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Summary personality profile

CCP Questionnaire

Sally Sample

10/10/2014

This report contains

Profile summary

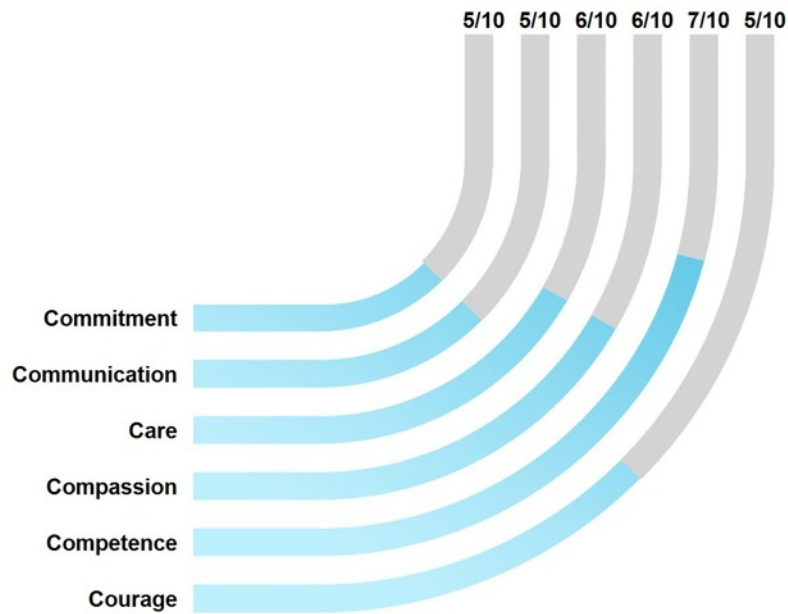
Detailed personality results for:

1. Care
2. Compassion
3. Competence
4. Communication
5. Courage
6. Commitment



Profile summary for Sally

The CCP Questionnaire Sally completed measured her personality across 6 key areas. Here is a summary of the results based on her responses to the statements included in each area:



What these results mean

Sally's profile was measured across 6 key areas of personality, which relate to performance in the Healthcare role. Her responses to the questionnaire indicate that **her strongest preferences compared to others were in the area of Competence**. This suggests that the strongest degree of fit between Sally's personality, style, and values with the demands and rewards of the Healthcare role may lay in the area of Competence.

