



# Personality and Motivation Profiler Assessment Report

**Serena Sample**

**22 April 2025**



# Personality and Motivation Profiler

## Introduction to the Report

PMP 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:

- **Interpersonal Orientation** - interpersonal style including influencing, empathy and team focus
- **Task Orientation** - approach to work including innovation, attention to detail, organisation and conscientiousness
- **Personal Orientation** - emotional resilience, optimism and energy
- **Work Orientation** - satisfiers and dissatisfiers in relation to the content and context of the job

This report is based solely on the respondent's answers to the PMP 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 sample of non-managerial respondents (NOT the general population).

The report contains:

### Section One – 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 Two – Interview Questions

- Potential Strengths
- Potential Limitations



# Personality and Motivation Profiler

## Core Traits - Interpersonal Orientation

Serena is likely to be less concerned with team goals and activities than she is with her own work. While she is not opposed to engaging in tasks that involve interaction with others, she is unlikely to take a leading role in team activities. Instead, she is probably more focused on personal achievements and goals, with a tendency to be a bit more competitive and self-interested than a strong facilitator of group dynamics. She may find herself more inclined to pursue individual success, prioritising her personal objectives over those of the team, even if she does occasionally contribute to collective efforts.

In many ways, Serena likely finds a sense of fulfilment in tasks that allow her to work on her own. While she does enjoy some degree of interaction with others, this social contact is probably more about personal enjoyment or convenience rather than stemming from a deep commitment to team success. For Serena, the drive to engage with others may come from the desire for human connection or mutual exchange, rather than an intrinsic need to be a part of a team.

She likely enjoys balancing independent tasks with moments of interaction, but her primary focus remains on achieving personal goals rather than working toward shared group objectives. While she is not averse to working with others, her competitive nature and self-reliance mean that she is more likely to prioritise individual accomplishments over collaborative success. This combination of independence and limited team involvement defines how Serena interacts within a group setting.

In summary, Serena is someone who values personal success and prefers working on her own, with occasional interactions that serve her own needs rather than the team's. Although she does participate in group activities when necessary, her primary focus is on her own work and goals, with less emphasis on collective team outcomes.

Serena very much enjoys negotiating, making deals, and generally trying to influence others. She thrives in situations where she can use his persuasive skills, and is not the sort to let a matter drop if anyone remains unconvinced. In fact, she is quite tenacious in his approach, and typically finds that she is very effective at bringing others around to her point of view. For Serena, the satisfaction comes less from whether or not she believes strongly in the argument, and more from the pleasure of winning the debate and seeing others adopt her perspective.

It is likely that she is aided in the process of persuasion by being a fairly ready mixer, someone who finds it relatively easy to engage others in conversation and build rapport. This social confidence enables Serena to navigate negotiations and discussions with ease, often making herself heard and understood. While she may not always feel entirely at ease in every conceivable social situation, she is far better than many at disguising any initial shyness or apprehension. If she does feel nervous at first, it tends to be fleeting, and she is quick to gain composure, seamlessly becoming more confident as the situation progresses.

She doesn't shy away from being at the centre of attention, and while she may sometimes be more reserved than others in unfamiliar or particularly challenging settings, she has the capacity to step up and take



# Personality and Motivation Profiler

## Core Traits - Interpersonal Orientation

charge when needed. Whether it's advocating for an idea or steering a discussion in her favour, Serena demonstrates a skill for persuasion that is rooted in both her social ease and strategic thinking.

Serena pays some attention to the needs and motives of others, and will, on occasion, take time out to lend a sympathetic ear or help others work through problems. However, like most in the comparison group, she sometimes loses patience or appears a little intolerant if she finds it difficult to understand precisely where they are coming from.

Her own style tends to be quite stubborn. She likes to have her own expectations met and can become very frustrated if things don't pan out the way that she wants them to. This frustration may manifest in her becoming more rigid and unyielding in her approach.

She is not afraid to come into conflict with others over things that she strongly believes in, and she is unlikely to be willing to compromise. She prefers to stand her ground, holding firmly to her convictions, which can sometimes create tension in her relationships.

