



# Psyft Personality Assessment (PPA & Leadership Report)

**psyft**

**INTRODUCTION + HOW TO READ YOUR REPORT**

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# 1 INTRODUCTION

The **Psyft Personality Assessment (PPA)** is a unique, empirically based assessment that uses several personality traits to predict general temperamental tendencies. Your report, based on your responses to the PPA, will provide detailed feedback that will allow you to identify your personal strengths, as well as areas where growth and development may be beneficial.

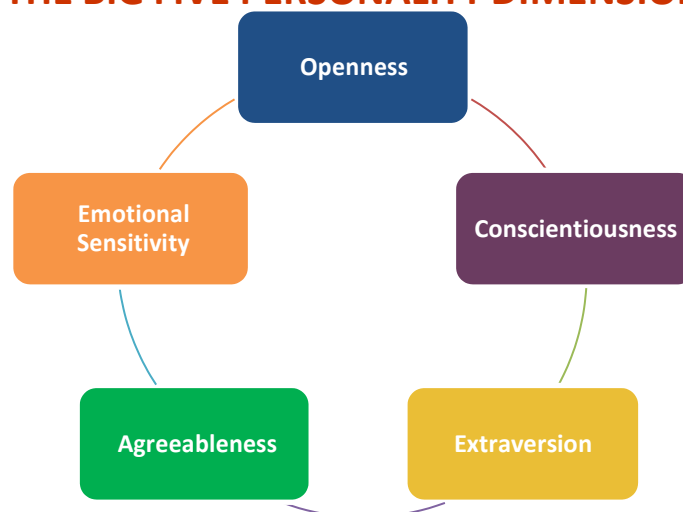
## WHAT IS PERSONALITY

We all come in different shapes and sizes. Our differences are not limited to the physical space, but also extend to the behavioural space. What's good and right for one person, may not be for another. When psychologists define *Personality*, they tend to refer to the characteristic patterns of thoughts, feelings, and behaviour; and the psychological traits that lead to these patterns. These patterns are relatively permanent and provide consistency and individuality to a person's conduct and social interaction.

## WHAT ARE PSYCHOLOGICAL TRAITS

Any distinguishing behavioural characteristic, feature or a quality that defines an individual is a "trait". The combination and interaction of various traits forms a personality that is unique to each individual. Many psychologists have studied personality and have attempted to identify or define the different human characteristics. One of the most recent and influential theories is referred to as the "**Big Five**" theory. This **Five Factor model of personality** represents five core aspects that interact to form human personality. The **PPA** is based on this model of personality assessment.

## THE BIG FIVE PERSONALITY DIMENSIONS



## The Big Five Explained

### BROAD DIMENSIONS FOR ASSESSMENT

#### Openness to experience:

**Openness to Experience** is a general appreciation for new experiences and forms of art, emotions, adventure, unusual ideas, imagination, curiosity, and variety of experience. People who are open to experience are intellectually curious, appreciative of art, and sensitive to beauty.

#### Conscientiousness:

**Conscientiousness** is a tendency to show self-discipline, act dutifully, and aim for achievement against measures or beyond expectations. The trait shows a preference for planned rather than spontaneous behaviour. It influences the way in which we control, regulate, and direct our impulses.

#### Extraversion:

**Extraversion** is characterized by a tendency to seek out social stimulation and opportunities to engage with others. Extraverts are often described as being full of life, energy and positivity. In group situations, extraverts are likely to talk often and assert themselves.

#### Agreeableness:

**Agreeableness** is a tendency to be compassionate and cooperative rather than suspicious and antagonistic towards others. Agreeable individuals value getting along with others. They have an optimistic view of human nature. They believe people are basically honest, decent, and trustworthy.

#### Emotional Sensitivity:

**Emotional Sensitivity** is the tendency to experience negative emotions, such as anger, stress, or anxiety. Those who score high on Emotional Sensitivity may be emotionally reactive and vulnerable to stress. These problems in emotional regulation can diminish their ability to think clearly, make decisions, and cope effectively with stress.

## TRAITS FOR ASSESSMENT

The Big Five Personality Dimensions can be further categorized into the following personality traits. These are not the only personality traits and there might be more traits that characterize a particular personality; however, for the sake of simplicity, ***we have focused on 20 important traits*** within the broad five personality dimensions for a better analysis.

