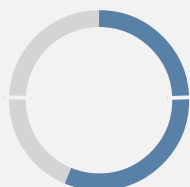


# TDS - Profile Report



TEN PERSONALITY SCALES  
PERCENTILE SCORED, 1-99  
GLOBAL POPULATION NORM

A REPORT FOR:

Sample Candidate

CREATED 29 AUGUST 2026  
CONFIDENTIAL · VALID 18-24 MONTHS

# Introduction

This report is confidential and is produced on behalf of Sample Candidate who completed the Talent Dimensions Survey on 29/08/2026. The results are likely to be valid for 18-24 months.

The questionnaire asks individuals to describe their typical behaviour and preferences in relation to personality traits that research has linked to effectiveness at work. This report has summarised those responses and compared them with a group of people (norm group) who have also completed the same questionnaire. Thus, the results are shaped by a meaningful comparison with others.

It is important to recognise that this report is restricted to the answers provided in this questionnaire and further meaning is established by comparing the results with a norm group. That said, this report provides rich insight into some important aspects of personality in relation to work performance and enables you to predict how an individual is likely to behave.

## 01.1 PROFILE CHART

This report summarises responses into 10 individual scales:

| SCALE           | LOW SCORERS CAN BE DESCRIBED AS        | HIGH SCORERS CAN BE DESCRIBED AS           |
|-----------------|----------------------------------------|--------------------------------------------|
| Warmth          | Distant, reserved, guarded             | Enthusiastic, gregarious, expressive       |
| Assertiveness   | Cooperative, modest, shy               | Assertive, leader-like, dominant           |
| Compassion      | Critical, indifferent, self-interested | Generous, supportive, sympathetic          |
| Consideration   | Direct, independent, challenging       | Polite, thoughtful, respectful             |
| Curiosity       | Practical, grounded, uncomplicated     | Analytical, intellectual, theoretical      |
| Creativity      | Traditional, realistic, concrete       | Creative, artistic, imaginative            |
| Industriousness | Laid-back, fun, laissez-faire          | Ambitious, prudent, hardworking            |
| Organisation    | Casual, flexible, adaptable            | Structured, detail orientated, disciplined |
| Stability       | Reactive, passionate, emotional        | Composed, even-tempered, tolerant          |
| Confidence      | Non-complacent, self-aware, careful    | Assured, comfortable, resilient            |

