



PassKeys

Reflect 720

Personality Report

Jane Sample

May 1, 2023

Report Overview

Reflect 720 provides information other assessments don't. It combines 360 ratings with a Multi-Perspectives (MP) approach to provide unique information designed specifically to improve your job performance. This includes:

- How you view yourself (Self Ratings)
- How you think others would rate you (Meta Perceptions)
- Actual ratings from the people you work with (Others' Ratings)
- How important characteristics are to performance (Criticality Ratings)
- What characteristics help you most in your current role (Strengths)
- What characteristic you should focus on for your growth and development (Developmental Needs)

And although this might seem like a lot of information, that fact is that relationships between individual characteristics and job performance is complex.

For example, its not enough to simply know how competitive you are, but also useful to know how competitive others think you are, whether it's a strength or developmental need (or both), and how relevant it is to your performance. All this information is not only useful, but necessary for fully understanding how your individual characteristics impact your performance.

Reputational Self-Awareness = Others' Ratings - Your Perceptions

Reflect 720 also allows examines self-awareness in way that is unique and more useful than other assessments. By incorporating Meta-Perceptions, Reputational Self Awareness (RSA) examines how well you can predict how others view you. RSA not only predicts job performance, but provides valuable insight regarding how your behaviors are viewed by others and where you can improve.

Strengths, Development Needs, and Criticality Ratings

The most unique and often most useful part of Reflect 720 is that it asks questions you don't see on other assessments, which are essential for understanding how your individual characteristics impact your performance. Simply knowing you score high on a trait or competency doesn't automatically mean it is important. Reflect 720 uses multiple items types to identify your strengths, development needs, and how important competencies are to your specific role.

With this information, you can create goals to help guide future behavior and performance. To help achieve these goals, this report presents and compares results from:

Your Own Ratings
Number of Other Raters = 7

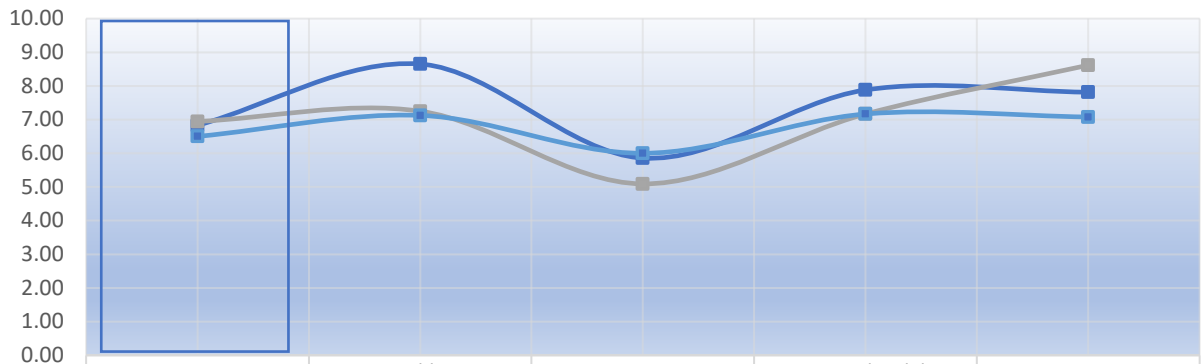
How to use this Report

This report presents results for five broad personality scales, along with 3-4 subscales for each. To use this information, we recommend the following:

1. Carefully review your initial results below and more detailed results on pages 3-6. Be sure to pay attention to all three pieces of information (self-report, meta-perceptions, and other-ratings) for both the overall scales and subscales.
2. Review detailed information relating to your top strengths, development needs, and the most critical personality traits for your role, on pages 7-9. In particular, think about:
 - How you can continue to leverage your strengths to improve your performance.
 - New behaviors or strategies you might implement to improve in areas identified as potential development needs.
 - Why others selected the critical traits they did, how those relate to your job, and if there is overlap between those and your strengths and development needs.
3. Review your detailed results for each subscale on page 10 and open ended comments starting on page 11 to see if anything else stands out as potentially interesting or useful.
4. Use the workbook at the end to identify your greatest strengths and development needs. Then for each potential need, create 1-2 specific goals for impacting your reputation in a way that is most beneficial to future job performance.
5. Follow-Up - No form of training or development can work without effective follow-up. Outline specific actions you can take to measure and track your progress towards your goals, which may including periodically reassessing how others rate you.

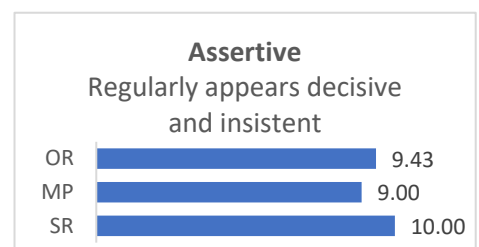
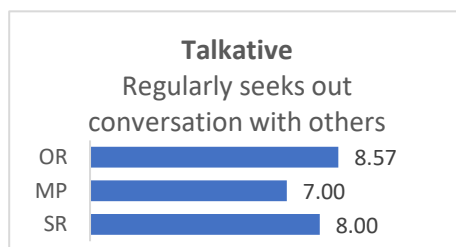
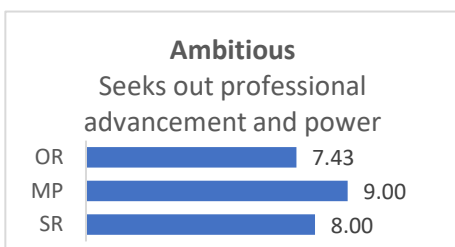
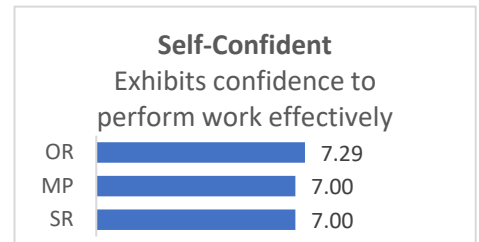
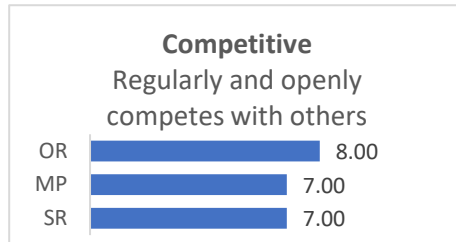
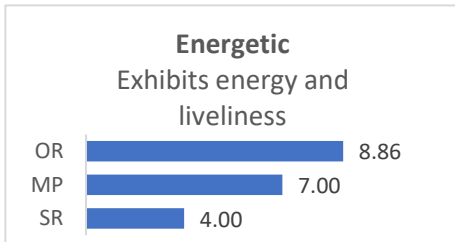
Extraversion