PERSONALITY DIMENSIONS	TRAITS	DESCRIPTIONS
OPENNESS TO EXPERIENCE	<b>Abstract</b>	High scorers spend more time in abstract thinking and visualizing different ways of doing and achieving things.
	<b>Curious</b>	High scorers tend to seek additional information or explore deeply into things. They are open to a wide range of ideas and opinions.
	<b>Insightful</b>	High scorers are liberal in thinking and tend to reflect upon issues. They are quick in understanding complex concepts.
	<b>Creative</b>	High scorers are creative and inventive people who generate novel ideas about how to do things differently.
CONSCIENTIOUSNESS	<b>Organized</b>	High scorers are likely to be tidy and orderly in their workspace and at home. They prefer keeping everything around them organized.
	<b>Achievement Striving</b>	High scorers have a sense of purpose and ambition. They are innately motivated to take up challenging tasks and then succeed with flying colors.
	<b>Reliable</b>	High scorers tend to be more responsible. They value time and are aware of their limitations. They get things done in time and without procrastination.
	<b>Self Discipline</b>	High scorers tend to work in a cautious way. They make sure that they don't make an uninformed decision and like to weigh their pros and cons.

<b>EXTRAVERSION</b>	<b>Energetic</b>	High scorers on this trait tend to be full of energy and are likely to display a sense of urgency and self-confidence.
	<b>Gregarious</b>	High scorers enjoy having people around them and tend to be animated and lively in social situations.
	<b>Assertive</b>	High scorers exude a huge sense of confidence about their work and are more likely to be expressive about their attitudes and opinions even if they are unpleasant to some.
	<b>Positive Emotions</b>	High scorers tend to stay optimistic in most situations and display emotions of joy and happiness. They tend to have a bright and cheery personality.
<b>AGREEABLENESS</b>	<b>Trusting</b>	High scorers tend to take people on their face value and mostly assume that the other person means well. They are least suspicious about the other persons' real intent.
	<b>Modest</b>	High scorers tend to be genuine about their deeds and are least flamboyant of their success.
	<b>Empathetic</b>	High scorers tend to be compassionate and tend to have a ready comprehension of others' feelings and emotions. They work as helping hands when the need arises.
	<b>Cooperation</b>	High scorers are good with people and tend to make others comfortable in their company. They are cooperative and are willing to adjust in most situations.
<b>EMOTIONAL SENSITIVITY</b>	<b>Anxious</b>	High scorers are more likely to get stressed out and are seldom relaxed. They are plagued by "what ifs" in life and are high strung.
	<b>Emotional Regulation</b>	High scorers are likely to have frequent temperamental fluctuations.
	<b>Self Consciousness</b>	High scorers are mostly insecure about themselves as well as the future. They tend to feel negative about most situations and worry a lot.
	<b>Depressed</b>	High scorers are mostly in a state of low mood and are easily disturbed. They tend to have a poor morale, lack of hope in the future, and a general dissatisfaction with one's own life situation.

## COMPETENCY FRAMEWORK

Competencies can be defined as **a set of factors that underpin job performance**. They sound a lot like the word ‘competence’; however, in the field of organizational behaviour, they have a slightly different meaning. While ‘*competence*’ is a desired level of performance, ‘*competencies*’ are the behavioural factors that lie behind competent performance e.g. analytical skills.

In order to help you consider the potential implications of your personality on your work style and performance, the Personal Competency Mapping table in your report, summarizes the likely impact of your personality profile on your performance using the Universal Competency Framework consisting of 8 broad competencies as explained below:

