



SYMBIOTICS

Preferences Under Pressure

About this test:

This report provides feedback about the test you recently completed. You will see the results for the test, expressed both as a percentage and as a sten.

Comparison group:






To gain a full understanding of your performance on the test, your test score has been compared to that of a large group of individuals who have taken these tests in the past. This is known as a comparison group.

Interpreting stens:

- Sten 1: stronger preference than about 1% of the comparison group
- Sten 2: stronger preference than about 5% of the comparison group
- Sten 3: stronger preference than about 10% of the comparison group
- Sten 4: stronger preference than about 25% of the comparison group
- Sten 5: stronger preference than about 40% of the comparison group
- Sten 6: stronger preference than about 60% of the comparison group
- Sten 7: stronger preference than about 75% of the comparison group
- Sten 8: stronger preference than about 90% of the comparison group
- Sten 9: stronger preference than about 95% of the comparison group
- Sten 10: stronger preference than about 99% of the comparison group

Interpreting colour bands:

Your performance for the overall test and specific levels are categorised into 5 colour bands to indicate your level to the comparison group.

- | | | |
|---|---------------|---|
|  | High | Excellent Skills and a strong performance in this area. |
|  | Above Average | Good skills, but some areas that can be improved. |
|  | Average | Reasonable skills and likely to improve with further development. |
|  | Below Average | Need additional support and training in this area. |
|  | Low | Need to learn and develop skills in this area. |

Preferences under Pressure test:

This test comprises of questions which look at 6 personality types: Antisocial, Detached, Arrogant, Untrusting, Over-Reliant and Isolated. Combinations of these personality traits can, lead to specific behaviours that could influence your response to certain situations.

A brief narrative below, indicates particular strengths or development areas in relation to each trait.

Antisocial:

- Low Sten Score: Preference to work alone, working with others in a team can cause feelings and expression of impatience and annoyance.
- High Sten Score: Cooperative, appreciative of others, not assertive or aggressive, tries hard to get along well with co-workers, not self-seeking or self-promoting.

Detached:

- Low Sten Score: Uninterested in social activity and likely to prefer to keep a distance from others.
- High Sten Score: Willing to engage in social activities, shows awareness and sympathy for others.

Arrogant:

- Low Sten Score: Enjoys being the centre of attention, highly confident and assertive. Isn't very moral, more concerned with their own welfare than others.
- High Sten Score: Doesn't need to be centre of attention. Shows modesty and concern for others, along with moral values.

Untrusting:

- Low Sten Score: Difficulty trusting others, which can cause feelings and expression of anger and worry, which can impact self-confidence.
- High Sten Score: Willing to trust people, no negative patterns of worry or concern when working with others.

Over-Reliant:

- Low Sten Score: Strong tendency to over rely on others, wanting to gain validation and attention from them. Very eager to please others and have difficulty and/or dislike for being independent.
- High Sten Score: Comfortable with their own thoughts and ideas. Shows a level of independence.

Isolated:

- Low Sten Score: Can feel nervous in social situations, increasing the chance of avoiding people or risky situations. More likely to show introversion and can be perceived as lacking confidence and vulnerable.
- High Sten Score: Comfortable engaging with other people, social situations and novel environments. Generally confident and outgoing.
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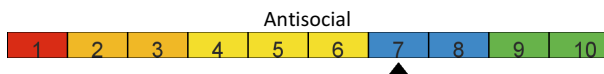
Your Results:

Overall:



Minor Concerns

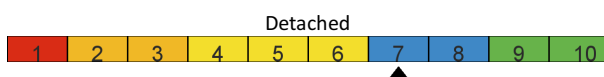
Can find it difficult to follow rules and comply to values in society.



Can be reliable, dutiful and willing to comply to values in society.

Your above average score for AntiSocial, suggests you prefer to follow rules and conform to society's expectations.

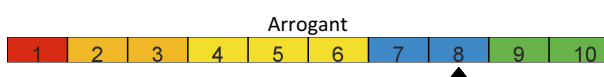
Can find it difficult to remain interested, motivated and involved in activities, appearing unengaged to others.



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

Your above average score for Detached, suggests you have good empathy and can show engagement with an appropriate level of emotional response.

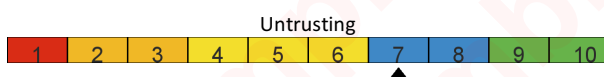
Can be highly confident, assertive and self-promoting, and enjoys being the centre of attention. Can be focused on developing their importance and abilities.



Willing to cooperate and engage with people, however, can become overly modest and experience self-doubt.

Your above average score for Arrogance, suggests that you can interact and consider others in most situations.

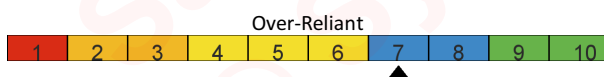
Can find it difficult to trust others, increasing the chance of being cynical and suspicious of other people's honesty, thoughts and feedback.



Willing to trust others and believe people are honest and sincere.

Your above average score for Untrusting, suggests you can develop trusting relationships and be accepting of others.

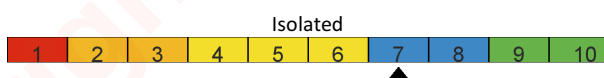
Can be dependent on others and lack independence at times, increasing the chance of being eager to please others and gain their approval.



Likely to be comfortable with your own thoughts and ideas and likely to display self-assurance and independence.

Your above average score for Over Reliant, suggests you can be confident and independent in most situations, especially if you have previous experience.

Can appear underconfident and conservative at times; are likely to find it difficult working in team environments and may prefer to avoid social interactions and gatherings.



Can be confident, outgoing and comfortable engaging with other people, social situations and novel environments, however, will need to ensure this doesn't develop into over-confidence and risk-taking.

Your above average score for Isolated, suggests you can be collaborative and a team player, but may work individually at times when in pressured environments.

Resources to help you to develop your skills:

Please find below some example resources to help understand and deal with pressure:
One suggestion is to review resources regarding 'Emotional Intelligence'.

Books that have been recommended are:

- The EQ Edge by Steven Stein and Howard Book
 - Emotional Intelligence by Daniel Goldman
 - Emotional Intelligence at work by Hendrie Weisinger
 - Emotionally Intelligent Living by Geetu Bharwaney
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Teme House, Whittington Road, Worcester WR5 2RY.

www.symbioticsltd.co.uk

To discuss other assessment programmes -

Contact our team on +44 (0) 1905 368175, adapt.admin@symbioticsltd.co.uk