



**SYMBIOTICS**

**Adapt Personality Questionnaire (APQ)**

**Candidate: A2788**  
**Generated: 11/10/2019**  
**Expiry: 11/10/2021**



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The following pages provide an example of our  
**Advanced Personality Questionnaire report**

This report is designed to be candidate focused and can be provided to the candidate after their feedback session with a certified individual, during which it will be explained.

For candidates purchasing this test via Symbiotics eCommerce system, a feedback session with one of our Psychologists is included.

## Radar Graphs

There are 4 main areas highlighted by the radar graphs, these are:

- 1) **Role:** Presents your results and fit to the 6 key competencies in a generic Role.
- 2) **Personal Style:** Presents your results and fit to the 6 key personal aspects considered important in a generic Role.
- 3) **Character:** Presents your results and fit to 6 specific character traits that can influence your performance.
- 4) **Work Environment:** Presents your results and fit to 6 specific cultural aspects and other areas deemed important that may influence your performance.

## Role

### Authority Gradient

Your responses suggest that you are much more likely than most people to be willing to listen to advice given to you by others and that you are likely to challenge others in an appropriate manner, creating a good gradient between yourself and others.

### Maturity

It is also implied that you are somewhat more likely than others to conduct yourself in a professional manner. It is probable that you can be a little impulsive at times, which could make you more likely to make some mistakes.

### Leadership

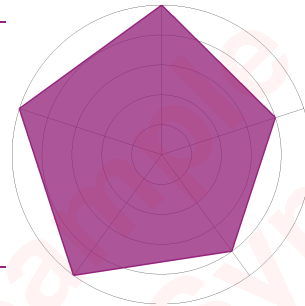
You have also reported that you are much more willing than others to lead by example. You are likely to be assertive and proactive in your approach.

### Pressure Management

You appear to be much more likely than others to manage complex, highly pressured and busy environments effectively.

### Ability to Adapt

Additionally, it appears likely that you have appropriate coping strategies to manage situations that you feel familiar with; developing these further may help you to feel more comfortable in environments or situations that are outside of your comfort zone.



## Personal Style

### Teamwork

You appear to be more likely than others to work effectively in a team. You should be cooperative in your approach, despite potentially being a little reserved at times.

### Energy

It is also suggested that your levels of motivation are higher than many others, although your confidence may vary at times and you may not be overly keen to seek out new opportunities.

### Values

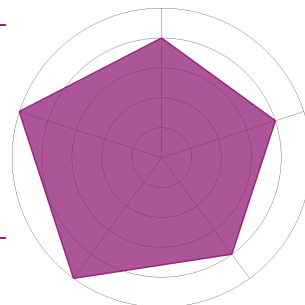
You appear to be more work focused than most others and are highly likely to take responsibility for implementing the right values and ethics.

### Attitude

Furthermore, your responses indicate you are more likely than most others to work with a positive attitude, see the wider picture and adopt a measured approach.

### Learning

You do also appear to be open to new ideas when learning new skills; maintaining your confidence and diligence is likely to help your progression.



**Character:** Overall, this profile suggests that you are highly confident and reliable individual, who can interact effectively with others.

#### Stability

Your responses indicate that you can manage pressure far more effectively than most others and you appear to be able to maintain a calm approach without much difficulty.

#### Adherence

Furthermore, your responses have indicated that you are more likely than others to pay appropriate attention to detail and follow the set standards, you may just lack some conviction at times.

#### Sociability

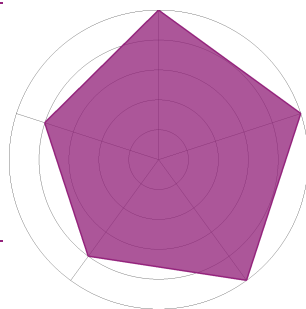
Your responses also suggest that you are likely to be pleasant, personable and empathetic when you interact with others socially; you appear to be able to interact with others reasonably well.

#### Confidence

Your score also indicates that you are more likely than most to maintain a confident and calm demeanour when in pressured situations. You are likely to feel comfortable with taking control if the circumstances need you to.