COMPETENCY	DESCRIPTION
Leading and Deciding	Takes control and exercises leadership. Initiates action, gives direction and takes responsibility.
Supporting and Co-operating	Supports others and shows respect and positive regard for them in social situations. Puts people first, working effectively with individuals and teams, clients and staff. Behaves consistently with clear personal values that complement those of the organisation.
Interacting and Presenting	Communicates and networks effectively. Successfully persuades and influences others. Relates to others in a confident and relaxed manner.
Analysing and Interpreting	Shows evidence of clear analytical thinking. Gets to the heart of complex problems and issues. Applies own expertise effectively. Quickly learns new technology. Communicates well in writing.
Creating and Conceptualising	Open to new ideas and experiences. Seeks out learning opportunities. Handles situations and problems with innovation and creativity. Thinks broadly and strategically. Supports and drives organisational change.
Organising and Executing	Plans ahead and works in a systematic and organised way. Follows directions and procedures. Focuses on customer satisfaction and delivers a quality service or product to the agreed standards.
Adapting and Coping	Adapts and responds well to change. Manages pressure effectively and copes with setbacks.
Enterprising and Performing	Focuses on results and achieving personal work objectives. Works best when work is related closely to results and the impact of personal efforts is obvious. Shows an understanding of business, commerce and finance. Seeks opportunities for self-development and career advancement.

## 2 HOW TO INTERPRET YOUR REPORT

This section is designed to help you read and interpret your PPA report, which has been shared separately with you.

Your report consists of four major sections:

- 🔗 **Personality Dimensions:** These personality indicators give a broad picture of your personality traits. Each of the five broad personality dimensions consists of four corresponding personality traits that influence behaviour.
- 🔗 **Personal Competency Mapping:** The impact of personality dimensions/traits on your work style and preferences are represented by the 'Personal Competency Mapping' which would help you identify your behavioural strengths and areas for improvement, in context of certain job performance parameters.
- 🔗 **Behaviour Styles:** Certain specific personality trait combinations have a pervasive influence on major aspects of people's lives e.g. Working Style, Learning Style, Stress Tolerance etc. These have been described in this report as 'Behaviour Styles'.
- 🔗 **Leadership Report:** We evaluate your scores on the various personality dimensions & traits to predict leadership performance. This section has further 3 sub-sections
  - **Leadership Skills Snapshot** highlights your dominant leadership skill on the full spectrum of leadership dimensions measured by the PPA.
  - **Decision Making Style** highlights your preferred style of taking decisions.
  - **Negotiation Style** highlights your preferred style of negotiating, especially during conflict.

Detailed instructions on reading each section of the report are included below.

### Before getting started, remember....

- 📌 Given the complexity of human behaviour, it is impossible to assess personality traits with 100% accuracy. As assessors we can only provide a broad estimate of an individual's behaviour pattern and underlying personality traits.
- 📌 Inconsistencies, if any, may arise to situational factors, momentary fluctuations in behaviour or the tendency to give socially desirable responses.
- 📌 Since the results are based on your own view of behaviour, the accuracy of the results also depends upon both honesty and self-awareness while taking the test.
- 📌 It is important to keep in mind that there are no right or wrong answers, nor is one particular pattern of scores necessarily better than others.
- 📌 No decisions should, therefore, be solely based on the information contained in this report.



## 2.1 PERSONALITY DIMENSIONS

### DIMENSION SUMMARY

Below is an illustration of how the Personality Dimensions section of your report has to be read and interpreted. Please note that the figures/numbers included in this document are only for illustrative purposes and do not represent your real scores. These have been presented only to help you understand how to read your actual report.

