

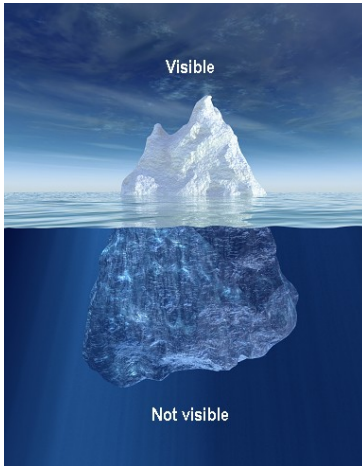
Report for:

# Ann Example

Entry Date	06 - 03 - 2011
Email	info@onlinetalentmanager.com
Group	Career Counseling

# Introduction

You have completed one or more questionnaires in the Online Talent Manager system. This report explains the results of these questionnaires. All Online Talent Manager tests were developed by highly experienced psychologists and are the result of years of research.



## The Iceberg Model

The iceberg model is a good way of illustrating the difference between the visible and hidden portions of your personality. The small portion 'above the waterline' is made up of behaviors and characteristics that others can see. Most of your personality is 'below the waterline' and not easily visible to others. This hidden area includes your deep motivations, intrinsic values, and your basic personality, things that influence your behavior and have a big impact on your job performance and satisfaction.

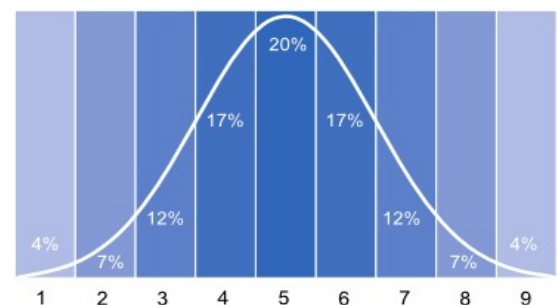
## Norm Group

There is no universal, absolute scale of personality. We calculate your results by referencing a 'norm group'. Your personality test results are expressed on a numerical scale that shows how your scores compare to the scores of other respondents to the same test.

## Stanine score

The numerical score given for each trait is a representation of how your results compare to those of a norm group. Your score may vary depending on the norm group used to generate this report. Scores range from '1' (very low) to '9' (very high) with '5' representing the average score of the group. The graphic below displays the shape of a normal distribution. This graphic shows the percentages of respondents who fall into each rank. As you can see, the '1' and '9' scores are quite extreme, with each of them only occurring 4% of the time and that fully 20% of all respondents will have a '5' score.

score 1	Low
score 2	
score 3	Below average
score 4	
score 5	Average
score 6	
score 7	Above average
score 8	
score 9	High

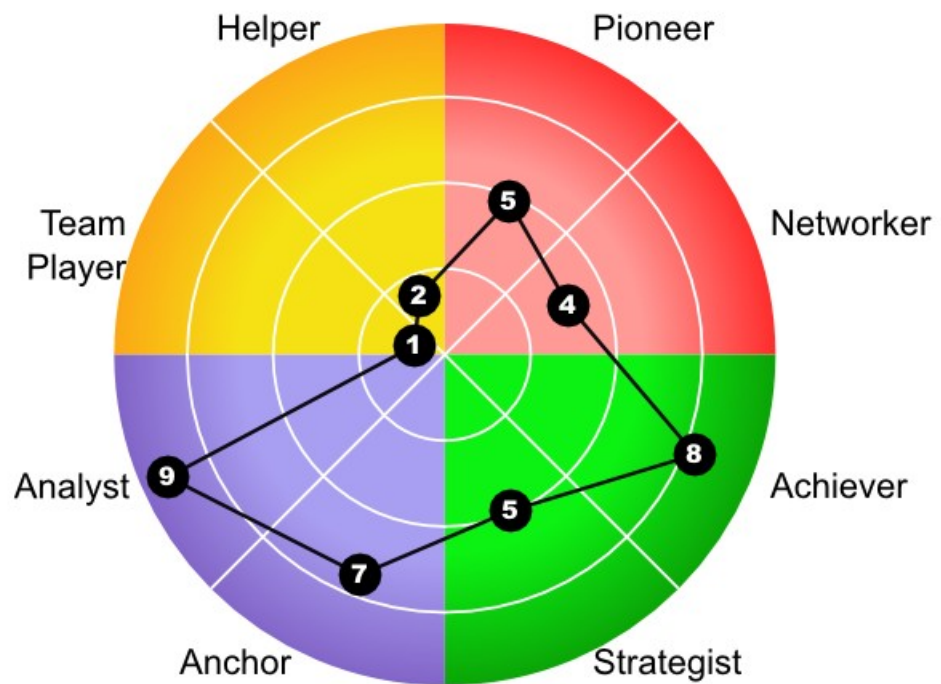


# Octogram

Your scores have been compared to a group of respondents with the following characteristics: (S.B)

- Education level: Associate's degree, Bachelor's degree, Graduate degree
- Test situation - selection or development

The Octogram questionnaire focuses on the personality traits that drive behaviour in the workplace. These personality traits have a strong correlation with Quinn's Competing Values Framework. The scores represent your natural inclinations and how you prefer to work. You can develop and operate in ways that do not match your style, but when you are required to act contrary to your style you will find the work to be more energy-demanding.



