

Report Personality Colours

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Test-Toolkit
by ixly



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.

Disclaimer and copyright

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.



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 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 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.



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.



Based on your most divergent roles you are the following type: Relaxed Communicator

A nonchalant, understanding type of person who is there for others and focuses on the short term. Do you recognise yourself in this description? You probably do, because you are a real relaxed communicator.

Take joint task distribution, for example. It is very likely that you thoroughly take into account your colleagues' wishes, because you can easily empathise with others and you are genuinely interested in their feelings. You enjoy getting an insight into your colleagues and showing them you understand them. Consequently, you try to come up with a task distribution everyone is satisfied with. This does not require a great effort, because you easily pick up signals from others and as a result, you can assess how they feel about certain decisions. You struggle a bit more with the implementation of the distributed tasks. You do not always assume responsibility for your own tasks, particularly for the monotonous ones, which you have trouble finishing. Consequently, when faced with a time-consuming task, you may even back out before it has been completely finished.

This could be due to you focusing more on the short-term consequences rather than the long-term effects when distributing tasks. You often do not take the time to consider alternatives. Since you do not weigh the pros and cons before you start implementing a plan, you may be faced with nasty surprises.

You attach great importance to the atmosphere at 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 are open about your feelings and encourage your colleagues to 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.

In a nutshell, your style of work can be described as laconic 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 are flexible and do what is required at a specific moment, even if it requires temporarily halting what you are doing.
- You are good at tackling unexpected odd jobs in your field of expertise and solving them according to the guidelines in place.
- You effortlessly and candidly show your emotions.
- 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.
- You are not afraid of taking decisions and jumping in at the deep end. You are firm, even when faced with ambiguities, hectic and unforeseen circumstances.
- People can rest assured you will focus on achieving the end result and you are not easily distracted.
- You are able to make quick choices and decide on an approach without getting overworked.
- You are an open book to the people around you and you make sure you express your feelings in a timely manner, and you do not continue working excessively.
- You can empathise well with others' situation and help them make choices.
- You have a good feel for what people need and you can respond to this directly.



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.

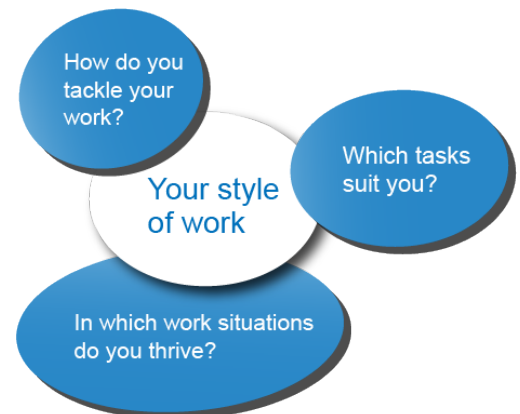


- You tend to go off on a tangent in your approach. Consequently you start a lot of tasks but you do not always finish them.
- Since you tend to take decisions quickly, you do not always take your time to innovate.
- Sometimes you are too impulsive and too open, which you may end up regretting.
- Sometimes people struggle to follow your reasoning because you change course quickly.
- Sometimes you start a task without having structured matters beforehand.
- You do not make an effort to find an alternative solution when an existing one proves inefficient
- You take decisions quickly, but you do not always implement them.
- You like to communicate and sometimes this has a negative impact on the execution of tasks and the deadlines that must be met.
- You want to help others, but when giving them advice, you tend to propose solutions a little too quickly.
- You strongly rely on your intuition, but at times, you are a little too impulsive and not rational enough.



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.



- By nature, you are fairly spontaneous and impulsive. Sometimes you will start a project but find it hard to complete it.
- You can attract work spontaneously and impulsively, and in doing so, you consider it less important to put your own ideas into practice.
- You say things straight from the heart; people know what to expect from you. Be careful that your candid attitude does not unintentionally hurt people.
- You spontaneously take the lead, but be careful not to be too impulsive, as others might perceive you as being very changeable.
- When faced with new tasks you like to jump right in: you spend as little time as possible drawing up a schedule or considering possible alternatives.
- You are relaxed by nature, which makes you flexible, but also less disciplined at work.
- You easily take decisions, but sometimes you lack the energy to finish tasks.
- You enjoy a nice atmosphere at work and you love to have a chat, which you sometimes consider more important than finishing your work at a fast pace.
- You are decisive but when taking decisions, you do take account of others' feelings.
- You are spontaneous and impulsive, which others appreciate in you.



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.



- Sometimes it is difficult to follow your reasoning.
- You can become impatient when people talk for too long and you do not enjoy brainstorming.
- You do not always think things through before you speak.
- You can come across as decisive and bold.
- You quickly switch between tasks but sometimes you are difficult to follow.
- You do not always react in an equally flexible and accommodating manner when asked to change course.
- You make your ideas known and you enjoy it when others help you with the practical implementation.
- You are a smooth talker and you easily speak about various subjects, not only work-related.
- When asked for help or advice, you can quickly explain what needs to be done.
- You can respond to what others point out in a quick and flexible manner.



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?

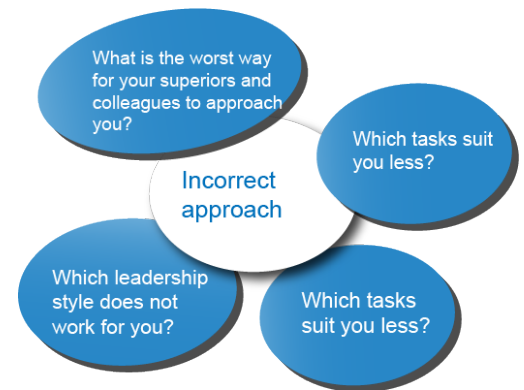


- Encourage him/her to come up with quick solutions for any problems that may occur. Make sure s/he finishes tasks properly, because at present, the conclusion of tasks is often not a priority.
- Take time to brainstorm a little more so as to come up with new or better ideas; s/he tends to quickly opt for the most familiar approach.
- Take to clients or meetings that require a fast and flexible response; s/he is a good communicator and a fast problem-solver.
- 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.
- Support him/her in the careful consideration of the pros and cons, and in planning and organising tasks.
- Keep an eye on his/her progress and support him/her in coming up with solutions when s/he is faced with a problem.
- 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.
- Make agreements on when assignments should be completed and find a balance between a cosy atmosphere – which is perfectly allowed – and the tasks that need to be completed.
- Give him/her service-oriented tasks in which s/he can help and support others. Sometimes his/her impulsive approach to solutions should be slowed down. S/he also tends to propose solutions too quickly to others. Fast solutions are not always the best solutions.
- Help consider work choices so that they are also assessed from a rational point of view. S/he relies a lot on intuition, which is good, but certain matters call for a more rational and cautious approach.



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?



- Appoint him/her to long-term projects; s/he prefers achieving results in the shorter term and will otherwise quickly give up.
- Give him/her a lot of policy and strategy tasks. S/he is more of a man/woman of action.
- Burden him/her with confidential information; give him/her long-term assignments with results that can only be achieved in the distant future and that mainly call for working with factual data.
- S/he is less keen on long-term projects that require a lot of research, preparation and analysis.
- Let him/her do too many administrative or routine tasks.
- Give assignments without clear boundaries. S/he needs to be clearly told what to do and by when.
- 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.
- Give him/her too little guidance and be unclear as to what should be done.
- Let him/her work in an excessively task-oriented, investigative or content-focused manner; s/he prefers working with people.
- S/he will get impatient if asked to carry out thorough research and/or work with large quantities of details and in a purely task-oriented manner.