



Graduate Personality Profiler

Assessment Report

Lucy Sample

22 April 2025



Graduate Personality Profiler

Introduction to the Report

GPP is a self-report questionnaire designed to measure fundamental characteristics that are important in the occupational setting.

These characteristics fall within three core personality domains and the critical fourth domain of values/motivation:

- **People** - interpersonal style including influencing, leadership, and team membership
- **Task** - approach to work including innovation, problem solving, planning and decision making
- **Feelings** - emotional self-assurance, resilience and handling stress
- **Values** - drivers and inhibitors in relation to achievement, benevolence, openness to change, security

This report is based solely on the respondent's answers to the GPP questions. The statements in this report are included on the basis that they are generally true for someone who has given similar answers to this respondent but **CANNOT** be guaranteed to be accurate in every detail. No questionnaire is infallible. Although the results are generally very reliable, either the respondent or the assessor may disagree with some of the following descriptions.

When using this report you should also remember that the questionnaire is a self-report instrument and therefore provides an indication of how the respondent perceives their own personality and values. The questionnaire has been developed to highlight typical behaviours and preferences but does not provide measures of ability. Furthermore, there are no rights or wrongs in personality. Different profiles can be linked with success and job satisfaction in particular occupational roles, but there is no such thing as a profile that is generally good or generally bad.

The scores which are indicated graphically in this report, and the statements derived from these scores, are based on comparisons of results with a very large international sample of graduates (NOT the general population).

The report contains:

Section One – Executive Summary

- A graphical summary of predictions against core competencies
- Expert interview questions exploring potential strengths and limitations

Section Two – Full Narrative Report

- A full narrative describing core interpersonal, emotional and task related personality traits
- Descriptions of core values - motivators/drivers and dissatisfiers/inhibitors

Section Three – Relationship with Theoretical Models of Personality

- Big Five Factor Model description
- Personality Type description



Graduate Personality Profiler

Core Competencies

Leading

Low		Below average		Average		Above average		High	
1	2	3	4	5	6	7	8	9	10

Influencing

Low		Below average		Average		Above average		High	
1	2	3	4	5	6	7	8	9	10

Team playing

Low		Below average		Average		Above average		High	
1	2	3	4	5	6	7	8	9	10

Innovating

Low		Below average		Average		Above average		High	
1	2	3	4	5	6	7	8	9	10

Analysing

Low		Below average		Average		Above average		High	
1	2	3	4	5	6	7	8	9	10

Planning

Low		Below average		Average		Above average		High	
1	2	3	4	5	6	7	8	9	10

Delivering

Low		Below average		Average		Above average		High	
1	2	3	4	5	6	7	8	9	10

Adapting

Low		Below average		Average		Above average		High	
1	2	3	4	5	6	7	8	9	10

Resilient

Low		Below average		Average		Above average		High	
1	2	3	4	5	6	7	8	9	10



Graduate Personality Profiler

Core Competencies – Interview Exploration

PEOPLE COMPETENCIES – LEADING, INFLUENCING, TEAM PLAYING

POSSIBLE STRENGTHS

Outwardly confident and socially poised. Rarely conspicuously shy or reticent. Mixes well. Eager to contribute.

Q. Under what circumstances are you most likely to feel nervous when meeting new people?

Q. What would be most noticeable about your behaviour in a meeting?

Persistent in convincing others of a particular view. Enjoys the process of persuasion. Likes negotiating.

Q. Tell me about the most successful negotiation you have carried out. What did you do?

Q. When have you been willing to agree to differ on something?

Approachable and caring. Warm friendly manner.

Q. Tell me about a recent situation where you have had to help a colleague who was in difficulty?

Q. To what extent would others describe you as approachable? Why?

Prepared to compromise and accepts consensus. Avoids conflict by capitulating or making concessions.

Q. What are the kinds of things that you are stubborn about at work?

Q. Please tell me about a situation where you have worked to achieve a compromise?

Reasonably assertive. Prepared sometimes to take the lead and organise others, but not dominant or overbearing.

Q. Under what circumstances are you happy to take the lead?

Q. To what extent are you prepared to give way to others when it comes to organising and controlling people?

Moderately perceptive, sometimes taking time to consider people's motivations and feelings.

Q. How do you go about trying to understand people's underlying motives?

Q. In what ways might someone who knew you well describe you as perceptive?

Balance of candour and diplomacy. Sometimes frank about own views but tactful or calculating on other occasions.