# Summary Profile

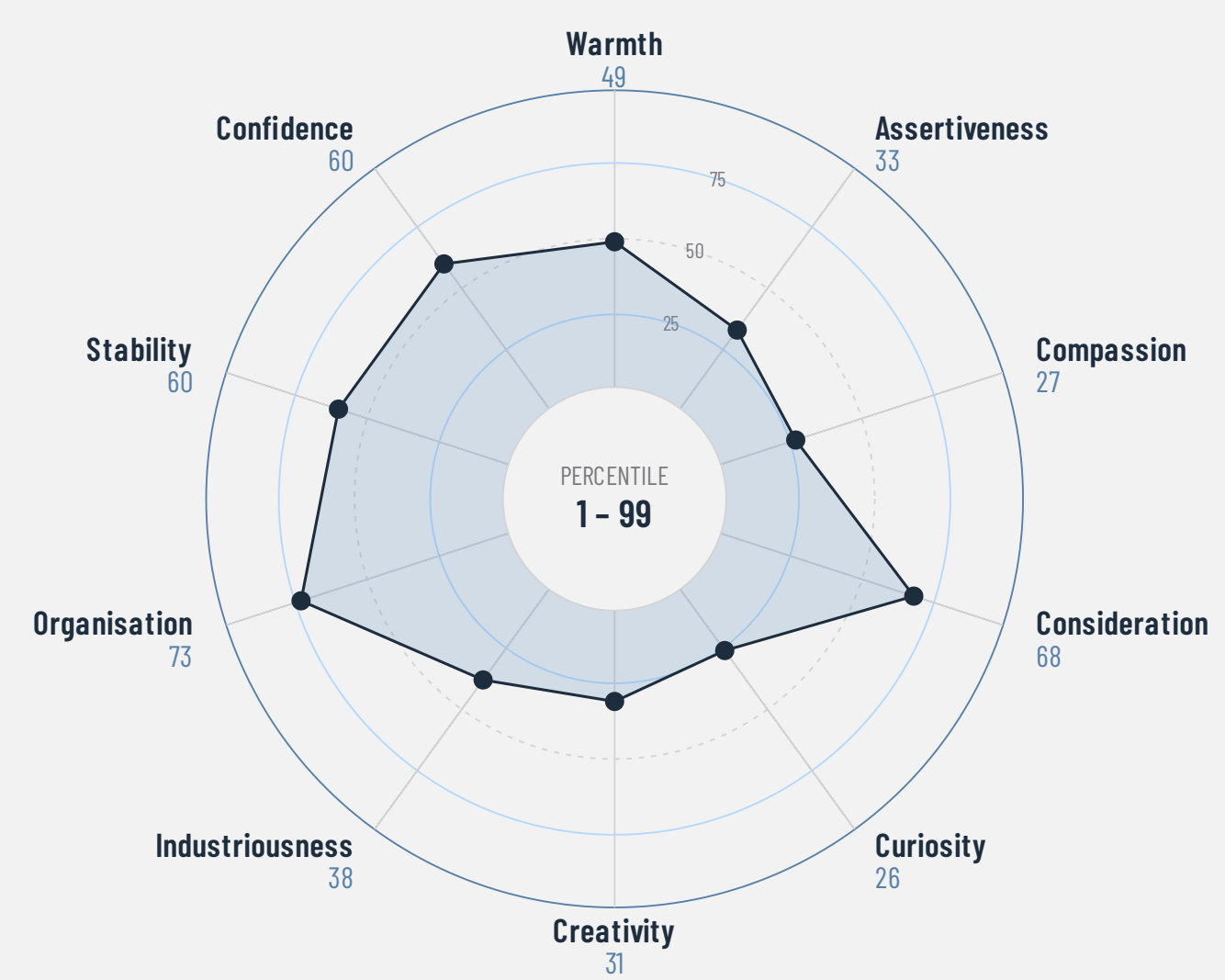
The percentile scores indicate the proportion of the population who score at or below Sample Candidate. For example, a score of 50 on a given scale indicates that Sample's score is higher than approximately 50% of the population, but not higher than 51%.

- 1-25

Scores of 1 to 25 are considered **below average**
- 26-74

Scores of 26 to 74 are considered **average**
- 75-99

Scores of 75 to 99 are considered **above average**



Global Population Norm

This is a valid profile.

# Warmth

The Warmth scale measures an individual's tendency to show enthusiasm, express their thoughts, and engage in social activities.



PERCENTILE SCORE

1 RESERVED

EXPRESSIVE 99

## 01 SCORE INTERPRETATION

The responses suggest:

- Balance interacting with new people with being more reserved.
- Is generally sociable, but not seeking to be the centre of attention.
- Balance showing enthusiasm with being more formal and quiet.
- Trusts others to a reasonable extent but is mindful of personal boundaries.
- Is amiable and can be approachable, though may not express emotions openly.

## 02 TYPICAL FEEDBACK

Individuals with a similar score on the Warmth scale have received the following developmental feedback comments:

- Seen as connecting well with others and encouraged to do this more routinely.
- Viewed as approachable and trustworthy by colleagues, with room to become more involved in team initiatives.
- Feedback highlights a good mix of independence and collaboration in team settings.
- Encouraged to share personal successes and challenges more freely to deepen team connections.

## 03 EXPLORING THE RESULTS

The questions below are designed to facilitate discussion with an interviewer or feedback provider to explore the personality results in more detail and reflect on strengths and development areas based on the context of the assessment.

01 What steps do you take to ensure new colleagues feel welcome? Can you share a specific example of taking this approach.

02 Describe an occasion when you needed to motivate or inspire your colleagues?

03 What role do you play in fostering teamwork and collaboration? Can you share a recent example.

04 Describe a strong relationship you have with a colleague. What did you do to make it strong?

Notes

# Assertiveness



The Assertiveness scale measures an individual's tendency to express self-confidence, take decisive action, and seek to influence others.

