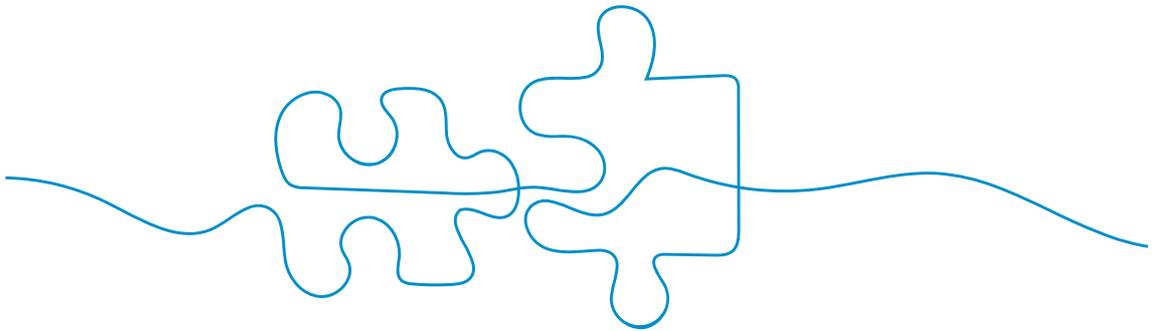


**Sam Sample**

# Individual Select Report

**Winsborough Training**



**22/11/2023**

# About this report

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This report is designed to distill Sam's personality results into some key insights. You should use it alongside other methods of evaluation like interview and reference checks to help understand the individual.

Sam's results are presented in four areas that contribute to a person's behaviour at work. It is more important to focus on key themes as you read through your report, rather than single details. There are a series of further enquiry prompts to help you with follow-up questions.



Even though the characteristics measured by personality evaluations are important, there are other qualities and circumstances that can also affect behaviour and performance in work-related contexts. Results should not be interpreted in absolute terms; rather, they should be viewed as an indication of how a person's personality could affect their behaviour in the workplace.

Assessment results are never an exact science and a person's personality is complex. These results should not be interpreted in absolute terms, but instead viewed as an indication of how a person's personality could affect their behaviour in the workplace. Alongside these dimensions there will be other characteristics and circumstances that can also affect a person's behaviour and performance in work-related contexts.

This report is [confidential](#) and contains sensitive information. It should be shared only with those involved in the selection decision. It is not intended for wider distribution and should be stored securely. Psychometric assessment provides valuable information that is not available through other processes, however, it is not intended to be the sole source of information. It should always be used in conjunction with other selection or development tools, such as interviews and referee checks. See [here](#) for detail on the assessments your candidate completed.

## Day to Day

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The descriptions in this section indicate the personality characteristics of someone when they are not at their best. Low or high results are not seen as 'good' or 'bad' - there are usually advantages and challenges associated with both ends of any dimension.

## Extremes

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Everyone has days when they're not at their best. Stress, boredom, and other pressures can lead us to act in ways that do not reflect our best in relationships and work. Remember, this is not about how a person shows up every day, but rather the potential downside behaviours that may show up from time to time.

## Core Needs and Drivers

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Values and needs are a deep wellspring of energy that can motivate action and sustain commitments. A person's values influence their decisions, preferences for work tasks, and the culture in which they feel most comfortable.

## Cognitive Agility

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Matrigma measures abstract reasoning or how people approach problem solving and complex information, through an individual's ability to find patterns and underlying logic from a series of visual diagrams.

# Emotional Experience

Emotions affect all aspects of our behaviour and especially how we react when dealing with setbacks or stressful situations.

## Day to Day

<b>REFLECTIVE</b> More sensitive and reflective More emotionally responsive More affected by external circumstances		<b>EVEN</b> More stable and confident More emotionally resilient Less affected by external circumstances
<ul style="list-style-type: none"><li>• Calm and unruffled by pressure and stress.</li><li>• Manages emotions well and confident in their abilities.</li><li>• Consistent and even-tempered in relationships.</li></ul>		

## Further enquiry

How does Sam convey to others their awareness when someone is upset or in distress?