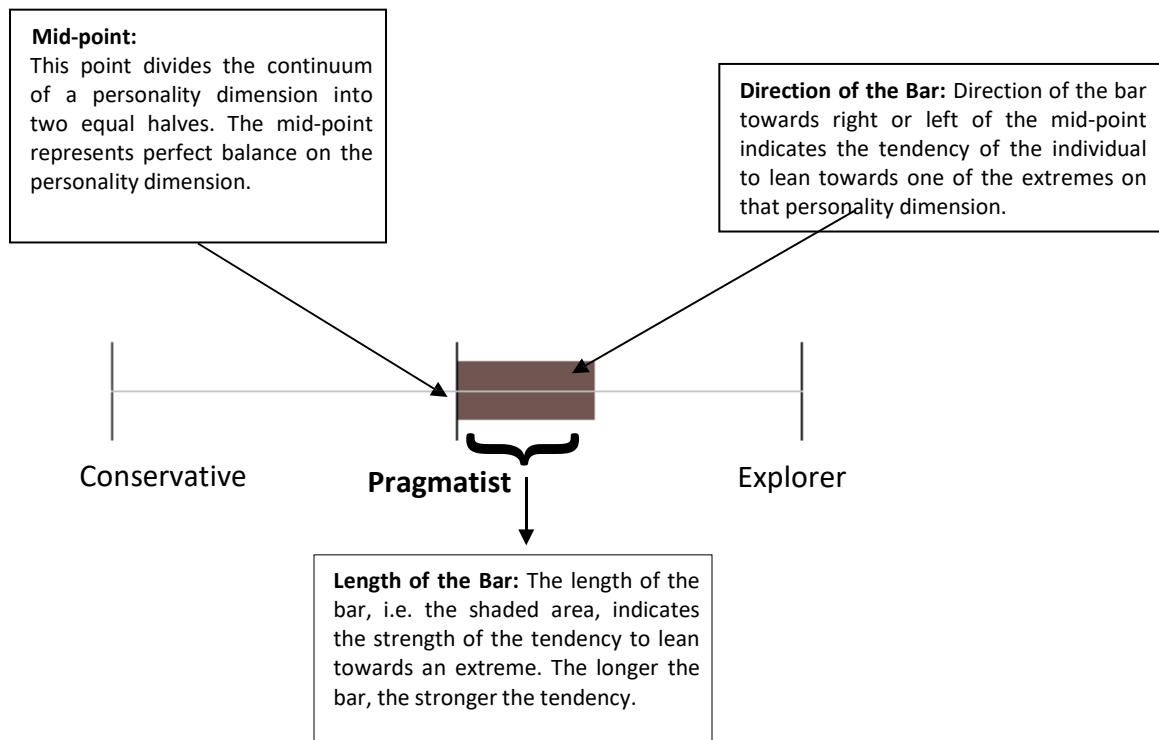
The continuum/bar graph below represents a scale of the ‘Openness to experience’ personality dimension. The continuum has two extremes, one being the maximum degree of being conservative and the other being the maximum degree of being explorative. The middle portion represents the perfect balance of these 2 extremes and is called the Pragmatist in this example.

The horizontal bar (shaded area) indicates that the individual has a bent towards openness to experience and the length of the bar suggests that the individual is well above the average mark on openness to experience.

Descriptions of all personality dimensions will be in this pattern.

### EXAMPLE

#### OPENNESS TO EXPERIENCE



**PERSONALITY TRAIT SUMMARY**

The chart in this section shows the collated results for the items (the personality traits that constitute each dimension) in each dimension. To understand how to interpret these charts, see the example of an annotated chart description below.

**EXAMPLE**

**Mid-point:** This represents an average point, which suggests a balanced intensity of a personality trait. Bars extending beyond the mid-point indicate higher strength of those particular traits.

**Trait score:** The trait score, shown graphically by the bars, denotes the intensity of a particular personality trait. The longer the length of the bar, i.e. more it is to the right, the stronger the intensity of that trait in the individual.

Personality Dimension



**Personality Traits** that constitute the broad dimension of 'Openness to Experience'.

## 2.2 PERSONAL COMPETENCY MAPPING

The table in this section shows what kind of impact various personality traits and dimensions can have over some of the significant competencies required for job success. To understand how to interpret this table, see the example of an annotated table description below.

### EXAMPLE

Personality trait →					
Competency ↓	IMAGINATIVE	CURIOUS	CREATIVE	INSIGHTFUL	<b>OPENNESS</b>
LEADING AND DECIDING					
SUPPORTING AND COOPERATING	N	L	N	S	N
INTERACTING AND PRESENTING					
ANALYZING AND INTERPRETING	N	L	N	S	N