Q. When are you most likely to speak frankly and openly?

Q. Please tell me about a situation where you have had to use tact and diplomacy?

POSSIBLE LIMITATIONS

Would rather capitulate than risk conflict. Frequently makes concessions and compromises. May lack conviction. Avoids confrontation.

Q. To what extent do you pursue your own goals in an uncompromising way?

Q. Tell me about a time when you have had to confront someone at work?

Less sociable. Prefers being on own. May prefer work with little contact with others.

Q. How important is it to you that your work gives you plenty of scope for social contact?

Q. To what extent do you prefer to work in a more solitary way?

Too persistent. Won't let matters lie. Wants to negotiate on everything.



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Core Competencies – Interview Exploration

Q. Tell me about a negotiation you have been involved in. How did you handle it?

Q. When are you most likely to agree to differ?

Highly affectionate style may cause difficulties in distancing self from others. May sometimes be too caring and kind-hearted.

Q. If a colleague has a personal problem, how do you react?

Q. Tell me about the most difficult decision you have had to make affecting other people?



Graduate Personality Profiler

Core Competencies – Interview Exploration

Interview evidence – People – Positive Indicators

Interview evidence – People – Negative Indicators



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Core Competencies – Interview Exploration

TASK COMPETENCIES – INNOVATING, ANALYSING, PLANNING, DELIVERING

POSSIBLE STRENGTHS

Systematic, organised and methodical style of task management. Plans and prioritises in advance. Keeps things tidy and up to date.

Q. Tell me about a recent project you ran. How did you set about planning it?

Q. What systems have you currently put in place to monitor your personal progress against targets?

Conscientious and disciplined approach to implementation and task completion. Avoids distractions and concerned to meet deadlines.

Q. Under what circumstances are you distracted from the task in hand?

Q. How do you ensure that you meet deadlines?

Operational orientation. Takes a shorter-term perspective. Concerned with the nitty-gritty of task execution.

Q. To what extent do you like to involve yourself in strategic issues?

Q. Tell me about your approach to practical, day-to-day matters?

Rational and analytical. Takes a logical approach. Concerned to work on the basis of fact rather than intuition.

Q. Please describe a recent problem that you had to resolve. How did you go about it?

Q. To what extent do you rely on your feelings and experience when you have to make a decision at work?

Reasonably creative and free-thinking, but also prepared to accept existing methods and practices. Balance of acceptance of rules/systems and willingness to innovate.

Q. Please tell me about an idea you have come up with which you felt was a somewhat novel solution to a problem?

Q. When are you most likely to stick with tried and trusted ways at work?

Is neither impulsive nor pedantic when it comes to taking decisions.

Q. Tell me about a recent decision you had to make. How did you go about it?

Q. When might you prefer to take your time over a decision?

POSSIBLE LIMITATIONS

Low strategic orientation. May lack a more global perspective or miss wider implications of actions or policies.

Q. How have you contributed to the strategic direction of your organisation/department?

Q. Tell me more about your interests in operational, practical issues at work?

Preference for systematic style of task management may cause difficulties in dealing with unforeseen problems, or more ambiguous situations where systems cannot be applied.

Q. Please give me an example of when you have had to react quickly to a sudden change in plans. What did you actually do?

Q. How do you typically respond when faced with ambiguous, poorly defined situations?



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Core Competencies – Interview Exploration

Interview evidence – Task – Positive Indicators

Interview evidence – Task – Negative Indicators



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Core Competencies – Interview Exploration

SELF COMPETENCIES – ADAPTING, RESILIENT

POSSIBLE STRENGTHS

Thrives on change. Seeks novelty and different experiences.

Q. Tell me about a situation where you made a major change to your working life.

Q. In what ways do you turn your liking for new experiences into positive outcomes?

Calm, relaxed; cool under pressure. Rarely experiences work-related anxiety.

Q. What are the sorts of thing that tend to make you anxious?

Q. What do you find most stressful about your current/previous job?

Not plagued by self-doubt nor self-satisfied and smug.

Q. What kinds of things have caused you to doubt yourself in the past?

Q. In what ways do you feel superior to your peers?

Tough-minded. Able to shrug off criticism.

Q. Under what circumstances might you feel slighted?

Q. How important is it to you to appear tough?

Keeps thoughts and feelings to self. Avoids outbursts.

Q. If you are feeling stressed, how do you react?

Q. When have you openly displayed strong emotions?

POSSIBLE LIMITATIONS

May pursue results to the exclusion of differing ideas.

