



AVIATOR

Participant Report

Simon Sample (M)

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Contents

About this Report	1
Personality Profile	2
Summary	3
Development Questions	8

About this Report

This report is based on your responses to the personality questionnaire. It has been written to help you understand your personality, and its likely influence upon how you work. The report is structured against relevant competencies where personality is a major component. Your technical aptitude is not covered in this report.

The accuracy of this report is determined, in part, by how open and insightful you have been in responding to the questions. The data in this report should be treated as tentative, as providing clues for further exploration, rather than being regarded as definitely true or categorical. The comparison group is employed adults.

As you read this report, be aware that personality is only one of a number of factors determining behaviour. Others include intellect, training and the particular context that the person is operating within. Used wisely, personality data is an insightful and powerful tool, but it is only one part of the picture.

The shelf-life of this report is one year. After this time, re-testing should be considered.

For more information on the appropriate use of personality data or to find out more about this tool, please visit www.tests-direct.com.

Profile of Simon Sample

Openness		
Tough Minded <i>(logic and evidence, measurement)</i>		Empathic <i>(feelings and sensitivities, engagement)</i>
Pragmatic <i>(grounded, concrete)</i>		Conceptual <i>(theoretical, creative)</i>
Focussed <i>(here and now, reality)</i>		Diffuse <i>(thinking more than doing, disconnected)</i>
Conservative <i>(loyal, status quo)</i>		Change Oriented <i>(challenge, radical)</i>
Conscientiousness		
Self Referenced <i>(personal codes and preferences, irreverent)</i>		Rule Conscious <i>(sense of duty, compliant)</i>
Less Exacting <i>(accepting, easy going)</i>		Precise <i>(standards, need for achievement)</i>
Unstructured <i>(adaptable, comfortable amid ambiguity)</i>		Methodical <i>(order, clarity)</i>
Extraversion		
Detached <i>(avoids involvement, not popularity-seeking)</i>		Affiliative <i>(approachable, relationships)</i>
Self Contained <i>(low social contact, work alone)</i>		Sociable <i>(interactive, stimulated by social contact)</i>
Less Stimulus Hungry <i>(considered, serious)</i>		Enthusiastic <i>(active, impulsive)</i>
Impassive <i>(diplomatic, quiet)</i>		Expressive <i>(communicative, unrestrained)</i>
Measured <i>(guarded, formal)</i>		Direct <i>(straightforward, informal)</i>
Independent <i>(autonomous, separate)</i>		Team Oriented <i>(collaborative, association)</i>
Shy <i>(reserved, social unease)</i>		Socially Confident <i>(assured, rapport)</i>
Emotion		
Affected by Feelings <i>(tendency to worry, apprehensive)</i>		Emotionally Resilient <i>(maintains perspective, robust)</i>
Self Doubting <i>(internalises anxieties, fear of failure)</i>		Self Believing <i>(confidence, conviction)</i>
Pessimistic <i>(downbeat, problemfocussed)</i>		Optimistic <i>(positive, empowered)</i>
Anxious <i>(uneasy, fretful)</i>		Calm <i>(relaxed, composed)</i>
Agreeableness		
Sceptical <i>(disbelieving, dubious)</i>		Trusting <i>(unquestioning, benefit of the doubt)</i>
Assertive <i>(forceful, insistent)</i>		Accommodating <i>(obliging, conflict avoidance)</i>
Need for Recognition <i>(approval seeking, self promotion)</i>		Modest <i>(unassuming, humble)</i>

Summary

Relationship Building

Co-operation is the corner-stone of an efficient aviation team. This involves interacting effectively, contributing towards the attainment of team goals, and the co-ordination of activity with colleagues.

Your responses indicate that the need to build close and effective relationships with colleagues does not appear to be one of your primary psychological drivers. You are likely to put as much effort into building relationships as is formally required of you. The score here is not so extreme that you might be seen as aloof or disinterested. You are clearly not likely to run the risk of over-identifying with others. You appear capable of maintaining a professional distance between yourself and your colleagues. This suggests your relationships at work are not likely to blur your judgements.

