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PQ10
SELECT

Pat Participant

04 February 2022



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Introduction



The Assessment

PQ10 is a measure of tendencies and personality preferences and has been developed specifically for online testing.

PQ10 reflects modern neuroscientific thinking about personality which provides a biological basis and functional structure to one of the most widely accepted models of personality today; namely, the 'Big Five' model of personality. The model provides a hierarchical structure arranged under two broad traits, Plasticity (how people adapt to and engage with the world around them) and Stability (how people maintain stable relationships, motivation and emotional states).

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

The Report

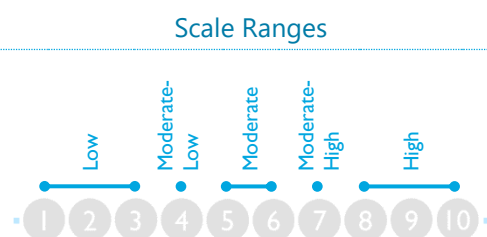
This report has been designed to support the interview and reference checking process. It presents Pat's results and provides probing interview questions to help elicit information about his preferences, past behaviour, and performance.

This is a confidential assessment report. As such, the information contained in this report should only be interpreted by a trained professional and in the context of other relevant information (i.e., actual experience, interests, skills, and aptitudes).

PQ10 is an indicator of behaviour and preference only. The publishers, therefore, accept no responsibility for selection or other decisions made using this tool and cannot be held responsible for the consequences of doing so.

Rating Scale

Charts in this report are described in terms of a standardised Sten score that is presented on a scale of 1 to 10. As a guide, scores of 1 to 3 indicate a strong preference for the left side of the scale, while scores of 5 to 6 indicate a neutral preference for either end of the scale, and scores of 8 to 10 indicate a strong preference for the right side of the scale.



Comparison Group (Norm)

Pat's results have been compared against the following norm group.

Assessment	Norm Name	Sample Size
PQ10	International Participants	29630

Impression Management

In some contexts, test takers may attempt to distort their results. The following scales explore the risk of distortion in Pat's profile.

Scale	Score	Risk	Interpretation
Social Desirability	7	Moderate-High	Pat could have been concerned about presenting himself in a socially acceptable manner. This may be the result of a deliberate effort to present himself in an unusually positive light, or it may simply reflect his true personality. Pat's attitude towards the assessment should be verified before interpreting the results.
Central Tendency	2	Low	Pat is likely to have responded openly without wishing to hide his true personality. No further action is needed.



Executive Summary

Detailed below is a summary of the potential strengths and challenges that can be inferred from Pat's assessment results.

Potential Strengths

Potential Challenges

Ideas

- Pat is likely to be constantly on the lookout for new ways of working and openly embrace change.
- He is likely to have a strong operational focus and concern himself with common-sense solutions.

- Pat may be overly quick to reject the old in favour of the new and frustrate others with his need for change.
- He may get so focused on the here-and-now and not look beyond the obvious.

People

- Pat profiles as having an approachable nature and should have sufficient confidence to build new networks both internal and external to the organisation.
- Pat is likely to relish a position that offers scope for influence and responsibility.
- More compassionate than the average person, he is likely to think about the needs of others when making a decision.
- Pat may be prepared to occasionally speak his mind and encourage tough debate.

- Pat may dislike working on his own and enjoy the social aspects of working in a team.
- His strong need for influence may stifle the input of others.
- He may delay his own goals in an effort to help others.
- Pat is more likely than others to criticise and create disharmony.

Results

- He should be mindful of the goals he wants to achieve, without needing to strive for them at all costs.
- He should appreciate the need for planning without getting bogged down by details.

- He may not always approach tasks with sufficient urgency.
- He may lack the patience for highly detailed planning.