Q. Tell me about a specific goal you recently set out to achieve. What were the main factors you took into account?

Q. In what ways might the end results be more important to you than the means by which you get there?



Graduate Personality Profiler

Core Competencies – Interview Exploration

Interview evidence – Self – Positive Indicators

Interview evidence – Self – Negative Indicators



Graduate Personality Profiler

Core Personality Traits - People

Assertive									
Low		Below average		Average		Above average		High	
1	2	3	4	5	6	7	8	9	10

Uncompromising									
Low		Below average		Average		Above average		High	
1	2	3	4	5	6	7	8	9	10

Lucy is an assertive yet balanced leader. When the situation requires it, she steps up with confidence, demonstrating her capability in organising, directing, and motivating others. She possesses a natural ability to take charge, and in these moments, she exhibits the skills needed to make decisions, delegate tasks, and ensure the group remains focused on its goals. Whether in a formal leadership role or a more informal setting, Lucy shows that she can be decisive and effective in guiding others towards achieving shared objectives.

However, despite her ability to lead, Lucy is also aware of her own limits and is wise enough to recognise when others may be more qualified or better suited to take charge in particular areas. This self-awareness is a key strength, as it prevents her from overstepping her boundaries or making decisions in areas where she may lack the necessary expertise. Rather than clinging to control, she is comfortable deferring to others who bring specialised knowledge or experience to the table. This not only highlights her humility but also reinforces her strategic mindset, as she understands that successful leadership often involves collaboration and knowing when to let others lead.

This awareness and consideration make her a leader who is both respected and trusted by those around her. Lucy does not feel the need to assert herself excessively or micromanage those under her guidance. Rather, she takes a more measured approach, encouraging input and collaboration, and providing direction without being overbearing or bossy. This balance allows her to lead in a way that fosters respect and cohesion, creating an environment where team members feel empowered to contribute while still maintaining a sense of structure and focus.

In summary, Lucy is an assertive and capable leader who knows when to take charge and when to step back. She demonstrates wisdom and emotional intelligence, recognising her limits and the strengths of others. This approach allows her to lead effectively without being domineering, creating a positive and productive atmosphere in which collaboration is valued, and the success of the group is the primary focus.

Lucy is a Consultative leader with moderate situational flexibility, meaning she adopts a leadership style that is both task- and people-oriented. She maintains a strong focus on objectives and targets without sacrificing the importance of team management. She strives to involve her colleagues and subordinates in planning and decision-making processes, ensuring they feel engaged and valued. However, her task-driven nature may hinder her from fully embracing a democratic management style. While she aims to work towards goals with the full support and commitment of her team, she may, on occasion, prefer to retain independent responsibility for critical decisions, consulting colleagues but not necessarily following the consensus.



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Core Personality Traits - People

Her average level of situational flexibility suggests that she generally remains consistent in this approach across many management contexts. However, she is also capable of adjusting her style when the situation calls for it, taking into account the characteristics of subordinates (or team colleagues) and other circumstantial factors. On these occasions, she will temporarily shift from her usual style, adapting her actions to meet the specific needs of the situation.



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Core Personality Traits - People

Confident									
Low		Below average		Average		Above average		High	
1	2	3	4	5	6	7	8	9	10

Convincing									
Low		Below average		Average		Above average		High	
1	2	3	4	5	6	7	8	9	10

Lucy is quite a confident person who doesn't experience much apprehension when meeting new people. She is likely to be a better social mixer than most, finding it relatively easy to engage others in conversation and establish connections quickly. She enjoys interacting with people and feels comfortable in social situations, able to navigate a variety of social contexts without feeling overly self-conscious. She likes to contribute her ideas and views, and in group situations, she will usually be happy to express herself without succumbing to feelings of shyness or becoming tongue-tied. Her confidence allows her to engage in discussions with ease, and she enjoys being able to share her perspective.

In terms of persuasion and negotiation, Lucy is also quite persistent. She doesn't shy away from situations where she needs to try to influence others to a particular point of view or course of action. She derives a fair amount of satisfaction and enjoyment from these activities, and it is quite unlikely that she would simply agree to differ if others appeared to be resisting her ideas or taking a contrary line. Instead, she tends to persist, working to convince others and make her case heard. Even if met with opposition, Lucy will often continue to push forward, demonstrating tenacity and a strong desire to see her ideas accepted.

Since Lucy is a confident social mixer, she is usually more than willing to become involved in conversations or group discussions, particularly if she feels that her contribution is valuable or relevant. She is unlikely to feel apprehensive when meeting new people or putting forward her views, whether in a casual social setting or a more formal discussion. Her ability to speak up and share her perspective allows her to navigate group dynamics with ease, often adding to the conversation and steering it in a productive direction. This openness to communication and willingness to engage with others makes Lucy a comfortable and effective participant in social and professional settings alike.