Despite this, she does have the capacity to show empathy and understanding, particularly when she takes the time to focus on the needs and feelings of others. By working on improving her patience and tolerance, she can foster more harmonious interactions and build stronger connections with those around her.

Ultimately, Serena has the potential to balance her strong-willed nature with a more empathetic and flexible approach, leading to more positive outcomes both personally and professionally.



# Personality and Motivation Profiler

## Core Traits - Task Orientation

In common with most in the comparison group, Serena probably likes to have some scope to come up with new ideas or to find new ways around problems. This is not to say that she sees herself as the strongest source of innovation, but certainly she is not the sort of person who always feels that tried and trusted methods are the only way of doing things.

Serena values a balanced approach to problem-solving, appreciating the stability of tried-and-tested methods while also being open to exploring new solutions when the opportunity arises. She enjoys having the flexibility to think creatively and find alternative ways to address challenges, even if she doesn't necessarily see herself as a pioneering innovator.

She is comfortable working within established frameworks but is also willing to step outside of those boundaries when it seems beneficial. This adaptability allows her to navigate both structured and dynamic environments effectively, making her a versatile and resourceful individual.

While she may not always be the first to introduce groundbreaking ideas, she contributes valuable insights and improvements that enhance existing processes. Her ability to balance tradition with innovation ensures that she can effectively respond to changing circumstances and new opportunities.

In summary, Serena appreciates having the freedom to come up with new ideas and find creative solutions to problems. She combines a respect for traditional methods with a willingness to explore new approaches, making her a well-rounded and adaptable individual. Her ability to balance established practices with innovative thinking adds significant value to any team or project.

Serena is very likely to work well on her own initiative. She is unlikely to wait around for others to tell her what needs to be done and is probably far better than most at spotting needs and actively doing something about them. She may even move outside the narrow definition of her role and actively look for opportunities to get ahead of the game even if these strictly lie outside the scope of her job.

She tends to take a proactive approach to work, consistently seeking out ways to contribute and improve processes. This proactive mindset enables her to identify potential issues before they arise and take decisive action to address them. Her ability to anticipate needs and act independently makes her a valuable asset in any team or organisation.

She is not content with simply fulfilling her basic job requirements; instead, she looks for opportunities to go above and beyond. Her willingness to step outside the confines of her role demonstrates her dedication to continuous improvement and her commitment to achieving the best possible outcomes.

She is likely to excel in dynamic environments where initiative and quick thinking are valued. Her ability to take charge and lead by example inspires confidence in those around her, and she is often seen as a driving force behind projects and initiatives.



# Personality and Motivation Profiler

## Core Traits - Task Orientation

Serena is extremely orderly and systematic in her management of tasks. She will always want to spend some time prioritising and planning before throwing herself into a piece of work. She has a strong preference for tidiness, foresight and punctuality rather than crisis management, and has a moderately conscientious attitude to task completion. She is likely to be reasonably disciplined in seeing tasks through to their conclusion, although she may lose interest if work is particularly tedious or repetitive. She is not easily distracted but may succumb to distractions if she is feeling unusually bored with her work. She will therefore be organised, methodical and structured in her work style, but, like most people, will require a degree of interest in her job content in order to sustain concentration through to the last stages of implementation.

She consistently demonstrates a highly organised and methodical approach to her work. She believes in the importance of careful planning and prioritisation to ensure that tasks are completed efficiently and effectively. Her preference for tidiness and punctuality means that she is rarely caught off guard by unexpected challenges.

Serena's strong focus on foresight and planning allows her to anticipate potential issues and address them proactively. This proactive approach not only helps her stay on track but also minimises the need for crisis management. By thinking ahead, she can maintain a smooth workflow and avoid the stress associated with last-minute problems.

Her moderately conscientious attitude towards task completion ensures that she remains disciplined and committed to achieving her objectives. However, she may find it challenging to maintain interest in particularly tedious or repetitive tasks. To sustain her concentration, she requires a degree of engagement and interest in her job content.

