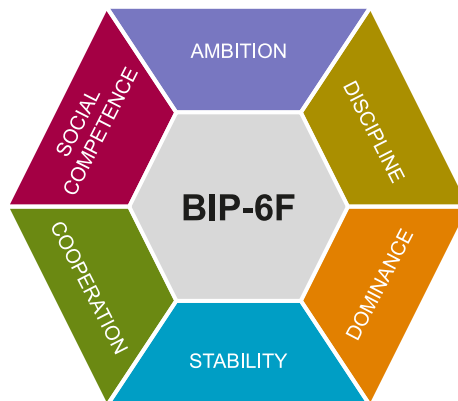


BIP-6F

Business-focused Inventory of Personality – 6 Factors
UK Version



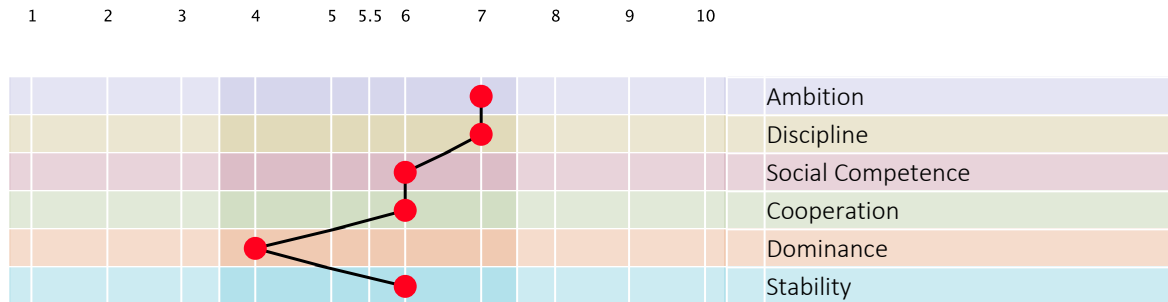
Sample Report

ID 245-727

Date 28/01/2021

Overview

Summary profile



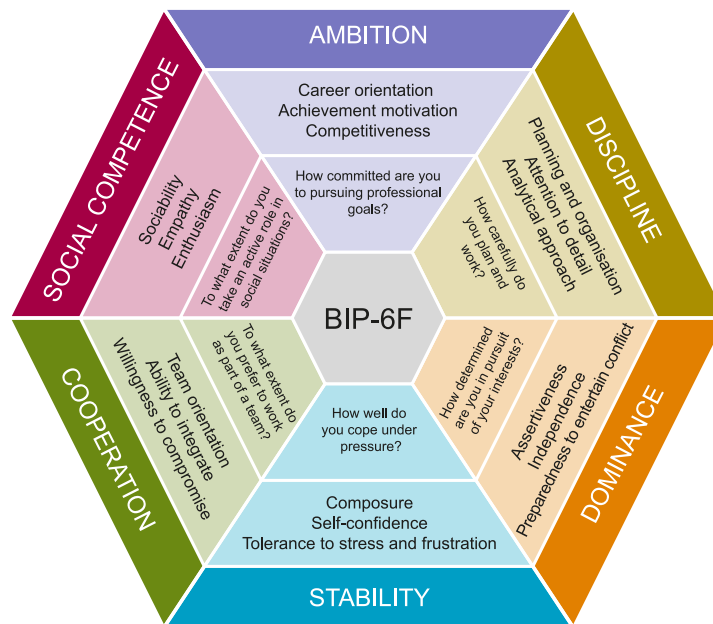
Structure of this report

- **Narrative**
 - **Introduction**
 - **Your results**
 - **Next steps**

Only qualified psychologists or appropriately trained test users should interpret psychometric test results. Please follow the relevant guidelines from the appropriate professional body.

Introduction

This report is based on your responses to the Business-focused Inventory of Personality – 6 Factors (BIP-6F). The BIP-6F is a psychometric questionnaire which is used to explore an individual's personality as it relates specifically to work. It measures six of the most professionally relevant personality traits, called 'factors'. These factors are Ambition, Discipline, Social Competence, Cooperation, Dominance and Stability.



