



identity[®]
personality questionnaire

Careers Report

User Anonymised

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the british
psychological society



What is 'identity'

This report is based on the individual's responses to 'identity' – a fully validated psychometric instrument, used to gather information about how they see themselves. These self-perceptions are compared with the working population to provide a measure of 36 different personality scales when seen in relation to others.

Important points to note about self-perception information:

- **It is not a definitive statement about how the person behaves - it is just an indicator**
- **Information relates to their working style and preferences - not ability**
- **Although broad patterns can be consistent across time, a person's profile can change with experience.**

The tables in the report show the individual's responses to the different personality scales. The scales use Sten scores i.e. a score from 1 to 10.

- **Responses '5' or '6'** are considered to be typical of most people in the working population and therefore more people score 5 and 6. Responses more to the left or right of these scores show stronger preferences in that particular direction.
- **Responses '4' and '7'** are slight preferences, **'3' and '8'** are stronger preferences.
- **Responses '1, 2' and '9, 10'** are more extreme and distinctive preferences that will characterise the person when compared to the working population. Many fewer people score at these extremes.

Keeping this report secure

Please ensure that this report containing personal information is handled confidentially and professionally and in keeping with Data Protection and GDPR legislation.

The shelf-life of the information contained in this report is typically 12 months. It should only be used for the specific purpose outlined to the individual before they completed the questionnaire – it should not be used for a different purpose without the express approval of the individual.

Introduction

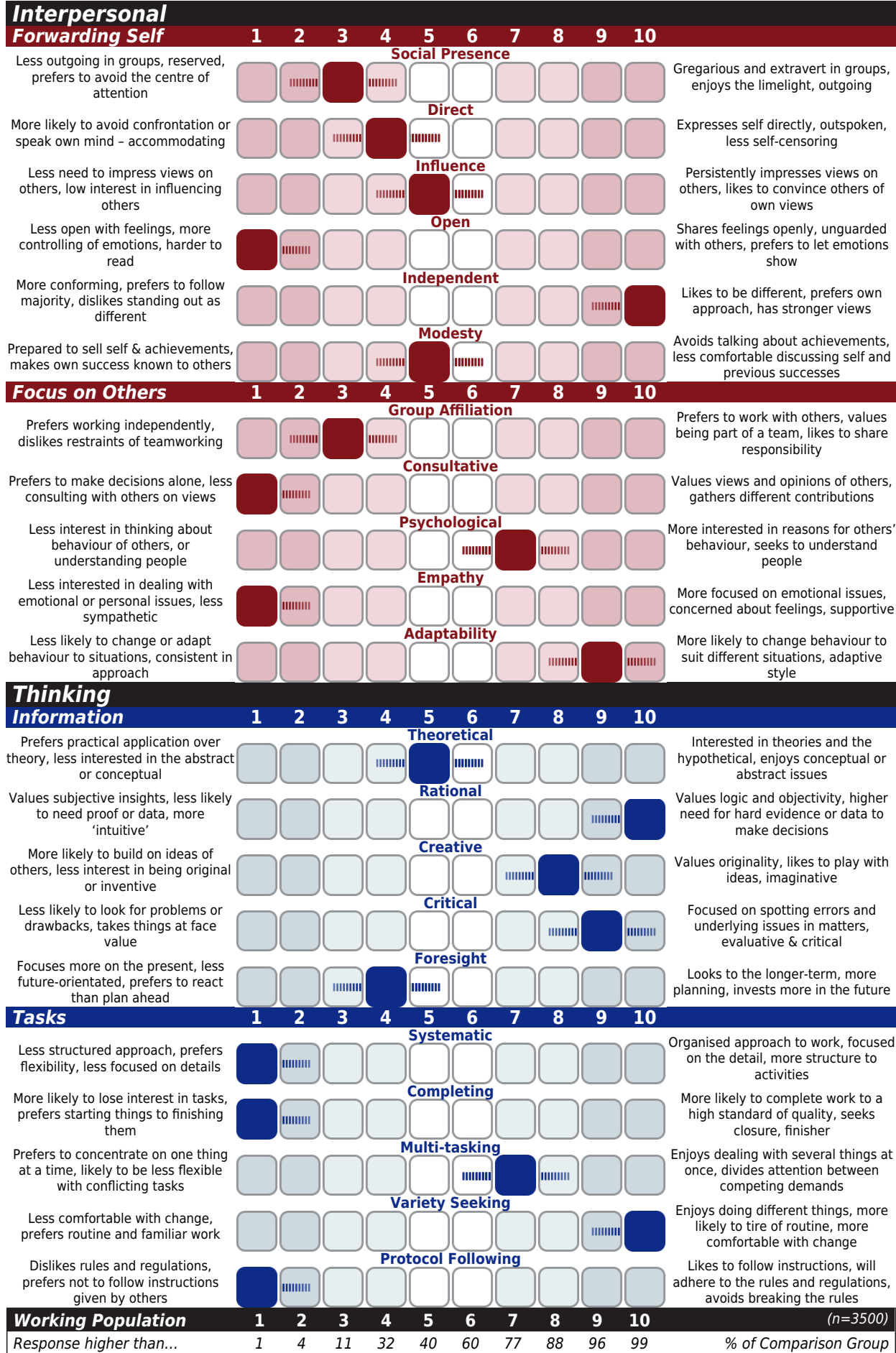
The Careers Report can help you gain an insight into your preferences, style of learning and which vocations may be best suited to your interests. The results are intended to help guide you towards careers, occupations or educational programmes that you might enjoy, rather than providing a prescription for what you should be doing.