Reflect 720 - Personality

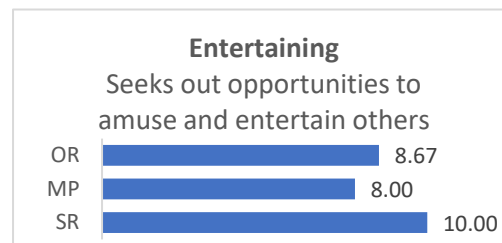


	Extraversion	Agreeableness	Conscientiousness	Emotional Stability	Openness
Other-Ratings	6.83	8.65	5.86	7.88	7.81
Self-Report	6.94	7.25	5.09	7.17	8.62
Meta-Perceptions	6.50	7.13	6.00	7.17	7.08

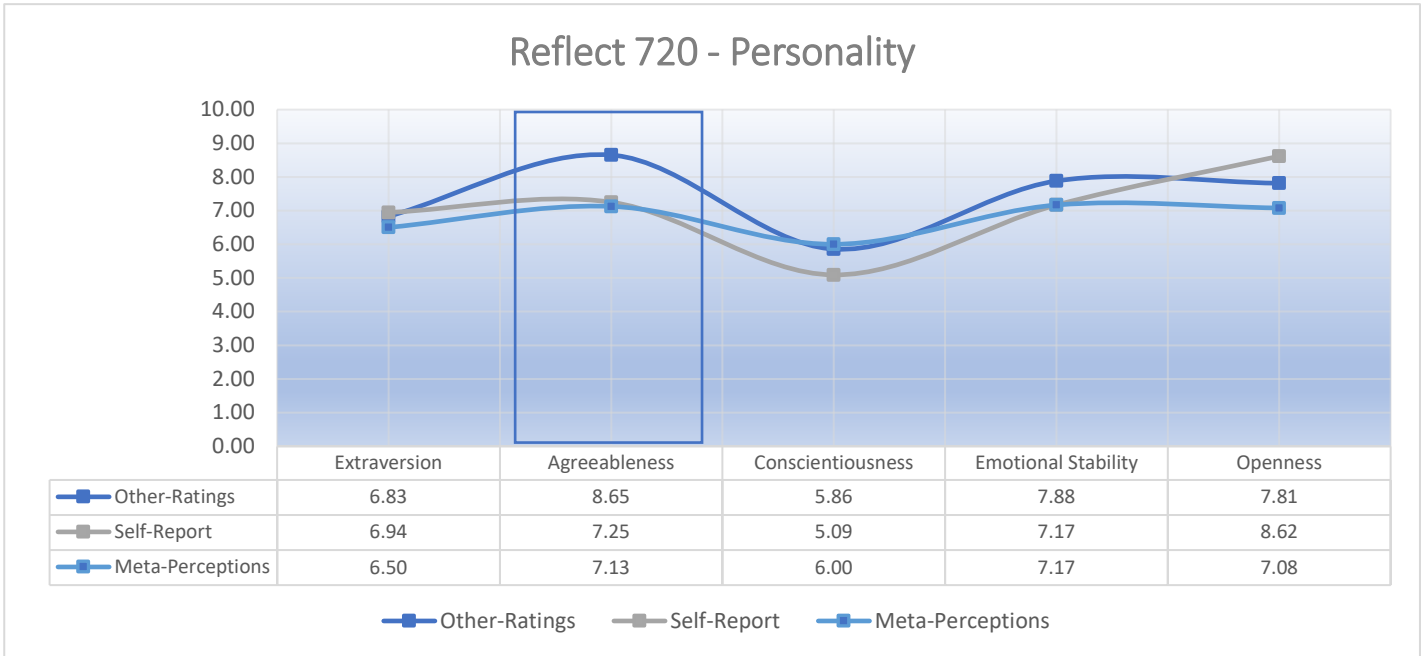
Primary Scales



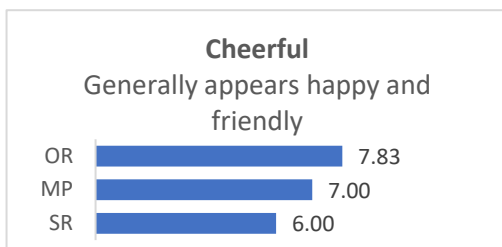
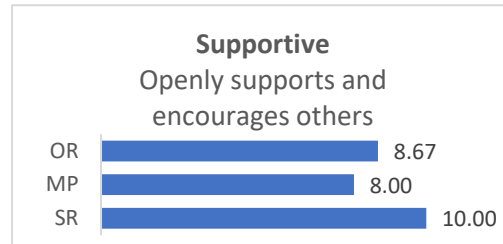
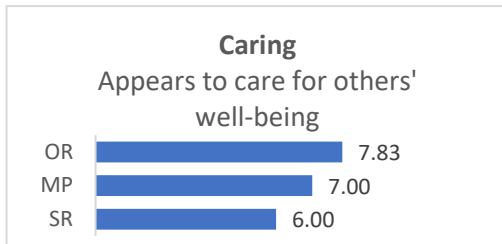
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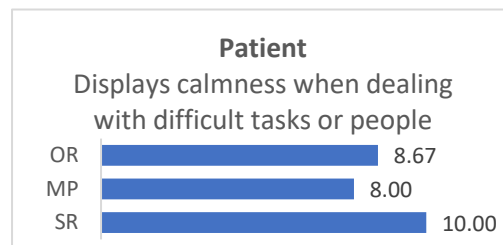
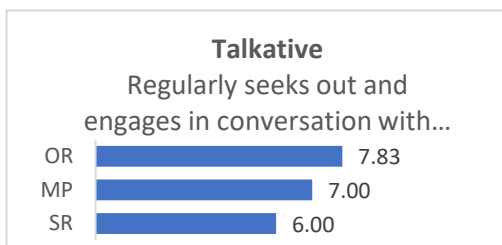
Agreeableness



