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PQ10

FEEDBACK

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## Introduction



### The Assessment

PQ10 is a measure of tendencies and personal preferences. PQ10 measures ten dimensions of personality associated with the 'Big Five' model of personality. These dimensions are:

	Big Five Factor	Underlying Trait
Ideas	<b>Openness</b> Cognitive stimulation, intellectual curiosity, and creativity.	<b>Inquisitiveness</b> Intellectual engagement with ideas and challenges.
		<b>Creativity</b> Creative and artistic engagement.
People	<b>Extraversion</b> Social and behavioural stimulation.	<b>Power</b> Power, responsibility, and influence over oneself and others.
		<b>Sociability</b> Social interaction and engagement with others.
Results	<b>Agreeableness</b> Social stability and social harmony.	<b>Compassion</b> Empathy, thoughtfulness, concern, and care of others.
		<b>Diplomacy</b> Maintaining social harmony and adherence to social norms.
Resilience	<b>Conscientiousness</b> Persistence, dependability, and adherence to rules and structure.	<b>Drive</b> Persistence in the pursuit of long-term goals.
		<b>Orderliness</b> Maintaining order, structure, routine, and process.
Resilience	<b>Emotional Stability</b> Resilience, confidence, self-belief and composure in response to uncertainty or perceived threats.	<b>Emotionality</b> Maintaining composure and effectively managing moods and negative feelings.
		<b>Confidence</b> Maintaining confidence and self-assuredness in the face of challenges or threats.



### Things to Keep in Mind

The purpose of this report is to provide you with insights into your likely behaviours. It includes a summary of your potential strengths and challenges and outlines possible coaching and development actions for you to explore. This report is confidential to you and therefore, it is at your discretion who you chose to share it with.

This report presents an indication of your behaviour only. As such, we encourage you to think about these insights in the context of other relevant information you know about yourself (i.e., your actual experience, interests, and skills).

## Ideas: Openness

Openness reflects cognitive stimulation. Higher scorers are curious, value creativity, and seek novelty and variety.

### Potential Strengths

- You may be suited to a role that provides significant latitude to experiment.
- You should be constantly on the lookout for new ways of working.
- You should feel at ease in dynamic environments that are constantly evolving.
- You profile as being significantly more down-to-earth than the average person.
- You should concern yourself with common-sense solutions.
- You should have a strong operational focus and be a sensible pragmatist.

### Potential Challenges

- You may be overly quick to reject the old in favour of the new.
- Work may be demotivating if it lacks the scope for experimentation.
- You may frustrate others with your need for change.
- You may need to pull back from being too concrete or literal in your thinking.
- You may struggle with tasks that require imagination and creativity.
- You may discount creative ideas as being impractical.

## People: Extraversion

Extraversion reflects one's need for social and behavioural stimulation. Extroverted individuals tend to be socially confident and may seek influence over others.

### Potential Strengths

- You profile as being a particularly assertive individual and should relish a position of leadership.
- You are likely to be energised by a role that offers scope for influence and responsibility.
- You are likely to feel at ease in unfamiliar social situations.
- You should appreciate an environment that offers scope for social interaction.

### Potential Challenges

- You may be seen as overly assertive and domineering.
- You are unlikely to enjoy having your authority or scope of influence restricted.
- You may dislike working on your own for extended periods of time.
- You may find the social aspects of working in a team distracting.



## People: Agreeableness

Agreeableness relates to one's concern for social stability or social harmony. Agreeable individuals value cooperation over conflict and are compassionate towards others.

### Potential Strengths

- More compassionate than the average person, you are unlikely to turn down a request for help.
- You are likely to think about the needs of others when making a decision.
- You are unlikely to keep your ideas or opinions to yourself and should speak your mind openly.

### Potential Challenges

- You may refrain from making difficult decisions that could impact on people you care about.
- You may tolerate a negative situation longer than you should before taking action.
- You may be more concerned with speaking your mind than worrying about the impression you create.
- Consider what you want to say before speaking; particularly when dealing with more sensitive issues and/or individuals.

## Results: Conscientiousness

Conscientiousness describes motivational stability or persistence in the pursuit of long-term goals and adherence to rules. High scorers have a strong preference for planning, structure, attention to detail, and goal setting.

### Potential Strengths

- You are likely to be as driven as the average person.
- You should be mindful of the goals you want to achieve, without needing to strive for them at all costs.
- You should be reasonably effective at getting things done.
- You are likely to appreciate the need for planning without getting bogged down by details.
- You should be as effective as most others at coordinating people and resources to get things done.

### Potential Challenges

- You may sometimes underestimate what needs to be done to deliver results on time.
- You may not always approach tasks with the urgency others would like.
- You may sometimes underestimate the planning needed get things done proficiently.
- You may tolerate loose detail more than others would like.



## Resilience: Emotional Stability

Emotional Stability refers to how people maintain emotional defences in response to uncertainty and threats. It includes concepts of resilience, composure, confidence, and freedom from self-doubt.

### Potential Strengths

- You profile as being more emotionally composed than the average person.
- You are likely to have sufficient energy to meet most challenges.
- Under periods of prolonged pressure, you should take most frustrations in your stride.
- You profile as being a highly confident and self-assured individual.
- You should expect success more than failure.
- You should be satisfied with your achievements.
- You are unlikely to be troubled by self-doubt, nor dwell on past mistakes.

### Potential Challenges

- You may project an air of complacency when things go wrong.
- Less likely than some others to show emotion, it may be hard to know exactly what you are thinking or feeling.
- You may be less likely than others to learn from past mistakes.
- You may lack insight into personal areas for development.
- You may come across as overly confident.