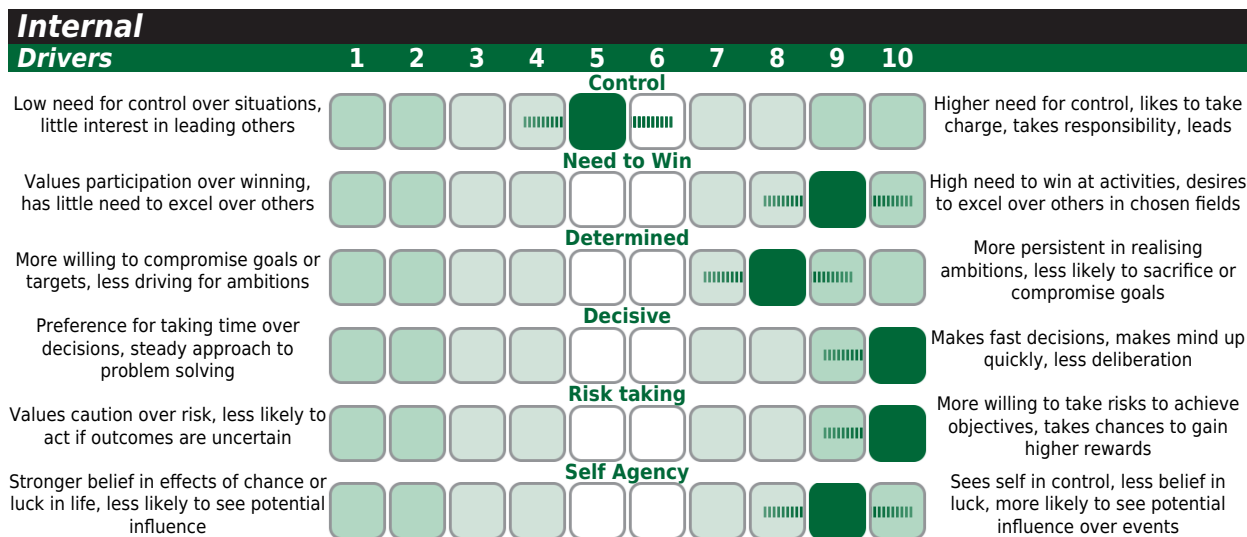
There are 6 sections to the report, which are as follows:

1. **The Full Profile** – showing all the 36 personality scales. The profile is colour coded and structured around 4 main areas: Interpersonal (Red); Cognitive (Blue); Internal (Green); and Style Scales (Yellow).
2. **Personal Characteristics** – providing comprehensive feedback on your reported preferences for the 4 main areas. It indicates your typical behaviour whilst in a workplace setting. This section also looks at potential strengths and development areas based on your responses.
3. **Learning Orientation** – identifying how you prefer to learn and how you can make best use of your style.
4. **Career Focus** – providing information on how your reported work preferences relate to six career / vocational interest areas.
5. **Vocational Suggestions** – looking at which occupations may be suited to your preferred Career Focus.
6. **Recruitment Tips** – some suggested recruitment tips based on your responses to the questionnaire.

The report can be used to facilitate a discussion with a Careers Advisor or HR Development Advisor on which vocations to explore and how to focus your development. The results should be used to support other relevant information and you may also find it useful to review your feedback with people who know you well.