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Core Personality Traits - People

Perceptive									
Low		Below average		Average		Above average		High	
1	2	3	4	5	6	7	8	9	10

Candid									
Low		Below average		Average		Above average		High	
1	2	3	4	5	6	7	8	9	10

Lucy adopts a balanced and pragmatic approach when it comes to understanding the behaviour of others. She shows a moderate level of interest in the underlying motives, feelings, and emotional states that may drive people's actions, but this interest is kept in check by her more practical, goal-oriented mindset. While she is not dismissive of the psychological aspects of human behaviour, she tends not to spend excessive time analysing them in detail or allowing them to distract from more immediate, concrete considerations. Instead, she prefers to assess situations in terms of their practical implications and results, which aligns with her focus on action over introspection.

Lucy is reasonably observant and perceptive in social contexts, able to pick up on important cues and signals from others. However, she does not possess an innate inclination towards deep psychological analysis or the tendency to read between the lines in every interaction. Rather than getting bogged down in the complexities of others' emotions or motivations, she is often content to take people at face value and focus on what is directly observable. This approach means that while she is capable of recognising patterns in behaviour, she is more inclined to focus on what people do, rather than why they do it.

In certain situations, Lucy may find that she focuses as much, if not more, on the outcomes of people's actions as she does on uncovering the underlying causes behind those actions. This results-oriented mindset often serves her well, particularly in environments that require quick decision-making or in roles that demand efficiency. If someone is behaving in a way that affects the task at hand, she is likely to focus on how their actions are impacting the outcome, rather than delving into a deeper exploration of their reasons for behaving as they do. This preference for focusing on practical consequences rather than psychological explanations reflects Lucy's pragmatic nature.

At times, she may choose to observe and analyse behaviour from a more detached or objective perspective, concentrating on the tangible aspects of a situation without becoming overly absorbed in its emotional or motivational dimensions. While this does not mean that she is uninterested in people, it suggests that her priorities are typically more aligned with ensuring that things work smoothly and effectively, rather than spending time interpreting or understanding the deeper emotional undercurrents that may be at play.

This balanced approach to understanding behaviour also means that Lucy is often able to keep interactions grounded and focused on what truly matters, allowing her to maintain clarity and avoid unnecessary distractions. Her moderate interest in the psychology of others ensures that she remains sensitive enough to notice important cues, but her preference for practicality often means that her focus is on what can be done with the information at hand, rather than getting caught up in theoretical or psychological interpretations.



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Core Personality Traits - People

Lucy's primary team role is that of a Co-ordinator. In this role, she excels at optimising the potential of the resources within the team, effectively guiding the group towards shared objectives. Co-ordinators like Lucy are typically assertive but not domineering, establishing authority through respect rather than force. She understands that a well-functioning team relies on collaboration, and as such, she plays a pivotal role in ensuring that all voices are heard, even if she does not always agree with the opinions being expressed.

While Lucy is open to different perspectives and believes that each team member should have the opportunity to share their views, she does not feel compelled to adopt every idea presented. Instead, she is more focused on the collective goal and how best to direct the team towards achieving it. This approach involves balancing various contributions and ensuring that decisions are made in the best interests of the group, while recognising the value of diverse input.

One of the standout qualities of a Co-ordinator like Lucy is the ability to recognise both the strengths and limitations of each team member. She is highly attuned to the capabilities of those around her and strives to allocate tasks in such a way that makes full use of the available skills and potential. This means that she can often assign the right person to the right task, optimising team performance and ensuring that everyone is working in a role that suits their abilities.

Interpersonally, Lucy is particularly skilled. She can navigate the dynamics of the team with ease, understanding the needs and motivations of each member. While she does not rely on others for validation, nor does she seek to be the centre of attention, she is nonetheless very effective in dealing with people. Her interpersonal skills allow her to foster a sense of cooperation and unity within the group, ensuring that any tensions or conflicts are resolved in a constructive manner.

Co-ordinators like Lucy are often characterised by their enthusiasm and drive to achieve set goals. She is motivated by the desire to bring the team to a successful outcome, and this passion can be contagious, encouraging others to fully engage in the collective mission. Lucy's enthusiasm ensures that the team remains focused and dedicated, and she can often be relied upon to keep the momentum going, even when obstacles arise.