Can Sam describe a time when they misread the signals? How did they become aware and what did they do to correct the situation?

## Extremes

<b>INTENSE</b> Easily bruised Stress prone Tense and emotional		<b>UNEMOTIONAL</b> Nonchalant about risk Unaware of other's stress Unreactive
<ul style="list-style-type: none"><li>• Unlikely to be either too intense or too emotional when not at their best.</li><li>• Focus on their emotional experience and expression result in the previous section to understand how they will react to issues normally.</li></ul>		

## Further enquiry

No additional questions based on this result.

# Extraversion

The need for social contact and desire to be the focus of other people's attention. Reveals the degree of energy a person brings and their comfort in social settings.

## Day to Day

<b>QUIET</b>		<b>ENTHUSIASTIC</b>
More introverted and reserved Low key and independent of others Less need for attention		More extroverted and enthusiastic Socially dominant and energetic Greater need for attention
<ul style="list-style-type: none"><li>• Restrained, somewhat serious.</li><li>• Independent and focused on their own thoughts.</li><li>• Comfortable working alone and being immersed in their tasks.</li></ul>		

## Further enquiry

How does Sam make themselves available to their colleagues?

Can Sam give examples of how they invite participation and encourage sharing of thoughts and feelings?

## Extremes

<b>WITHDRAWN</b>		<b>UNRESTRAINED</b>
Shy and aloof Cool and guarded Reluctant to engage		Domineering Socially dependent Superficial
<ul style="list-style-type: none"><li>• Unlikely to be either too withdrawn or too unrestrained when not at their best.</li></ul>		

## Further enquiry

No additional questions based on this result.

# Agreeableness

The expression of affection and warmth towards others. Wanting to help and cooperate, doing well by others and getting along.

## Day to Day

### INDEPENDENT

More independent  
Objective and restrained towards others  
Individualistic



### CARING

More trusting  
Warm and caring towards others  
Supportive

- Direct and down-to-earth.
- May compete with colleagues, but responsive to authority.
- Skeptical of others and tough-minded in relationships.

## Further enquiry

How does Sam formulate their communication and express themselves, especially when conveying views that could be perceived as critical of others?

## Extremes

### INSENSITIVE

Skeptical  
Blunt and inconsiderate  
Uncaring



### OVERSENSITIVE

Naive  
Unassertive  
Easily taken advantage of

- Not always listening to others people's opinions.
- Can be direct to the point of being blunt.
- Can miss social cues and others' feelings or emotions

## Further enquiry

How would Sam approach a colleague who has missed deadlines or skipped a few important meetings?

What is Sam's approach to people who are having a hard time at work?

# Conscientiousness

A person's preferred way of working - systematic, methodical and goal-oriented, or spontaneous, flexible and unstructured. It also represents the underlying drive to achieve something.

## Day to Day

<b>FLEXIBLE</b> More flexible and changeable Intuitive and spontaneous Relaxed and carefree		<b>PLANNED</b> More focused and organised Goal oriented Systematic and structured
<ul style="list-style-type: none"><li>• Focused and hard-working with high standards.</li><li>• Thorough, careful and prepared.</li><li>• Applies the rules pedantically.</li></ul>		

## Further enquiry

How has Sam dealt with sudden shifts of priorities or tasks?

How does Sam judge when their work is completed to a high enough standard and it's time to move on?

## Extremes

<b>IMPULSIVE</b> Easily bored Disorganised Hasty and unfocused		<b>RIGID</b> Perfectionistic and controlling Stubborn and picky Rule bound and inflexible
<ul style="list-style-type: none"><li>• Unlikely to be either too impulsive or too rigid when not at their best.</li></ul>		

## Further enquiry

No additional questions based on this result.

# Openness

Intellectual curiosity, novelty and an awareness of one's internal feelings, thoughts, and ideas.

## Day to Day

### LOGICAL

Comfortable with established processes and routines  
Focused on the here and now  
Seek practical, concrete meaning in their work



### CURIOUS

More explorative and conceptual  
Greater need for new experiences and change  
Abstract and philosophical

- Operates well with existing approaches and a near-term focus.
- Keeps attention on tangible tasks without becoming distracted.
- Logical, linear and operational.