Profile-Respondent Name: User Anonymised





Working Population	1	2	3	4	5	6	7	8	9	10	(n=3500)
Response higher than...	1	4	11	32	40	60	77	88	96	99	% of Comparison Group



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Response higher than...	1	4	11	32	40	60	77	88	96	99	% of Comparison Group

Self-Perception Information – Points to Bear in Mind:

- not a definitive statement about how you behave - just an indicator
- about style and preference, NOT about ability without support from further evidence
- a comparative measure of how you see yourself in relation to the rest of the professional working population
- although broad patterns are likely to be consistent through time, your profile can change with experience and role
- this profile should not be interpreted by anyone who is not trained or professionally supported to do so

Personal Characteristics

Interpersonal

The identity model looks firstly at areas of interpersonal behaviour. The different elements are grouped into two sub-areas that measure your preferences for forwarding yourself and your preferences for focusing on those around you.

Forwarding Self

Your responses to the questionnaire indicate that you tend to be less outgoing and limelight-seeking than most. You will probably feel more natural and confident when dealing with people in a one-to-one setting rather than in large groups. Related to this more reserved style, you report also to be less direct than most and to often self-censor your contributions, maybe to avoid confrontation or causing offence to others. In terms of influencing, you present yourself as being as inclined as most to seek influence over others, having a typical level of desire to impress your point of view on others.

With regards to expressing how you feel inside, others will probably find it hard to 'read' you sometimes due to your preference for concealing your feelings and emotions. However, you will probably be perceived as emotionally mature and able to keep your inner feelings in check. If you tend to be quite a private person, your colleagues may sometimes perceive you as a little detached, particularly if they do not know you very well. Another aspect of how you forward yourself is in terms of independence. Your responses to the questionnaire suggest that you will be much more self-assured in your own opinions, often challenging views and outlooks. More happy than most to be different, you are likely to be more comfortable taking an alternative opinion and may sometimes get frustrated with having to compromise your views to fit in with the team.

You tend to report a typical degree of modesty, and are likely to be as comfortable talking about yourself and your successes as the next person.

Potential Strengths of Your Style

- * You are likely to be seen as a good listener and to allow others to speak their mind. You are not someone who needs to seize attention for yourself.
- * You may be seen as accommodating and sensitive to avoid offending others. You are likely to have a non-threatening style.
- * You will probably manage your emotions well in front of others, being seen as controlled and mature. You may be able to take a more objective, less emotive approach.
- * You will be seen as free-minded and able to add value by challenging the norm. You are more likely to take an alternative view to the consensus if you feel this is right.

Potential Drawbacks of Your Style

- * You may be missing opportunities to forward yourself more. Would it be useful to expose yourself to more group situations to develop your confidence around other people?
- * There may be times you over-compromise your valid views to avoid what you perceive as confrontation or offence.
- * There may be scope for you to share a greater understanding of yourself with colleagues by sharing your feelings more. Might you be able to enhance your influence by appealing more to the emotional dimension at times?
- * Perhaps having stronger views than others, sometimes you may be seen as hard to influence or occasionally argumentative.

Focus on Others

Your responses to the questionnaire suggest that you have a preference towards individual working, perhaps feeling less effective when sharing responsibility with other team members. You may be better suited to roles where you can work with one or two colleagues that you can get to know well than in jobs which involve a lot of teamwork. Similarly, you also like to take decisions without needing to refer to others, perhaps consulting with others less than most. You will probably tend to act more on your own judgement, and not wish to waste time involving others in decisions.

With regards to thinking about other people, it is likely that you are more interested in the perspectives of different types of people. You will potentially be more insightful of different individuals' outlooks or motivations. In terms of dealing with others' emotional issues, you will probably be much less interested than most in adopting a caring or supportive role. You may take a professional outlook, perhaps believing others' personal issues to be their own responsibility to manage.

The final scale in this section of the profile looks at the extent to which you adapt your behaviour towards different situations or people. You would appear to have a stronger orientation towards changing your behaviour to suit different situations. You are likely to use a broader repertoire of styles and approaches in different settings, valuing flexibility over consistency.

Potential Strengths of Your Style

- * You should be able to work independently, maybe concentrating on a task for a longer period of time, perhaps requiring less support from others.
- * You will probably be more able to make decisions alone without needing to refer to others, or spending time canvassing views.
- * Your insight into others is likely to enhance your understanding of people and improve your interactions. You should be more mindful of the agendas or perspectives of other parties when seeking influence.
- * You should be able to dispassionately separate feelings from what needs to be done. You may be able to take a more tough-minded or hard-headed approach to issues.
- * You are likely to be more flexible and adaptive to different situations and demands. This may make you more effective in conveying the right message to different audiences.