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Core Personality Traits - People

Affectionate

Low		Below average		Average		Above average		High	
1	2	3	4	5	6	7	8	9	10

Sociable

Low		Below average		Average		Above average		High	
1	2	3	4	5	6	7	8	9	10

Despite being a fairly warm, caring, and sympathetic person, Lucy has little need for the company of others at work, and probably strongly prefers an environment where she can work in a more solitary way. She is content in environments that allow her the space to focus on tasks independently, without the constant presence of others. While she is genuinely empathetic and attuned to the needs of those around her, she does not seek out social interaction for the sake of it. If others are bothered or in trouble, she will express sympathy and concern, offering support when needed. However, she is unlikely to go out of her way to be actively social or look for constant opportunities for social engagement.

While Lucy is certainly willing to lend a listening ear when colleagues need to unburden themselves, she does so with a degree of detachment. She provides support in a practical and calm manner, but she is not the type to forge deep emotional connections or seek out frequent socialising. People may regard her as a good listener, someone who is approachable when others need advice or comfort, yet she is not likely to initiate social gatherings or engage in small talk for the sake of building friendships.

Although she possesses a natural warmth and care for others, Lucy's preference is to maintain a certain distance from others, especially in the workplace. She values solitude, as it allows her to focus on personal projects and responsibilities without the distractions of ongoing social interactions. This does not mean that Lucy is cold or unfriendly; rather, it indicates that she finds fulfilment and energy from time spent alone, reserving social interaction for occasions when it is truly necessary or when others seek out her.

In summary, while Lucy is compassionate and understanding, she is not driven by a need for constant social interaction. She tends to prefer a more solitary working environment and may be seen as a good listener, but not someone who actively seeks to form close relationships. People are likely to perceive her as a person who listens well and offers support when needed, yet she is not someone who thrives on frequent social exchanges in the workplace.



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Core Personality Traits - Task

Strategic									
Low		Below average		Average		Above average		High	
1	2	3	4	5	6	7	8	9	10

Free-thinking									
Low		Below average		Average		Above average		High	
1	2	3	4	5	6	7	8	9	10

Lucy takes a highly practical, down-to-earth approach to work. Her style is strongly operational, which means that she tends to feel most at ease with tasks that are clearly defined and straightforward, where the focus is on execution and tangible results. She is generally less comfortable when faced with strategic or theoretical tasks that require abstract thinking or long-term planning. She dislikes problems that are abstract or ambiguous, preferring instead to address challenges that are pragmatic and rooted in short-term, actionable considerations. She is most engaged when working on tasks that are specific, measurable, and achievable within a set timeframe.

While Lucy excels in operational environments, she is not entirely averse to creativity or innovation. She has a moderate tolerance for working within the constraints of rules, systems, and routines, as these provide structure and direction. However, on occasion, she can demonstrate a more creative and unconstrained thinking style when faced with situations that demand fresh solutions or novel approaches. These moments of creativity are typically prompted by a need to solve practical problems or optimise processes, rather than by an inherent drive for innovation for its own sake.

Lucy is likely to thrive in a role that strikes a balance between structured responsibilities and opportunities for innovation. In such roles, she can reference and rely on established systems and methodologies for stability, while also having the flexibility to explore new ways of approaching tasks when the situation calls for it. She is particularly effective in environments that allow for both the security of proven methods and the room to experiment and make improvements when necessary.

In all tasks, her preference is for clear, concrete, and practical objectives that are easy to understand and can be translated into measurable actions. She finds it motivating to work towards goals that are clearly defined, where success is tangible and directly related to the efforts put in. While she can handle some degree of ambiguity, her primary motivation comes from being able to see a direct path to achieving practical, real-world outcomes.

Intuitive									
Low		Below average		Average		Above average		High	
1	2	3	4	5	6	7	8	9	10



Graduate Personality Profiler

Core Personality Traits - Task

Cautious									
Low		Below average		Average		Above average		High	
1	2	3	4	5	6	7	8	9	10

She adjusts her decision-making speed according to the demands of the situation, sometimes acting quickly to address a crisis or seize an opportunity, while at other times taking a more deliberate and unhurried approach to ensure thorough consideration. She is adept at balancing urgency with careful thought, ensuring that decisions are made based on sound logic. In all cases, she applies an objective and logical framework to problem-solving, consistently relying on factual analysis over gut feelings or emotional impulses.

Lucy tends to avoid high-risk or impulsive decisions, preferring to base her actions on solid evidence. Despite this caution, she does not procrastinate when a conclusion is required. Once she has gathered the necessary data, she moves forward with confidence and clarity. This balanced approach enables her to remain effective under varying demands, whether in high-pressure situations or those that require a more measured pace.