## Further enquiry

How has Sam solved a problem they've never seen before?

How do they feel when people suggest new ways of doing something that already works well?

## Extremes

### CONFORMIST

Pragmatic  
Concrete and grounded in reality  
Too critical of new ideas



### ECCENTRIC

Idealistic and impractical  
Hard to follow logic  
Distracted by the new and different

- Indifferent to input and inclined to persist even when things aren't working.
- May prefer to stay within their comfort zone.
- Can close off discussions and be perceived as unyielding and rigid.

## Further enquiry

How does Sam respond in the face of challenge to their usual practice?

How does Sam make decisions when the choices feel as if they violate their values?

# Core Needs and Drivers

This section shows how Sam's value preferences are likely to play out. Consider your organisation's culture in terms of where it may match what Sam values pronoun preferences.

## Need for Change

High scorers are motivated by autonomy, excitement, change, and novelty. They prefer uncertainty, risk, and ambiguity. Low scorers are more motivated by stability, structure, routine, and tradition. They will be most comfortable in positions with a clear hierarchy.

### Core Needs & Drivers

#### CONSERVATIVE

Comfortable with established processes and routines  
Focused on the here and now  
Seek practical, concrete meaning in their work



#### INNOVATIVE

More explorative and conceptual  
Greater need for new experiences and change  
Abstract and philosophical

- Prefers a stable environment with clear rules, few risks, and well-defined procedures.
- Enjoys making sure things run smoothly, stay on track, and are reliable.
- Preserves tradition.

## Need for Social influence

High scorers are motivated by gaining social prestige, recognition from others, and leading. They value being in positions of power, being respected, and having others look up to them. Low scorers value consensus and equitable relationships, and have no need for control or power. They tend to be motivated by cooperation and consensus.

### Needs & Drivers

#### MODEST

Values consensus and equitable relationships  
No need for control or power  
Motivated by cooperation and consensus



#### SOCIAL INFLUENCE

Values being in positions of power  
Need recognition and acknowledgement  
Motivated by leading and change

- Seeks recognition and approval, especially from peers and bosses.
- Prefers environments that enable getting ahead and reward initiative.
- Will dislike places that fail to notice their achievements.

# Need for Pleasure

High scorers are motivated by pleasure and enjoyment. They value activities in which they can mix business and pleasure and prefer an environment that is stimulating, fun, and entertaining. Low scorers value formality, being prudent, and may not need or want work social events. They are less motivated to pursue pleasure or self-indulgence as an end, preferring more serious activities and values.

## Needs & Drivers

<b>FORMAL</b> Strong work focus Serious and business-like Clear boundaries between work and home		<b>INFORMAL</b> Enjoys fun and celebration Wants to enjoy themselves Motivated by business and pleasure
<ul style="list-style-type: none"><li>• Neither strongly prefers Industrious nor Joyful values.</li><li>• Is comfortable in most workplaces.</li><li>• Will enjoy some fun at work, but not as a key feature.</li></ul>		

# Need for Achievement

High scorers are deeply interested in and motivated by gaining mastery and becoming experts. Low scorers are satisfied and content with themselves, motivated by other interests. High scorers value seeing progress and winning, enjoy order, and are comfortable working in well-defined ways to grow their capability. Low scorers value the direction of capable leaders, preferring egalitarian environments.

## Needs & Drivers

<b>RELAXED</b> Not motivated by winning Prefer the contributor role Motivated by loyalty over advancement		<b>DRIVEN</b> Action oriented and ambitious Oriented to winning Want to be promoted and advance
<ul style="list-style-type: none"><li>• Wants to work in places that are action oriented, ambitious, and oriented to winning.</li><li>• Appreciates receiving promotions through skill and ability.</li><li>• Enjoys environments in which they can develop their capability and expertise.</li></ul>		

## Need for Curiosity

High scorers are self-directed and stimulated by new places, people, and ideas. They value exploring, finding things out, and using their imaginations. They will want to be in positions that enable learning and the chance to experiment and try new things. Low scorers have little need for novelty and will be more satisfied in roles that afford them stability. They are likely to prefer continuity, predictability, and security.