How to interpret your results

The report includes strengths as well as areas for improvement and offers discussion points for developmental feedback.

When reading the report, please bear in mind these points:

1. The BIP-6F asks questions specifically about your attitudes and typical style of behaving at work.
2. When you answered the questionnaire, a raw score was calculated from each of your responses. Each of your responses is related to one of the six factors.
3. Your scores were then compared with those of a relevant reference group named 'Working Population, UK'. The result of this comparison is presented on a 10-point sten scale.
4. In this way, we have been able to benchmark your self-reported characteristics against this group. If an alternative reference group had been used, your scores might have been different.
5. When reflecting on the analysis, it is important to remember that high scores are not necessarily better, and low scores are not necessarily worse. Each factor score reflects distinct strengths and potential limitations.
6. No value judgements are implied by the comments made. BIP-6F scores should be interpreted in the context of your job and professional goals to determine whether your factor scores represent strengths for you or potential areas for development.
7. Remember that we do not always respond in the same way across all situations, so it may be useful, when reflecting on your scores, to visualise yourself in a variety of different situations that you usually experience at work.

How to get the most out of the BIP-6F

Self-reflection

As the BIP-6F is a self-assessment, the commentary in this report should generally not be surprising. However, it is intended to enable you to consider your behaviour in different professional situations. You should consider results factor by factor: does anything resonate with you in particular? Are there any contradictions or unexpected scores?

Remember that behaviour is influenced not only by personality preferences, but also by the specific situations in which individuals find themselves at the time. As you reflect, what previous situations have you experienced that resonate? In which kinds of situations do you exhibit the behaviour described in your results? In which circumstances have you needed to act differently?

Comparing self and others' views

The BIP-6F results relate to your self-image. In order to gain a holistic assessment of your personality, it would be helpful for you to compare your self-image with the views of others. You could discuss your results with someone who you trust and who knows you well in a work context, e.g. your manager, colleagues, direct reports or your coach. To what extent does the trusted person recognise you from the results? What insights resonate more or less with them? To what extent do their observations match the report insights? Is there any identifiable 'blind spot', i.e. an aspect of personality which we do not notice in ourselves, though other people do?

Alignment with role requirements

You may wish to discuss with people from your professional or private life the sorts of requirements you are expected to satisfy, and whether or not, in the eyes of the person to whom you are talking, you are seen to meet these expectations. You could also ask the trusted person whether they can suggest any changes you could make in order to better meet such expectations, e.g. 'What should I actually do in this or that situation in order to meet the demands/expectations placed upon me?'

Personal development

Many people want to be actively involved in their personal and professional development, rather than wait to be recognised, developed and promoted by others. General advice for doing this would be to persevere systematically and patiently: setting your own development goals and overseeing your own progress. Further, you could actively seek out support where necessary, for example from managers, colleagues, friends, a partner or a coach. Alongside this, you can orient yourself towards actual situations and behaviours, for example by considering the following questions:

- Which situations do you find challenging?
- What behaviour would you like to show in these situations?
- In which situations are you already successful?
- Which of your strengths and resources can you fall back on to help in new or challenging situations?
- In which situations would it be easy for you to try out new approaches?

Remember that it takes time and focus to create sustainable developmental change. It is therefore helpful to identify and acknowledge small signs of development progress. Stay patient and realistic and allow the necessary time for changes to occur.

Your results

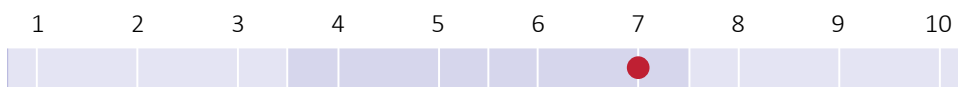
The results in this section were generated by comparing your responses with those of a reference group. For this report, the 'Working Population, UK' reference group was used.