Her ability to adapt her decision-making style to the context ensures that she can handle complex, fast-changing environments while maintaining control over the process. She evaluates risks systematically, weighing potential outcomes, but is equally comfortable acting decisively when action is required. This blend of analytical rigor and timely execution positions Lucy to excel in roles that demand versatility and both strategic and tactical thinking.

Moreover, her analytical mindset extends to her interpersonal interactions, where she can assess situations dispassionately and offer logical solutions without being swayed by personal biases. This approach allows Lucy to navigate challenging scenarios with ease, prioritising outcomes over personal preference, and ensuring that decisions are made with objectivity and clarity.



Graduate Personality Profiler

Core Personality Traits - Task

Systematic									
Low		Below average		Average		Above average		High	
1	2	3	4	5	6	7	8	9	10

Distractable									
Low		Below average		Average		Above average		High	
1	2	3	4	5	6	7	8	9	10

Lucy demonstrates a fairly orderly and systematic approach to the management of tasks. She is inclined to spend time prioritising and planning before diving into a piece of work, preferring to lay the groundwork and establish a clear path forward. She values foresight, tidiness, and punctuality, and typically prefers to avoid the need for crisis management. This preference for preparation reflects a moderately conscientious attitude towards task completion. Lucy is likely to be disciplined in seeing tasks through to their conclusion, particularly when a clear structure is in place. However, she may struggle to maintain interest if the work becomes particularly tedious or repetitive, potentially leading to a decline in motivation.

Despite this, Lucy is not easily distracted. She tends to remain focused on tasks unless she is feeling unusually disengaged or bored with her work. In such cases, distractions may begin to take hold, though these moments are typically the result of a lack of challenge or stimulation, rather than an inherent tendency towards inattention.

In general, Lucy's work style is methodical, organised, and structured. She is likely to approach tasks with a logical and careful mindset, ensuring that each stage of the process is well planned and executed. However, like most people, she requires a certain level of interest and engagement with the content of her work to maintain sustained concentration. Without this intrinsic interest, she may find it difficult to stay fully focused until the task reaches completion.

In summary, Lucy balances a highly organised and systematic work style with a practical need for engagement in the tasks at hand. Her disciplined approach and preference for planning ensure that most tasks are completed efficiently and to a high standard. Nevertheless, like anyone, she thrives in environments where the work aligns with her interests, ensuring that concentration is maintained even through the most demanding stages of implementation.



Graduate Personality Profiler

Core Personality Traits – Feelings

Self-assured

Low		Below average		Average		Above average		High	
1	2	3	4	5	6	7	8	9	10

Anxious

Low		Below average		Average		Above average		High	
1	2	3	4	5	6	7	8	9	10

Sensitive

Low		Below average		Average		Above average		High	
1	2	3	4	5	6	7	8	9	10

Expressive

Low		Below average		Average		Above average		High	
1	2	3	4	5	6	7	8	9	10

Lucy demonstrates a temperament that is generally calm and stable, with a steady and balanced approach to life. While she is not as laid-back as some might be, she still exhibits a relaxed nature, able to handle most situations with ease. Her emotional resilience allows her to remain composed, though there are occasional moments when she experiences mild self-doubt. These moments of uncertainty, however, are not a dominant feature of her personality and do not significantly hinder her progress or ability to function effectively. Instead, she acknowledges these feelings as part of her human experience, but they do not define or control her.

Lucy's self-esteem is typical and well-grounded. She does not feel inferior to others, nor does she have an inflated sense of superiority. Her perception of her own worth aligns with reality, and this balance allows her to interact with others in a way that fosters healthy, stable relationships. This level of self-assurance ensures that Lucy can move through life with confidence, knowing that she is equal to the challenges she faces. Her emotional understanding of her place in the world is well-aligned with that of those around her, making it easy for her to relate to others and manage social situations with tact and ease.

While Lucy is generally able to stay calm and switch off from work-related stress, there are occasions when she may feel a bit more pressured or tense than usual. These times tend to be linked to particularly demanding situations or important deadlines, where the weight of responsibility might create moments of internal tension. However, it's important to note that this occasional stress does not overwhelm her. Lucy is quite adept at managing these feelings, and even when stressed, she maintains a sense of control. She is likely to process this stress effectively and use it as a motivator rather than allowing it to become debilitating.