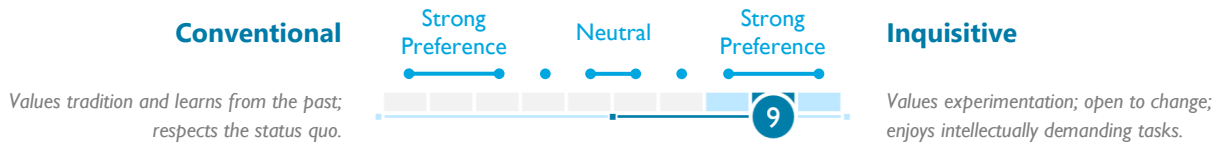
Resilience

- Pat describes himself as being more emotionally composed than the average person and should take most frustrations in his stride.
- He profiles as being a highly confident and self-assured individual and is unlikely to be troubled by self-doubt.

- Less likely than some others to show emotion, it may be hard to know exactly what he is thinking or feeling.
- He may lack insight into any shortcomings and miss the opportunity to learn from past mistakes.

Ideas: Openness

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

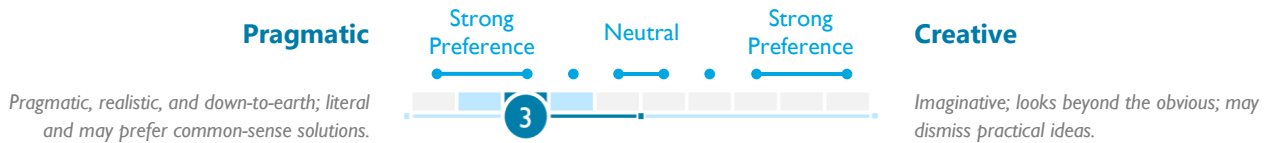


Potential Strengths

- Pat may be suited to a role that provides significant latitude to experiment.
- He is likely to be constantly on the lookout for new ways of working.
- He is likely to feel at ease in dynamic environments that are constantly evolving.

Potential Challenges

- Pat may be overly quick to reject the old in favour of the new.
- He may be quick to lose motivation if a project lacks the scope for experimentation.
- He may frustrate others with his need for change.
- His need for change may be interpreted as indecision.



Potential Strengths

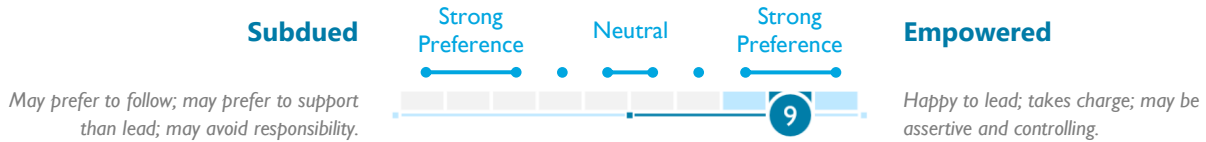
- Pat describes himself as being significantly more down-to-earth than the average person.
- He is likely to concern himself with common-sense solutions.
- He should be skilled at getting things done.
- He is likely to have a strong operational focus and be a sensible pragmatist.

Potential Challenges

- Pat may get so focused on the here-and-now that he does not look beyond the obvious.
- He may lack imagination and creativity.
- He may be overly concrete and literal in his thinking.
- He 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.

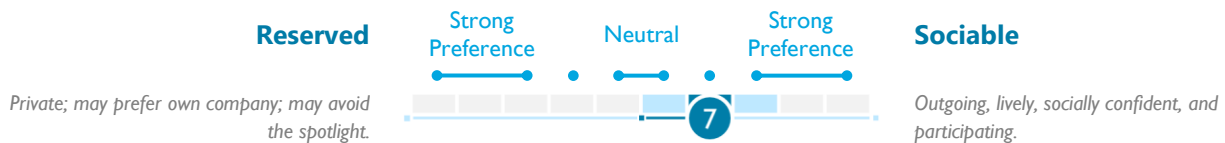


Potential Strengths

- Pat profiles as being a particularly assertive individual.
- He is likely to relish a position of leadership.
- He is likely to be energised by a role that offers scope for influence and responsibility over others.

Potential Challenges

- Pat may be overly assertive and domineering.
- His strong need for influence may stifle the input of others.
- He may not respond well to having to take direction from others or having his authority or scope of influence restricted.