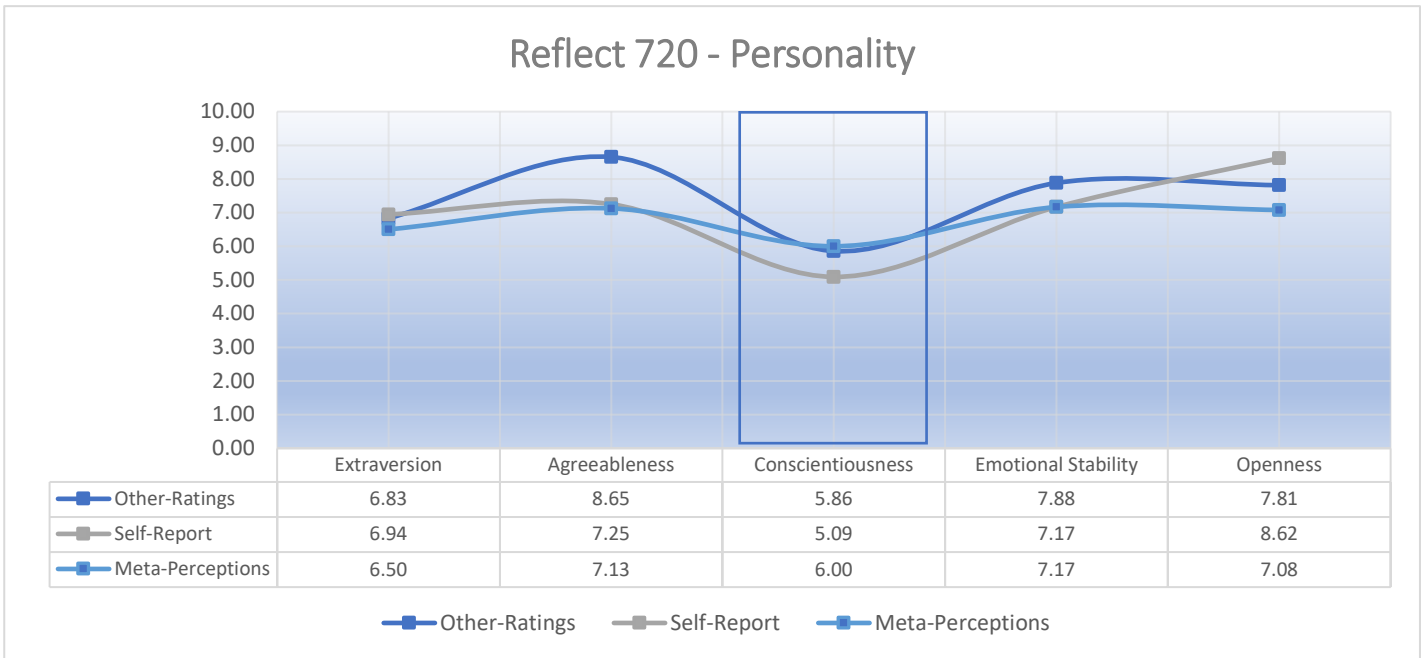
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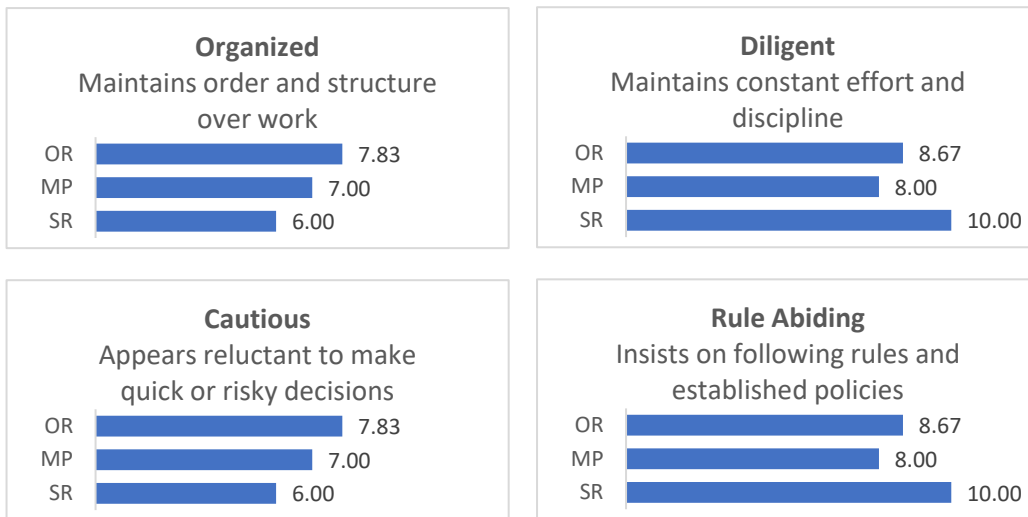
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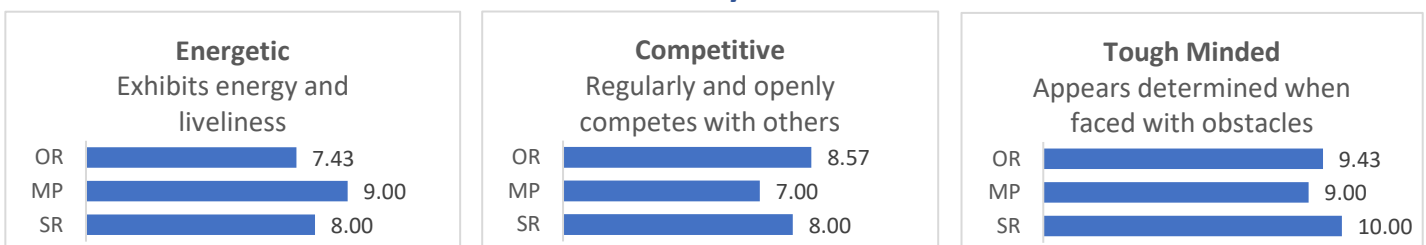
Conscientiousness