Potential Drawbacks of Your Style

- * You may feel more frustrated by the constraints of teamworking, perhaps due to a preference for getting on with things alone.
- * If you sometimes do not consult with others about decisions that may affect them, you may be seen as overconfident in the breadth of your judgement or perhaps be seen as autocratic by others.
- * Generally showing an interest in others is a strength. However depending on strength of your preference here, might there be occasions when you focus overly on others' perspectives when a more results-orientated approach might be more suitable.
- * If there is an expectation in your role to support the emotional needs of others, you may at times be perceived as unsympathetic towards the feelings or issues of others.
- * Although adaptive to different people and able to draw from a wider range of behaviours, at times you may need to be cautious not to be seen as inconsistent in your treatment of different individuals.

Cognitive

'Cognitive' is a broad term that refers to the 'act of thinking'. Here it refers to your preferences in the two areas of using information and approaching tasks.

Information

Firstly, your profile suggests that you are focused on both the conceptual side of possibilities and also more practical considerations. You will probably take the middle ground between exploring theory and concentrating on more concrete matters. The type of information that you prefer to use when making judgements will be much more logical and objective. You are likely to be distrusting of unsupported impressions or subjective feelings, preferring things to be quantified. As such you are likely to use reasoning and hard evidence when forming your judgement. Your preference for more rational evidence will also be supported with a keener critical awareness than most. You will probably be more effective at spotting flaws and potential problems in information.

In terms of creativity and making unusual links between different sources of information, you have reported to be more orientated in this area than most people, seeing yourself as imaginative and valuing originality. You should enjoy working in a more creative role which provides you with the opportunity to explore new ideas and possibilities.

The extent to which you look to the future and plan ahead is also measured by the questionnaire. When compared with the working population, your responses suggest that you will do this less than most. This probably indicates that you have less inclination to plan into the future, and may prefer to take things as they come. You may be more effective and responsive towards emerging issues.

Potential Strengths of Your Approach

- * You should be more effective in using data and logical analysis.
- * You are more likely to produce creative and unusual ideas.
- * You are likely to be effective at spotting potential flaws in plans and proposals.
- * You are likely to be focused on meeting current demands and be more responsive to immediate issues.

Potential Drawbacks of Your Approach

- * You may not be as comfortable taking clear action in ambiguous situations where no quantifiable data or hard evidence exists.
- * You may at times get over-absorbed in your own creative thoughts and ideas rather than the issue at hand.
- * If you adopt a solely critical perspective, sometimes you may overly focus on the drawbacks and potentially dampen enthusiasm in others.
- * If you tend to be mainly reactive to events, there may be scope to reduce future problems by looking ahead and planning more over the longer term.

Tasks

Your profile suggests that you have a less organised approach towards structuring your work. Less systematic in your focus, you will probably be happier to jump into activities and get started without needing to attend to the details or structure of the task. In terms of finishing pieces of work, you are likely to be much less focused than most in this respect. You much prefer the stimulation of starting projects, but will be less driven towards closure or focusing on quality issues. This tendency may also mean that you can be more open to new requirements and demonstrate higher flexibility, dropping work quickly as these demands change. When managing work, you probably prefer to have a number of different assignments to juggle, enjoying the challenge of prioritising and allocating attention. You are more likely to thrive in a busy, demanding environment.

With regards to your need for change, you appear to have a much stronger motivation than most to experiment with new ways of doing things, and a strong dislike of routine. You are likely to seek out opportunities to develop new skills and become frustrated in roles which involve more familiar, repetitive tasks. Similarly, you are likely to have less patience than most with rules and regulations, being more averse than most to following instructions provided by others.

Potential Strengths of Your Style

- * Your less systematic approach may mean you can be more flexible and see the wider issues.
- * You are likely to be more responsive to fast changing demands and enjoy getting new activities started.
- * You will be effective and energetic in managing a lot of work.
- * You will be more open to change and more experimental in outlook.
- * You may tend to show more initiative and make your own rules, rather than looking to precedent.

Potential Drawbacks of Your Style

- * Are there ways of becoming more organised and systematic in your approach to work? You may be missing opportunities to better attend to important details or produce plans.
- * You may tend to put things down as quickly as you pick them up. Do you ensure you see projects through to completion?
- * Whilst effective at juggling different demands, do you always give each assignment the due attention and focus it needs for a high quality end-result?
- * You will probably be less suited to a routine role and may get bored more easily than most.
- * You may be more easily stifled by rules and regulations within organisations.