Potential Strengths

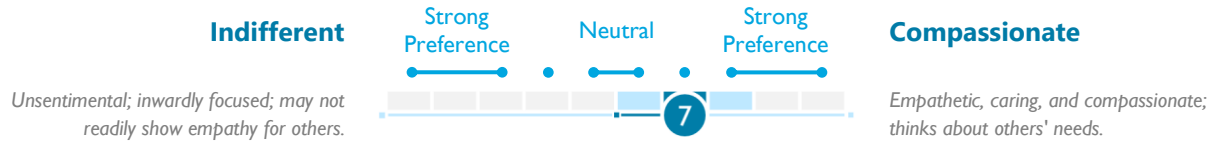
- Pat may be easy to approach and talk to.
- He should feel at ease in unfamiliar social situations.
- Profiling as a confident communicator, Pat is likely to make a positive first impression.
- He should appreciate an environment that offers scope for social interaction.

Potential Challenges

- Pat may defer to the group rather than use his initiative.
- He may dislike working on his own.
- He may get distracted by the social aspects of working in a team.

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.

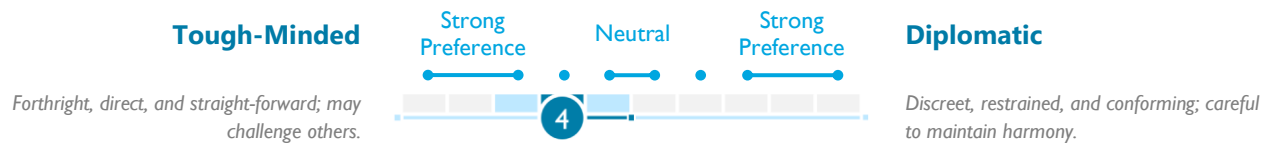


Potential Strengths

- More compassionate than the average person, Pat is unlikely to turn down a request for help.
- He is likely to consider others' needs when making a decision.
- He should pick up on the emotions of a group better than most and contribute positively to team spirit.

Potential Challenges

- Pat may refrain from making difficult decisions that could impact on people he cares about.
- He may delay his goals in an effort to help others.



Potential Strengths

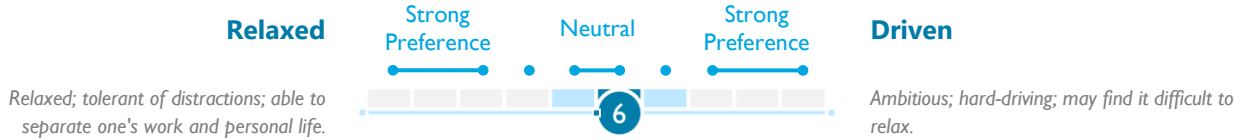
- Pat should speak his mind openly and deal head-on with tricky situations.
- He is unlikely to keep his ideas or opinions to himself.
- He should deal directly with issues and encourage tough debate.

Potential Challenges

- Pat may be more concerned with speaking his mind than worrying about the impression he creates.
- He may need to think before speaking; particularly when dealing with more sensitive issues and/or individuals.
- More likely than most to criticise, he may create disharmony.

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.

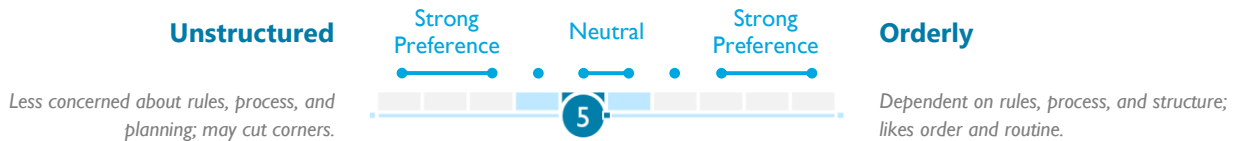


Potential Strengths

- Pat should be no more or less driven than the average person.
- He should be mindful of the goals he wants to achieve, without needing to strive for them at all costs.
- He should be reasonably effective at getting things done.

Potential Challenges

- Pat may need to find a task personally motivating to retain his focus.
- He may not always approach tasks with sufficient urgency.



