



Mr. Thomas Sample

High Potential Trait Indicator (HPTI)

Candidate Feedback

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Private & Confidential

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What is the High Potential Trait Indicator and why is it important?

Personality is a stable aspect of our psychology that influences our thoughts, emotions and behaviour. Personality is unlikely to change significantly throughout adulthood and this stability makes Personality one of the best predictors of success in different types of work. There are no good or bad Personality profiles; advantages and disadvantages of specific personality traits can show themselves in different contexts depending on the situational requirements.

This report provides you with an overview of your personality. It provides a summary of your Personality traits and describes the characteristics that you may see in yourself, highlights potential advantages of these traits and comments on how you may work with or be perceived by others.

The content in this report reflects how you responded to the 78 questions that form the High Potential Trait Indicator (HPTI), an assessment of your Personality. Your responses have been compared to those of a representative sample of working adults and are reported under the headings of 6 core Personality traits: Conscientiousness, Adjustment, Curiosity, Risk Approach, Ambiguity Acceptance, and Competitiveness.



Conscientiousness

Conscientiousness describes your capacity for self-motivation, organisation and planning. Those with high conscientiousness appear dependable and diligent. Those with lower conscientiousness tend to be more spontaneous, laid-back and may require more external motivation.



Your responses suggest that you are very achievement-oriented and like to see a job well done. You are likely to put in a lot of hard work to achieve the best possible results. Your responses suggest that you will be extremely organised, diligent and will not be satisfied with anything but the best.

In the workplace, you may find that you become frustrated if people have lower standards than yours, or if you don't feel they are putting in as much effort. At times, a desire for the best results may lead to perfectionism. It can be useful to focus on when something needs to be 'good enough' to avoid spending too much time attempting to achieve perfection.



Adjustment

Adjustment describes your emotional resilience to stressors, difficulties and challenges. Those with high adjustment are calm under pressure and appear unflappable. Those with lower adjustment appear to feel stress more keenly.



Your responses suggest that you are even-tempered and very resilient to stress. You are likely to maintain composure even in extremely pressured situations. At times, you may appear unemotional or aloof to others.

In the workplace, you may become frustrated with people who you view as overly emotional, especially if you seek to maintain composure at all times. However, if you are composed and resilient under pressure this can be reassuring for your peers and colleagues, who may look to you for guidance at particularly stressful times.



Curiosity

Curiosity describes your openness to new ideas, techniques, and ways of doing things. Those with high openness like novelty, learning and variety. Those with lower openness prefer tried and tested methods and conventional approaches.



Your responses suggest that you are open to new methods and approaches but would probably choose the most reliable method over the newest method.

In the workplace, you are likely to welcome changes with clear benefits but may resist change for change's sake. Although new and novel approaches may interest you, you are likely to seek justifications for very large changes in areas that affect you.



Risk Approach

Risk Approach describes your capacity to make reasoned decisions in the face of adversity. Those with high risk approach confront difficult situations and have difficult conversations in a reasoned and rational way, those with lower risk approach make more instinctive decisions.



Your responses suggest that you are not fazed by taking risks or having challenging conversations with others. You are unlikely to shy away from conflict when necessary.

In the workplace, you are likely to handle conflict directly, have difficult conversations, provide feedback and manage confrontations. You may prefer to confront difficult situations immediately and solve any problems as soon as they arise.



Ambiguity Acceptance

Ambiguity Acceptance describes your approach to complexity and inconsistency in the world around you. Those with high ambiguity acceptance thrive with uncertainty and complexity. Those with lower ambiguity acceptance prefer simple solutions.



Your responses suggest that you like to have some freedom and flexibility to do your work but need a degree of structure and consistency to be most effective.

In the workplace, you may enjoy some complex problems but dislike it when people regularly send mixed messages or are not direct with you. You are likely to prefer yes or no answers and clear solutions for most problems.



Competitiveness

Competitiveness describes your desire for professional success, recognition and achievement. Those with high competitiveness enjoy positions of power, influence and recognition. Those with lower competitiveness prefer cooperation, collaboration and may dislike the spotlight.



Your responses suggest that you enjoy friendly competition in the right circumstances but prefer environments that are predominantly collaborative.

In the workplace, you are unlikely to put your own ambitions ahead of others but will show a competitive side in certain circumstances. When working with others, you may find it easier to understand the approach of those with much lower and higher competitiveness than you.

This report has aimed to provide you with an overview of your Workplace Personality, based on the High Potential Trait Indicator (HPTI™).

If you have any questions about this report or about how this information will be used, please contact the person who asked you to complete the HPTI assessment.