Personality Traits

Personality Dimension

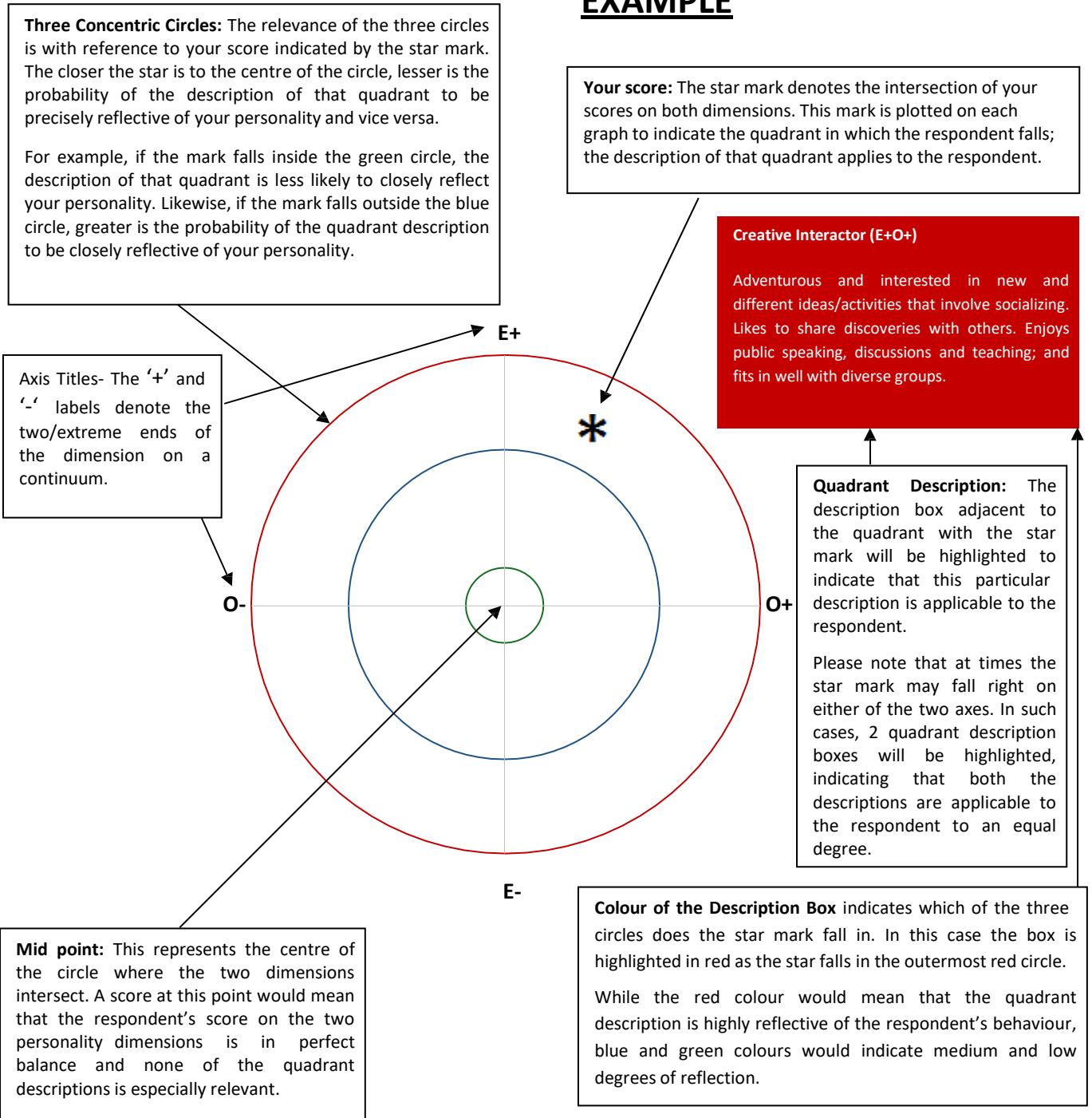
<b>KEY STRENGTH</b>		Trait very likely to have a positive impact on the competency
<b>NEUTRAL</b>		Trait very likely to have a balanced impact on the competency
<b>KEY LIMITATION</b>		Trait very likely to have a negative impact on the competency

This table maps the scores of the personality traits to the Universal Competency Framework. The color coding is used to aid the analysis; green cell indicating that with the given scores, a personality trait will tend have a positive impact on this competency, while yellow color indicates balanced impact and a red cell indicates negative impact.

## 2.3 BEHAVIOURAL STYLES

The charts in this section show the interaction for pairs of specific personality dimensions (in this example Extraversion and Openness). These charts depict your typical behavioural style in specific aspects of life (in this example – ‘Interests’). To understand how to interpret these charts, see the example of an annotated chart description below.