Potential Strengths

- He is likely to appreciate the need for planning without getting bogged down by detail.
- He should be reasonably adept at anticipating problems and roadblocks.
- He should be as effective as most others at coordinating people and resources to get things done.

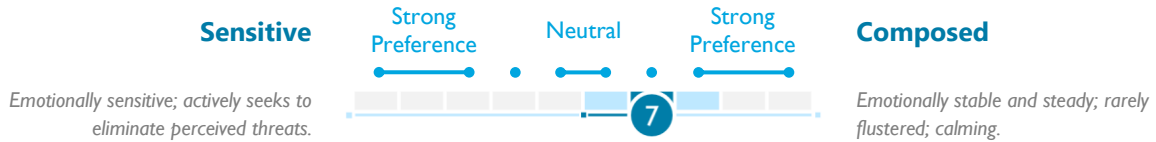
Potential Challenges

- Pat may sometimes underestimate the planning involved to deliver more complex projects.
- He may be more tolerant of loose detail than some others would like.
- He may lack the patience for highly detailed process mapping.



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.

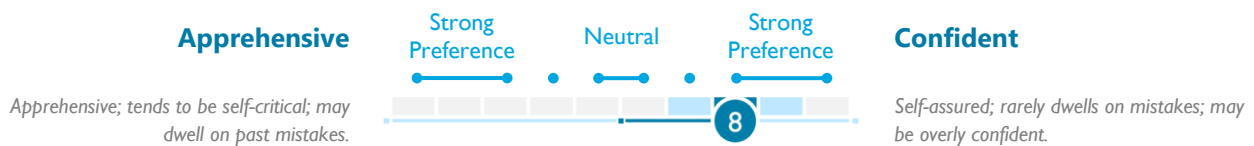


Potential Strengths

- Pat profiles as being more emotionally composed than the average person.
- He should have sufficient energy to meet most challenges.
- Under periods of prolonged pressure, he should take most frustrations in his stride.
- He is likely to handle criticism more effectively than others.

Potential Challenges

- Others may see Pat as somewhat complacent when things go wrong.
- Less likely than some others to show emotion, it may be hard to know exactly what he is thinking or feeling.
- He may not relate so easily to people whose actions are based on feelings.



Potential Strengths

- Pat describes himself as being a highly confident and self-assured individual.
- Satisfied with his accomplishments, he should expect success more than failure.
- He is unlikely to be troubled by self-doubt or dwell on past mistakes.

Potential Challenges

- Pat may be far less likely than others to learn from past mistakes.
- He may lack insight into any shortcomings.
- He may come across as overly confident or arrogant.



Interview Prompts

The following questions have been designed to support the interview and reference checking process. Use these questions as a guide to probe Pat's preferences, past behaviour, and performance.

Ideas	Openness	<p>Much more inquisitive than average.</p> <ul style="list-style-type: none"> Share a time when you introduced a change that did not work. What did you learn about this experience? Where in this role do you see room for innovation and how would you implement this? 	<p>Much more pragmatic than average.</p> <ul style="list-style-type: none"> Describe a situation that demonstrates your ability to think creatively. Provide an example where you took the creative ideas of others and applied them practically.
	Extraversion	<p>Much more interested in taking charge than average.</p> <ul style="list-style-type: none"> Share an example that highlights your capacity to be assertive, without being intimidating. Describe a time when being assertive didn't achieve the outcome you wanted. What did you learn from this situation? 	<p>More sociable and outgoing than average.</p> <ul style="list-style-type: none"> Provide an example which highlights your ability to work well with all sorts of people, both internal and external to the organisation. If you were to give advice to someone about how to network and build rapport, what would you say?
People	Agreeableness	<p>More compassionate than average.</p> <ul style="list-style-type: none"> Who do you relate to easier; data-driven or more feelings-driven people? Give an example to support your decision. What recent situation highlights your ability to tune into people and pick up on what is not being said? 	<p>More tough-minded than average.</p> <ul style="list-style-type: none"> Describe a time when you took the lead on an issue that was not going to please everyone. What strategies did you use to keep the end goal in sight? What did and did not work well?
	Conscientiousness	<p>A balance between being relaxed and driven.</p> <ul style="list-style-type: none"> While working towards a goal, what steps do you take to ensure you do not lose sight of other unexpected opportunities that arise? What recent, challenging goal have you set yourself? How are you going towards achieving it? 	<p>A balance between being unstructured and organised.</p> <ul style="list-style-type: none"> What thinking do you go through when deciding whether a task requires careful planning or a quick decision? What do you consider when developing a plan?
Resilience	Emotional Stability	<p>More composed than average.</p> <ul style="list-style-type: none"> Describe a pressured situation in which you were pushed to the limit. Give an example that highlights your ability to remain resilient under pressure. 	<p>Much more confident than average.</p> <ul style="list-style-type: none"> Describe one area you have consciously tried to develop/improve in yourself. Why? Please describe a work project or initiative which you were responsible for and which did not go well. What did you learn from this scenario about yourself?

