

CANDIDATE EMAIL: test@recruitment-tests.co.uk
 CANDIDATE NAME: Example Candidate name
 CITY/TOWN: Example Town
 POSTAL CODE: Example Post code 5 chars
 ROLE REFERENCE: Example Role
 TEST TITLE: Team Roles | Duration: 40min



DATE TAKEN: 07/05/2018
 TIME TAKEN: 5 min 35 secs



YOUR TEAM ROLES PERSONALITY PROFILE SUMMARY

Specialist	58%	Brings in-depth knowledge of a key area to the team. Strengths: Single-minded, self-starting and dedicated. They provide specialist knowledge and skills. Allowable weaknesses: Tends to contribute on a narrow front and can dwell on the technicalities. Don't be surprised to find that: They overload you with information.
Completer Finisher	57%	Most effectively used at the end of tasks to polish and scrutinise the work for errors, subjecting it to the highest standards of quality control. Strengths: Painstaking, conscientious, anxious. Searches out errors. Polishes and perfects. Allowable weaknesses: Can be inclined to worry unduly, and reluctant to delegate. Don't be surprised to find that: They could be accused of taking their perfectionism to extremes.
Implementer	57%	Needed to plan a workable strategy and carry it out as efficiently as possible. Strengths: Practical, reliable, efficient. Turns ideas into actions and organises work that needs to be done. Allowable weaknesses: Can be a bit inflexible and slow to respond to new possibilities. Don't be surprised to find that: They might be slow to relinquish their plans in favour of positive changes.
Lower Plant	57%	Tends to be less creative and less good at solving problems in unconventional ways. Weakness: Less Creative, less imaginative, less free-thinking, generates less ideas and solves less difficult problems. Strength: Might not ignore incidentals, and may be more inclined to communicate effectively. Don't be surprised to find that: They could have a very good memory.
Lower Teamworker	57%	Does not help the team to gel, does not use their versatility to identify the work required and complete

		<p>it on behalf of the team. Weakness : Less Co-operative, less perceptive and less diplomatic. Does not listen so well and does not avert friction so well. Strengths: Can be decisive in crunch situations and tends to deal with confrontation. Don't be surprised to find that: They might be quick to make unpopular decisions.</p>
Shaper	55%	<p>Provides the necessary drive to ensure that the team keeps moving and does not lose focus or momentum. Strengths: Challenging, dynamic, thrives on pressure. Has the drive and courage to overcome obstacles. Allowable weaknesses: Can be prone to provocation, and may sometimes offend people's feelings. Don't be surprised to find that: They could risk becoming aggressive and bad-humoured in their attempts to get things done.</p>
Lower Resource Investigator	55%	<p>Does not use their inquisitive nature to find ideas to bring back to the team. Weakness: Less Outgoing, less enthusiastic. Does not explore opportunities and develops contacts. Strengths: Might be under-optimistic, will keep interest once the initial enthusiasm has passed. Don't be surprised to find that: They will remember to follow up on a lead.</p>
Lower Monitor Evaluator	52%	<p>Provides a non-logical eye, making bias judgements and weighs up the team's options in a passionate way. Weakness: Less sober, less strategic and less discerning. Sees less options and judges accurately. Strengths: More drive and ability to inspire others and avoids being critical. Don't be surprised to find that: They could be quick to come to some decisions.</p>
Lower Coordinator	52%	<p>Does not tend to focus on the team's objectives, or draw out team members and or delegate work appropriately. Weakness: Less mature, less confident, identifies less talent. Not so clear on goals. Strengths :Can be seen as clear and fair and might do more than their own share of the work. Don't be surprised to find that: They might under-delegate, leaving themselves lots of work to do.</p>



YOUR PERSONALITY SUBTYPE CHART