PERCENTILE SCORE

1 COOPERATIVE

ASSERTIVE 99

## 01 SCORE INTERPRETATION

The responses suggest:

- Willing to lead when called upon, but does not consistently seek out leadership roles.
- Engages in group activities and discussions with a balanced approach.
- Shares opinions with consideration and is open to others' ideas and perspectives.
- Comfortable in the social scene but does not always need to be the focal point.
- Can influence others through collaboration and mutual respect.

## 02 TYPICAL FEEDBACK

Individuals with a similar score on the Assertiveness scale have received the following developmental feedback comments:

- Recognised for a balanced approach to leadership and collaboration.
- Feedback highlights the ability to lead when necessary and support when appropriate.
- Advised to leverage the capacity for assertiveness to further influence team direction.
- Valued for thoughtful contributions and encouraged to assert ideas with more confidence.

## 03 EXPLORING THE RESULTS

The questions below are designed to facilitate discussion with an interviewer or feedback provider to explore the personality results in more detail and reflect on strengths and development areas based on the context of the assessment.

01 Tell me about a time when you took on a leadership role. What motivated you to step up?

02 How do you handle situations where you need to encourage others to change?

03 Describe an instance where you had to negotiate or persuade others at work. What approach did you take?

04 How do you ensure your voice is heard when working with a group or team?

Notes

# Compassion

The Compassion scale measures an individual's tendency to empathise with others, trust people, and experience emotions.



PERCENTILE SCORE

1 CRITICAL

SUPPORTIVE 99

## 01 SCORE INTERPRETATION

The responses suggest:

- Is tough-minded and detached when making decisions.
- Does not let sympathy or empathy cloud judgement.
- Readily questions other people's intentions.
- Avoids getting close with others, preferring more business like relationships.
- Puts own needs first, with occasional compassionate acts.

## 02 TYPICAL FEEDBACK

Individuals with a similar score on the Compassion scale have received the following developmental feedback comments:

- Recognised for being logical and objective, with potential to show greater willingness to accommodate individuals, especially when they are struggling.
- Encouraged to invest more time in building stronger relationships with individuals.
- Feedback indicates benefit from showing a softer side to colleagues more often.
- Encouraged to balance being firm and direct with showing empathy and care.

## 03 EXPLORING THE RESULTS

The questions below are designed to facilitate discussion with an interviewer or feedback provider to explore the personality results in more detail and reflect on strengths and development areas based on the context of the assessment.

01 Describe a time when you supported a colleague who was struggling.

02 Tell me about a time when you noticed one of your team needed emotional support.

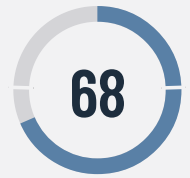
03 Share an example of a situation where you demonstrated care and support for another person.

04 Tell me about a time when you built a trusted relationship with a colleague.

Notes

# Consideration

The Consideration scale measures an individual's tendency to be supportive of others, express their feelings, and be cooperative.



PERCENTILE SCORE

1 DIRECT

THOUGHTFUL 99

## 01 SCORE INTERPRETATION

The responses suggest:

- Is able to be both frank and guarded with people, depending on the relationship.
- Can be polite or blunt, depending on how they are treated.
- Balances own self-esteem with self-effacing humour.
- Shows humility, but defends their worth.
- Shares their view but will also listen to others.

## 02 TYPICAL FEEDBACK

Individuals with a similar score on the Consideration scale have received the following developmental feedback comments:

- Appreciated for conflict resolution skills, with the potential to handle disagreements and confrontations more diplomatically.
- Recognised for giving others constructive feedback, with encouragement to consider the benefits of giving more positive feedback, even if it involves pointing out fewer areas for improvement.
- Encouraged to express opinions more gently, considering the impact words can have on others.
- Feedback encourages greater reflection on situations where compromise may be the best approach.

## 03 EXPLORING THE RESULTS

The questions below are designed to facilitate discussion with an interviewer or feedback provider to explore the personality results in more detail and reflect on strengths and development areas based on the context of the assessment.

01 Tell me about a time when you dealt with a challenging individual.

02 Describe a time when you gave someone challenging feedback.

03 Tell me about a time when you openly disagreed with colleague.

04 Describe how you approach a sensitive issue with a colleague.

Notes

# Curiosity

The Curiosity scale measures an individual's tendency to show an interest in new ideas, engage in self-reflection, and challenge themselves intellectually.