Internal

This part of the profile looks at the more internal aspects of your temperament. The questionnaire measures elements of drive and also relevant emotional indicators.

Drivers

This section looks firstly at your need for control over situations. Your responses suggest that you are typically orientated towards assuming the lead yourself. You are likely to require an average degree of personal control over matters or over a team. In terms of competitiveness and needing to excel over others, you will have a strong drive to 'win' or excel at whatever you turn your hand to. Personal recognition and reward is important to you and you should seek to outperform your peers.

Your responses to this section of the questionnaire indicate a more determined and less compromising approach to achieving objectives. You will probably be more career minded than most and show stronger persistence in seeking to overcome more stretching demands to attain your ambitions.

The 'Decisive' scale looks at how quickly you like to decide on action. Your responses suggest that you are much less concerned than most with deliberating over information, preferring to act quickly. You are likely to be more comfortable responding rapidly and will jump into decisions quickly. Associated with your higher decisiveness in this respect, you are also more likely to take a risk in pursuit of greater rewards than most. You will probably be more able to act when the outcomes are less certain.

People differ in how much influence they perceive they have over what happens to them and the extent of control that external forces, e.g. luck, have over them. This is measured by the 'Self-Agency' scale. Your responses suggest that you see yourself as a strong determinant in influencing events around you and this may mean you are more focused on the potential you have to change events around you in your work and in your life. You see yourself as having being primarily responsible for what happens to you.

Potential Strengths of Your Style

- * You will be driven to do better than others in what you turn your hand to.
- * You will be more driving and focused on reaching challenging goals.
- * You will be more able to think on your feet and act speedily.
- * More risk-taking, you are likely to be more able to initiate change.
- * You may be more proactive in seeking to influence events around you.

Potential Drawbacks of Your Style

- * If your competitive drive is mainly towards your personal objectives – you may be seen as less collaborative and more focused on needing to excel over others.
- * As you are ambitious at times, you may need to review how achievable or realistic your targets or aspirations are.
- * Sometimes you may jump into action without sufficiently thinking through the consequences.
- * You may feel frustrated in a culture that does not support taking a chance for gaining bigger returns.
- * You may feel a burden of personal responsibility for events, increasing your stress.

Emotional

In terms of your general levels of anxiety, you report to have more tension and anxiety than others some of the time, probably finding it harder to switch off from your work objectives and relax. The 'Specific Anxiety' scale looks at how you feel about key events that may cause worry. You report a typical level of nerves before such situations. In terms of learning for the future, you probably see yourself in a much more confident and self-assured manner than most. This is likely to mean that you see less scope for self-improvement or less of a need for development to meet demands upon you.

You report to be less concerned about failures or setbacks, generally bouncing back from these and seeking to move forward. You will not tend to take these overly to heart. With regards to your general outlook, you report to be more positive than most and tend to look to the benefits or value in situations, being less likely to be seen as sceptical. You are probably more optimistic and trusting than most.

Potential Strengths of Your Style

- * You are likely to invest a good deal of personal energy and commitment into your work.
- * You should come across as fairly confident and self-assured.
- * You will be more resilient in the face of failure or setbacks and bounce back from these more quickly than most.
- * You will have a positive and encouraging perspective on matters.

Potential Drawbacks of Your Style

- * You may need to take more time-out or manage your levels of tension.
- * You may be less focused on your areas for self-improvement. Do you consider ways to improve your performance even further?
- * You may miss opportunities to reflect on what there is to learn after encountering problems or setbacks.
- * You may not always balance your views with a sufficiently challenging focus on the downsides.

Style Scales

The style scales provide an indication of some factors that may have influenced the accuracy of your profile:

You may have responded in a more tough-minded manner about your feelings.