The ability to avoid distractions and persevere, even with monotonous work, is a key strength that enables her to see tasks through to their conclusion. Her tenacity and determination are evident in her work ethic, making her a dependable and consistent performer. While her approach may be highly organised, she compensates for any potential lack of interest in routine tasks with her strong sense of responsibility and dedication to getting the job done.

Serena is rather more careful about detail than many people and is more likely to spend some time checking her work for errors or making sure that she has not misplaced things of importance. She is likely to have a greater tolerance for tasks that require some attention to detail and probably dislikes feeling that she may have overlooked a mistake.

She tends to be meticulous in her approach to work, ensuring that she pays attention to the finer details. Her careful nature means that she is diligent about reviewing her work and correcting any errors. She takes



# Personality and Motivation Profiler

## Core Traits - Task Orientation

pride in maintaining a high standard of accuracy and is less likely to misplace important items.

Her tolerance for detail-oriented tasks allows her to excel in roles that require precision and thoroughness. She is methodical in her work style and is committed to producing high-quality results. She values the importance of accuracy and strives to avoid mistakes.

She may sometimes find detail-oriented work to be time-consuming, but her dedication to getting things right outweighs any frustration. She understands that attention to detail is crucial for success and is willing to put in the effort to ensure her work is error-free.

In summary, Serena is a meticulous and detail-oriented individual who takes great care in reviewing her work and ensuring accuracy. Her tolerance for detail-oriented tasks and commitment to maintaining high standards make her a valuable asset in any setting that requires precision and thoroughness.



# Personality and Motivation Profiler

## Core Traits - Personal Orientation

Serena is like most people in the comparison group in relation to emotional resilience. This may suggest that she worries on occasion about work or has some difficulty in relaxing if things are very trying; or it may be that she will react emotionally if strongly criticised or if she is feeling under a great deal of stress. However, this is typical for most people and does not imply that she is any less emotionally robust than is usual.

She tends to manage her emotions similarly to others in the comparison group. She might experience worry or stress in challenging situations, and Serena may find it hard to relax when under pressure. This response is common and does not indicate any significant difference in emotional resilience compared to others.

Serena may occasionally react emotionally to strong criticism or high-stress situations, but this is a typical response for most people. Her ability to cope with emotional challenges is on par with the average person, and she is likely to manage her emotions effectively most of the time.

Her emotional responses are generally in line with those of her peers, indicating that she has a balanced approach to handling stress and criticism. While she may experience moments of worry or emotional reaction, she is capable of navigating these challenges with resilience.

Serena is generally a fairly positive and optimistic person who expects things to turn out well. Although there may be some times when problems get her down, she is probably fairly quick to bounce back, and take a more cheerful view of the future.

She tends to approach life with a positive attitude, believing that most situations will work out favourably. This optimism helps her navigate challenges with confidence and resilience. When faced with setbacks, she is likely to recover quickly and refocus on the potential for positive outcomes.

Her upbeat perspective allows her to maintain a hopeful outlook, even when dealing with difficulties. She is likely to see the silver lining in challenging situations and use it as motivation to keep moving forward. This positive mindset not only helps her stay motivated but also inspires those around her.

Her ability to bounce back from problems and maintain a cheerful view of the future makes her a source of encouragement and support for others. She is likely to be seen as someone who can uplift and motivate those around her, fostering a positive and hopeful environment.

In summary, Serena is a fairly positive and optimistic individual who expects things to turn out well. While she may occasionally feel down when faced with problems, she is quick to bounce back and take a more cheerful view of the future. Her optimistic attitude and resilience make her a source of inspiration and support for those around her.

Serena is probably typical of most in the comparison group in terms of the amount of physical and mental





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## Core Traits - Personal Orientation

energy she can draw upon. It is unlikely that she is someone who is always complaining of tiredness, but there may be times when she feels a little drained, perhaps especially if working life has been very hectic. In general, though, she is probably as active as most.

She tends to balance her energy levels effectively, ensuring that she can meet the demands of daily life without feeling overly exhausted. Her approach to managing her energy allows her to stay productive and engaged, even during busy periods. When she does feel a little drained, she is likely to take the necessary steps to recharge and regain her vitality.

