



Cliquidity Personality Assessment

Brief report for Michael Sample

Date of assessment: 16 October 2017 Report ID: 5795341475512320

You have completed the Cliquidity Personality Assessment. This report reflects the way in which you see yourself.

The word "personality" refers to the way in which you can be expected to respond to situations and other people; the types of things, people and activities you enjoy; and your emotional orientation. Personality also indicates the way in which you gather information; make decisions; and pursue your goals. Please note that personality is not directly related to intellectual functioning. Personality is affected by many factors such as culture, ethnicity, gender, age, environmental and socio-economic circumstances, hereditary and biological factors, learning experiences, opportunities, and so on.

The report can be useful for **personal purposes, such as self-development, social networking, job applications or used by companies for recruitment and organisational audits.**

These results are confidential. Cliquidity will not share them with anyone without your permission. The **validity** of the Personality Assessment results depends on your honesty, self-insight, state of mind and your motivation at the time of the assessment. Should you repeatedly complete the Personality Assessment, your various sets of results may differ to some extent. It is, however, likely that the most prominent characteristics of your profile will remain relatively constant. Your report may contain what seem like contradictions.

Think carefully about these, as human behaviour tends to be complex, is not always consistent, and is influenced by your current environment. Please note that the Personality Assessment results are merely descriptive. Some of the descriptors may apply more than others.

1. Self-description

In the assessment, **you described yourself as:**

Fun: Playful & relaxed, Open-minded / imaginative, Charming / persuasive

Intellectual: Educated, Logical / rational, Learning, Specific talent

Compassionate: Understanding others, Caring, Humanistic / altruistic

Creative: Imaginative / dreamy, Innovative, Passionately interested, Opportunity seeking

Practical: Handy / hands-on, Realistic, Experimental

Performance driven: Results-oriented, Personal ambition, Strategy focused, Specialist / expert, Innovative

The selection of the descriptive terms above implies the following tendencies:

2. Implications

Please note that the narrative descriptions reflect the highest scores which you have achieved on specific personality constructs. The bar graph given in section 4 reflects integrated scores.



2.1. SELF: General Personality

These general results reflect your most consistent characteristics in different situations - life, work, relationships, etc.

The following qualities seem to characterise your Personality. You:

- are a dependable and responsible person who can be relied on to attend to detail in a sensible, objective and calm manner (even though you may experience intense emotions)

You:

- normally follow your own head and disregard majority opinion, consensus, traditional perspectives and so-called "democratic" processes
- come across as integrated, mature and emotionally stable; are calm and resilient; tend to remain open to change, even under difficult circumstances

In terms of your coping mechanisms, you:

- tend to be a dutiful, controlling, loyal, reliable approval seeker; pour your energy into efforts to improve the world for others; often doubt your inner authority as well as external outcomes; may experience anticipatory anxiety; can be fearful and find it difficult to 'go with the flow'; are driven by both the 'head' and the 'heart' and may confuse others given inner polarisation and contradictions

In terms of your principles, you:

- are optimistic and future oriented, welcome change and innovative improvements and generally show enthusiasm
- often question authority; reject "group think"; tend to make up your own mind and are guided by your own ideas; give precedence to your own benefits and preferences

In terms of motivation, you:

- have a great deal of emotional energy and motivation that you tend to pour into situations

Given your worldview, you:

- can be relied on to provide structure in confusing situations; are responsible, morally aware, consistent, thorough, honourable; are rigorous, but don't like change and chaos; can be inflexible at times
- have compassion with others and humanity as a whole; perceive meaning and value in everyone and their contributions; are open-minded, love ideas and theories, but can be relativistic and indecisive



2.2. OTHERS: Interpersonal Relationships

The interpersonal relationships results reflect how you come across to others and gives insight into how other people are likely to perceive you.

You:

- generally try to understand others and tend to be reasonable, fair and objective in dealing with them

Interpersonally, you:

- tend to go out of your way to help others, be generous and be strong for them; don't want to disappoint others; often suppress your own needs but tend not to get recognition from others; can be compassionate, manipulative or try to please; often act as the provider, the servant or the host
- are compassionate and care about others; tend to get involved in others' problems and help them where possible; may be considerate, kind and protective
- are not suspicious of the motives of others; tend to believe them and have faith in their intentions; take others at face value; believe in the goodness of human nature



2.3. WORK: Approach

The approach to work results reflect how you are likely to behave in a working environment and in a professional context.