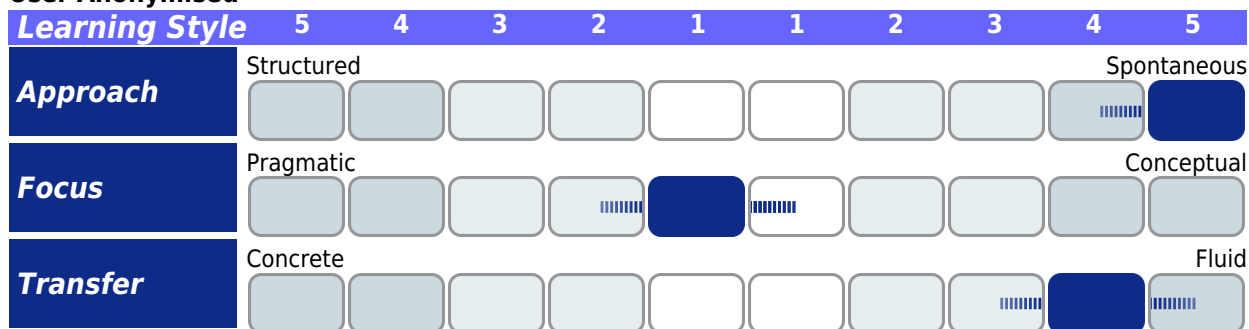
You were probably less concerned than most about presenting yourself in a positive light.

You report a higher degree of self-reviewing behaviour, which indicates that you should be more self-aware of how you come across to others.

Your preference for clear opinions may have meant you preferred a more polar or clear-cut response to the questionnaire.

Learning Orientation

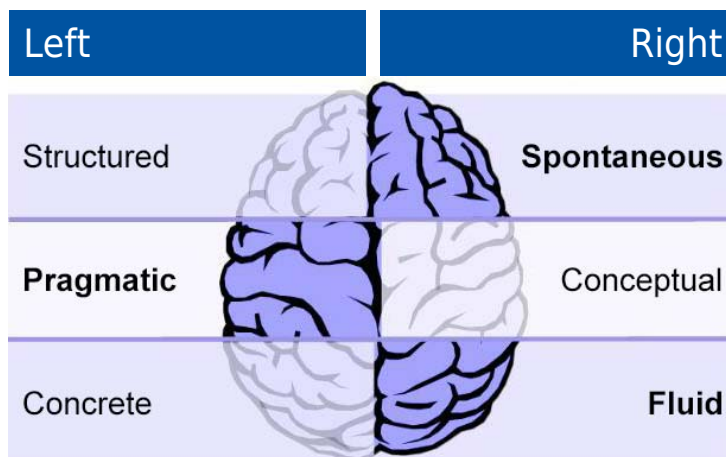
User Anonymised



The diagram below presents your preferences in a different way. It is a simpler way of presenting where preferences are, and shows which side of the brain you prefer to use when processing information. In general the left and right sides of the brain process information in different ways. We tend to process information using our dominant side although some individuals are more balanced and adept at using both sides.

The **left side** of the brain is associated with logical, sequential and linear processing of information i.e. starting with the detail and building up.

The **right side** of the brain is associated with intuitive, random and holistic processing of information i.e. starting with the big picture and working up the detail later.



Exploring Your Reported Preferences

The model explores three key areas, highlighting how you may prefer to go about learning things or doing new things:

- .. Approach to learning: To what extent do you need structure and organisation during learning?
- .. Focus on learning: How interested are you in the underlying concepts and workings?
- .. Transfer of learning: Do you focus on a specific problem, or transfer learning across situations?

Approach: Spontaneous

Your response here indicates that you are much more spontaneous than most.

Spontaneous learners get the best out of learning when they are allowed to get stuck in quickly and try things for themselves. They are liable to become impatient and bored if the learning environment is too structured or does not have sufficient 'hands-on activities'. Their attention may also tend to wander and they are likely to need interesting things to keep them focused.

Spontaneous learners are more likely to:

- learn through trial-and-error.
- be happy with less structured approaches to learning.
- be content with 'loose' and brief guidelines and they will be happy to get on with their assignments

with minimal guidance.

- need lots of variety in their day-to-day activities and may get bored with routine or repetitive tasks.
- be comfortable to get started on a task without needing to plan it out first; can be impatient with instructions or briefings.
- enjoy spontaneity and are not worried if they do not know what is coming up next.

Focus: Pragmatic

Your response here indicates a slight preference for a more Pragmatic style, although in practice you may not show a marked approach in this area.

Pragmatic learners are focused on the practical, tangible and more immediate benefits of learning things. 'What can I use this information for?' will be a question often in their mind. They are more 'hands-on' and are likely to make their minds up about things quickly as they prefer to keep things simple and easy-to-understand. They may also get bored learning about theories or concepts that are complex or less relevant – as all they want to do is get on with things practically.