### Needs & Drivers

#### PRAGMATIC

Low need for novelty  
Less inclined to experiment  
Prefer predictability



#### CURIOUS

Stimulated by the new  
Value exploring and  
experimenting  
Like to use their imagination

- Enjoys environments that get on with things in a practical, ordered way.
- Appreciates sticking with what they know and understand.
- Prefers stable businesses that operate safely and securely.

## Need for Connection

High scorers are motivated by their need to connect with and care for others. They value being in roles that require social contact and working in teams. Low scorers have less need to connect and prefer to focus on their responsibilities and work. They enjoy the chance to work alone or in small groups.

### Needs & Drivers

#### INDEPENDENT

Less need to connect  
Prefer to focus on  
responsibilities  
Comfortable working alone



#### COLLABORATIVE

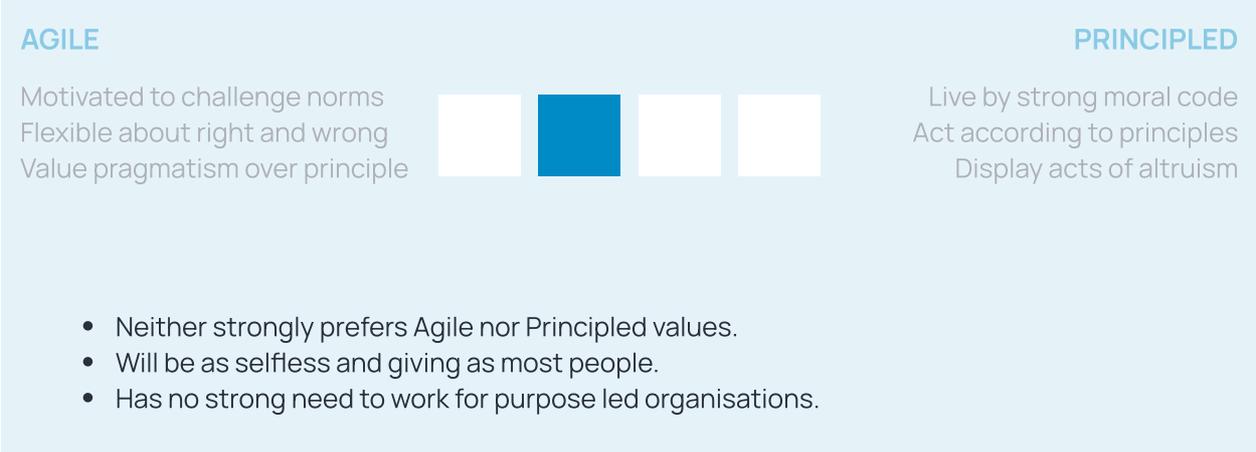
Motivated by need to connect  
Value roles with social contact  
Enjoy working in teams

- Prefers workplaces that emphasise frequent social interaction and discussion.
- Comfortable working closely with others and with the need to collaborate.
- Will dislike working alone for long periods.

# Need for Integrity

High scorers are motivated to display acts of altruism, live by a strong moral code, and act according to their principles. Low scorers by contrast are motivated to challenge accepted norms, rules, and principles. They think from their own perspective and adopt a flexible approach to right and wrong. They value pragmatism over principle.

## Needs & Drivers



# Cognitive Agility

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Cognitive agility matters for more complex roles where the ability to quickly understand data, information or solve difficult problems is more likely to define success.

## Handling Complexity

### TAKE TIME

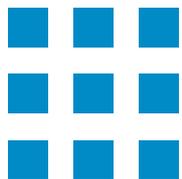
Take time on complexity  
Operational problem solver  
Less capable of linking  
information



### QUICK STUDY

Quick to pick up complexity  
Strategic problem solver  
Very capable of seeing  
connections

- Highly effective at linking information.
- Quick to understand and solve complex or ambiguous problems.
- Can integrate information quickly and efficiently.



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