Despite moments of heightened pressure, Lucy retains a remarkable ability to take challenges in stride. She possesses the resilience to handle work-related pressures without letting them interfere too much with her overall well-being. The occasional strain is not significant enough to cause lasting disruption, and she generally navigates



Graduate Personality Profiler

Core Personality Traits – Feelings

work demands with a pragmatic, solution-focused mindset.

Furthermore, Lucy is well-equipped to handle the demands of her role, often adapting with relative ease to changing circumstances. While the occasional moment of stress may arise, she has a strong enough sense of emotional regulation to ensure that these moments do not negatively impact her performance or emotional state for long. This ability to cope with pressure is indicative of someone who is emotionally grounded, reliable, and capable of maintaining a high level of professionalism even in less-than-ideal conditions.

Lucy is exceptionally thick-skinned, almost impervious to remarks or criticisms made by others, regardless of whether these are fair or malicious. She does not take offence easily, and it is extremely rare for her to feel personally affected by what others say or do. In fact, she could not be described as emotionally sensitive in the least. She is remarkably difficult to provoke or upset, maintaining an impressive degree of emotional detachment, even in situations where others might react strongly. Strong, reactive emotional responses are not typical of her, and she rarely experiences the intense feelings that others might, such as anger, frustration, or disappointment.

On the rare occasions when she does feel inwardly emotional—perhaps in moments of personal frustration or disappointment—she is extremely unlikely to express these feelings openly. Her emotional experiences remain largely private, and she tends to avoid revealing the full extent of her inner world. This tendency to keep his emotions to himself is a consistent feature of Lucy's behaviour. Instead of allowing emotions to take centre stage, she keeps them under tight control, rarely feeling the need to “let off steam” or show visible signs of distress.

The emotional silence that Lucy maintains serves several purposes. One of the primary advantages is that she is consistently perceived as emotionally stable, resilient, and unflappable, rarely displaying any signs of volatility, even in the face of pressure or conflict. This unshakable calmness allows her to appear composed and in control, which often enhances her reputation in both personal and professional settings. Her ability to remain unfazed by adversity contributes to an image of reliability and strength, and those around her are likely to view her as someone who can be depended upon to keep their emotions in check, no matter the circumstances.

However, while this emotional fortitude is undeniably an asset, it also brings about certain challenges. Lucy's inscrutable nature—his habit of concealing emotions rather than expressing them—may create a sense of distance between her and others. While some people might admire her ability to maintain composure, others, particularly those who value open emotional exchanges or who prefer to freely discuss their feelings, may find it difficult to relate to her. Her tendency to avoid emotional expression could make it hard for others to gauge where she stands emotionally, and this lack of transparency might leave some feeling disconnected from her or unsure of how to engage with her on a deeper, more personal level.

In relationships, both personal and professional, Lucy may be seen as a stable, rock-like figure—someone whose ability to manage their emotions is viewed as a strength. However, this emotional restraint, while it prevents volatility, may also hinder deeper emotional connections with others. Those who wish to engage with Lucy on a more personal, emotionally open level might find it difficult to break through her emotionally reserved exterior.



Graduate Personality Profiler

Core Values – Self-enhancement

Competition

Low		Below average		Average		Above average		High	
1	2	3	4	5	6	7	8	9	10

Results

Low		Below average		Average		Above average		High	
1	2	3	4	5	6	7	8	9	10

Personal authority

Low		Below average		Average		Above average		High	
1	2	3	4	5	6	7	8	9	10

Responsibility

Low		Below average		Average		Above average		High	
1	2	3	4	5	6	7	8	9	10

Work

Low		Below average		Average		Above average		High	
1	2	3	4	5	6	7	8	9	10

Note for assessors: Self-enhancement values are associated with achievement and power. Lower scores on the above scales are associated more closely with the next section - Self-transcendence.



Graduate Personality Profiler

Core Values – Self-transcendence

Altruism

Low		Below average		Average		Above average		High	
1	2	3	4	5	6	7	8	9	10

Intimacy

Low		Below average		Average		Above average		High	
1	2	3	4	5	6	7	8	9	10

Levity

Low		Below average		Average		Above average		High	
1	2	3	4	5	6	7	8	9	10

Notes for assessors: Self-transcendence values are associated with benevolence and a concern for the well-being of others. Lower scores on the above scales are more closely related to the previous section - Self-enhancement.



Graduate Personality Profiler

Core Values – Openness to change

Novelty									
Low		Below average		Average		Above average		High	
1	2	3	4	5	6	7	8	9	10

Self-expression									
Low		Below average		Average		Above average		High	
1	2	3	4	5	6	7	8	9	10

Intellect									
Low		Below average		Average		Above average		High	
1	2	3	4	5	6	7	8	9	10

Notes for assessors: Openness to change values are associated with exploration, self-direction and new experiences. Lower scores on the above scales are more closely related to the next section - Conservation.