PERCENTILE SCORE

1 PRACTICAL

ANALYTICAL 99

## 01 SCORE INTERPRETATION

The responses suggest:

- Might be hesitant to explore new ideas.
- Prefers tried-and-tested ways of working.
- Sticks to familiar ideas or concepts.
- Does not need much variety in life.
- May not seem interested in learning new things.

## 02 TYPICAL FEEDBACK

Individuals with a similar score on the Curiosity scale have received the following developmental feedback comments:

- Recognised for being down-to-earth and being able to stick with routine tasks.
- Recognised for doing what needs to get done in the moment, with the potential to think about the big picture more.
- Encouraged to be more open-minded about learning new skills.
- Encouraged to challenge themselves more to tackle unfamiliar tasks.

## 03 EXPLORING THE RESULTS

The questions below are designed to facilitate discussion with an interviewer or feedback provider to explore the personality results in more detail and reflect on strengths and development areas based on the context of the assessment.

01 Describe a new skill you recently developed. What prompted you to develop it?

02 Describe a recent occasion when you have tackled an unfamiliar task.

03 Tell me about a new idea or change you have implemented in your work.

04 How do you typically innovate in your work? Can you share an example of innovating.

Notes



# Creativity

The Creativity scale measures an individual's tendency to use their imagination, explore different experiences, and be open to creative endeavours.



PERCENTILE SCORE

1 TRADITIONAL

IMAGINATIVE 99

## 01 SCORE INTERPRETATION

The responses suggest:

- Balances imagination with being grounded.
- Focuses on immediate needs with an eye on the bigger picture.
- May have a mix of traditional and progressive views.
- Is capable of creative thinking.
- Can think out of the box at times.

## 02 TYPICAL FEEDBACK

Individuals with a similar score on the Creativity scale have received the following developmental feedback comments:

- Recognised for balancing immediate needs with future requirements.
- Feedback indicates they take account of risks when making decisions.
- Feedback indicates they equally enjoy change and stability.
- Encouraged to engage in more creative or laterally thinking to solve problems.

## 03 EXPLORING THE RESULTS

The questions below are designed to facilitate discussion with an interviewer or feedback provider to explore the personality results in more detail and reflect on strengths and development areas based on the context of the assessment.

01 How do you encourage creative thinking in your team?

02 Describe a time when you had to come up with an innovative solution to a challenge at work.

03 What's the most creative project you have worked on? What role did you play?

04 Give an example of a time when you identified a new opportunity that others had overlooked.

Notes

# Industriousness

The Industriousness scale measures an individual's tendency to be self-disciplined, work efficiently, and strive to achieve outcomes.



PERCENTILE SCORE

1 LAID-BACK

AMBITIOUS 99

## 01 SCORE INTERPRETATION

The responses suggest:

- Is ambitious, but also knows when to step back.
- Self-disciplined, but can switch off and relax when needed.
- Good at achieving routine or regular tasks.
- May seek help with difficult tasks.
- Sets goals for achievement.

## 02 TYPICAL FEEDBACK

Individuals with a similar score on the Industriousness scale have received the following developmental feedback comments:

- Recognised for exhibiting a strong self-discipline while maintaining a healthy work-life balance.
- Feedback indicates they perform well with routine tasks and responsibilities.
- Encouraged to tackle more challenging tasks with a clearer sense of purpose.
- Encouraged to ensure expectations are fully aligned with success criteria.

## 03 EXPLORING THE RESULTS

The questions below are designed to facilitate discussion with an interviewer or feedback provider to explore the personality results in more detail and reflect on strengths and development areas based on the context of the assessment.

01 Tell me about a project you worked on that was challenging to deliver.

02 Describe a time when you took on additional responsibilities at work. Why did you decide to take on these responsibilities?

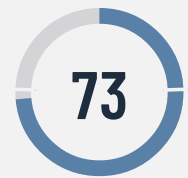
03 Describe a long-term project you managed. How did you ensure its success?

04 What drives you to succeed? Can you share an example where your drive led to a significant accomplishment in your professional life?

Notes

# Organisation

The Organisation scale measures an individual's tendency to establish structure, routine, and plan their activities.