Her ability to maintain a steady level of physical and mental energy means that she can handle both work-related and personal activities without feeling excessively fatigued. She is likely to engage in a variety of tasks and responsibilities, demonstrating her capability to manage her workload effectively.

While Serena may occasionally experience moments of tiredness, she is generally resilient and able to bounce back quickly. She understands the importance of rest and self-care, ensuring that she can sustain her energy levels over the long term.



# Personality and Motivation Profiler

## Core Traits - Work Orientation

Serena is strongly motivated by the achievement of results. A major component of her job satisfaction comes from the powerful reinforcement she experiences on seeing the fruits of her own labours. Her mind tends to be firmly set on final outcomes; she likes to get on with things and will feel frustrated if not working towards clear, definable goals. This focus on results is likely to be a considerable source of task-related drive.

She thrives in environments where she can see tangible progress and measure the impact of her efforts. She is driven by a desire to achieve specific objectives and takes pride in completing tasks to a high standard. This results-oriented mindset enables her to stay focused and maintain her motivation, even when faced with challenges.

Her commitment to achieving results means that she is proactive and determined in her approach to work. She is likely to set clear, achievable goals for herself and work diligently towards them, ensuring that she stays on track and meets her targets. Her ability to stay focused on the end goal makes Serena an efficient and effective worker, capable of delivering high-quality outcomes.

Her frustration when not working towards clear, definable goals can be a double-edged sword. While it drives her to seek out and pursue meaningful objectives, it can also lead to impatience if she feels that her efforts are not yielding tangible results. However, this same drive ensures that Serena remains committed and focused, always striving to make a positive impact.

Serena has a high need for variety in her work and will become restless if required to repeat tasks. Her interest in particular activities will diffuse quickly as the novelty wears off, making predictable or unchanging tasks a chore for which she will have little enthusiasm. She is therefore likely to feel most highly motivated in a role which frequently requires new approaches and new involvement on her part.

She thrives in dynamic environments where she can experience a range of activities and challenges. Her need for variety means that she is always looking for new opportunities to engage her skills and creativity. She enjoys exploring different approaches and finding innovative solutions to problems, which keeps her motivated and excited about her work.

Her preference for variety allows Serena to adapt quickly to changing circumstances and take on diverse responsibilities with ease. She is likely to excel in roles that require flexibility and the ability to think on her feet. This adaptability makes her a valuable asset in fast-paced settings where new challenges arise regularly.

Serena's enthusiasm for new experiences and approaches means that she is always eager to learn and grow. She is likely to seek out opportunities for professional development and personal growth, ensuring that she remains engaged and fulfilled in her work. Her proactive attitude towards learning and development makes her a dynamic and forward-thinking individual.



# Personality and Motivation Profiler

## Core Traits - Work Orientation

Serena has a fairly high value for responsibility. This means she may be reluctant to share responsibility for work and will probably become demotivated if not given clear accountability for tasks that she undertakes. She will find new or increased responsibilities a reward in themselves and so is likely to achieve most job satisfaction in a role which allows her some independence. She is likely to become frustrated if reporting to a boss who refuses to delegate a degree of responsibility.

She tends to thrive in environments where she can take full ownership of her tasks and projects. Her high value for responsibility drives her to seek out roles that allow her to make independent decisions and manage her work with minimal oversight. This sense of autonomy and control over her responsibilities is essential for her motivation and job satisfaction.

Her reluctance to share responsibility may stem from a strong belief in her own abilities and a desire to ensure that tasks are completed to her standards. Serena takes pride in her work and is committed to delivering high-quality results, which makes her a reliable and diligent worker. Her drive for excellence means that she is likely to go above and beyond to meet her goals and exceed expectations.

Her preference for independence and accountability means that she can be frustrated in roles where she is micromanaged or lacks the freedom to make decisions. Her ideal work environment is one where she is trusted to take charge of her responsibilities and given the authority to execute her tasks as she sees fit. This autonomy enables her to perform at her best and achieve a high level of job satisfaction.