#### Trustworthy

Your responses indicate that you are self-disciplined and conscientious, with a strong sense of integrity.



**Work Environment:** Overall, your responses suggest that you are accepting of different cultures, statuses and backgrounds. You also appear to have a good ethos and attitude to work.

#### Working Style

Your responses suggest that you are highly likely to be positive and democratic in your attitude, which should create an open team environment.

#### Work Ethic

You also appear to have a well-balanced approach to work; you are highly likely to be considered a reliable employee and be confident to take on responsibility.

#### Company Minded

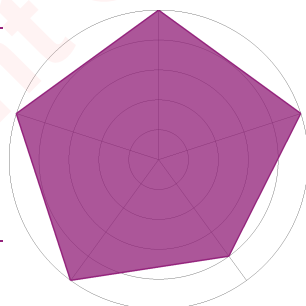
You appear to have a strong sense of loyalty and are highly likely to promote the company's ethos well.

#### Need for Structure

Your above average score indicates that you like processes and boundaries, but also that you are confident and feel comfortable when you are in new or different situations.

#### Development

This profile suggests that you have a good attitude and approach to learning, which is likely to help you develop your skills further to suit the requirements of the role.



ADAPT assesses your results against the generic population, across 6 bipolar constructs that make up the ADAPT silhouettes. Individuals will have some capability on each construct but will generally have a preference towards one style over the other.

Silhouette : TP3d

## Your preferred method by which information can be taken on and effectively internalised

### Intuitive

This profile suggests that you have a preference to learn through a trial and error approach, with more of a dislike for repetition. You may be more likely than others to miss important details and make careless mistakes in your calculations. You appear to have a tendency to see the bigger picture, while having the ability to be imaginative in your style and be able to grasp new concepts more easily than others.



### Technical

This profile suggests that you have a preference to receive information through verbal and written instructions. You appear to be patient with details and have a preference for clear guidelines. You appear to like to gain and develop your understanding in linear or direct steps.

## The manner in which you solve and interact with tasks

### Physical

This profile suggests that you are better suited to developing your physical skills and have a preference for more practical tasks, such as psychomotor skills, physical dexterity and hand eye coordination. You may not tend to spend much time thinking about specific details but are more likely to observe and then mimic when learning new things. You are likely to focus on practicing physical skills to speed up your learning.



### Cognitive

This profile suggests that you are better suited to tasks that involve cognitive processes, such as problem solving, recognition, interpretation and analysis. You appear to be well organised and have a preference for structure and logic.

## How you attribute success and failure. The reasons for either outcome can be attributed to internal or external factors. The effect of this can impact on confidence and learning.

### Internal

This profile suggests that you have a tendency to blame yourself when you make mistakes or don't perform as well as you think you could have done; this produces some good scope for learning as you look to yourself for ways to improve, but this style can also impact on your confidence if you are overly critical of yourself. You appear to be quite self-sufficient individualistic in your approach. You are likely to take note of information to help you create more positive outcomes and results in the future. You are also likely to seek out activities to help you in improving your knowledge, skills and abilities.



### External

This profile suggests you appear to have a tendency to blame external factors, such as luck, chance or other people when you make mistakes and don't perform as well as you would have liked to; while your confidence may be good, this style can have a more negative impact on your learning as you appear to be less willing to take responsibility for your actions. You do not appear to be likely to ask for feedback on your performance and may lack some self-control in your demeanour, which is likely to impact on how quickly and effectively you are able to learn.

## Your internal perspective and motivations relating to rules, morals and your interactions with arousal and risk

### Safe

This profile suggests that you have a preference for rules and boundaries, which comes with a strong belief in procedures and protocol. You are likely to avoid situations that make you feel anxious or that you see to be too risky. You appear to be more comfortable with routine and predictability; situations that you expect to happen and that you are certain of appear to be your preference. You may appear to be quite status conscious and are likely to respect those in authority. It may also be that you appear to be lacking in some motivation and drive in your approach.



