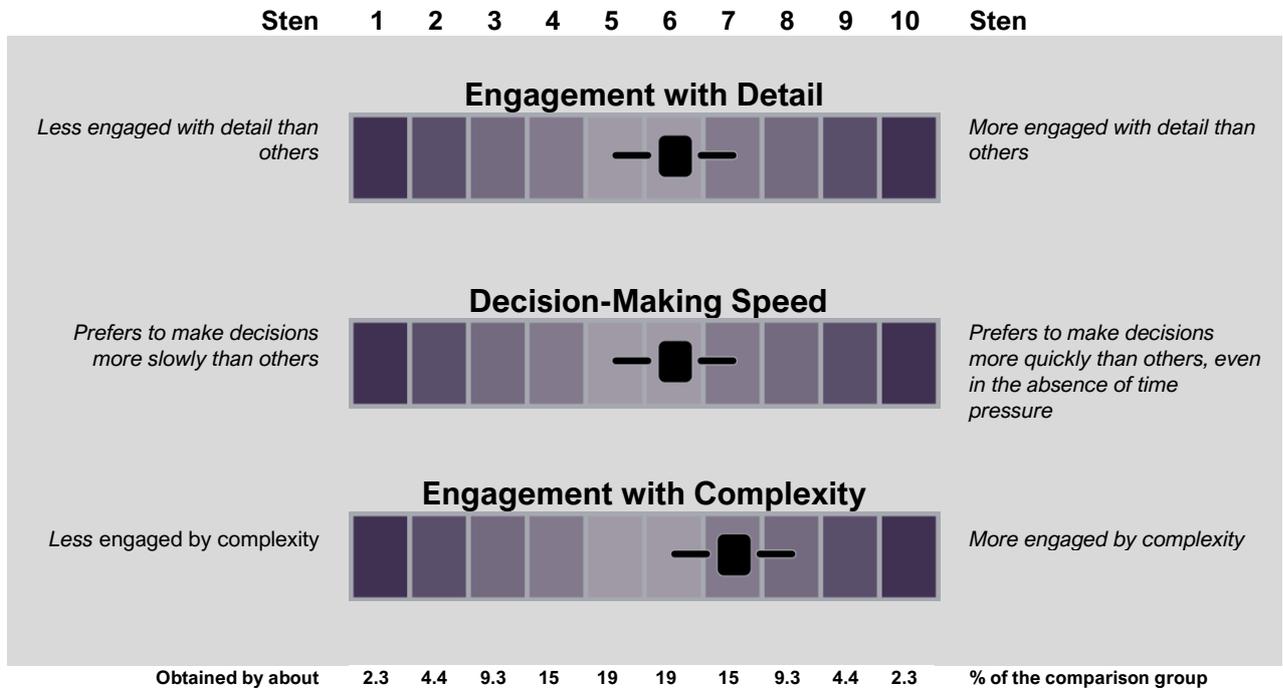


Obtained by about 2.3 4.4 9.3 15 19 19 15 9.3 4.4 2.3 % of the comparison group

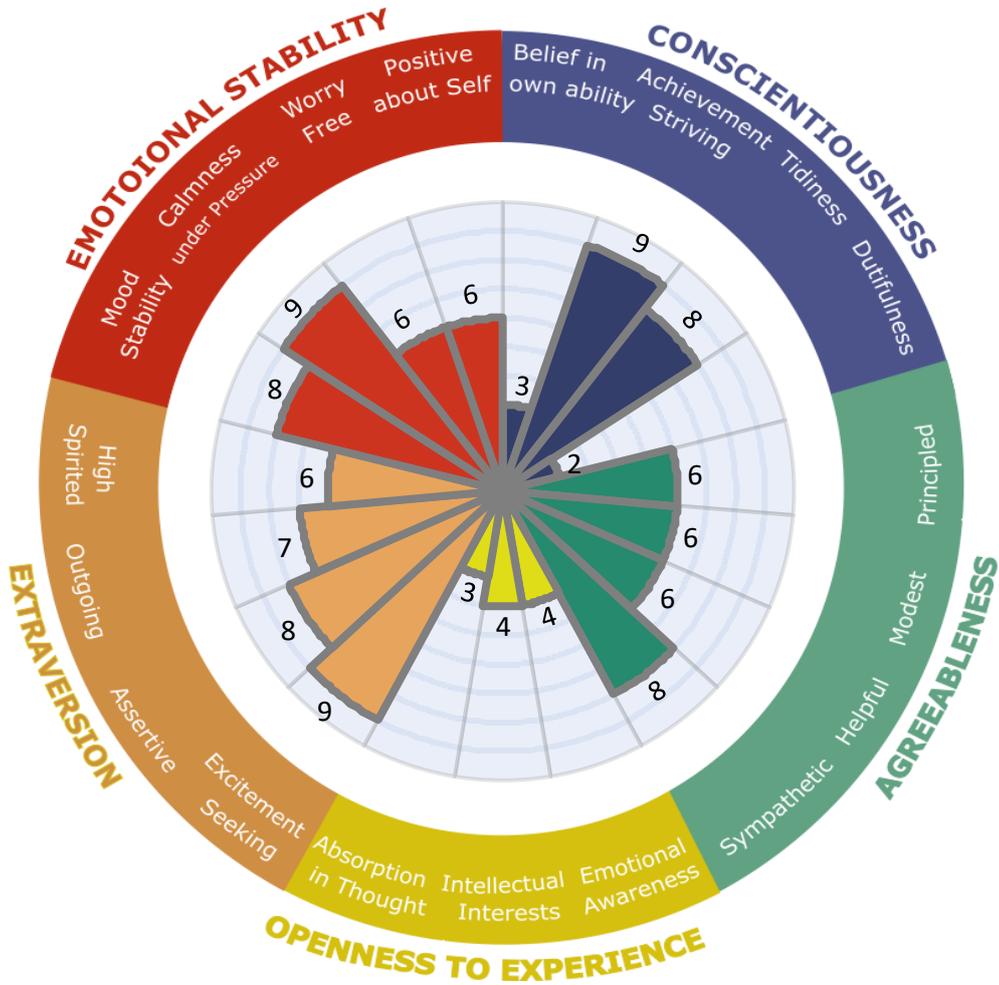


# THINKING STYLES

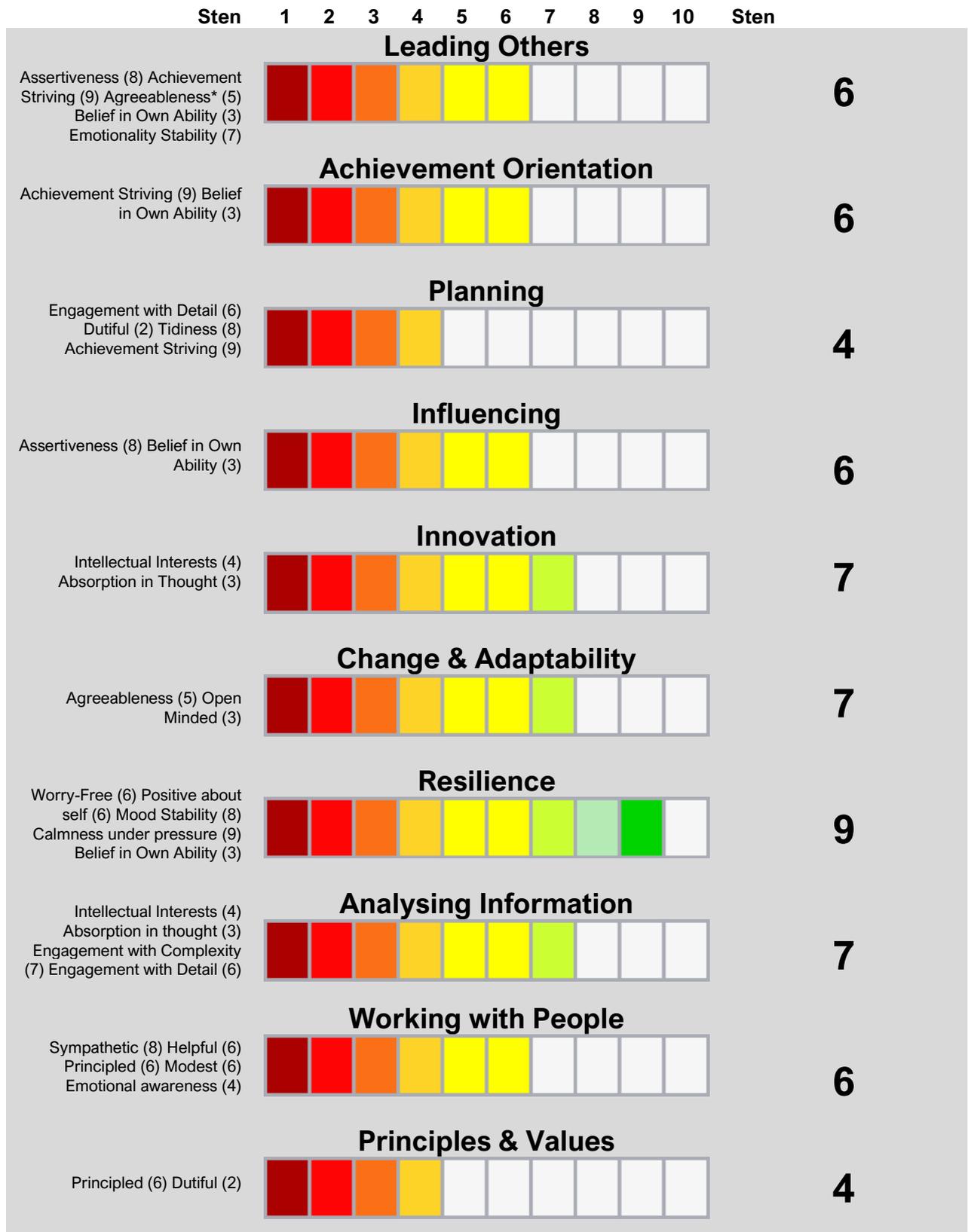
The scores shown below were collected when you completed Mosaic. These are based on the thinking styles you used when completing the tasks e.g. how long you took to complete the activities, your preferences when working with detail and with complexity.