Pragmatic learners are more likely to:

- focus on practical aspects e.g. how can they apply the learnt skills to something useful?
- be focused on concrete, more immediate benefits of learning.
- not necessarily see the point of understanding the theory or spending time on conceptual discussions.
- believe in keeping things neat and simple.
- make their minds up quickly and think on their feet.
- prefer hands-on practical jobs.
- be more focused with the task at hand and not likely to be side-tracked by conceptual details.
- be seen as 'down-to-earth', having 'common-sense' and be good at getting things done.

Transfer: Fluid

Your response here indicates a strong preference for a more Fluid style.

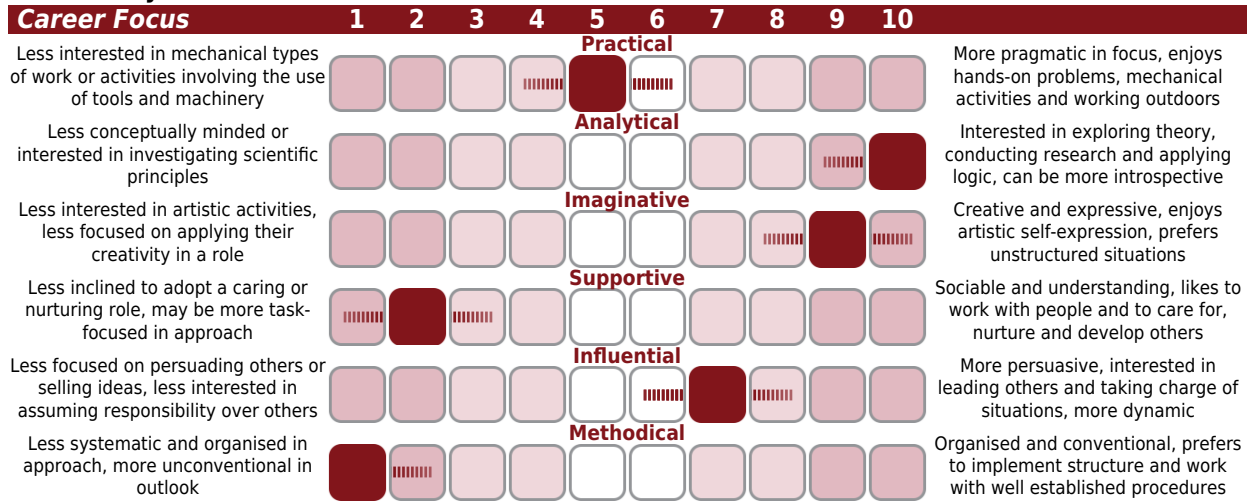
Fluid learners have a facility to apply their learning across a wider range of new situations and experiences. They may feel frustrated in having to follow step-by-step instructions and are happier in environments that allow them to apply their creativity. They like to have opportunities to apply their new found skills and develop new ones. They are therefore more able to adapt and deal with changing circumstances.

Fluid learners may be more likely to:

- enjoy tackling several things at the same time.
- like exploring the links or connections between things.
- automatically consider widening the original application after learning – 'what else can I do with this knowledge?'
- see if it is possible to transfer and adapt learning from one situation to another very different situations.
- boost their learning by drawing on their own previous experiences, perhaps from totally different areas.
- be more able to adapt to changing situations.

Career Focus

User Anonymised



Your highest Career Focus preference(s) are reported below. Please note that it is possible to score highly in more than one Career Focus area and some aspects described may be more or less applicable to you.

Preferred Career Focus:

Analytical

Individuals scoring highly on the Analytical scale possess an intellectual and evaluative mind. They will enjoy using their logic to solve highly complex, abstract problems and be effective at probing for the facts and analysing issues from different perspectives. Independent minded and unconventional in their outlook, high scorers are likely to be drawn to ambiguous challenges. Their focus is on observation and thinking through issues rather than acting them out. As more introspective and reflective individuals, they tend to prefer a more autonomous work environment which allows them to concentrate on their interests.

Vocational Suggestions

The following vocational suggestions are based on your highest scoring Career Focus preference(s). It is not intended to be an exhaustive list but rather to provide some ideas for further exploration:

Analytical

Moderate Skill / Training

- Agricultural Technician
- Chemical Technician
- Computer Administrator
- Conservation Worker
- Database Administrator
- Dental Laboratory Technician
- Emergency Medical Technician
- Environmental Science Technician
- Health Information Technician
- Information Technology Administrator
- Laboratory Technician
- Library Assistant
- Marketing Researcher
- Pharmacy Aid / Technician
- Photographer
- Radiological Technician
- Veterinary Technician