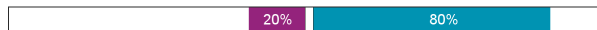
### Risk

This profile suggests that you are comfortable in dealing with uncertainty and situations that are not familiar to you. You appear to enjoy high levels of arousal and are likely to seek out activities that give you high levels of stimulation and sensory or physical input. You are more likely to dislike activities that are repetitive and have routine; you can become restless if you experience little change in your environment. You appear to think quite freely and not necessarily conform to the rules or procedures, lacking some self-control in your approach to tasks; you may tend to be rather impulsive.

## Your work ethic and application to tasks and the effect this has on confidence, self-presentation and performance

### Self-Defeating

This profile suggests that you have a tendency to worry and you could experience some difficulty with perfecting skills. You appear to be less comfortable when in environments that are quickly changing. When reflecting on your performance, you are likely to be inaccurate and overly positive of yourself, which is likely to further impede your learning. When you are highly confident in yourself, you may appear to be sociable individual who does not appear to become nervous.



### Perfectionist

This profile suggests that you are generally accurate and self-critical when self-reflecting. You appear to be a hard worker who is generally well organised, careful and conforms to the rules. You may have some more difficulty with prioritising your workload effectively; you may not delegate tasks to others when possible, having more of a tendency to micro-manage others, which can take away learning opportunities from them.

## Motivation influences include your: confidence, view of the world, attitude to others, robustness and competitiveness.

### Fear of Failure

This profile suggests that you have a tendency to avoid work that is highly challenging for you and are likely to reject offers of help from others. You may not always choose to take part if you feel that there is a chance you may not be successful.



### Desire to Succeed

This profile suggests that you enjoy having the opportunities to innovate and bring about change. You appear to be highly driven but also a little may be impatient, restless and a little irritable at times. You generally appear to be competitive and assertive in your nature, appearing willing to take the lead. You may also be inclined to cut corners at times or cheat in order to win.



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*This description is more likely to represent people who score highly on the relevant scales. A more balanced score will tend to produce a muted demonstration of these behaviours:*

### Silhouette Profile

Your responses suggest that you are highly structured and processed in your approach, and will learn best with formal tuition; you will thrive when you have time to implement your meticulous attention to detail in preparing and planning for new tasks, and work with the information and logic behind physical skills. You will likely be most comfortable working within clear boundaries and parameters where you are able to focus your attention on singular tasks; more dynamic situations can generate pressure, particularly if you feel that events are outside your control. Others are likely to see you as organised and insightful with strong attention to detail, and you may appear to drive yourself forward with extreme determination. Your confidence may fluctuate as you will probably set yourself high standards and compete with yourself to do better, but you have the capability to develop good coping strategies for managing this.

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Sample  
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The Locus of Control scale relates to your views about the causes of positive and negative events (yourself or causes outside yourself), and your own ability to affect events or be influenced by them.

1 2 3 4 5 6 7 8 9 10

## Locus of Control:

Shows poor coping strategies and responds negatively to challenging events, negatively influenced as a result.



Demonstrates effective coping strategies and ability to respond positively to set-backs and challenging situations.

Your Locus of Control score indicates that you have a set of effective coping strategies that are likely to support you in new environments. You are likely to adopt a confident and positive attitude when you are faced with setbacks.

# Referencing

The Referencing scale represents how you view the world and respond to the environment. An individual's referencing style can be Internal (looking at how the world affects them) or External (looking at the effect they have on the world). Your referencing style can have a major impact on aspects such as interaction with others, environmental awareness and response to stimuli.

1 2 3 4 5 6 7 8 9 10

## Referencing:

More aware of appropriate social interaction and more willing to listen to others, but they can be overly dependent and be quick to give control away.



Can lack tact and are not always aware of their impact on others. Not so dependent on getting feedback and can respond better to losing external visual references in their environment.

Your responses suggest that you have a balanced external referencing style, which implies that you are able to identify with external events; you also appear to be able to internally accept events reasonably well, which increases the opportunity for you to learn and produce the appropriate responses at the right time.

The Abnormal Traits scales identify personality tendencies that could be considered negative in the work environment. Combinations of certain personality traits can, in combination, lead to specific behaviours that will influence your response to certain situations.

