



Profile Report created for:

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Company: GovTech

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# How to Use This Report

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When thinking about your career, have you ever wondered how your natural strengths and preferences lend to themselves to different career paths?

The aim of this report is to help you learn more about yourself via a set of useful personality traits. It was generated by using thousands of data points from your assessment session. Your game score was not considered for your profile; it was all about your unique approach to the scenarios presented.

Please use this report in conjunction with other learning and development resources and consider the recommendations as a starting point for further research into job areas that you may be suited for. The O\*Net interests search is a useful resource to get you started: [www.onetonline.org](http://www.onetonline.org).

## Why This Report is Useful

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Workplace behaviour is defined in terms of what we can do (ability) and how we do it (style). Personality refers to your preferred style of working and is a collection of traits that influence your:

- **Thinking e.g. How deeply you consider the elements of a task.**
- **Feeling e.g. How anxious you feel the presence of deadlines.**
- **Behaving e.g. How organised you tend to be.**

Personality influences the way in which you approach a task, how you prefer to interact with others and how much you naturally enjoy doing something. Greater awareness of your personality means that you can learn to manage yourself more effectively, find work that is aligned with your strengths and devise a plan for your personal development.

## The Science

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Arctic Shores brings personality profiling into the 21st Century by analysing the way you play a carefully designed, and easy to use, psychometric game. Using big data analytics and artificial intelligence, we look at thousands of data points from your real behaviour to build an in-depth picture of what makes you tick. We have achieved this through a series of levels in our game, which collectively link to a specific group of traits and abilities.

There is considerable science behind the design of this Game-Based Assessment. The assessment is grounded in validated personality and cognitive neuroscience frameworks and follows the psychometric standards of the British Psychological Society. We collaborate with some of the leading universities in the UK, including the Department of Experimental Psychology at Oxford University, in order to validate our approach.

# How to Interpret Your Profile

## How This Report is Structured

This report is organised into 5 sections that contain a set of unique psychological characteristics:

- **Personal Style**
- **Cognition**
- **Drive**
- **Interpersonal Style**
- **Thinking Style**

## Interpreting Radial Results

For each characteristic, the closer the highlighted radial to either end of the scale the stronger your tendency or ability in that direction. The majority of the population have moderate tendencies and abilities so fall within the middle radials. In fact, only 1-2% of people fall at the extreme ends.

### Example



You tend to be more likely than others to seek out social stimulation.

In this example, the radial is closer to “more sociable” but this doesn’t mean that you are always going to behave sociably. Rather, it means that typically, across time and situations, you tend to behave slightly more sociably than other people in the comparison group. On occasion, you may want to be left alone!

## Things to Remember

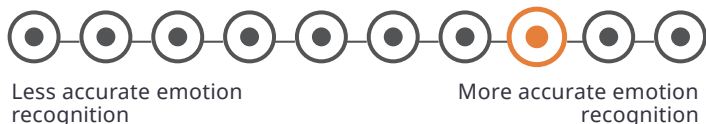
- Arctic Shores profiles are very reliable, but they are not infallible. This can be said of any psychometric test.
- Each psychological characteristic will be valuable in different job roles; there is no right or wrong, just a measure of suitability for a role.
- The report is likely to remain a good reflection of your psychological characteristics for 9-12 months, depending upon personal circumstances.
- These results will be kept confidential but may be used anonymously in aggregation for analysis and improvement of our products.

# Your Profile



## Personal Style

The traits below explain your personal preferences in dealing with situations. There is one indicator for Personal Style.



Relative to the comparison group, your responses suggest that you tend to interpret facial expressions and emotions very accurately.



## Cognition

The abilities below affect how you process and use information to perform mental operations. There are 2 indicators for Cognition.



Your responses suggest that you are as confident as most other people in the comparison group when mentally working with large amounts of information.

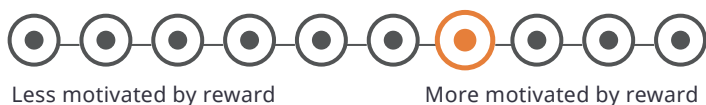


Your responses suggest that you tend to process information as fast as most others in the comparison group.



