



John Example

Personality Colours

Client
ixly ontwikkel/test

Consultant
Example Advisor

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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.

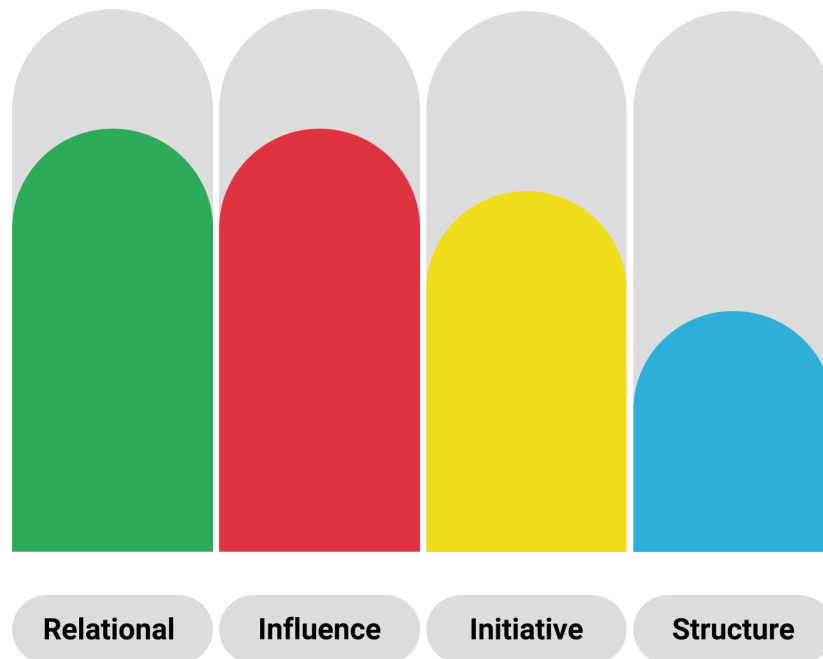
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The validity of this report is two years, in line with the guidelines of the Dutch Association of Psychologists, because people can change with time.

This automated report provides a description of personality traits that result from the answers given, which have been compared with a large group of others. When interpreting this data, bear in mind the subjective nature of assessments based on questionnaires. As a result, the supplier of this test cannot be held liable 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.



Relational

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.



Influence

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.

These are your more moderate roles

On these scales you have obtained relatively moderate scores.



Initiative

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.



Structure

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.

Based on your most divergent roles you are the following type: Uniting Leader

Taking the lead, being there for others, adopting an independent and understanding approach. Do you recognise yourself in this description? You probably do, because you are a real uniting leader.

In meetings, for example, chances are you will take the lead. You make your views clear and do your best to get others on board. Since you are not afraid of sharing your opinions and guiding others in forming their opinions, you often have an impact on the outcome of meetings. Getting your way is not your goal per se, but rather a way to achieve better team results. You are genuinely interested in others' opinions and show that you can empathise with them. You are often the one who makes the decisions, but at the back of your mind, you always remember what you believe is best for everyone.

You like to take on a guiding role, and not only in discussions. Even when it comes to your own tasks, you prefer tackling them according to your chosen approach. You do not easily back down in discussions but rather decide on your own course of action to determine yourself how a task should be carried out. You also want others to feel as comfortable as possible in their work. You rely on your social skills to pick up your colleagues' signals. When you think it is necessary, you ask them how they are feeling. You do not ask just for the sake of it. When you see that people are having difficulties, you do not simply sit back and watch. You can easily empathise with your colleagues, you show them you understand them and you are ready to help.

You challenge others to openly share their emotions, and you do the same. You easily talk about your feelings and your colleagues often know what is going on inside your head, and in your life. As a result, most of them know you aim to climb the career ladder. You want to constantly boost your knowledge and skills. Social success is important to you, and work-wise you aim to get as high up as you possibly can.

In a nutshell, your style of work can be summarised as guiding and relational.

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 can adopt a solid and clear profile, and independently set the course to be followed.
- You manage to come up with creative, original ideas independently and without being influenced by others.
- You are convincing and you like to take initiative.
- You are very good at working independently and you manage to flexibly respond to various situations that may occur.
- You can convey your plans and ideas to others in a flexible manner; if something does not work, you easily change course.
- You are flexible, both in terms of acting and thinking. You are not afraid to think outside the box and to go off the beaten path.
- You work hard, even without guidance.
- You stand your ground in a group, with a clear purpose in mind.
- When faced with problems at work, you know how to take decisions quickly and independently.
- You are good at determining what needs to be done and in this framework, you are not afraid of taking decisions and the occasional risk.