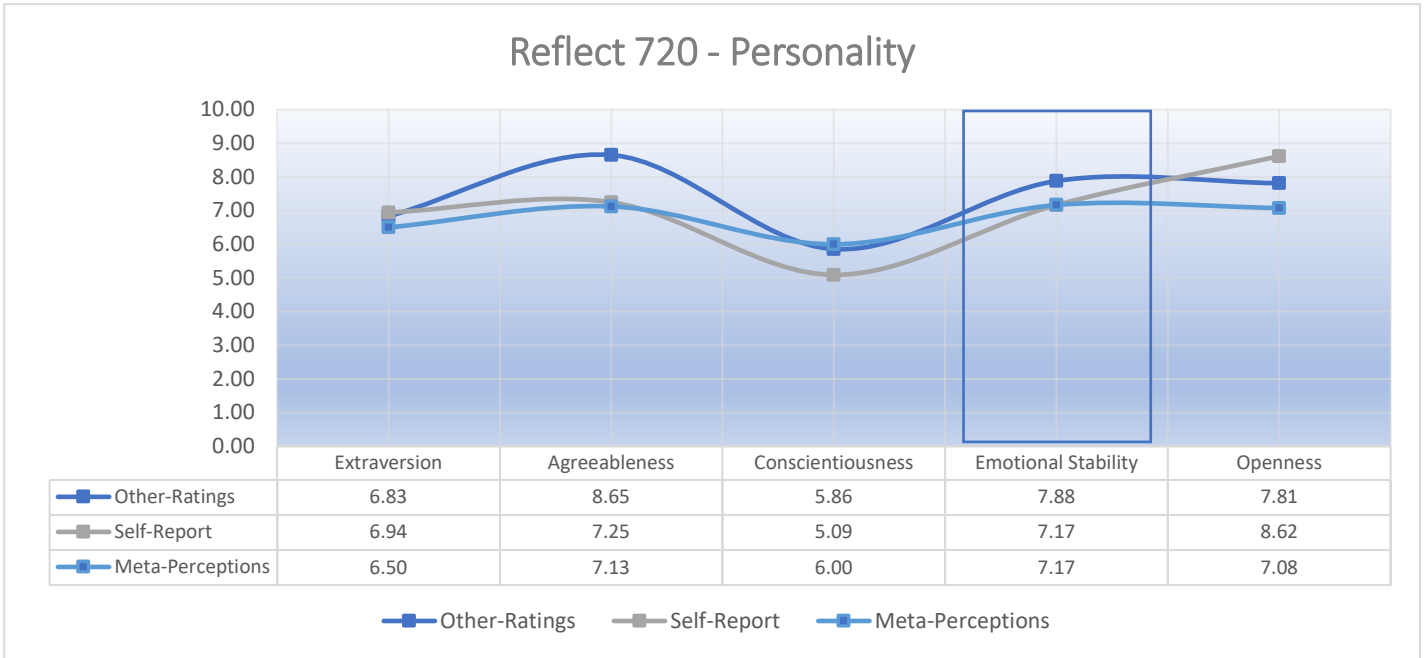
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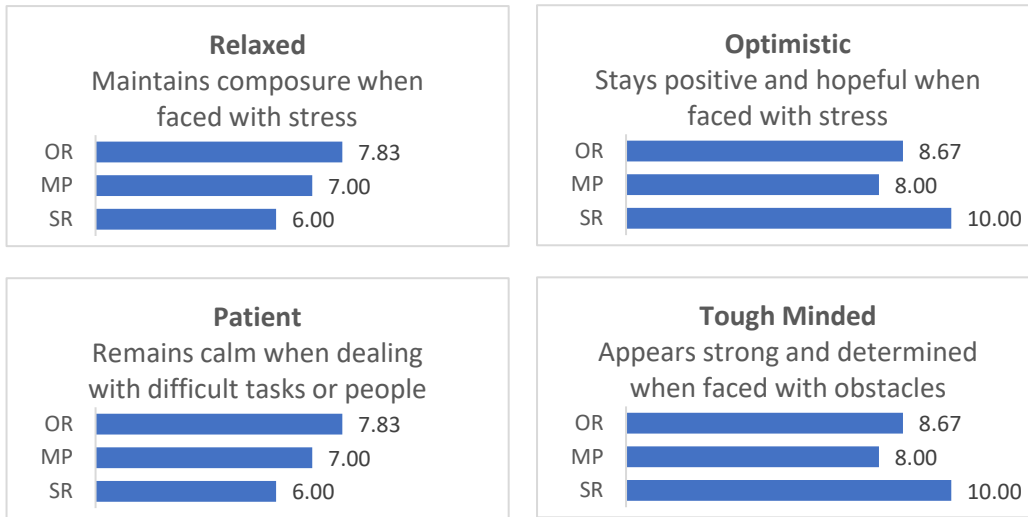
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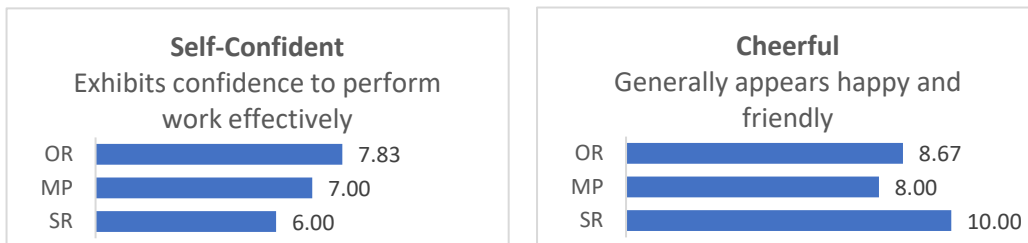
Emotional Stability