## Drive

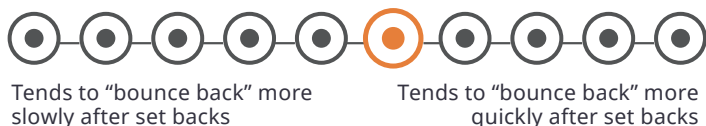
The traits below influence your drive for delivering results in the workplace. There are 3 indicators for Drive.



Your responses suggest that you tend to be as driven by reward as most other people in the comparison group.



Relative to the comparison group, your responses suggest that your focus tends to be equally influenced by your values, goals, thoughts, feelings and physiological state.



Your responses suggest that you are likely to remain as focused on a goal under adverse circumstances as most other people in the comparison group, and to recover from set-backs at a similar speed.



## Interpersonal Style

The traits below influence your preferred approach to interacting with other people. There are 4 indicators for Interpersonal Style.



Feels less energised by social situations

Feels more energised by social situations

Relative to the comparison group, your responses suggest that you are slightly more inclined to seek out social interaction and feel energised by it.



Tends to be more passive & thoughtful

Tends to be more dominant and assertive

Your responses suggest that you are inclined to be as self-assured, assertive and confident as most others in the comparison group when interacting with people.



More focused on personal needs

More focused on needs of others

Relative to the comparison group, your responses suggest that you are quite inclined to take action that is aligned with the needs of others rather than yourself.



Tends to prefer own style

Tends to adjust behaviour to context

Your responses suggest that you tend to regulate your behaviour in response to social cues as much as most other people in the comparison group.



## Thinking Style

The traits below shape how you tend to approach and appraise problems and make decisions. There are 9 indicators for Thinking Style.



Tends to think more precisely

Tends to think "outside the box"

Your responses suggest that you are as disposed as most other people in the comparison group to think "outside of the box" and have a free-flowing and abstract trail of thought.



Tends to be more impulsive

Tends to be more deliberative

Your responses suggest that you are as inclined as most other people in the comparison group to carefully consider your actions before responding.



Tends to make decisions based on intuition

Tends to make decisions based on rational thought processes

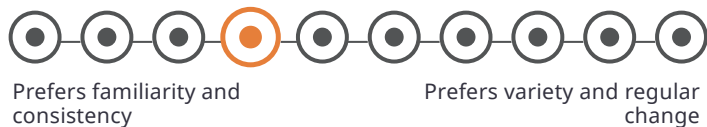
Your responses suggest that you are as disposed as most other people in the comparison group towards a rational decision-making style and are likely to be thoughtful, objective and critical when making decisions.



Prefers tried and tested methods for solving problems

Prefers new and experimental ways to solve problems

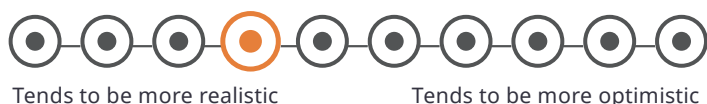
Your responses suggest that you are as inclined as most other people in the comparison group to try novel and experimental approaches when solving problems.



Your responses suggest that you are as likely as most other people in the comparison group to prefer variety, trying new things and regular change.



Your responses suggest that you are inclined to tolerate as much uncertainty as most other people in the comparison group when making a decision and feel as comfortable as most others when the future is unpredictable.



Your responses suggest that you are as inclined as most other people in the comparison group to have a positive outlook on the world and the future. You tend to balance expectations that your actions will result in a more or less favourable outcome.



Relative to the comparison group, your responses suggest that you are quite inclined to carefully consider the risk to benefit ratio before making decisions that involve a degree of risk.