### EXAMPLE



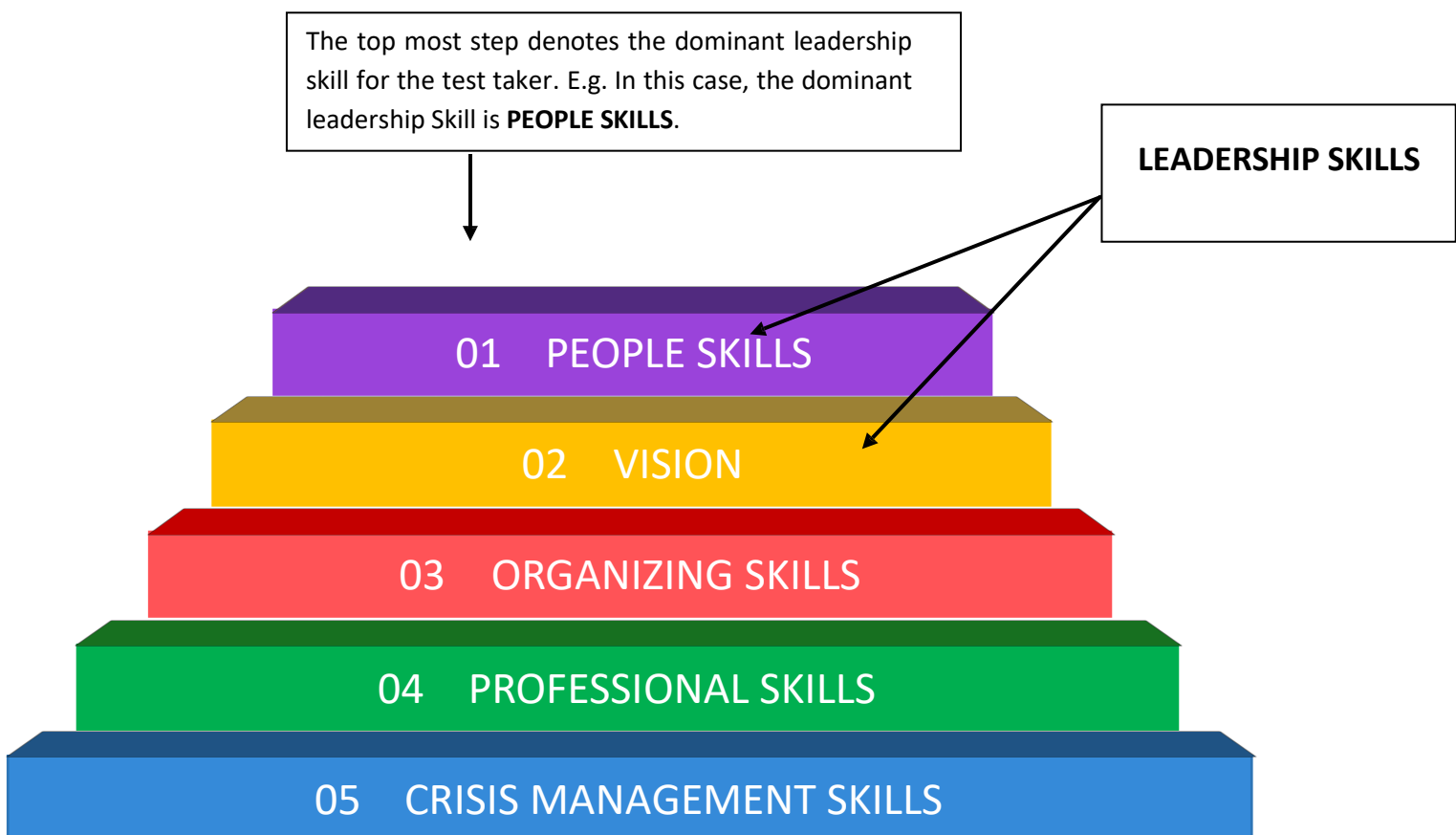
## 2.4 LEADERSHIP REPORT

This section further consists of three sub-sections:

### 2.4.1 LEADERSHIP SKILLS SNAPSHOT

This section categorises Leadership skills into five broad groups; i.e. People skills, Vision, Organising Skills, Professional Skills and Crisis Management Skills. The diagram illustrates a rank order of these five skills, with the most pronounced skill at the top and the least one at the bottom. The diagram is only to show a comparison between the various skills the individual has. The length of the horizontal bar is not indicative of anything.

