

Siriüs

Candidate's Feedback Report

Role: Engineer

Joe Bloggs | 27 January 2014 | [CONFIDENTIAL](#)

Introduction

The Sīriūs Candidate's Feedback Report contains confidential information and is intended only for the person who completed the questionnaire.

Use of this report

This report contains an interpretation of your responses to the 16PF questionnaire and the ability test that you completed. The purpose of the report is to give you meaningful feedback about your results.

Your responses have been compared with those of a large number of people who have also taken the questionnaire. The statements about you therefore summarize how you answered the questions, but they also reflect how people who responded in similar ways have described themselves.

It is important to consider that:

- The results are based on your own description of your personality and behavior, which may not necessarily reflect how other people would describe you.
- The report describes your likely style, but has not measured skills or knowledge, and therefore it does not present firm conclusions about your abilities.
- There are no absolute rights or wrongs in personality – each style has its advantages and disadvantages, although some temperaments may suit some activities, jobs or interests better than others.
- Results of psychometric questionnaires like this one enable a good prediction of how people will behave in a variety of situations.

The results of the questionnaire are generally valid for 12–18 months after completion, or less if you undergo major changes in your work or life circumstances.

Candidate Feedback

Business Relationships

- You see yourself as someone who prefers to maintain a professional rather than personal relationship with others. You are likely to be selective, only developing closer relationships with those you find most interesting.
- You are likely to be generally cautious and restrained. In most situations you will prefer to consider your speech and actions. Some people may see you as serious as you will generally prefer to avoid saying or doing anything that you would regret.
- You will probably feel uneasy in most social settings, and could give the impression of being shy or withdrawn. You are likely to feel more comfortable in social situations where you are familiar with what is expected, or where you have a clear role. Your awareness of what people think of you will probably make you sensitive to criticism, but also aware of the feelings of others.
- You see yourself as private and discreet, and are likely to feel uncomfortable disclosing personal information. People are likely to say that you are difficult to get to know, and few people will feel that they know you well.
- You probably enjoy working collaboratively with others, and will seek opportunities to cooperate and gain support or advice. This will be an advantage in situations where it is important to make the most of the skills and experiences of a wide variety of people. However, you may find it more difficult to work alone, or in situations where you do not feel a sense of shared identity.

Influence and Collaboration

- You appear to be agreeable and accommodating and are likely to adjust your behavior to cooperate with others. You will probably be seen as compliant, and this could imply that you defer to others even when you do not truly agree with them. Your wish to avoid conflict may outweigh your wish to defend your ideas or views.
- You will probably feel uneasy in situations where you feel the need to impress others. You could feel uncomfortable when attempting to directly state your opinions or views, unless you are among people you know well. You will prefer to listen to the opinions of others and are likely to be sensitive about the impression that you make.
- You are likely to question the motives of others and will seek to uncover their real intentions, which implies that it will be difficult for them to take advantage of you. As you will seek to understand people's ulterior motives, it will take a long time to win your trust or to influence you. You will probably be seen as sceptical, and your low level of trust is likely to be reciprocated by others.
- You prefer to examine ways in which the present situation can be improved, rather than sticking to what is tried and tested. You might be happy to challenge the status quo, although in some situations you could prefer to work with what has been previously well established.

Thinking Style

- You see yourself as someone who is detached; for you, reaching the right answer may be prioritized over attending to the feelings of others. You will tend to pursue your ideas even in the face of disapproval or rejection, as you may be more concerned with being right than being popular.
- You are likely to be very aware of your own emotions and they will form an integral part of your decision-making process. You will probably find it difficult to distance yourself from your emotions in order to make objective decisions, and harsh or critical environments may be uncomfortable.
- You probably find it comfortable to focus on tangible details, and are alert to the practicalities of the world around you. You will enjoy working with immediate, measurable tasks, but may miss the broader implications of the specific information that you have.

- You prefer to examine ways in which the current situation could be improved, rather than sticking to what is tried and tested. You probably find it enjoyable to look at the world in new ways, and may find it more difficult to consistently implement established procedures.
- Your responses to the reasoning questions indicate that you are likely to be at ease with problems that involve abstract reasoning and conceptual thinking.

Structure and Flexibility

- You see yourself as generally reflective and deliberate. You tend to be most comfortable when you have time to consider decisions carefully and are able to weigh up and avoid risks. You will generally prefer to be methodical and to focus upon one area in depth. You are likely to be less comfortable if you have to work or think quickly, and may only feel content doing so in familiar situations.
- You may be comfortable when working within established rules and guidelines, seeing them as important for moderating behavior that would be detrimental to groups, organisations or society as a whole. You will only break rules that you consider particularly unfair or irrelevant, and instead will generally choose to work within the established system.
- You enjoy taking a grounded and practical approach. You will probably focus on immediate issues, and are unlikely to be distracted by other thoughts. This will be an advantage in situations where focused attention is required, although it is possible that you will miss wider implications or patterns outside the immediate area of focus.
- You are likely to enjoy working in ambiguous situations with changing circumstances. You will take a casual approach and will probably be unconcerned by the need to change direction quickly or often. However, you may be seen as unmotivated or unreliable due to your tendency to leave things to chance, and you may find it difficult to plan ahead consistently.

Management of Pressure

- You see yourself as someone who tends to react emotionally to the obstacles that you encounter in life. When things are going well, you will show your enjoyment and satisfaction, which can be inspirational and motivational to others. However, when things go badly, your feelings will be clearly revealed through your emotional reaction, which some people may see as disheartening or inappropriate.
- You question the motives of others, and will spend a great deal of time and energy considering the causes of their actions. As a result you will be alert to potential unfairness or attempts to take advantage of you, but you will possibly be seen as distrustful or wary by others.
- You probably tend towards being self-critical, and self-doubt may drive you to work hard to achieve high standards. You will find it difficult to accept positive feedback, tending to focus on what you could have done to improve things.
- You are likely to be relaxed at times, feeling calm and patient, although in some situations you will feel more tense and driven to act. You may wish to consider what situations or people would make you feel more impatient.



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