1 2 3 4 5 6 7 8 9 10

## Untrusting:

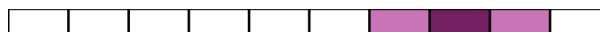
Does not trust people, thinking everyone is against them, prone to anger or worry, concern about what others think.



Willing to trust people, no negative patterns of worry or concern when working with others.

## Detached:

Shows a lack of interest in social activity, lack of sympathy for others.



Willing to engage in social activities, shows awareness and sympathy for others.

## Anti-Social:

Impatient, not tactful, questions the motives of others, easily annoyed, not a team worker.



Cooperative, appreciative of others, not assertive or aggressive, tries hard to get along well with coworkers, not self-seeking or self-promoting.

## Arrogant:

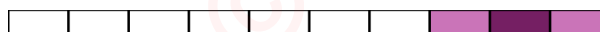
Enjoys being the centre of attention, highly confident and assertive. Isn't very moral, more concerned with their own welfare than others.



Doesn't need to be centre of attention. Shows modesty and concern for others, along with moral values.

## Isolated:

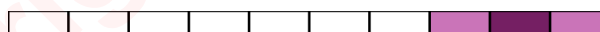
Nervous individuals who avoid people, social situations and anything risky. Often introverted, lack confidence and appear vulnerable.



Comfortable engaging with other people, social situations and novel environments. Generally confident and outgoing.

## Over-Reliant:

Strong tendency to over rely on others, wanting to gain validation and attention from them. Very eager to please without independence.



Comfortable with their own thoughts and ideas. Shows a level of independence.

## Abnormal Traits Summary

Your score for Untrusting suggests that you are likely to be able to trust and believe others, but this may take some time initially. Your score for Over-Reliant suggests that you should be confident, capable and proactive, with a good level of self-belief and have courage in your convictions. Your score for Detached suggests that you are empathetic with others and that you are engaging, which supports you in displaying appropriate emotional responses. Your score for Antisocial suggests that it is your preference to follow rules and conform to society's expectations.

Your score for Arrogant suggests that you are likely to interact well with others and consider their opinions in most situations. Your score for Isolated suggests that you are more likely than most to be stable, collaborative and well-adjusted in your approach.



The cultural scales are based upon 4 dimensions of Hofstede's cultural dimensions, used to assess the culture within countries and also within organisations. The 4 areas measured are:

*Power Distance - (the extent to which the less powerful members or organisations and institutions accept and expect that power is distributed unequally)*

*Uncertainty Avoidance - (A society's tolerance for uncertainty and ambiguity)*

*Individualism - (The degree to which individuals are integrated into groups)*

*Work/Life Focus - (The role of values and relationships within the society)*

1 2 3 4 5 6 7 8 9 10

## Power Distance:

More consultative power relations, with people relating more as individuals. Expect to be able to contribute and critique decisions of those in power. More likely to challenge authority.



More autocratic and paternalistic power relations. Acknowledge power based upon position in hierarchical structure. More disciplined but not always prepared to challenge.

## Uncertainty Avoidance:

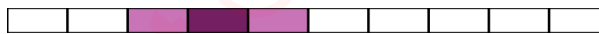
Accept unstructured situations of changeable environment, trying to have as few rules as possible. More pragmatic and tolerant of change, but can lack strict adherence to rules and procedure.



Tend to be more emotional and minimise occurrence of unknown and unusual circumstances. More structure and procedure oriented, but reluctant to act when faced with uncertainty.

## Individualism:

More likely to act predominantly as members of a cohesive group. Willing to work for the collective of the group and will give preference to those in their group for interactions etc.



Place more importance on personal achievements and individual rights. Will be more objective and fair in their interactions, but likely to put their own needs first.

## Work-Life Focus

Place more value on relationships and quality of life. Men and women have the same values emphasizing modesty and caring. Individuals work in order to live.



Place more value on quantity of life; competitiveness, assertiveness, materialism, ambition and power are all highly valued and sought. The differences between gender roles are more dramatic and less fluid.