Serena is likely to find new or increased responsibilities to be intrinsically rewarding, as they provide opportunities for growth and development. Her proactive approach to work and willingness to take on additional responsibilities make her a valuable asset in any organisation. She is driven by a desire to continuously improve and expand her skills, ensuring that she remains engaged and motivated in her role.

She attaches moderate but not excessive significance to the work ethic. While Serena's career is an important part of her life, and she will identify with her job/employer to some extent, this will not overshadow her values for non-work-related aspects of her life.

She tends to strike a balance between her professional and personal life, ensuring that neither aspect dominates the other. Her career is important to her, and she is committed to performing well in her job, but she also recognises the importance of maintaining a fulfilling personal life. This balanced approach allows her to stay motivated and engaged at work while also prioritising her well-being and relationships outside of work.

Her moderate attachment to the work ethic means that Serena is likely to seek out roles that offer a healthy work-life balance. She values positions that allow her to achieve professional success without sacrificing her personal time and interests. This preference for balance ensures that she can enjoy her work while also



# Personality and Motivation Profiler

## Core Traits - Work Orientation

making time for family, friends, and hobbies.

Serena's ability to identify with her job and employer to some extent reflects her commitment to her career, but she does not derive her entire sense of self-worth from her professional achievements. She understands that her identity is multifaceted and includes both work-related and non-work-related aspects. This perspective helps her to maintain a healthy and well-rounded sense of self.

She is likely to thrive in environments that support a balanced approach to work and life, where she can contribute effectively to her job while also having the freedom to pursue her personal passions. Her ability to balance these aspects of her life ensures that she remains engaged, motivated, and fulfilled both professionally and personally.



# Personality and Motivation Profiler

## Core Traits - Work Orientation

Serena has a relatively high value for material wealth. She attributes significant importance to financial rewards and is likely to allow salary considerations to influence career decisions. She is less likely to sacrifice material gains for other aspects of job satisfaction than most respondents making up the comparison group.

She tends to prioritise financial rewards as a motivator in her career. Her fairly strong focus on material wealth means that she likes to achieve financial stability and success. She is likely to seek out roles and opportunities that offer competitive salaries and benefits, ensuring that her financial goals are mainly met.

Her emphasis on material wealth may lead her to make career decisions based on salary considerations, sometimes even at the expense of other aspects of job satisfaction. She is motivated by the tangible rewards that come with financial success, such as a comfortable lifestyle, security, and the ability to pursue her personal interests.

Her fairly high value for material wealth does not necessarily mean that she disregards other aspects of job satisfaction, but she is more likely than many to weigh financial rewards heavily in her decision-making process. Her pursuit of financial gain can drive her to work diligently and strive for high performance in her professional endeavours.

She is likely to thrive in environments where her financial efforts are recognised and rewarded. Her motivation to achieve material wealth can contribute to a strong work ethic and a commitment to achieving her career goals. She may find satisfaction in seeing the tangible results of her hard work, such as increased earnings and improved financial status.

Her focus on material wealth may sometimes set her apart from individuals who prioritise other aspects of job satisfaction. However, her dedication to achieving financial success can inspire and motivate others around her. She is likely to form connections with like-minded individuals who share her appreciation for the value of material rewards.

She values competition more highly than co-operation. She is motivated to win and may feel envious of peers who seem to be outdoing her. Relative achievement is of some importance to Serena, who is well suited to a culture which stimulates and encourages competition amongst employees. She is perhaps less suited to an environment where collaboration and teamwork are favoured for the pursuit of shared goals.

She tends to thrive in competitive environments where she can measure her performance against that of her peers. Her drive to win and achieve relative success motivates her to put forth her best efforts and strive for excellence. She is likely to be inspired by the accomplishments of others and use this as fuel to push herself to greater heights.

Her preference for competition means that she is well-suited to roles that reward individual performance and highlight achievements. She is motivated by the recognition and rewards that come with being the



# Personality and Motivation Profiler

## Core Traits - Work Orientation

best, and she is likely to seek out opportunities that allow her to showcase her talents and abilities. This competitive nature ensures that she remains focused and driven to succeed.