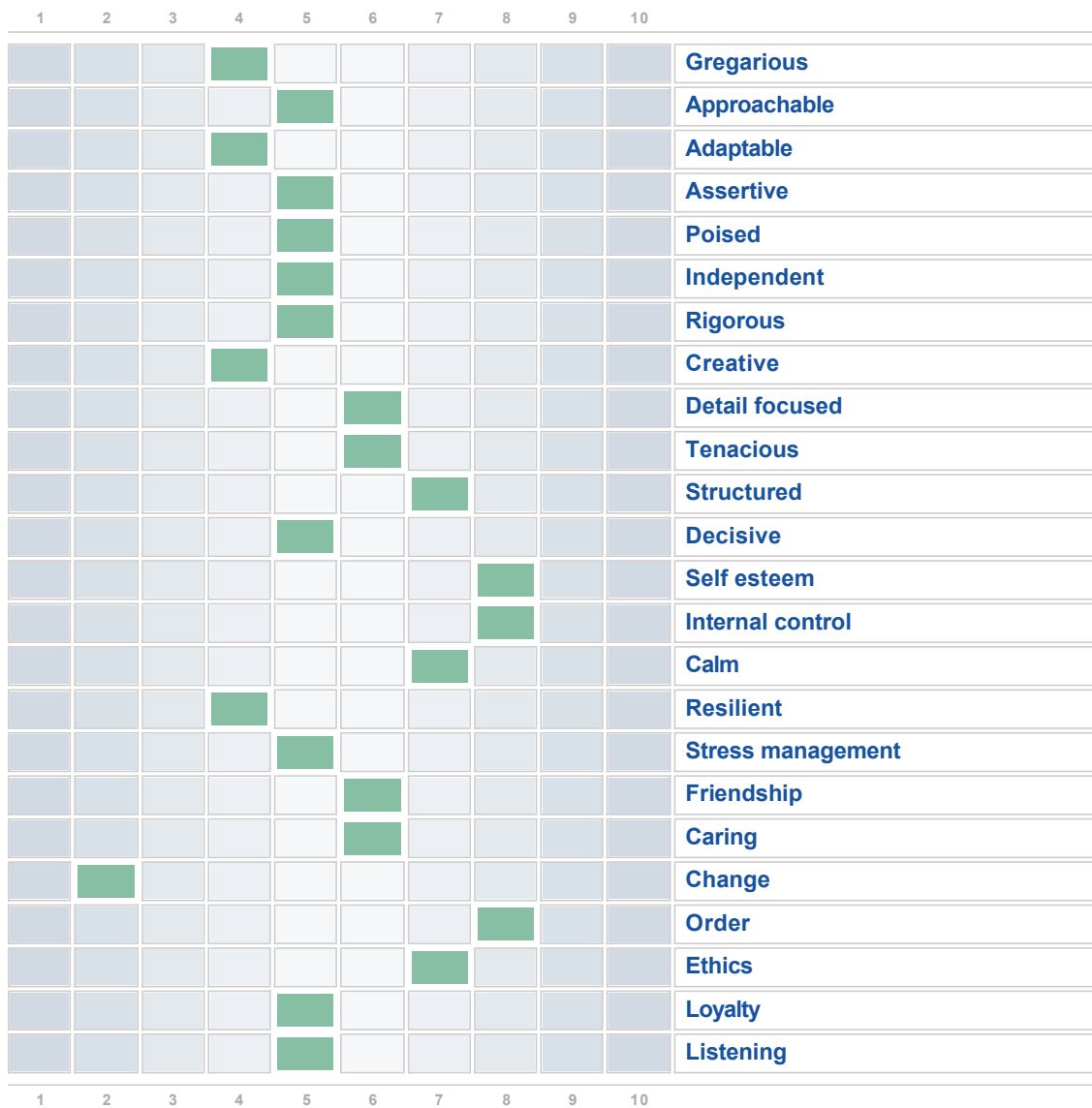
Sally's **lowest degree of fit** with the demands and rewards of the Healthcare role may lay in the area of **Courage**. This suggests that there may be elements of her personality, style, and values in this area that do not relate to performance in the role.

These results must be interpreted using the detail described in the rest of this report and further information relating to the context of this assessment about the role and the individual.

Your strongest preferences

These are the top-five personality dimensions where you described yourself as being most different from other people:

1	Change	Finds frequent change disrupting. Comfortable performing in a familiar role. Prefers a stable organisational culture.
2	Internal control	Feels a strong sense of personal control. Responsible for own destiny. Tries to influence events towards preferred outcomes.
3	Order	Likes to have clearly defined rules. Prefers an orderly environment with boundaries and controls.
4	Self esteem	Has inner confidence in own abilities. Feels self-assured and values own worth.
5	Adaptable	Rarely alters behaviour to create an impression in different circumstances. Personality consistent across situations.



Understanding this profile

Introduction

This personality profile describes the responses of **Sally** to the **CCP Questionnaire** that she completed on 10/10/2014. The questionnaire measures the preferred styles, emotional tendencies, values and motivations of people at work. The results describe the way in which Sally is likely to respond to people, tasks, demands, rewards and culture at work.

Sally's results were calculated by comparing her responses with the **CAL composite occupational comparison group (2013)**; a large, diverse group comprised of managers (all levels), graduates, retail, customer service and sales staff, supervisors and administrative staff. The group (N = 876 - 11,609) completed questionnaires on CAL Online as part of selection & development processes for UK based organisations between 2001- 2013.

Interpreting the results

The results are presented using a **1 to 10** scale. The scores indicate how the individual compares with other people who have completed the questionnaire.

Scores of **5 to 6** indicate that:

- the individual sees themselves as being typical in this area compared with other people.

Or

- the individual's personality in this area varies a great deal depending on the situation.

Scores of **7, 8, 9** and **10** indicates progressively stronger tendency towards the label and descriptions at the **right end of a scale**.