**Pioneer** Pioneers are innovators and dreamers, creative, always focused on fresh ideas, and trying to do things in a different way. They take the initiative when it comes to making changes.

1 2 3 4 **5** 6 7 8 9

This score indicates that you do not seek out change for its own sake, but that you try to be open to the possibility that 'new' is 'better'. You are prepared to improve on existing methods or try something new if it is promising. You take calculated risks. You are, to a certain degree, creative and enterprising and spend time working on new development.

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## Networker

Networkers enjoy making new contacts and maintaining existing relations. They are communicative and open. They are able to exert influence and make use of their networks to get results. They are open to opportunities and forging partnerships.

1 2 3 **4** 5 6 7 8 9

This score indicates that you hold yourself back. You do not easily express your feelings or share confidential and personal information. You do not easily place trust in people without knowing them well. You feel uncomfortable in strange surroundings or when you are with people you do not know well. You network only when you have been asked to, when there is a reason, or when you can introduce information in your area of expertise.

## Achiever

Achievers are driven to reach targets and book results. They make high demands on themselves and others. They are continuously aiming high and measure themselves against others. Competitive and able to tolerate a lot of stress.

1 2 3 4 5 6 7 **8** 9

This score indicates that tension and time pressure stimulate you to perform at your best. You are very ambitious and enjoy the recognition and appreciation which you get for your performance and accomplishments. You put a lot of energy into the realisation of goals. You are very competitive, you expect a lot out of yourself and you expect that same level of commitment from others. You are very action oriented, pragmatic, and very decisive. You are very business oriented and can ignore the feelings of others. With such a high score, there is a danger of requiring too much of yourself.

## Strategist

The strategist is the long term thinker, focused on the future. The strategist identifies goals and sets a path for reaching those goals. A traditional leadership role where this person makes orders that others are expected to follow.

1 2 3 4 **5** 6 7 8 9

This score indicates that while you are not focused on thinking about the long term, you are, however, prepared to look farther ahead than today. Up to an extent, you think about and bring fundamental problems to light. When drawing up long term plans, you pay attention to recurring patterns. You are pleased to be involved in the definition of organisational policy and charting the course of the business. You involve others in the decision making process, but you are able to take and defend an opposing viewpoint.

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**Anchor** Anchors are most happy when they are introducing structure or implementing procedures. They see themselves as system builders and people who create order out of chaos.

1 2 3 4 5 6 **7** 8 9

You like work that is structured and requires you to deal with details. You prefer to focus on one or just a few tasks at a time. You do not like constant change and prefer stability in the workplace. You have a high degree of self discipline. You make sure that your work is complete before moving on, unfinished tasks annoy you. You minimize risks and try to avoid them entirely when possible. You are responsible and orderly.

**Analyst** Analysts break problems apart and try to see all the alternatives. These are the people in the organization that are 'the voice of reason'. Analysts focus on gathering information, dealing with facts, being rational, and looking at situations from different perspectives. Always trying to gather more information.

1 2 3 4 5 6 7 8 **9**

You are pessimistic, especially when someone tries to convince you through emotional arguments. You rely on facts and figures to help you get to the truth of a situation. You want to know everything before making a decision, gathering and analyzing data is one of your strengths. Your weak point is the fact that you very rarely, in real life, have all of the facts. You must be careful not to drown stakeholders in a decision with too much detailed data. Understand that emotion plays a big part in decision making for the other 89 percent of the population.

**Team Player** Team Players are the binding elements in your company, they keep people working together and keep the atmosphere upbeat and supportive. Team Players are focused on building consensus, team harmony, and conflict management.

**1** 2 3 4 5 6 7 8 9

You are much more focused on getting results than on maintaining team harmony and a good working environment. If a group activity does not directly impact your work, you will not be involved. You feel no need to interact with your coworkers about anything other than work. You do not worry too much about what your team thinks about you, you are at work to work, not make friends. You prefer to work alone or feel that you are competing with your coworkers more than cooperating.

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## Helper

Helpers are understanding and take the time to listen to others, they have high levels of empathy and sensitivity. Helpers understand the art of supporting the emotional well being of other people. Helpers work to improve communication, develop others, and help others achieve their full potential. Where a Team Player is more focused on the group, a Helper is more focused on individuals.

1 2 3 4 5 6 7 8 9

You are very direct and blunt when dealing with others. You are not tactful, especially when it comes to giving criticism. You do not take the time to listen to what other people say. You are ambitious, business and result oriented. Your coworkers probably describe you as being unapproachable or even cold.