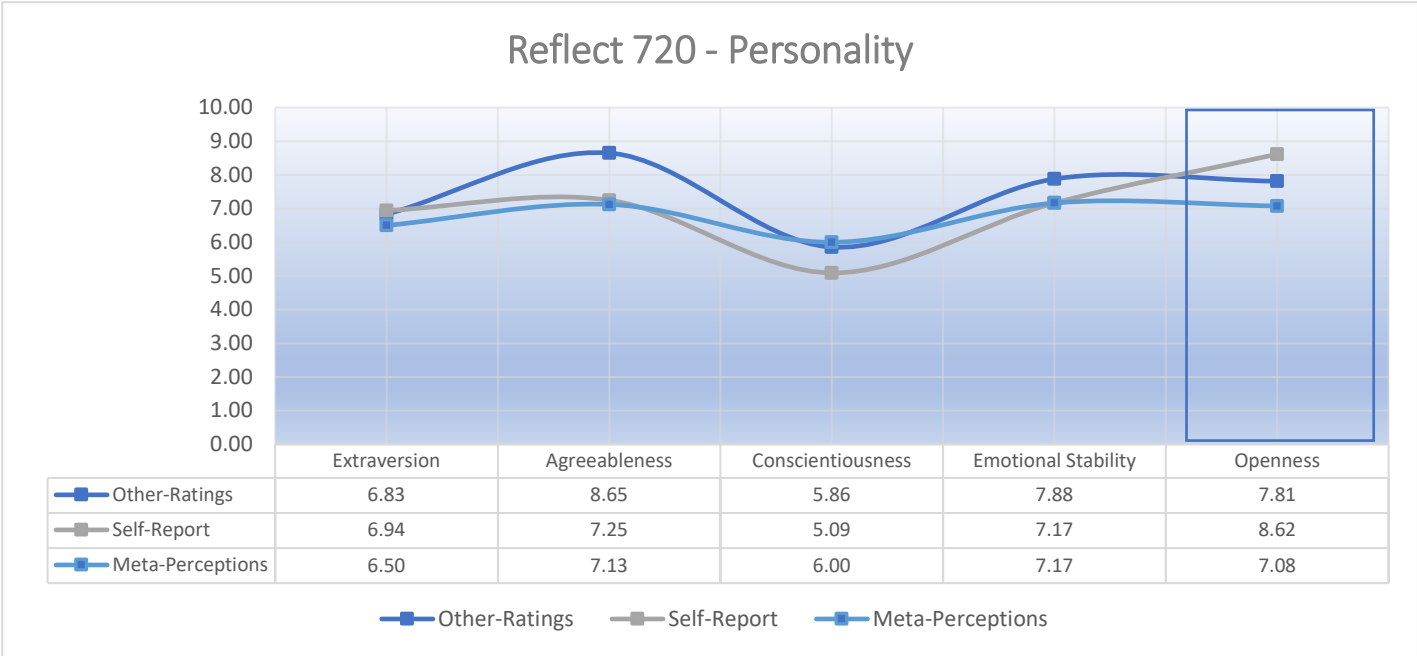
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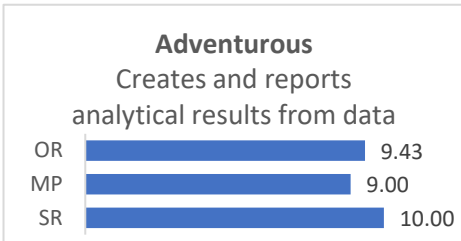
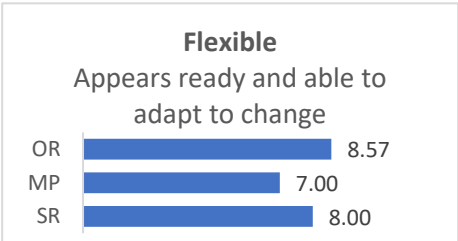
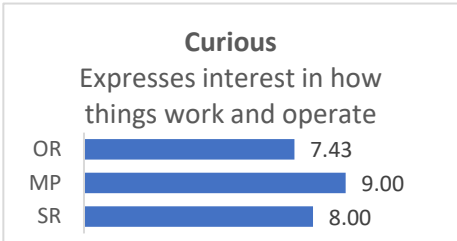
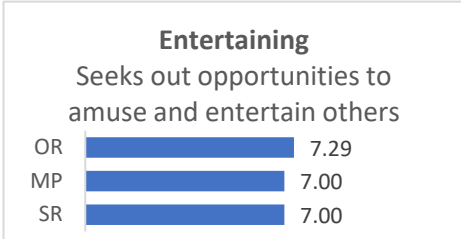
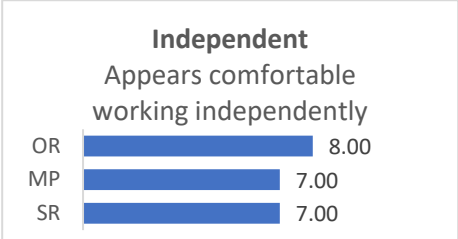
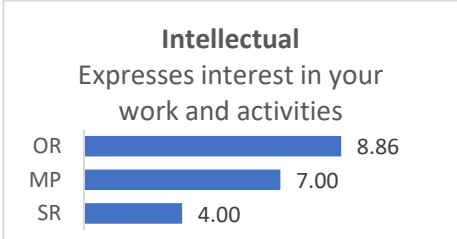
Secondary Scales