Although you describe a relatively modest interest in building relationships with individuals, you do not appear likely as a team member to be unsocial. You appear to need social distraction as much as most. So although not likely to over-identify with others, you do appear likely to be a reasonably participative team member. Relationships with colleagues are therefore likely to be have a much more social and professional basis than a personal one.

Alongside this modest level of interest in individuals and desire for involvement, is seemingly a more distinctive lack of identification with teams and team working arrangements. You describe being much more self reliant, much less dependent on others than most colleagues. So the cohesiveness of a team appears to be less important to you. You describe less belief in the value of team working. You will presumably find those roles in aviation where there is a strong requirement to work collectively as a team member less enjoyable.

Although not overly concerned with involvement, your ability to work effectively in a team may well nonetheless be based on a reasonable degree of perceptiveness about colleagues. Your responses elsewhere suggest some ability to perceive and understand the relevance of the subjective factors affecting the team. Responses here suggest an ability to balance an appreciation of the feelings and sensitivities of others with an equal understanding of the objective, measurable factors which affect delivery.

Leadership and Influence

Within aviation, it is important to understand others' perspectives, and to provide clarity, direction, support and encouragement. When in a position of authority and responsibility, this area involves guiding, monitoring and motivating the group.

You describe an average level of concern to influence compared with other adults. This suggests balancing a desire to influence with some receptiveness to other opinions. It suggests your authority is underpinned more by expertise and intellect, rather than a high level of natural persuasiveness. It also suggests that self-assertion is the outcome of a rational calculation of what is at stake rather than an instinctive concern constantly to exercise influence.

As would be expected, along with the typical level of self-assertion you describe, you also indicate the presence of a similarly average level of social confidence. This suggests that whilst by no means shy or reticent, you operate best with people more familiar to you. There may well therefore be limits to your social confidence, settings where your confidence deserts you and you take more time to establish yourself.

Perhaps not surprisingly, the average self-assertion and social confidence you describe, are combined with evidence elsewhere of a more measured and thoughtful approach to influencing. You do not appear to be in the business of simply saying what you think. Your responses suggest a concern to match your style of influencing to the audience.

You describe an average level of sensitivity to others' feelings. This suggests if a leader, you appear capable of balancing an awareness of the practical and objective realities of delivery with an appreciation of more subtle, subjective factors, like the need to provide some encouragement and support. So you appear able to appreciate the need to provide emotional as well as practical forms of support and encouragement.

If in a position of authority, another helpful insight into your likely leadership style is seen elsewhere on the questionnaire. The relatively modest level of self-assertion you describe is seemingly combined, given responses elsewhere, with a reasonably strong concern for standards. This suggests a fair amount of scrutiny of what colleagues are doing. This suggests that whilst by no means obsessive or perfectionistic you are likely to want to see things done to a high standard and in set and particular ways.

Structure and Compliance

Aviation is a process-driven and regulated working environment. People vary considerably in the extent to which they thrive in a highly structured workplace, and favour order and predictability.

You appear to be well-adapted to working in the highly regulated environments found in aviation, where there are strict requirements to comply with external and internal rules, systems and procedures. You describe a strong identification with rules. More generally your responses indicate a strong desire to live up to other people's expectations. You appear to have a strong sense of duty and obligation. You describe a strong conforming streak in your personality. This more generally suggests a conscientious, dependable approach. You appear concerned to see clarity in and compliance with internal and external rules, standards and procedures. Whether this leads to unthinking inflexibility and compliance would be worth considering.

A preference for working in highly regulated and process driven environments like aviation is also seen in you describing a very systematic and methodical style of working. You seemingly need a high level of order and predictability in your environment. This may mean you might struggle with ambiguity and uncertainty. You seem to need a high level of structure and predictability in your work. The possible cost may at times be less flexibility and responsiveness.