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.



- When taking the lead, you should make sure you motivate colleagues and staff.
- You tend to keep great ideas to yourself too much.
- Try to also be open to others' ideas.
- You struggle to structure your tasks.
- When communicating information, you sometimes struggle to do so in a coherent manner and to grasp the essence.
- You sometimes struggle to structure your ideas.
- You sometimes feel limited by your superiors' decisions.
- You can sometimes come across as bossy.
- Be careful not to tap into too many things at once. Make clear choices.
- Sometimes people struggle to follow your reasoning because you change course quickly.

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 prefer to have an impact on others rather than others having an impact on you.
- You do not like to be slowed down by set rules and procedures; you prefer coming up with ideas and solutions yourself.
- You like to convince others of new inspirations.
- You prefer not to work according to rules and procedures imposed by your superiors, but at the same time, you also struggle to work in a structured manner.
- You like to manage teams and in doing so, you demand great flexibility from people.
- You prefer coming up with new things rather than assessing their feasibility.
- You enjoy determining how matters should be tackled.
- You would give an arm and a leg to get higher up.
- You do not enjoy endless discussions with others about decisions.
- You spontaneously take the lead, but be careful not to be too impulsive, as others might perceive you as being very changeable.

Your communication style

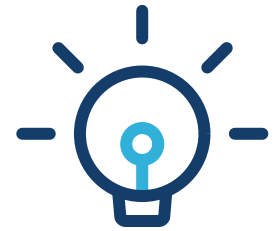
In this part you will find out more about your communication style, including how you convey information and how others interpret it, and how others should communicate with you.



- You are fairly firm and determined in your way of communicating, sometimes even too authoritarian for others.
- You are a bit of an eccentric in the team; make sure you sufficiently involve others.
- You like to convince others of your ideas and solutions.
- You do not like being told what to do. You can be quite stubborn in this respect and at the same time you make it hard for others to follow you.
- You like to take the lead in discussions, but in doing so, you sometimes lack structure.
- Your creative mind produces innovative communication, but sometimes makes it hard to follow your line of thought.
- Sometimes people feel you move too fast, but you yourself do not mind.
- You enjoy being addressed as a leader.
- In conversations you sometimes go off on a tangent.
- You can come across as decisive and bold.

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?



- Give him/her space to determine his/her own course, but also set adequate boundaries and agree on moments for discussion and feedback.
- Schedule structural consultations to assess and test the feasibility of plans and ideas.
- Encourage him/her to help brainstorm for new plans and options for improvements; give him/her responsibilities and allow him/her to decide on a number of issues, without allowing him/her to take full control.
- Help structure his/her tasks in a non-authoritarian manner.
- Guarantee enough personal input and flexibility in the execution of your tasks.
- Offer support in the shaping of ideas, because s/he can have difficulty putting them into practice.
- Give him/her space to take decisions and tackle matters independently.
- Give him/her space to independently determine goals and use talents. Let him/her manage projects or teams, but also make sure s/he does not become too dominant towards others.
- Leave scope for him/her to independently carry out tasks and schedule consultation sessions to prevent him/her from acting too impulsively.
- Give him/her enough space to decide on matters and make choices at work. In doing so, set clear boundaries so that s/he stays within the given framework.

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?



- Give him/her strict rules and guidelines to be followed.
- Impose how matters should be tackled without leaving scope for personal initiative.
- Expect that s/he always works according to a fixed pattern (as prescribed by his/her superiors).
- S/he gets demotivated when asked to work according to excessively strict guidelines and with someone breathing down his/her neck. Give him/her space to carry out tasks as s/he pleases.
- Offer a very strictly defined set of tasks that leaves some scope for creativity and personal decisions, and allow him/her to organise matters independently.
- Letting him/her work exclusively with standards and set processes, without any scope to think outside the box, does not suit him/her.
- S/he can get frustrated in a supporting role in which s/he is dependent on others and cannot achieve results independently.
- Keep him/her in a minor role or in the same role for too long, as s/he may experience this as frustrating.
- Give him/her long-term projects that require a careful preparation and in which progress depends on others.
- S/he is less keen on long-term projects that require a lot of research, preparation and analysis.