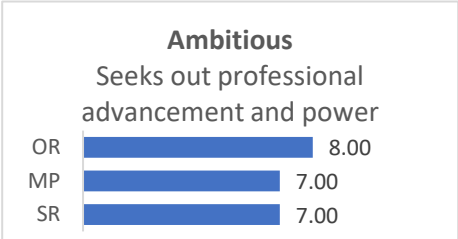
Openness



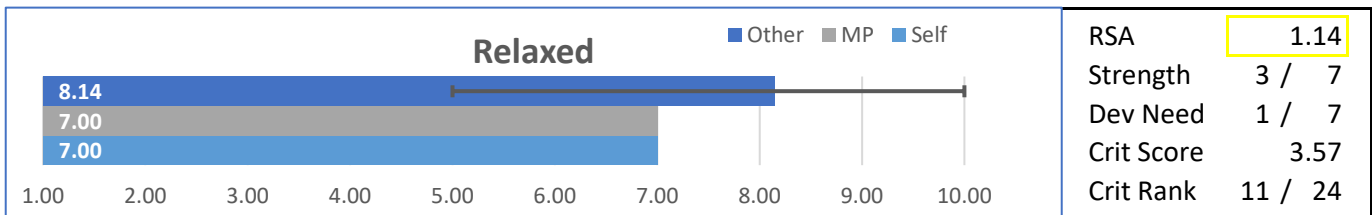
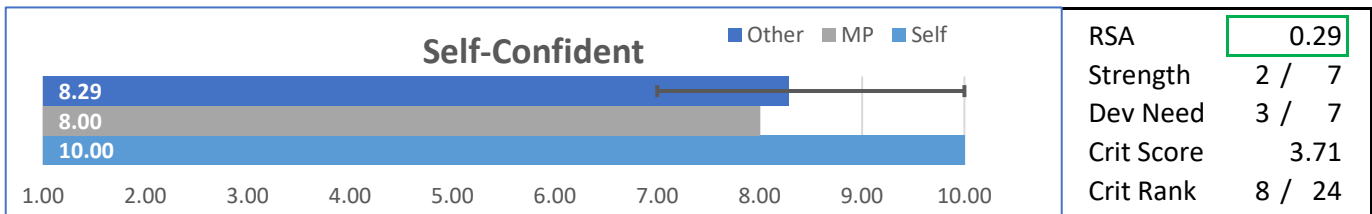
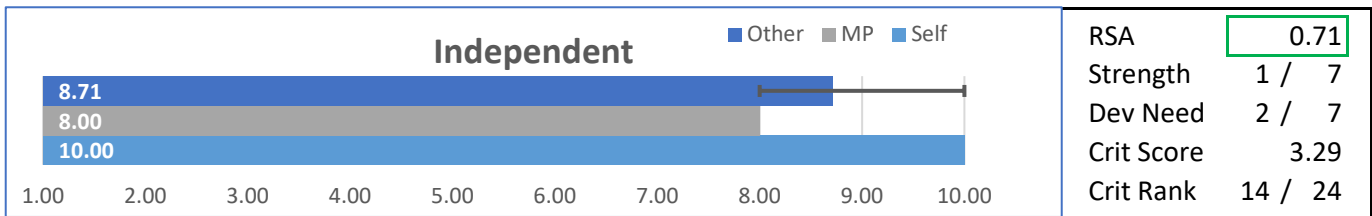
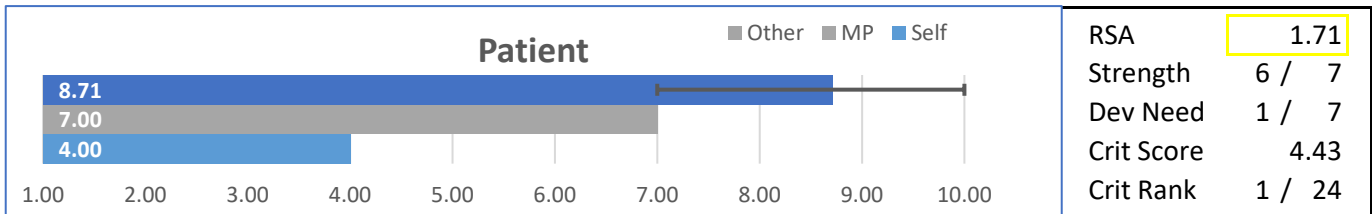
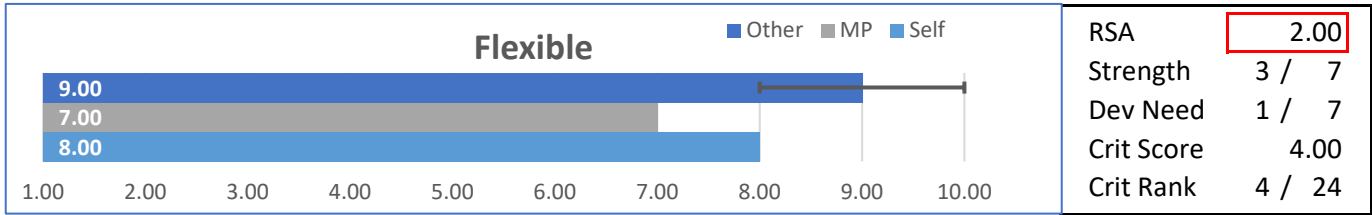
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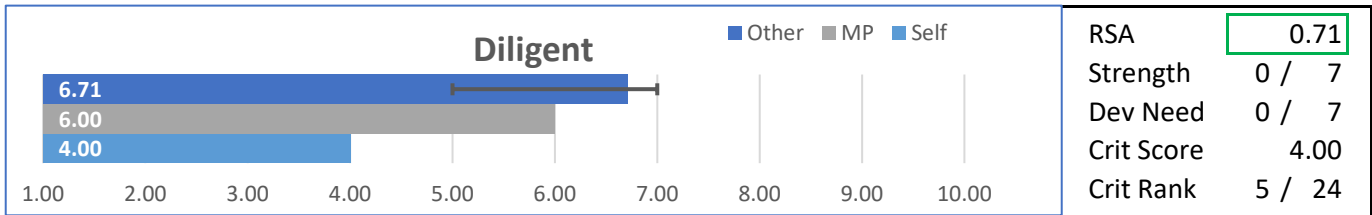
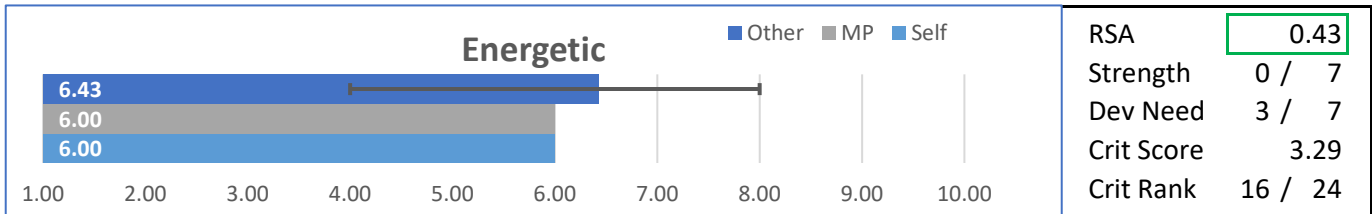