Graduate Personality Profiler

Core Values – Conservation

Security

Low		Below average		Average		Above average		High	
1	2	3	4	5	6	7	8	9	10

Recognition

Low		Below average		Average		Above average		High	
1	2	3	4	5	6	7	8	9	10

Material wealth

Low		Below average		Average		Above average		High	
1	2	3	4	5	6	7	8	9	10

Notes for assessors: Conservation values are associated with safety, security and stability. Lower scores on the above scales are more closely related to the previous section - Openness to change.



Graduate Personality Profiler

Motivators/Drivers

Opportunities to collaborate with others.
Tangible results; own achievements.
Democratic management and participative decision-making culture.
Intellectual tasks; intellectually oriented colleagues.
Novelty; variety; unpredictability.
Opportunities to perform work which has clear and direct benefit to others; altruistic task content.
Working environment oriented towards serious-mindedness.
Culture which values the work ethic.
Tasks requiring negotiation, persuasion, selling of ideas.
Tasks requiring an organised, systematic, methodical approach.



Graduate Personality Profiler

Dissatisfiers/Inhibitors

Culture with strongly materialistic values.
Highly competitive working environment.
Lack of opportunities to see fruits of own labours; lack of observable concrete results.
Autocratic management style; hierarchical structure, status oriented culture; lack of opportunities to participate in decision-making.
Excessive responsibility; accountability for highly critical outcomes.

Working environment oriented towards light heartedness/frivolity; colleagues poking fun at each other.
Colleagues who do not share a high value for the work ethic.
Work which involves extensive interpersonal contact with others and little time alone.

Few opportunities to exercise the intellect; infrequent interactions with other intellectually oriented individuals.
Predictability; familiarity; continuity; repetition.
Vague, ambiguous or intangible objectives; goals which are heavily strategic or abstract rather than specific and pragmatic.
Little or no opportunity to apply rational, objective thinking to problems; culture which favours intuitive or evaluative judgement over rational analysis of factual data.
Crisis management; having little or no opportunity to plan ahead; having to deal with issues in an unsystematic manner.
Little or no opportunity to perform work which has clear and direct benefit to others; lack of altruistic task content.



Graduate Personality Profiler

Big Five Factor Model

More like this	In between	More like this
Down-to-earth, uncreative, conventional, prefers routine, less curious, conservative.		Openness to experience Imaginative, creative, original, prefers variety, curious, liberal.
More like this	In between	More like this
Negligent, overlooks things, disorganised, tardy, aimless, gives up.		Conscientiousness Conscientious, hardworking, organised, punctual, ambitious, persevering.
More like this	In between	More like this
Reserved, loner, quiet, passive, sober, inward looking.		Extraverted Affectionate, joiner, talkative, active, fun-loving, passionate.
More like this	In between	More like this
Puts self-interest first, suspicious, uncooperative, antagonistic, critical, irritable.		Agreeableness Softhearted, trusting, generous, considerate, acquiescent, lenient, good-natured.
More like this	In between	More like this
Calm, even-tempered, self-assured, optimistic, comfortable, unemotional, resilient.		Neuroticism Anxious, temperamental, pessimistic, emotionally volatile, vulnerable to stress.



Graduate Personality Profiler

Psychological Type

More like this	No strong preference	More like this
Introversion Energised by being on own, likes solitude. Private, keeps thoughts to self. Quiet, deliberate.		Extraversion Energised by being with others, gregarious. Expressive, self revealing. Talkative, enthusiastic.
More like this	No strong preference	More like this
Sensing Concrete, practical. Focus on the present. Detailed, factual. Uses senses.		Intuition Imaginative, abstract. Focus on future. Conceptual, theoretical. Likes ideas and complex tasks.
More like this	No strong preference	More like this
Feeling Empathetic, warm. Ruled by heart not head. Sensitive, vulnerable. Avoids conflict, seeks harmony.		Thinking Rational, logical, objective. Ruled by head not heart. Thick-skinned, impersonal. Critical.
More like this	No strong preference	More like this
Judging Decisive. Structured, organised. Seeks closure. Finishes things off.		Perceiving Procrastinates, puts things off. Disorganised, unstructured. Dislikes routine. Spontaneous, flexible.

Assessor note the predicted type is ENFJ.

No strong preference suggests varying behaviours may be observed.