



John Example

Personality Colours

Client
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Consultant
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Introduction

Scientific background

You are looking at the 'Personality Colours' report, which is based on a generally accepted scientific personality model, the 'Big Five' personality factors.

This model describes five dimensions that characterise a person's personality. It was developed by several scientists, including Costa and McCrae. The results of the tests used for this report are usually displayed as a score that indicates to which degree a certain dimension is applicable.

This report combines the scientific basis of the 'Big Five' model with a structured and more practical presentation of the results. More concretely, the results are displayed using the circumplex method, which was originally developed by Wiggins and was further refined by Hofstee and others. This method calls for the assessment of combinations of various factors. The texts in this report are all based on the combinations of your most divergent scores (high or low). After all, personality traits are not isolated factors, but rather a combination of characteristics. Moreover, the most common and the least common qualities are also the ones that characterise you the most.

This representation based on roles, types and aspects on various levels meets the need for people to have a clear presentation of their main personality traits. It is appealing and boosts understanding and mutual communication.

Lay-out of the report

Roles and types

The report begins with an illustration of your roles and a classification per type. A personality analysis by Ixly based on thousands of completed questionnaires has resulted in a simplified model with four key factors and the corresponding roles.

Colour	Driving force	Role
Red	Has <i>Influence</i>	Leader
Green	Strong <i>Relational Skills</i>	Uniting
Yellow	Takes <i>Initiative</i>	Initiator
Blue	Brings <i>Structure</i>	Controller

Based on the two roles with the most divergent scores (high and low), you are classified as one of 24 types. Someone who achieved high scores for the factors Influence and Relational, for example, will be classified as a Uniting Leader. Likewise, someone who achieved a high score for the factor Influence and low for the factor Relational Skills will be classified as an Individualistic Leader. So it is not only the scales that have an impact; your scores on these scales will also determine what type you are.

Descriptions

Each of the key factors described above is further subdivided into three aspects, which creates a more balanced view of your characteristics. As per usual in scientific questionnaires, you were presented with a series of statements on these aspects and for each statement you were asked to which degree you recognise yourself in it.

The circumplex model was applied to these aspects as well, to describe you as a person. Therefore, you will

not see any separate results for each of these aspects. You will read a few sentences that give a more detailed description of your personality based on your most divergent scores. These sentences describe six different aspects: your style of work, your qualities, your pitfalls, your communication style, the right way to approach you as an employee and the wrong way to do so.

How to use this report

This report forms the basis for your further personal and professional development. You can assess to which degree you recognise yourself in this report and what this means for your work. Discussions with a coach or advisor will mainly focus on a personal development plan. And why not go through this report with your team members to boost your collaboration through a better mutual understanding and use of each other's qualities?

What if I do not recognise myself in this report?

This report is based on your own answers, and just as in real life, certain aspects can appear as contradictory. Since qualities are often linked to significant pitfalls, which we aim to clearly highlight, you might not feel they truly describe you. They may be blind spots or you may be aware of them and have developed strategies to deal with them.

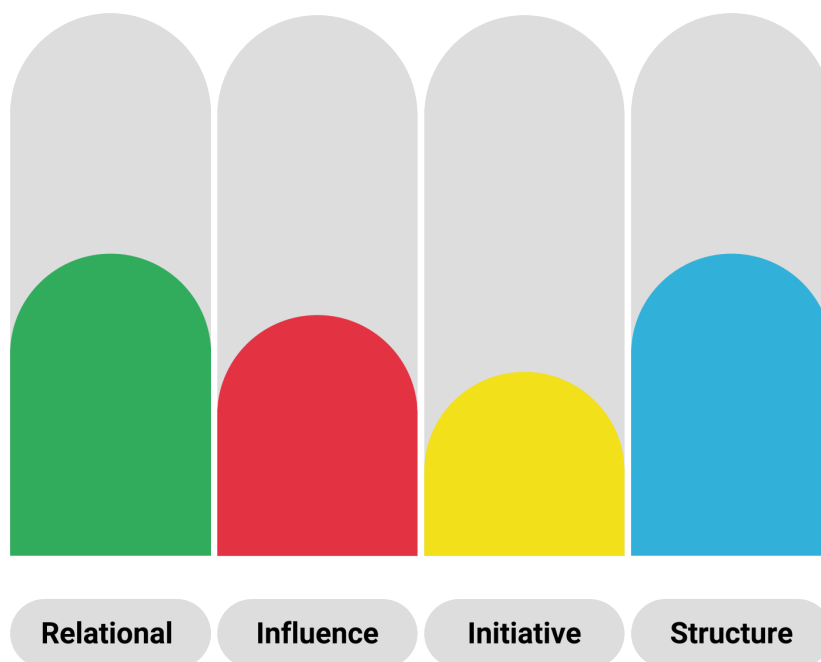
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In accordance with NIP guidelines, this report is valid for a maximum of two years as people may change over a period of time.