Appendix: Higher-Order Profile

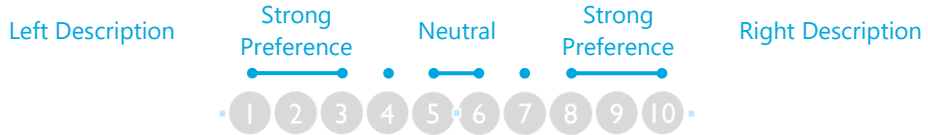
Detailed below is a higher-order profile summary of Pat's stability, plasticity and big five scale results. Use this profile to gain a higher-level understanding of Pat's results.

Scale	Description	Low	Moderate	High	
		1 2 3	4 5 6	7 8 9 10	
Plasticity	Plasticity reflects the need for reward, stimulation and engagement. Higher scorers seek to explore new goals, relationships, and ways of interpreting the world.				
Openness	Openness reflects cognitive stimulation. Higher scorers are curious, value creativity, and seek novelty and variety.				
Extraversion	Extraversion reflects one's need for social and behavioural stimulation. Extroverted individuals tend to be socially confident and may seek influence over others.				
Stability	Stability reflects a tendency towards self-regulation. Higher scorers are less prone to impulsive behaviour.				
Agreeableness	Agreeableness relates to one's concern for social stability or social harmony. Agreeable individuals value cooperation over conflict and are compassionate towards others.				
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.				
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.				



Results at a Glance

Detailed below is a summary of Pat's underlying trait scores. What this means on-the-job is detailed more fully in the remainder of this report.



Ideas	Openness	Conventional Values tradition and learns from the past; respects the status quo.	9	Inquisitive Values experimentation; open to change; enjoys intellectually demanding tasks.
		Pragmatic Pragmatic, realistic, and down-to-earth; literal and may prefer common-sense solutions.	3	Creative Imaginative; looks beyond the obvious; may dismiss practical ideas.
People	Extraversion	Subdued May prefer to follow; may prefer to support than lead; may avoid responsibility.	9	Empowered Happy to lead; takes charge; may be assertive and controlling.
		Reserved Private; may prefer own company; may avoid the spotlight.	7	Sociable Outgoing, lively, socially confident, and participating.
Results	Agreeableness	Indifferent Unsentimental; inwardly focused; may not readily show empathy for others.	7	Compassionate Empathetic, caring, and compassionate; thinks about others' needs.
		Tough-Minded Fortright, direct, and straight-forward; may challenge others.	4	Diplomatic Discreet, restrained, and conforming; careful to maintain harmony.
Resilience	Conscientiousness	Relaxed Relaxed; tolerant of distractions; able to separate one's work and personal life.	6	Driven Ambitious; hard-driving; may find it difficult to relax.
		Unstructured Less concerned about rules, process, and planning; may cut corners.	5	Orderly Dependent on rules, process, and structure; likes order and routine.
Resilience	Emotional Stability	Sensitive Emotionally sensitive; actively seeks to eliminate perceived threats.	7	Composed Emotionally stable and steady; rarely flustered; calming.
		Apprehensive Apprehensive; tends to be self-critical; may dwell on past mistakes.	8	Confident Self-assured; rarely dwells on mistakes; may be overly confident.