PERCENTILE SCORE

1 FLEXIBLE

STRUCTURED 99

## 01 SCORE INTERPRETATION

The responses suggest:

- Has a neat, punctual, and organised way of working.
- Prefers a structured, quality-focused work environment.
- Is reliable and dependable in meeting obligations.
- Is cautious about the risks when making decisions.
- Is very responsible about which desires to pursue.

## 02 TYPICAL FEEDBACK

Individuals with a similar score on the Organisation scale have received the following developmental feedback comments:

- Consistently reliable, meeting all obligations and expectations with dependability and integrity.
- Shows a thoughtful approach to risk assessment, ensuring well-considered decisions that benefit the team and project outcomes.
- While neat and organised, could occasionally adapt to less structured environments to enhance versatility.
- Dependable in meeting obligations, yet could explore taking on more challenging tasks to foster growth.

## 03 EXPLORING THE RESULTS

The questions below are designed to facilitate discussion with an interviewer or feedback provider to explore the personality results in more detail and reflect on strengths and development areas based on the context of the assessment.

01 Describe a time when an unexpected setback disrupted your plans. How did you respond?

02 Describe how you manage long-term projects to ensure that you meet deadlines without compromising on quality.

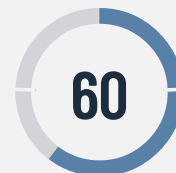
03 Have you ever been responsible for organising an event or large meeting? Walk me through how you approached it.

04 How do you typically ensure goals are completed in a timely manner? Can you share a specific example?

Notes

# Stability

The Stability scale measures an individual's tendency to exercise self-control, be tolerant of others, and manage their emotional reactions.



PERCENTILE SCORE

1 REACTIVE

COMPOSED 99

## 01 SCORE INTERPRETATION

The responses suggest:

- Mostly tends to be calm and relaxed.
- Can delay satisfaction somewhat when needed.
- Is largely easy going and even tempered.
- Can have flashes of anger when under pressure.
- Exercises some control over impulses.

## 02 TYPICAL FEEDBACK

Individuals with a similar score on the Stability scale have received the following developmental feedback comments:

- Recognised for having a balanced and steady demeanour.
- Seen as generally patient and calm, with flashes of annoyance.
- Recognised as respectful, with potential to maintain greater composure when under pressure or challenged.
- Encouraged to develop a wider range of coping skills, especially when operating under pressure.

## 03 EXPLORING THE RESULTS

The questions below are designed to facilitate discussion with an interviewer or feedback provider to explore the personality results in more detail and reflect on strengths and development areas based on the context of the assessment.

01 Describe a time when you had to keep calm when talking to a challenging individual?

02 What coping strategies do you have for when you are under pressure? Can you describe a recent example?

03 Describe a time when you felt overwhelmed by your workload. What steps did you take to manage your responsibilities?

04 Tell me about a situation where you received criticism. How did you handle it?

Notes

# Confidence

The Confidence scale measures an individual's tendency to manage pressure, remain optimistic, and deal with ambiguity.



PERCENTILE SCORE

1 SELF-AWARE

ASSURED 99

## 01 SCORE INTERPRETATION

The responses suggest:

- Is usually optimistic, coping well under some pressure.
- Is mostly composed, but can become less confident if directly challenged.
- Will act independently, but may avoid standing out too much.
- Deals well with unexpected events or setbacks.
- Tries out new things, but likely to avoid too much change.

## 02 TYPICAL FEEDBACK

Individuals with a similar score on the Confidence scale have received the following developmental feedback comments:

- Will speak up on matters of importance
- Seeks to build familiarity when things change
- Is able to handle a reasonable amount of pressure
- Can become less confident if things become uncertain

## 03 EXPLORING THE RESULTS

The questions below are designed to facilitate discussion with an interviewer or feedback provider to explore the personality results in more detail and reflect on strengths and development areas based on the context of the assessment.

01 How do you handle situations where you are under a lot of pressure to meet deadlines or targets? Can you give a specific example?

02 Tell me about a time when you faced an uncertain situation at work. How did you handle the ambiguity?

03 Describe a situation when you had to deal with an unexpected setback.

04 What do you do when you find yourself in a situation without clear instructions or direction? How do you proceed?

Notes