

Profile Report created for:

John Smith

Company: A Company
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How to Interpret Your Profile

This report was generated by using thousands of data points from your assessment session. Your game score was not considered for your psychometric profile; it was all about your unique approach to the scenarios presented. Arctic Shores assessments are grounded in validated personality and cognitive neuroscience frameworks and use your real behaviours to create a psychometric profile. Our extensive research has shown this methodology to be a valid and reliable indicator of how you are likely to behave in the workplace.

There is no one "perfect profile" for all jobs. Each job is different and we support hiring organisations with extensive analysis to determine which of the psychological characteristics described in your report are the most important for success in a particular role. Therefore, the data in this assessment provides a fair and objective set of measures to help organisations determine your suitability for a role in addition to the rest of your application.

How This Report is Structured

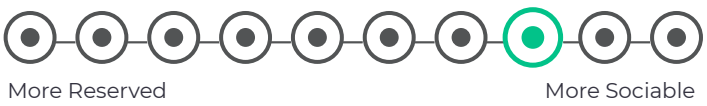
This report is organised into 5 sections that contain a set of unique psychological characteristics:

- **Personal Style**
- **Cognition**
- **Drive**
- **Interpersonal Style**
- **Thinking Style**

Interpreting Radial Results

For each characteristic, the closer the highlighted radial to either end of the scale the stronger your tendency or ability in that direction. The majority of the population have moderate tendencies and abilities so fall within the middle radials. In fact, only 1-2% of people fall at the extreme ends.

Example



You tend to be more likely than others to seek out social stimulation.

In this example, the radial is closer to "more sociable" but this doesn't mean that you are always going to behave sociably. Rather, it means that typically, across time and situations, you tend to behave slightly more sociably than other people in the comparison group. On occasion, you may want to be left alone!

Things to Remember

- Arctic Shores profiles are very reliable, but they are not infallible. This can be said of any psychometric test.
- Each psychological characteristic will be valuable in different job roles; there is no right or wrong, just a measure of suitability for a role.
- This profile report will be considered along with other information about you before a selection decision is made.
- The report is likely to remain a good reflection of your psychological characteristics for 9-12 months, depending upon personal circumstances.
- These results will be kept confidential but may be used anonymously in aggregation for analysis and improvement of our products.

Your Profile

Personal Style

The traits below explain your personal preferences in dealing with situations. There is one indicator for Personal Style.



Less accurate emotion recognition

More accurate emotion recognition

Your responses suggest that you tend to interpret emotions and facial expressions as accurately as most other people in the comparison group.

Cognition

The abilities below affect how you process and use information to perform mental operations. There are 3 indicators for Cognition.



Tends to process smaller amounts of information

Tends to process larger amounts of information

Relative to the comparison group, your responses suggest that you tend to be slightly less confident when mentally working with large amounts of information.



Tends to take more time when processing information

Tends to process information quickly

Your responses suggest that you tend to process information as fast as most others in the comparison group.



More variable in the speed at which information is processed.

Information processed at a consistent speed over time.

The speed and efficiency of your responses to incoming information are as consistent as the rest of the comparison group.

Drive

The traits below influence your drive for delivering results in the workplace. There are 4 indicators for Drive.



Tends to “bounce back” more slowly after set backs

Tends to “bounce back” more quickly after set backs

Your responses suggest that you are likely to remain as focused on a goal under adverse circumstances as most other people in the comparison group, and to recover from set-backs at a similar speed.



Focus more influenced by thoughts & feelings

Focus more influenced by values & goals

Relative to the comparison group, your responses suggest that your focus tends to be equally influenced by your values, goals, thoughts, feelings and physiological state.



Less motivated by reward

More motivated by reward

Your responses suggest that you tend to be as driven by reward as most other people in the comparison group.



Tends to be more effective at completing shorter tasks.

Shows initiative in organising and completing longer projects with a consistent approach.

Shows the same degree of initiative and independence in organising, consistently working on, and completing a large project as most of the comparison group.

Interpersonal Style

The traits below influence your preferred approach to interacting with other people. There are 5 indicators for Interpersonal Style.



More focused on personal needs

More focused on needs of others

Your responses suggest that you are as inclined as most people in the comparison group to take action that is aligned with the needs of others rather than your own goals.



Tends to prefer own style

Tends to adjust behaviour to context

Relative to the comparison group, your responses suggest that you are fairly inclined to regulate your behaviour in response to social cues to accommodate a particular situation or audience.



Feels less energised by social situations

Feels more energised by social situations

Your responses suggest that you are as inclined as most other people in the comparison group to seek out and feel energised by social interactions.



Tends to be more passive & thoughtful

Tends to be more dominant and assertive

Your responses suggest that you are inclined to be as self-assured, assertive and confident as most others in the comparison group when interacting with people.



Willing to create conflict to achieve aims.

Seeks to maintain social harmony.

Relative to the comparison group, your responses suggest that you quite likely to act in a respectful manner towards others, to hold a relatively high respect for authority, and to behave in a way that seeks to avoid conflict.

Thinking Style

The traits below shape how you tend to approach and appraise problems and make decisions. There are 9 indicators for Thinking Style.



More comfortable with certainty & predictability

More comfortable with uncertainty & unpredictability

Your responses suggest that you are inclined to tolerate as much uncertainty as most other people in the comparison group when making a decision and feel as comfortable as most others when the future is unpredictable.



Prefers tried and tested methods for solving problems

Prefers new and experimental ways to solve problems

Your responses suggest that you are as inclined as most other people in the comparison group to try novel and experimental approaches when solving problems.



Tends to think more precisely

Tends to think "outside the box"

Relative to the comparison group, your responses suggest that you are slightly more disposed towards thinking "outside of the box" and having a free-flowing and abstract trail of thought.



Tends to be more realistic

Tends to be more optimistic

Relative to the comparison group, your responses suggest that you are fairly inclined to have a positive outlook on the world and future, and are more likely to expect your actions to have a favourable outcome.



Prefers familiarity and consistency

Prefers variety and regular change

Relative to the comparison group, your responses suggest that you are quite likely to prefer familiarity, order and consistency.



Tends to have a short-term orientation

Tends to have a long-term orientation

Relative to the comparison group, your responses suggest that you prefer to balance your focus between the immediate and future outcomes when making decisions.



Tends to deliberate carefully on decisions that involve risk

Tends to trust instincts on decisions that involve risk

Relative to the comparison group, your responses suggest that you are quite inclined to carefully consider the risk to benefit ratio before making decisions that involve a degree of risk.



Tends to make decisions based on intuition

Tends to make decisions based on rational thought processes

Relative to the comparison group, your responses suggest that you are fairly disposed towards a rational decision-making style and are more likely to be thoughtful, objective and critical when making decisions.



Tends to be more impulsive

Tends to be more deliberative

Relative to the comparison group, your responses suggest that you are fairly inclined to hesitate before responding and prefer to carefully consider your actions before reacting.