At work, you:

- tend to critically reflect upon issues, weighing possibilities up in terms of their implications; are evaluative and conscious of risks; are intellectually inclined to spot errors and loopholes
- prefer taking a helicopter view in considering downstream implications/impacts which may impact on a particular strategic approach; tend to focus on and predict future goals and risks
- are very active, involved, busy and show energy, vigour, drive, vitality and enthusiasm
- are imaginative, ideas oriented and theoretical; tend to be absorbed in your own thoughts, even absent-minded; are disinterested in the obvious and tend to explore fundamental principles and abstract concepts
- continuously explore new ideas in an open-minded manner
- are quite a critical thinker, mostly base your decisions on facts and logic; objectively analyse issues; show a task orientation; may pursue cognitive interests; feel comfortable making decisions

In terms of your main work orientation, you:

- tend to manage your image and appearance well; come across as an energetic, goal directed achiever; market yourself but can also be cool and collected; enjoy networking and influencing roles; mostly are a charmer and come across as professional - which is valued in corporate contexts; pursue recognition almost more than personal substance

In terms of team role behaviour at work, you:

- can be a bit of a perfectionist; tend to worry about details; generally follow tasks through in a conscientious and driven manner; are relied upon by others, but may also be seen as pedantic
- tend to approach situations in a cautious, critical and sober manner; can be judgemental; are aware of potential risks - which does not necessarily inspire or motivate others
- attract others to your sociable, gregarious, curious side, but you may lose interest and become bored relatively easily

In terms of work-related motivation, you:

- may fluctuate between an intuitive and a more structured and detailed view of a situation, which allows for a flexible and adaptable approach

Given your worldview and your perceptual framework at work, you:

- are wise, consistent and dependable; aim at creating systems benefits and value
- may be well adapted to the performance criteria of different work-related situations and cultures; tend to understand the motives of, and can manage most people at work; are decisive and no-nonsense

3. You did not see yourself as:

Adventurous
Emotional
Polished
Physical
People-oriented
Vulnerable

4. Bar graph







Please note that the narrative descriptions in section 2 reflects the highest scores which you have achieved on specific personality constructs. The bar graph below reflects integrated scores.

Key to interpreting the results









Degree of predisposition:

	Low
	Below average
	Average
	Above average
	High













4.1 Intra-personal functioning (Self)

Drive and Energy	The strength, motivation, action orientation and goal-direction to sustain vigorous mental and physical activity.	
Flexibility	Open-mindedness, optimism and the willingness to consider or generate alternative options, learn from mistakes and adapt to changing circumstances.	
Commitment	Dedication and loyalty towards a particular goal. The tendency to accept accountability for certain processes and outcomes.	
Self-management	The self-discipline and self-control to appropriately invest own efforts and sacrifice short-term benefits for long-term goal achievement.	
Wisdom and Awareness	A holistic awareness and the tendency to respond to situations in a wise and emotionally mature manner.	
Integrity	Personal and ethical awareness as well as the wisdom and moral courage to act accordingly.	

4.2 Interpersonal Relationships (Others)

Sociable	The tendency to interact with others, build relationships, respond appropriately in social contexts, show friendliness and apply listening and communication skills.	
Emotionally sensitive	Responsiveness to the feelings of others as well as the capacity to empathise with them and to appreciate their points of view.	
Physical	The enjoyment of physical activity.	
Humanistic / Altruistic	Valuing human dignity; caring for the welfare of people; as well as focusing on helping others and the world even if it involves self-sacrifice.	
Humorous / Playful	Showing a sense of humour and optimism as well as a fondness of light-hearted fun, games and amusement.	
Friendship	Valuing and pursuing the support, trust and contact of interpersonal relationships and appreciating the roles that other people play in one's life.	
Romantic	Showing an idealised, personalised, creative and unusual approach to love, emotional expression and acts of kindness.	
Ideas oriented	The tendency and capability to focus on ideas, intangible concepts and hypotheticals.	

4.3 Approach to work

Leadership	The required skill, confidence and insight to exert social influence in a discerning way to accomplish common goals.	
Management	Pursuing and achieving work-related goals through planning, structuring, coordination, commitment and communication.	
Teamwork	A tendency to rely on and support the group and to collaborate with diverse group members to achieve complex work-related goals.	
Technical / Specialist	A tendency to pursue the understanding and skilful or analytical application of a specific knowledge- and skills base to achieve practical goals.	
Ideas orientation	A tendency and capability to focus on ideas, intangible concepts, theories and hypotheticals.	
Task orientation	A focus on desired work-related outcomes and expectations or practical results and goal-achievement.	
People orientation	Improving the performance and life experience of others through empathic understanding of their feelings as well as practical assistance and guidance instead of merely focusing on the task.	
Complexity	A preference for working with vague, dynamic and interactive matters and concepts.	
Learning	The capability to acquire new insights and understanding through investigation, as well as critical, intuitive and integrative thought.	
Judgement and Intuition	The capability to identify, clarify, prioritise and contextualise vague issues to inform decisions.	
Practical / Pragmatic	An interest in tangible reality and a concern with getting things to work in practice, rather than focusing on abstract ideas and theories.	
Independent minded	Self-reliance, a tendency to seek autonomy, a focus on own goals and trust in own judgements.	

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