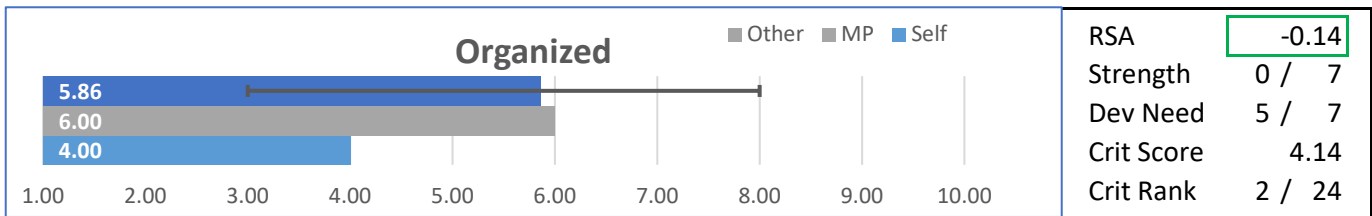
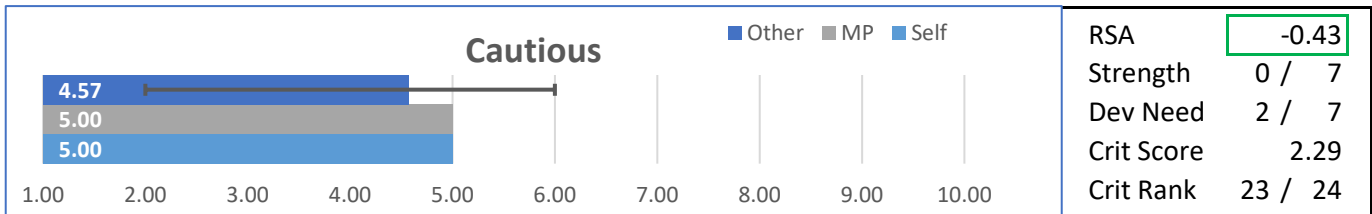
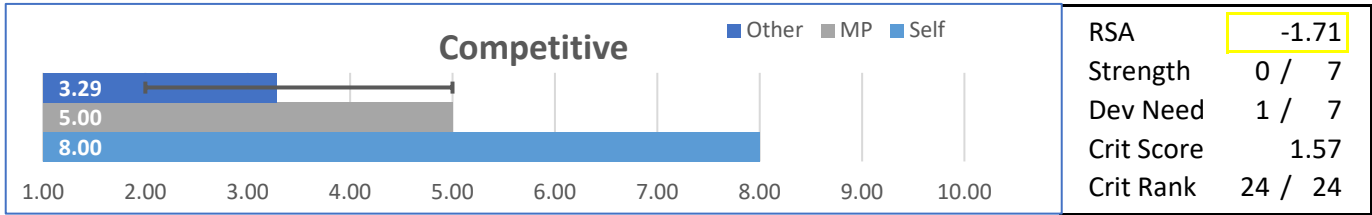
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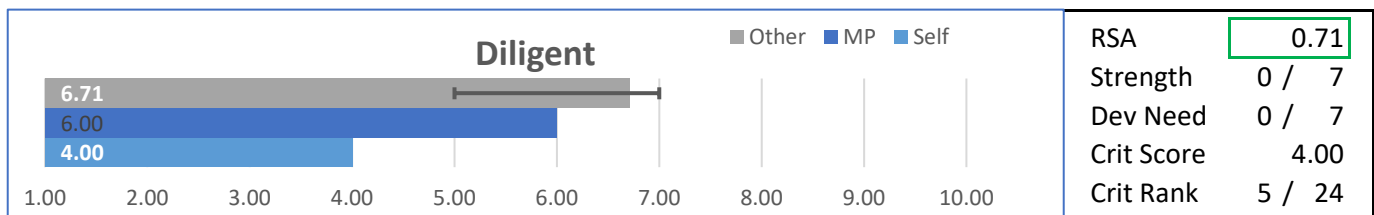
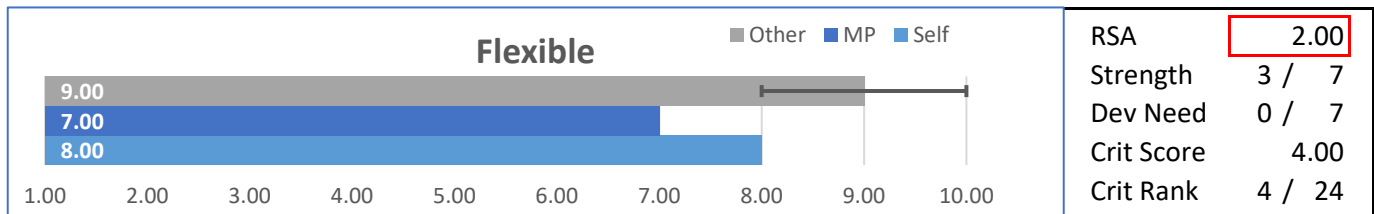
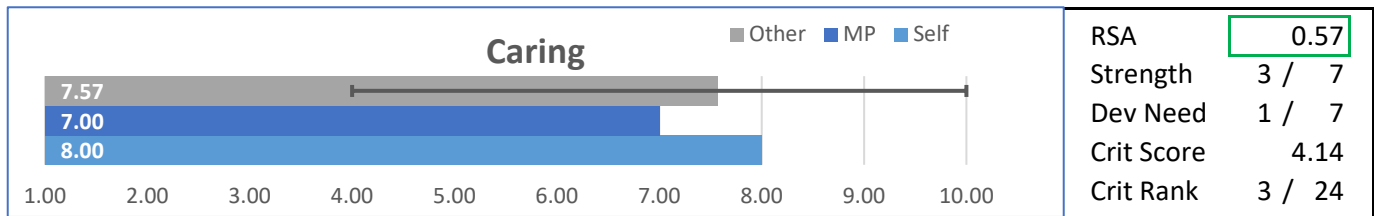
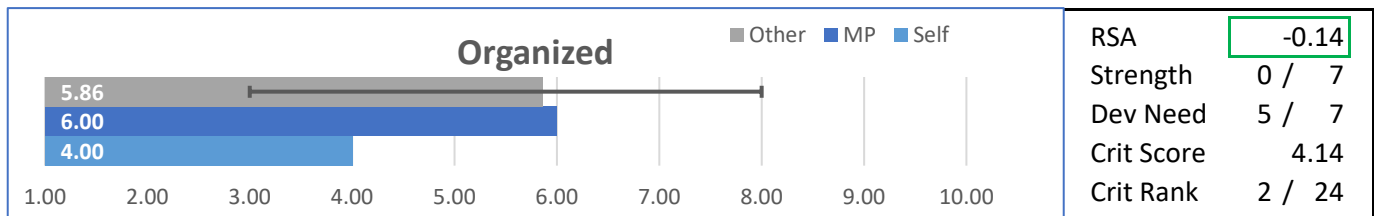
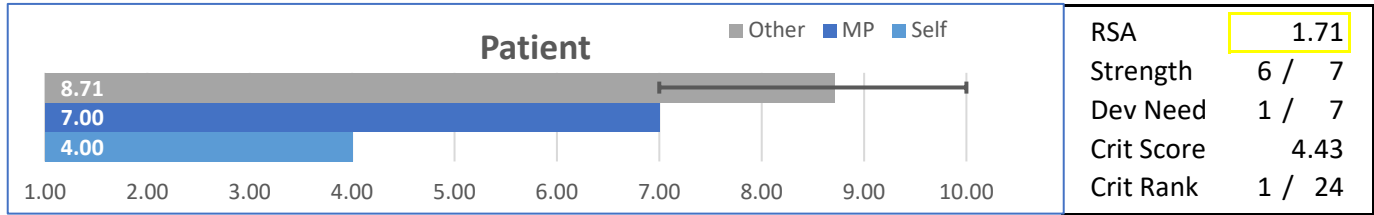
Top Strengths - Personality Traits