Ambition

How committed are you to pursuing professional goals?

The Ambition factor explores an individual's level of continued commitment to reaching professional goals. The factor comprises career orientation, achievement motivation, and competitiveness.

Your score compared to the 'Working Population, UK' reference group:



You describe yourself as more committed and ambitious than the majority of people in the reference group describe themselves. Professional success is important to you and you are more than ready to prioritise your career over your personal life when the need arises.

You are strongly motivated by complex tasks and the opportunity to measure yourself against others in a work environment. You set yourself demanding goals and invest time and effort in order to achieve them. When necessary, you will go the extra mile for a project and are willing to take a leading role and be the driving force.

It might be interesting for you to reflect upon what motivates and drives you. In which situations do you feel most committed? Knowing your interests and values will sometimes help you to orient yourself accordingly and take opportunities that increase your sense of fulfilment at work.

Discipline

How carefully do you plan and work?

The Discipline factor looks at how carefully individuals plan and go about their work. The factor comprises planning and organisation, attention to detail, and analytical approach.

Your score compared to the 'Working Population, UK' reference group:



In general, you prefer to proceed carefully in your work. It is important to you that the details are correct, and you are therefore ready to invest time and energy in ensuring quality and accuracy as part of an overall process.

In comparison to the reference group, you tend to adopt a systematic approach to planning, with details and contingencies mapped out in advance. When reaching decisions, you prefer to have as much information as possible, rather than making spontaneous decisions using instinct alone. Your preferred approach means that you are unlikely to make hasty decisions.

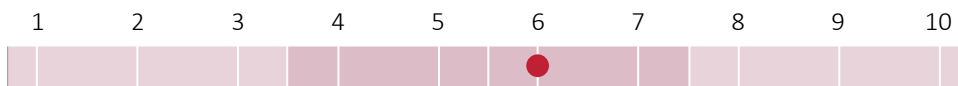
It may be helpful for you to reflect on any examples when investing additional time failed to provide any significant gains. Consider circumstances when making a decision quickly will be of greater benefit than producing a carefully considered plan or gathering all possible information. In which situations would a quick decision carry acceptable risk, and what might its benefits be?

Social Competence

To what extent do you take an active role in social situations?

The Social Competence factor explores the extent to which an individual engages proactively in social situations. It includes facets such as sociability, empathy, and enthusiasm.

Your score compared to the 'Working Population, UK' reference group:



Your responses to the questionnaire suggest that you value contact with other people as much as is typical for the reference group. You enjoy regular social interaction, although you also like to reserve some time for yourself. You are generally happy to open up to other people and you enjoy making new social connections.

In smaller groups and with people you know, you are at ease socially and your enthusiasm can be inspiring to others. Only with unfamiliar people or in larger groups might you sometimes behave in a more reserved manner and actively avoid becoming the centre of attention.

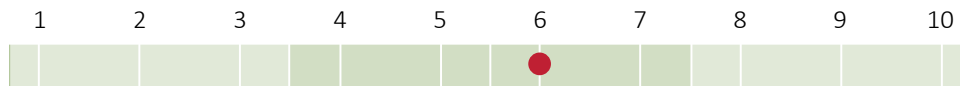
Although your balanced approach to socialising already indicates that you modify your approach according to the situation you are in, it might still be worthwhile for you to obtain feedback from trusted people in your professional circle regarding how you interact with others and what levels of sociability are expected from you professionally. Understanding others' expectations of you will provide you with insight into when taking an even more active role in social situations at work might be necessary or desirable.

Cooperation

To what extent do you prefer to work as part of a team?

The Cooperation factor looks at the extent to which an individual prefers working with others as opposed to working independently. Along with orientation towards teamwork, this factor considers the individual's willingness to compromise and ability to integrate effectively with others.