Moderate to Higher Skill / Training

- Aerospace Engineer
- Archaeologist
- Astronomer
- Audiologist
- Biochemist
- Biologist
- Biomedical Engineer
- Botanist
- Chemist
- Chiropractor
- Computer Scientist
- Criminologist
- Dentist
- Doctor
- Economist
- Environmental Health Officer
- Forensic Scientist
- Geneticist
- Geographer
- Geologist
- Geophysicist
- IT Technician
- Librarian
- Mathematician
- Meteorologist
- Network Administrator
- Neurologist
- Oceanographer
- Optometrist
- Pharmacist
- Physicist
- Psychiatrist
- Psychologist
- Science Technician
- Sociologist
- Software Developer
- Speech Pathologist
- Statistician
- Urban / Regional Planner
- Veterinarian
- Website Designer
- Zoologist

Recruitment Tips

The following tips are provided to support you in your search for jobs and careers. These tips and suggestions are based upon your responses to the Identity personality questionnaire:

Low Social Presence: reporting to be a more reserved individual, might you be missing some opportunities to raise your profile and better market yourself at times. What potential job opportunities might exist that your contacts may already be aware of?

High Independent: being a more independent minded individual, this indicates you will prefer to work in a more autonomous role and may feel stifled by the restraints of team working. How do the roles you are considering align with your preference in this area?

Low Group Affiliation: you report to prefer to operate more independently and may dislike the restraints of teamworking. Consider whether potential jobs / careers will be matched to your preference for more autonomous working.

Low Consultative: as you tend not to refer to others, it may be worthwhile actively speaking to people you know about the different career options you are considering. What advice can they offer you or what potential insights into a role can you gain from others? Are your decisions always as well rounded as they could be or might you benefit from canvassing the views of others before you commit to action?

High Rational: you have a preference for relying on more objective information such as data rather than dealing with subjective insights and opinions. How do the roles you are considering align with your preference for using information?

High Creative: reporting to be an ideas person who values originality, does the role you are considering provide sufficient opportunity for you to apply your creativity?

High Critical: might your highly evaluative outlook mean that you can be a little too critical when weighing up job opportunities? Are you concentrating on the negatives at the expense of expounding the positives?

Low Systematic: are you missing opportunities to adopt a more planned and structured approach to deciding and formalising your career plan?

Low Completing: reporting to be less focused on deadlines and ensuring closure, how can you complete your job applications in a more timely fashion to avoid doing things at the last minute and creating unnecessary pressure for yourself?

High Variety-Seeking: you are likely to get bored and restless in a predictable work environment with a consistent routine. Will the roles you are considering provide you with enough variety and opportunity to take on new challenges?

Low Protocol Following: your responses suggest you may feel more stifled by needless bureaucracy and protocol. Your desire for autonomy and freedom may conflict with a culture of this type. It may be worth bearing this in mind when evaluating different companies and how well they match your work preferences.

High Determined: reporting to be highly ambitious and career centred individual, how will the roles you are considering satisfy your need to progress and work towards more stretching goals?

High Decisive: might you sometimes be too hasty to commit to a decision without considering the full implications of your actions?

High Risk Taking: how will your tendency to take risks manifest when making job or career related decisions? Have you considered all the potential implications of your preferred direction and factored in all the risks?

High Self Assured: whilst your confidence in your abilities is likely to be a real strength in most situations, how do you ensure you remain receptive to any constructive feedback from others on your performance?

What to Do Next...

- After reviewing the vocational suggestions, highlight any occupations that you are interested in for further exploration. Some vocations listed will provide a greater match to your interests and work preferences than others.
- The key to a successful career decision is to find out as much as you can about each of the vocations that interest you - via research on the internet, attending recruitment fairs, by discussing options with careers counsellors and speaking with people who work in the job etc. Do some fact-finding on the following:
 - Key tasks and responsibilities, work environment, specific job requirements.
 - Required experience, qualifications and training.
 - What is the typical career path? What are the job prospects and opportunities?
- Think about how your personal characteristics relate to your preferred career focus. Consider what is important to you in your desired work environment. How well do different occupations meet your interests and preferences at work?
- Reflect on your preferred Learning Orientation. What conditions or activities may help you to learn more effectively?
- Everyone has strength and development areas - consider how yours relate to your preferred occupation(s). What activities may help you to build on your strengths and focus your development?
- Once you have identified a preferred career, put together a plan of how you will achieve your aspiration with specific goals, milestones, timescales and ways of measuring progress.
- Keep in mind that successful career planning is not about making one decision but a series of decisions over the course of your lifetime.