Scores of **4, 3, 2** and **1** indicates progressively stronger tendency towards the descriptions at the **left end of a scale**.

Important points

When reading this profile please remember the following points:

- **Personality is not fixed** - it may vary over time, change through training/development, or simply vary depending on the situation.
- There are **no rights or wrongs**. The scores do not measure ability, skills, capability or competence. They are merely indications of preferences or typical styles of behaviour.
- The questionnaire is **very reliable but is not infallible**.
- The profile is intended to clarify the respondent's **self-perceptions** – it does not provide an objective measure.
- These results **must be kept within the boundaries of confidentiality** agreed with Sally.
- The results **must not be used for any other purpose** other than that agreed with Sally.
- These results **must be kept securely and not retained** beyond the period agreed with Sally.

Further information about Sally

Further reports can be downloaded from Coast for Sally, which provide additional information about her personality:

- **Personality profile expert report** – Narrative and scores for expert CAL users.
- **Personality profile non-expert report** – Narrative for non-expert CAL users, interviewers and assessors.
- **Interview guidance report** – Suggested interview questions based on Sally's profile.
- **Candidate job-matching scores report** – Describes degree-of-fit between Sally and the requirements of the Healthcare role.
- **Ability test results** – If Sally was asked to complete an ability test this report can be used alongside information from the CCP Questionnaire to provide an integrated picture.

Care

Gets work done as quickly as possible. Looks for ways to cut corners. More expedient than careful.

Rigorous



Thorough and conscientious. Likes to do things properly. Takes time, and avoids short cuts.

More inclined to be spontaneous than structured. Finds working to a plan restrictive.

Structured



Methodical, orderly and systematic. Plans things out before starting. Uncomfortable working in a chaotic manner.

Feels that events are outside own control. Sometimes leaves things to fate. Attributes outcomes to good and bad luck.

Internal control



Feels a strong sense of personal control. Responsible for own destiny. Tries to influence events towards preferred outcomes.

Prefers to take time over work. Works better when feeling calm and relaxed. Dislikes being rushed.

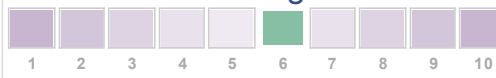
Stress management



Not flustered by high pressure work. Happy coping with tight deadlines. Works better under stress.

Compassion

Inclined to believe that people should look after themselves. Impatient with people who need help all the time.



Prefers jobs that benefit others in some way. Motivated by work that involves caring about others.

Reserved. Takes time to get to know people. Can appear guarded. Dislikes small talk.



Friendly. Easy to get on with. Quickly builds rapport with others.

Enjoys own company. Happy to work alone. Inclined to be less sociable than others.



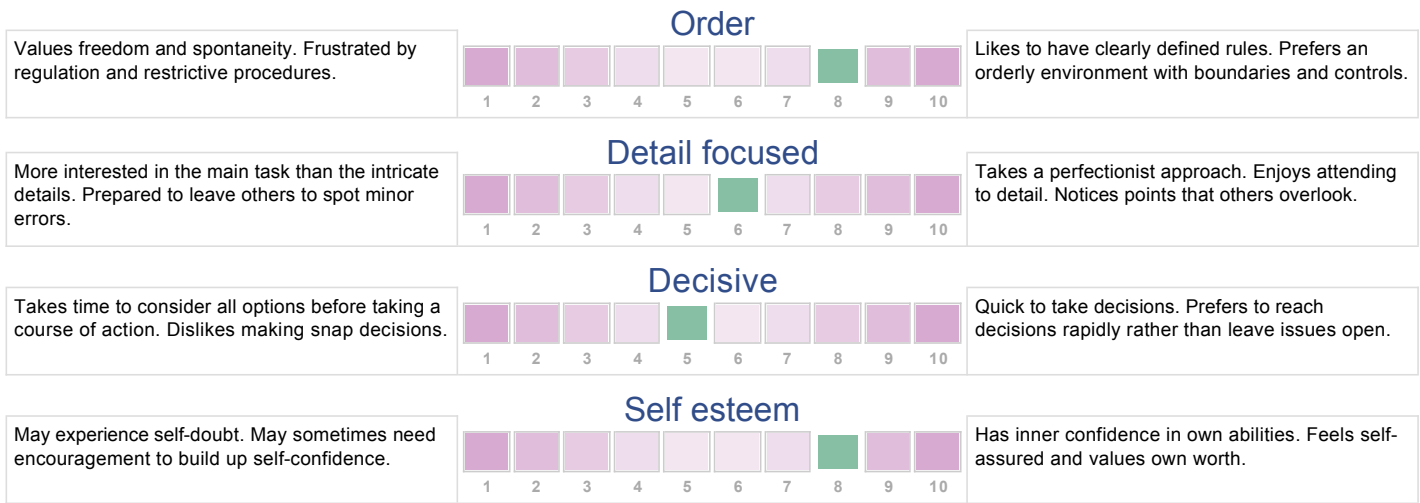
Likes the company of other people. Sociable. Works well with others. May dislike working alone.