Her focus on relative achievement can sometimes lead her to feel envious of peers who outperform her. However, this same competitive spirit drives her to continually improve and refine her skills. She views competition as a healthy and necessary aspect of her professional life, pushing her to reach her full potential.

She may find it challenging to adapt to environments that prioritise collaboration and teamwork over individual performance. Her competitive nature means that she thrives in settings where she can stand out and be recognised for her achievements. While she can work effectively in teams, she is likely to prefer roles that allow her to shine as an individual.

She has a high need for recognition from others. She thrives on positive feedback and requires fairly frequent affirmation and support from colleagues in order to maintain motivation. Her sense of accomplishment is often reinforced by the recognition and appreciation of those around her, and she takes other people's perceptions of her work quite seriously. For Serena, receiving praise and acknowledgment for her efforts plays a key role in sustaining her enthusiasm and drive.

When Serena receives "pats on the back" or words of encouragement, she feels motivated and validated, which strengthens her commitment to the task at hand. However, she responds poorly to ingratitude or disrespect for the work that she puts in. If her efforts are overlooked or disregarded, it can significantly impact her morale and performance. She believes that a simple word of appreciation can go a long way in ensuring that she continues to work at her best.

This reliance on external approval means that Serena is likely to feel demotivated in environments where recognition is sparse. If she works in a setting where positive feedback is infrequent, and where overt respect and praise are rare, she may struggle to maintain enthusiasm and engagement. A lack of acknowledgment for good work can leave her feeling undervalued, which might lead to frustration or decreased productivity.

For her, a key element of job satisfaction is the assurance that her contributions are noticed and appreciated. Without this, she may become disengaged or feel disconnected from the work environment. Therefore, Serena is most motivated in a workplace where there is a culture of recognition, where the efforts of employees are regularly acknowledged, and where respect and appreciation are part of the daily dynamic.



# Personality and Motivation Profiler

## Interview Questions

### POSSIBLE STRENGTHS

Outwardly confident and socially poised. Not 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 team meeting?

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

Q. Tell me about the most successful effort you made to convince someone else of your point of view. What did you do?

Q. When have you been willing to agree to differ on something with a colleague/customer/client?

Proactive; doesn't wait for things to happen. Anticipates and deals with problems.

Q. Tell me about a time when you headed off a potentially serious problem.

Q. When have you been surprised by the way events have turned out?

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?

Likes to get the details right. Checks work. Spots errors.

Q. When have you overlooked critical details at work?

Q. What would strike me most about your desk/workplace?

Takes an optimistic view. Doesn't dwell on problems.

Q. When have you felt depressed when things have gone wrong for you?

Q. How do you see things panning out for your career in the short term?

Motivated by getting results. Likes to achieve targets.

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?

Has a balanced approach to work and personal life.

Q. To what extent do you miss work when you are away on holiday?

Q. How far do you see your career as the central feature of your life?

Likes material wealth. Is motivated by financial reward.

Q. Tell me about your views on the pursuit of material rewards.

Q. How far would you be willing to take on a role with less money but more job satisfaction?

Enjoys competition. Sets out to win. Compares own standards with those of others.

Q. How important is it to you that you win?

Q. Under what circumstances might co-operation appear more desirable to you than competition?



# Personality and Motivation Profiler

## Interview Questions

Needs recognition and respect. May feel demotivated if not praised frequently.

Q. To what extent do you judge your performance by your own standards?

Q. Please describe a situation where you felt that your worth had gone unnoticed?





# Personality and Motivation Profiler

## Interview Questions

Interview evidence - Strengths



# Personality and Motivation Profiler

## Interview Questions

### POSSIBLE LIMITATIONS

More of an individualist than a team player. More interested in own targets than team success.

Q. Tell me about your team behaviour. What would colleagues regard as your strengths?

Q. To what extent do your own goals take precedence over those of the team?

Less willing to compromise. Inflexible. Has to get own way.

Q. If others don't agree with you, how do you usually deal with the situation?

Q. Tell me about a time when you were forced to compromise?



# Personality and Motivation Profiler

## Interview Questions

Interview evidence - Limitations