Your score compared to the 'Working Population, UK' reference group:



Your level of cooperation is mid-range for people in the reference group. This means that your preference for working independently or as part of a team is typically guided by the task at hand. If you judge that the best results will be achieved by working with others, you commit yourself to the team and are ready to fully support team decisions. However, where you feel teamwork would be less effective or appropriate, you are quite content to work independently without the need for constant interaction with others.

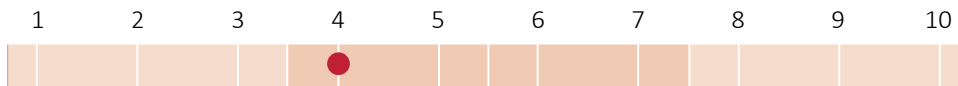
It might be interesting for you to reflect consciously on how you decide between independent working and teamworking as the best option, in order to further strengthen your judgement in this area. Precisely when will working with others produce better results, or gain broader acceptance for important decisions? Conversely, in which phases of a project would individual work be advantageous, perhaps because of time constraints or limited resources?

Dominance

How determined are you in pursuit of your interests?

The Dominance factor explores the extent to which individuals prioritise their own interests. It covers their independence, ability to assert themselves and push things through, and preparedness to entertain conflict.

Your score compared to the 'Working Population, UK' reference group:



Being considerate to the people around you and thereby promoting harmony at work is important to you. In return, you expect the same consideration from others. You try to avoid conflict where possible, even if this sometimes means lowering your expectations. You accept that your own objectives will sometimes be diluted or sacrificed.

In comparison to the reference group, you tend to find it difficult to openly criticise others. Hence you prefer to express criticism indirectly and would rather hold your opinion back if you believe it will meet with resistance.

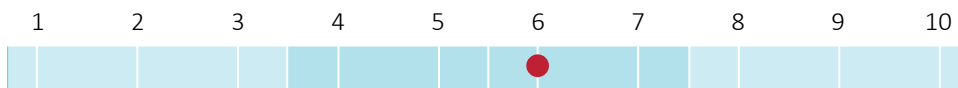
If there are times when you want to make your ideas heard, or would like to present your views with more emphasis, it could be helpful for you to consider your views carefully ahead of time – in particular, which arguments you could use to support your position, and where you would be prepared to compromise if necessary. In addition, you can be on the lookout for opportunities where it is easier for you to voice your opinions more vigorously, by way of practising such behaviour. It might be helpful to ask people you trust for support and feedback on your attempts.

Stability

How well do you cope under pressure?

The Stability factor looks at how resilient an individual is under stress. It examines composure, self-confidence, and tolerance to frustration.

Your score compared to the 'Working Population, UK' reference group:



Your score on the Stability factor is mid-range for people in the reference group. This suggests that you possess an average level of stability. In general, you would describe yourself as resilient and calm in the face of problems. When you are subjected to exceptional stress, you will be aware of reaching your limits, but you generally remain effective and are still able to achieve your goals. You typically manage to put setbacks and criticism behind you without dwelling for too long on what went wrong. You are usually able to motivate yourself even when your goals are poorly defined or a long way off. When meeting important people, or in situations where you are under considerable pressure, you are generally able to proceed with self-confidence. However, there are still times when you may feel uncertain or uncomfortable.

It may help to take note of those occasions where you feel less comfortable. Reflect on possible causes, and ask people you trust for feedback on how you come across in such situations. Constructive feedback can be used to strengthen your self-confidence and highlight areas for potential development.

Next steps

It may be helpful for you to consolidate the information in this report by considering the following:

1. List the key strengths that have emerged from this analysis and the extent to which you agree that they are strengths for you.
2. To what extent are you capitalising on these strengths? How might you leverage them even more?
3. List the key areas of development that have emerged from this report and the extent to which you agree that they are relevant focus areas.
4. To what extent are these development needs relevant to your current situation or future career aspirations?
5. What two or three actions might you take right now to leverage your strengths and prioritise the development needs that are most relevant to your career aspirations?