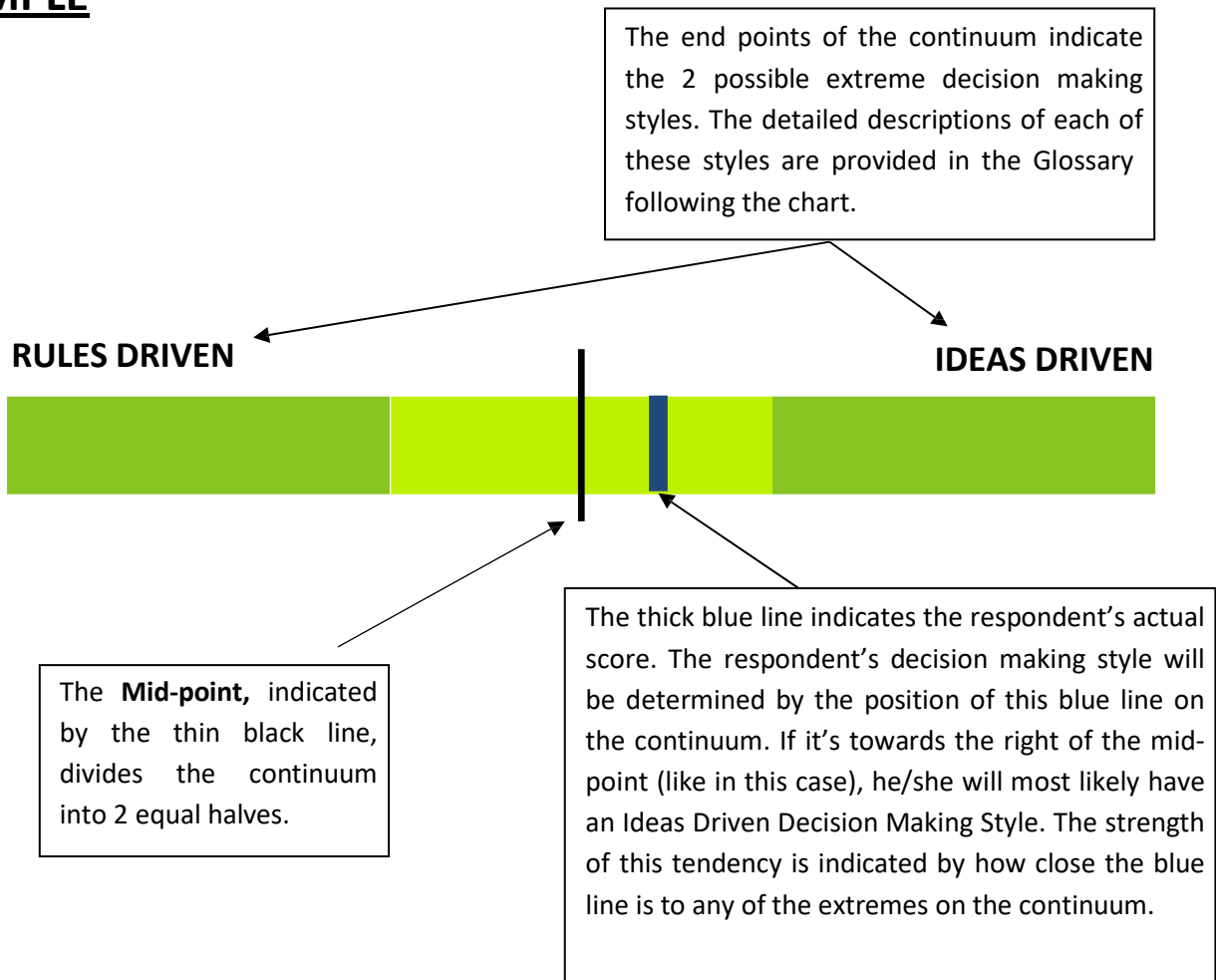
#### EXAMPLE



### 2.4.2 DECISION MAKING STYLE

The chart in this section is in the form of a continuum. The ends of the continuum represent the 2 extreme styles of decision making.

#### EXAMPLE



**2.4.3 NEGOTIATION STYLE**

The chart in this section is in the form of a matrix. Each of the boxes represents a Negotiation Style. The box highlighted in green represents the respondent’s preferred Negotiation Style. The detailed descriptions of each of these styles are provided in the Glossary following the chart.

**EXAMPLE**