Top Development Needs - Personality Traits



Most Critical Personality Traits



Data Report - Competencies

Trait	Other Score	Str Count	Dev Count	Other Rank	Other Min	Other Max	MP Score	Self Score	RSA	Crit Score	Crit Rank
Energetic	6.43	0	3	21	4	8	6	6	0.43	3.29	16
Competitive	3.29	0	1	24	2	5	5	8	-1.71	1.57	24
Self-Confident	8.29	2	3	4	7	10	8	10	0.29	3.71	8
Ambitious	7.29	1	0	14	5	9	6	8	1.29	3.00	21
Talkative	7.43	2	2	13	4	9	6	4	1.43	3.29	15
Assertive	6.71	1	2	18	5	8	7	6	-0.29	3.14	18
Caring	7.57	3	1	10	4	10	7	8	0.57	4.14	3
Supportive	7.86	4	0	7	6	10	8	9	-0.14	4.00	6
Cheerful	7.86	2	0	8	5	10	7	8	0.86	3.43	13
Collaborative	7.57	1	1	11	6	10	6	4	1.57	3.72	7
Organized	5.86	0	5	22	3	8	6	4	-0.14	4.14	2
Diligent	6.71	0	0	20	5	7	6	4	0.71	4.00	5
Cautious	4.57	0	2	23	2	6	5	5	-0.43	2.29	23
Rule Abiding	6.71	0	2	19	3	9	7	5	-0.29	3.14	17
Relaxed	8.14	3	1	5	5	10	7	7	1.14	3.57	11
Optimistic	8.00	4	0	6	6	10	7	8	1.00	3.57	10
Patient	8.71	6	1	2	7	10	7	4	1.71	4.43	1
Tough Minded	7.00	0	1	17	5	8	7	6	0.00	3.00	20
Intellectual	7.71	2	2	9	6	10	8	10	-0.29	3.57	9
Independent	8.71	1	2	3	8	10	8	10	0.71	3.29	14
Entertaining	7.00	0	1	16	5	8	6	6	1.00	2.43	22
Curious	7.14	0	1	15	6	8	8	10	-0.86	3.43	12
Flexible	9.00	3	0	1	8	10	7	8	2.00	4.00	4
Adventurous	7.57	0	0	12	6	9	6	8	1.57	3.00	19

Open Ended Comments

What are 1 or 2 things they do especially well in your current role?

- Cares about employees and jumps in to help when needed.
- Jane is always willing to answer questions and listen to employee issues and concerns. She is a great overall manager and leader for this team.
- She's nice and fun to work for.
- Jane knows the business and always coming up with new and interesting ideas.
- One of the best bosses I've ever had.
- She is always working on new things, which keeps it from getting boring. And she's lively and energetic and fun to work with.

What are 1 or 2 things they could do to improve your job performance?

- We are underpaid but that's not her fault.
- Prioritize better! We always have a ton of things going on and its impossible to do everything all at once. We need to just focus on what's most important sometimes and not always get distracted by new ideas and side projects.
- Better training. Explain things better. Help us plan our work better.
- It would be nice to know what is going on it other areas of the company more.
- Nothing!
- Jane doesn't always communicate well. She throws projects our way, but then leaves and we're not always sure what to do. And it would be nice to have a bit more say in new projects sometimes.

Please provide additional comments that might be useful for their development.

- NA
- Maybe some time management and organization skills.
- Just keep being a great boss and treating your employees fairly!
- Nothing. Keep it up!

Workbook

This page will help you use your results to create specific development goals and outline actions you can take to help (1) achieve those goals and (2) monitor your progress.

Step 1 - Review your Results

Review your results and list 2-3 findings that surprised you the most. These can be from either overall scales or results for more specific scales within each area.

1.	
2.	
3.	

Step 2 - Your Greatest Strengths

What do you think are your 2-3 greatest strengths? These do not have to just be your highest rated competencies, but rather select 2-3 that stand out to you as characteristics that help you perform your job.

1.	
2.	
3.	

Step 3 - Your Greatest Development Needs

Now, list 2-3 things you think you could improve?

1.	
2.	
3.	

Step 4 - Action Items

For each item listed in Step 3, state 1-2 specific behaviors you could change to improve in this area. You might want to ask a trusted friend or coworker for suggestions or consider potential resources related to each (e.g., training programs, reviewing literature, help from a coach).

1.	
2.	
3.	

Step 5 - Follow-Up

Finally, list 1-2 things you can do to follow-up on your action items and monitor your success. This can include asking others about potential changes in your behavior, asking for additional suggestions that might help, or having them rate you again.

1.	
2.	
3.	



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To review your results with an expert Consultant,
or review scores from additional groups,
contact:

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