## Culture Summary

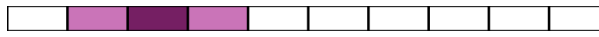
Your responses for Power Distance indicate that you have a good balance between your management and leadership styles. Your confidence is likely to help you encourage an open and inclusive environment amongst your team. Your responses for Uncertainty Avoidance suggest that you have a preference for working in structured and controlled environments, but you also feel comfortable in situations that become more dynamic and complex. Your score for Individualism suggests that you are likely to work effectively both as part of a group and when alone. Your responses for Work-Life Focus imply that you have a positive work-life balance and should take a measured approach to manage both your career and your family.

The Safety Culture scale examines 5 key attitudes that have been identified as hazardous to a variety of roles.

1 2 3 4 5 6 7 8 9 10

## Resignation:

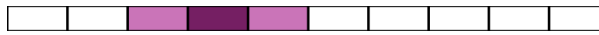
Believes they make a difference and understand the concept of synergy, with output of a group being greater than the sum of individual inputs.



Believes that results and outcomes are never dependent on their own actions. Attributes outcomes to luck or chance. Tend to leave control to others.

## Macho:

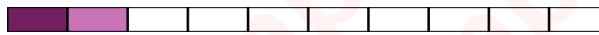
Understand the importance of displaying and executing vigilant discipline and humble confidence is important.



Competitive attitude that is willing to take extra and unnecessary risk to impress. Look for opportunities to justify their over-confidence.

## Anti-Authority:

Realise rules and regulations, procedures and checklists are implemented for the reasons of flight safety and not annoyance.



An attitude that is resentful of rules, regulations, procedures or instructions. Often reluctant to follow instructions and orders.

## Impulsivity:

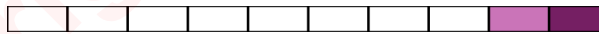
Understands the importance of analysing situations and thinking before acting.



An attitude that things need to be done immediately and actions are often done without thinking, sometimes resulting in poor options.

## Invulnerability:

Appreciate that accidents can happen to anyone regardless of experience.



Shows a mind-set that accidents occurs to others, but not to them. Will willingly take further chance and risk.

## Safety Culture

Your score for Resignation indicates that when acting independently, you feel as though you have more impact than you do when working in a group. Your score for Macho suggests that you are confident but may be competitive at times. Your score for Anti-Authority suggests that you may follow the rules and regulations blindly and without much thought. You may not be willing to listen to advice or instructions given to you by others.

Your score for Impulsivity indicates that you may have a tendency to over-analyse things when you are unsure and take time to respond in situations that are unknown or unfamiliar to you. Your responses for Invulnerability suggest that your concern for safety does not currently meet the required standard; developing your understanding of the potential risks and gaining more experience is likely to prevent you from adopting an over-confident attitude.

This section identifies the main factors motivating candidates. Motivation is defined as the process that initiates, guides and maintains goal-orientated behaviour. An assessment is made of whether candidates are motivated intrinsically (by an internal desire to achieve goals for personal satisfaction and growth) or extrinsically (by an external influence to gain reward such as money, or avoid punishment such as disapproval). Candidates who have low motivation can quickly lose interest in tasks and give up as soon as things get difficult, failing to get a good understanding of requirements.

1 2 3 4 5 6 7 8 9 10

## Motivation:

Motivated by external rewards and factors.  Motivated by personal goals and satisfaction.

You have reported that you can be highly driven and enthusiastic, and while you are likely to be disappointed when you encounter setbacks, you should show resilience, with a willingness to learn and improve.

# Anxiety:

The anxiety sub-scales measure the likelihood of experiencing anxiety when faced with a pressured environment, and how this impacts on performance. Anxiety levels experienced can either be somatic (physical signs of anxiety, e.g. sweating, fidgeting) or cognitive (more cerebral signs of anxiety, e.g. confusion, forgetfulness). Somatic anxiety can disrupt physical performance, whereas cognitive anxiety can slow the ability to process information decisively, introducing errors into performance.

1 2 3 4 5 6 7 8 9 10

## Anxiety:

Low Anxiety.  High Anxiety.

Your below average score suggests that your confidence and level of self-belief enables you to recognise and manage your anxiety effectively, using it to a positive effect.

Sample  
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