This automatically generated report describes an individual's personality traits as derived from the answers to the questionnaires. The answers are compared to those given by a large group of other people. The subjective nature of assessments based on questionnaires should be taken into account when interpreting the results. The test supplier can therefore not accept responsibility for the accuracy of the results and descriptions.

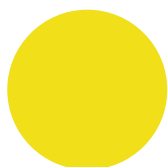
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Your colour model



These are your most divergent roles

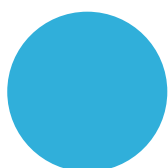
On these scales your score is either relatively higher or relatively lower than on the other scales. We have pinpointed your type based on these roles.



The Initiative scale describes to which extent a person thinks innovatively and has the energy to implement his/her ideas.

Persons who have achieved a high score on this scale have a lot of ideas and can confidently and enthusiastically convey them to others.

Persons who have achieved a low score on this scale prefer to hold on to tried and tested working methods rather than coming up with new plans.



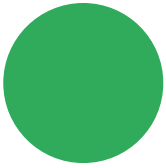
The Structure scale describes how you organise and tackle your work.

Persons who have achieved a high score in this field, work in a structured, disciplined manner. They think ahead and hold on to patterns.

Persons who have achieved a low score in this field, are more impulsive and less persevering. That makes them more flexible and capable of dealing with change.

These are your more moderate roles

On these scales you have obtained relatively moderate scores.



The Relational scale describes to which extent you take others into consideration and you easily maintain relationships with them. Persons who have achieved a high score in this field, have a good insight into others and are not afraid to be open about their feelings and ideas. As such, you easily build mutual trust.

Persons who have achieved a low score, prefer to follow their own path and are not strongly influenced by others' opinions and feelings.



The Influence scale describes to which extent someone is capable of taking the lead and influencing others.

People who have achieved a high score in this field are ambitious and like to independently develop their plans. They are convinced of their opinion and are not easily fazed.

People who have achieved a low score tend to maintain a low profile and do not always feel the need to push themselves to the limit.

Based on your most divergent roles you are the following type: **Reliable go-getter**

Disciplined, hesitant, conventional, with well-considered choices. Do you recognise yourself in this description? You probably do, because you are a real reliable go-getter.

When asked to assess someone else's project plan, for example, you tend to focus a lot on the long-term effects. You also check whether any alternatives have been taken seriously. You feel it is important to carefully consider the pros and cons before starting a task. This also goes for your personal tasks, and you always finish what you've started. If that requires working on the same task for a long time, then you simply do. You do not care whether the task is monotonous; in both cases you simply assume your responsibility and get on with it.

You probably prefer assessing someone else's plan rather than developing an innovative plan yourself, not due to unwillingness, but rather because you find it hard to come up with innovative ideas. You also prefer working according to your current methods rather than changing course halfway through a project. Doing several things at the same time or changing your approach is very energy-consuming. Consequently, you prefer to prepare well in advance, keeping account of long-term effects to prevent the need to change course.

You prefer to focus your energy on carefully reflecting on a plan before implementing it. Another reason why your preparations may take a while is that you find it hard to take decisions. Despite your well-thought-out approach, you often lack confidence when it comes to your ideas and decisions

In a nutshell, your overall style of work can be described as structured and cautious.

Your qualities

The sentences below provide an overview of your qualities and strengths. This is not a comprehensive description of your qualities, but rather a selection of your strong points based on some of your main personality traits.



- You keep the peace, even when there is tension at work or between people.
- You are not rushed and you like to promote peace and quiet. As a result, you stop working when it is time and deadlines can wait till the following day.
- You are able to work on an assignment or task without straying from the course agreed upon.
- You do not feel superior to others and you stand out through your calm, humble approach.
- You are not rushed by the goals, requirements and actions you are faced with. On the contrary, you remain calm.
- You are good at quietly working behind the scenes.
- You are capable of bringing peace to a team and you look for opportunities to collaborate.
- You are able to make quick choices and decide on an approach without getting overworked.
- You take your time to order and structure tasks.
- You are a quiet employee who can work on tasks independently.

Your pitfalls

The sentences below provide an overview of your pitfalls and learning points. This is not an exhaustive list, but rather a description of your most likely challenges based on your most striking personality traits.