# THE MOSAIC GRAPH



# COMPETENCY POTENTIAL PROFILE



Obtained by about 2.3 4.4 9.3 15 19 19 15 9.3 4.4 2.3 % of the comparison group

\*the agreeableness scale is curvilinear which means that the ideal position for competencies is not at the extreme ends, but in the middle (i.e. 5 and 6).

# STRENGTHS & AREAS FOR DEVELOPMENT

**NOTE: THIS SECTION ONLY SHOWS FEEDBACK FOR TWO FACETS FOR ILLUSTRATIVE PURPOSES. THE REPORTS WILL CONTAIN FEEDBACK FOR ALL FACETS AT THE EXTREME LOW OR HIGH END**

In the section below you will find feedback on some of your strengths and areas to develop. The areas to develop typically include some questions for you to consider. Please take your time to consider the feedback carefully, seeking feedback from others where appropriate.

Please note that feedback is given only for facets where you have scored either at the extreme low end or the extreme high end.

## High tidiness (Your Score: 8)

### *Strengths*

You probably come across as meticulous and methodical and compared to your peers, and you should be more capable in tackling chaos and mess.

### *Potential Development Areas*

You prefer to work in a neat and more methodical way. However, might this mean that you may find it more difficult to work in messy or disorganised environments? Can you think of instances when you've had to change your approach dramatically? How well do you cope when you need to work in a messy or unstructured environment?

Whilst making permanent personality changes can be very challenging, to "switch on" a more flexible, less neat and tidy approach when your immediate working environment requires this, try:

- (i) Carefully prioritising your efforts. In more messy and disorganised environments you will need to manage your frustration levels and instead focus on the issues that will make the biggest difference, rather than trying to re-order and tidy up everything at once.
- (ii) Relaxing your normal preference for checking all aspects of your work carefully, methodically and sequentially – it may be necessary to focus this method on just the really important pieces of work
- (iii) Adapting to situations where you can't plan and organise your approach to tasks before beginning. Accept that you may often have to "improvise" your approach as you go along rather than working it all out in advance, as would be your natural preference. It may not always be possible to stick to the approach you have begun with.

## Low Dutifulness (Your Score: 2)

### *Strengths*

You see more of a need to bend the rules and feel more comfortable delegating obligations, duties and responsibilities to other people. This may enable you to achieve more in a shorter period of time and to avoid obligations and responsibilities that you do not enjoy fulfilling.

### *Potential Development Area*

You probably find obligations, rules and regulations are a source of irritation and constraint. Do you appreciate the importance of rules and regulations and why they were put in place? Also, when delegating work and responsibilities, how do you ensure quality and standards meet the requirements of the project?

Whilst making permanent personality changes can be very challenging, to “switch on” a more Dutiful style when your immediate working environment requires this, try:

- (i) Focusing more on the rules, protocols or accepted practices at work when achieving the objectives or outcomes required. “How” you achieve objectives is often as important as “what” you achieve.
- (ii) Ensuring that you are focused on your responsibilities and making the best use of your time at work i.e. fulfilling your duties and obligations as expected.
- (iii) Avoiding taking shortcuts and unnecessary risks wherever possible.