Often feels anxious. May worry and feel tense. Finds it difficult to relax.



Unlikely to become tense or flustered. Cool and calm even in difficult situations.

Competence



Communication

Likes to be the one who does the talking. Sometimes doesn't listen to others or forgets what they say.

Listening



Prepared to take time to listen to people. Considers others' opinions. Easy to talk to.

Reticent and quiet in many social situations. May appear shy in some circumstances.

Poised



At ease with other people. Confident and relaxed on social occasions.

Rarely alters behaviour to create an impression in different circumstances. Personality consistent across situations.

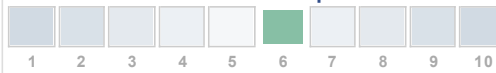
Adaptable



Adapts style of behaviour to suit different individuals. Changes personality in different situations.

Tends to avoid close relationships with work colleagues. Keeps personal life separate from work.

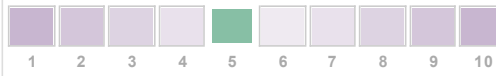
Friendship



Regards work as a social opportunity. Would like job to provide chances to form new relationships.

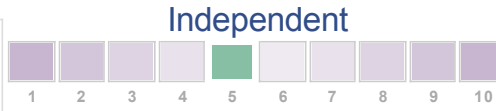
Courage

Dislikes being bossy. Tends to play supporting roles rather than directive ones.



Dominant. Makes presence felt. Sometimes overbearing with others.

Happy to fit in with others. Prefers to be considered normal rather than different. Content to compromise.



Non-conforming. Goes own way. Likes to be different. Dislikes compromising to suit others.

Sensitive to criticism. Can become emotional and suffer from the feeling of being hurt.



Not usually upset by criticism. Tough, rather than emotional.

Happy to stick with clearly defined systems which work. Prefers following procedures to creating new methods.

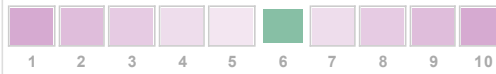


Looks for new approaches. Enjoys trying new ideas. Prefers inventing new methods to applying old ones.

Commitment

Distractible. Finds it difficult to stick with routine tasks. Becomes bored quickly with tedious jobs.

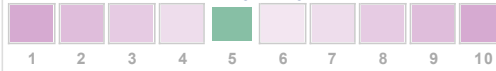
Tenacious



Follows things through. Persists with a task even if it is boring.

Less committed to any particular organisation. Favours changing organisations to progress career.

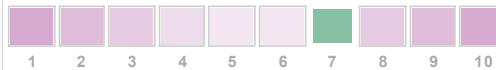
Loyalty



Values loyalty and long-term commitment. Identifies closely with own organisation.

Frustrated by ethical restrictions. Prefers an environment that stresses hard commercial realities.

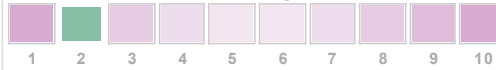
Ethics



Prefers a working culture which takes a strong moral position. Values professional ethics.

Finds frequent change disrupting. Comfortable performing in a familiar role. Prefers a stable organisational culture.

Change



Likes to work within a culture of organisational change. Prefers innovation to tradition.