Resilience

This is about the ability to cope with pressure situations, take effective decisions and maintain control to achieve the objective. It involves dealing with unanticipated demands for performance, and channelling strong feelings (e.g. anxiety or guilt) effectively.

You describe a relatively modest level of general emotional resilience compared to other employed adults. The relevance of this average score is determined by the job context. At face value, your responses suggest you may struggle to cope with the emotional wear and tear of an emotionally demanding role.

You, perhaps as might be expected, describe experiencing a somewhat elevated level of current or reactive anxiety. This is likely to be the result of very specific occupational or domestic stressors operating in your life right now. You appear therefore to be somewhat more on edge, impatient and irritable than many of your colleagues.

Average emotional adjustment is seen elsewhere. You describe a tendency, similar to the average employed adult to question your judgement. This suggests you can worry and take things to heart when things go wrong, although not to the point which is likely to mean you are overly self-critical.

Other evidence of less effective psychological adaptation is seen in what appears to be a degree of emotional exhaustion. You appear to be less positive about life and what you are able to achieve at work. Your emotional resources appear to be somewhat depleted currently.

Decision Making

Personality plays a significant part in determining how we take in and process information, our attention to detail, and the extent to which we factor subjective considerations into our decisions. This area also covers the willingness to look beyond current aviation practice, and identify opportunities for improvement.

Your responses suggest your approach to decision-making is likely to reflect a fair amount of respect for existing ways of doing things. Clearly, you are not likely to make decisions which promote change unless there are clear and persuasive reasons for doing so. More generally, the score here suggests the presence of a fairly traditional outlook on life and work. This may mean however less interest in identifying constructive opportunities for change.

As suggested, when compared with other employed adults, you appear to respect current policy and customs and seemingly favour traditional solutions. This conservative outlook (in the non-political sense) is, given responses elsewhere, coupled with an desire to balance awareness in your decision-making of the 'bigger picture' with an appreciation of the more detailed, practical and immediate considerations.

In addition your decision-making is likely, given responses elsewhere, to give equal weight to the objective and subjective factors. You are therefore not likely to push options which demonstrate an absence of emotional literacy. Nor are options likely to be based on any woolly-minded, wishful thinking.

Development Questions

The following questions are suggested by your responses and will help you reflect on your development. The number of questions for each section may vary. This is not an exhaustive list of questions - there may be other things to consider based on your profile.

Relationship Building

How easy do I find it to enhance or repair relationships with colleagues at work when necessary?

Are my relationships with colleagues at work reasonably effective?

How easy do I find it to work in aviation roles which require me to be a team member?

Does the modesty I describe mean I sometimes do not get the recognition I deserve?

Leadership and Influence

Do I have effective strategies for influencing people more forceful and less reasonable than I describe myself as being?

Are there some issues at work I am more willing to take a stand on?

Are there some times at work when I am more effective at influencing? If so, am I conscious of what I might be doing better or differently?

Can I vary my approach to influencing? Can I be more transparent in approach when necessary?

How do I balance awareness of subtle considerations, like the feelings and attitudes of team members, with more practical considerations like cost and getting things done on time?

Structure and Compliance

Are there occasions when I am prepared to interpret a rule or procedure more pragmatically?

Resilience

What circumstances, people or events do I find more taxing emotionally at work?

Do I cope with these effectively?

Might there be ways I could improve the way I cope (e.g. seeking support from colleagues, taking on less, not making unreasonable demands on myself)?

Would people around me become aware of the way I describe myself here?

I indicate I am experiencing a fair amount of stress, either at home or at work. Am I coping effectively with whatever is troubling me currently?

My responses suggest there are some elements of life in aviation I feel less positive

about? What do I feel less enthusiastic about and what could I do to remain more positive?

Decision Making

Do I ever try to identify constructive opportunities for change?

How do I get the balance right between objective and subjective factors when I am making a decision?