- You are not always aware of what is going on around you and as such, you can miss certain signals.
- You do not always achieve your goals because you sometimes lack energy or motivation.
- You struggle to come up with new ideas.
- Since you are critical of yourself, certain tasks can take you far too long.
- You tend to downplay the meaning of work and achieving goals, and as a result you do not use your capacities to the full.
- You keep a low profile and as a result, you do not 'sell' yourself easily.
- You comply easily.
- You take decisions quickly, but you do not always implement them.
- You sometimes waste too much time organising and structuring work.
- You do not always come across as equally eager to help and you do not quickly feel you should lend a hand when you see someone needs help.

Your style of work

In this part you will find out more about your style of work, including how you tackle your work, which tasks suit you best and in which situations you thrive.



- You can adopt a wait-and-see approach and let people assume their own responsibilities.
- At times you lack energy and as a result, you do not always finish your tasks.
- You like to wait and see which ideas and solutions others will propose.
- Sometimes it appears as if you lacked the confidence to fully focus on a task.
- You like to take it easy and you do not really feel the need to climb the career ladder.
- As part of a team, you do not easily take the initiative to talk about yourself.
- You sometimes find it hard to start a task and you like to receive guidance in this respect.
- You easily take decisions, but sometimes you lack the energy to finish tasks.
- You are capable of working in a very detailed manner and often consider accuracy more important than the quantity of work completed.
- You do not always have the energy to help others. You feel it is best for everyone to take care of themselves.

Your communication style

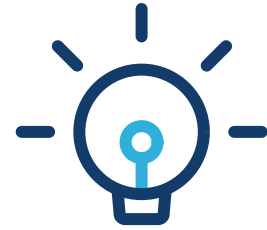
In this part you will find out more about your communication style, including how you convey information and how others interpret it, and how others should communicate with you.



- You risk coming across as less committed because you do not always showcase your commitment.
- You take your time to discuss, but you sometimes fail to come up with concrete points.
- In conversations, you often assume a calm wait-and-see attitude, and you allow others the opportunity to take up space.
- You communicate in a relaxed manner, yet you do not always appear confident.
- You do not always get to the core of what needs to be done equally quickly.
- You take your time to listen to others, but you find it hard to be open yourself.
- In groups you tend to be passive and simply lean back.
- You make your ideas known and you enjoy it when others help you with the practical implementation.
- In a team, you like to come up with clear frameworks in collaboration with others, and you take your time to do this.
- You probably do listen to people, but you struggle to advise others.

Correct approach

Below you will find tips for colleagues and superiors. What would be the best way for them to approach you? An example: how can others help you prevent pitfalls and stay motivated to efficiently carry out your tasks?



- Keep motivating him/her and give him/her tasks that require a rational approach and a focus on content.
- Give clear assignments and deadlines, and schedule consultation sessions to properly monitor his/her progress.
- Offer him/her a clear set of tasks s/he can work on according to his/her standards and well-described processes, at his/her own pace.
- Encourage and push him/her to take action.
- Schedule enough time for clearly described tasks and make agreements on the expected results.
- Ask for his/her opinion and encourage him/her to keep going.
- Support in initiating tasks.
- Let him/her act as a sounding board or give him/her a supporting role. S/he sets to work more easily when the task/assignment in question is thrown at him/her.
- Offer him/her a structured set of tasks centred around controlling, organising and structuring.
- Give him/her a clearly defined, personal set of tasks because s/he needs to work in a calm environment and s/he does not feel the need to support others in their work.

Incorrect approach

Below you will find tips for colleagues and superiors. What would be the worst way for them to approach you? An example: which tasks are you not that good at? What demotivates you and which leadership form does not work for you?



- Ask him/her to do too many things at once or put him/her in a position where s/he needs to take into consideration many different interests.
- Boost work pressure too much or set excessively high expectations.
- Give him/her a comprehensive, jam-packed set of tasks that requires a lot of switching between assignments and problem solving, and that calls for multitasking.
- Put pressure on and criticise him/her.
- Give him/her tasks that encourage him/her to take initiative and be proactive.
- Assume that s/he will spontaneously indicate when the workload has become too much to bear.
- Offer an extensive set of tasks in which s/he has a high level of personal responsibility and cannot rely too much on others.
- Let him/her perform tasks in which research and details are important, and that consequently require a lot of patience; s/he tends to focus more on the broad outlines and main steps.
- Put him/her under excessive pressure or expect too much flexibility.
- Place in a busy, hectic team where s/he needs to constantly adapt.