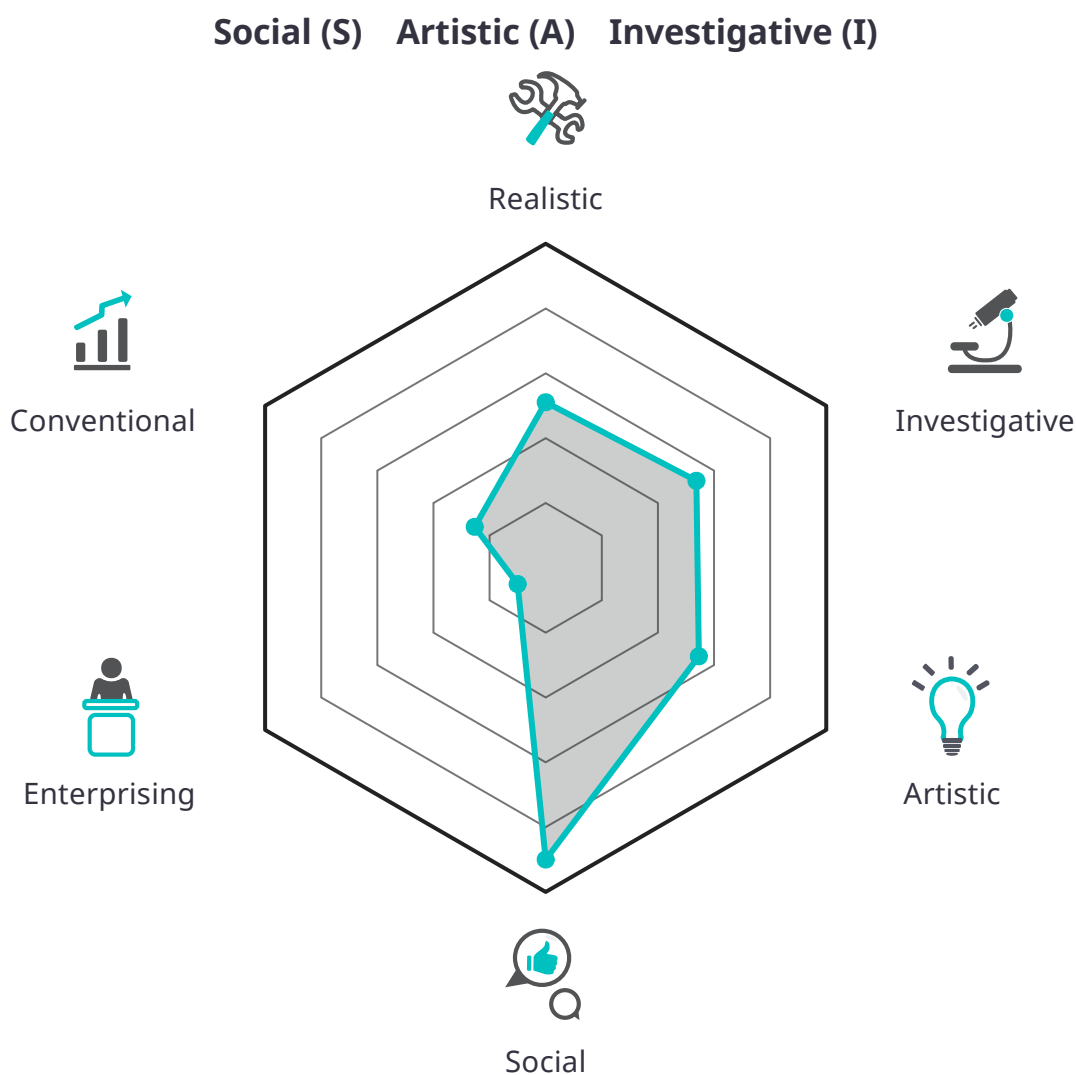


Relative to the comparison group, your responses suggest that you prefer to balance your focus between the immediate and future outcomes when making decisions.

# Career Guidance

Personality influences the way in which you approach tasks, how you interact with others, and how much you naturally enjoy doing something. Everybody is different, and it is these differences that make you unique and suited for different careers. Greater awareness of your natural tendencies and preferences can not only help you learn how to manage yourself more effectively, but it can also help you discover work that is more aligned to your personality, which will ultimately increase your likelihood of you thriving at work.

We have used the information collected throughout the Game-Based Assessment to match your personality to the six dimensions of the Holland Occupational Themes, which is a theory that groups people on the basis of their suitability for six different job categories. They are: Realistic (Doers), Investigative (Thinkers), Artistic (Creators), Social (Helpers), Enterprising (Persuaders), and Conventional (Organisers). It is possible to score high on more than one area, this just means that your personality preferences are suited to more than one area. The results from this report can help you identify career areas that you may be well suited for based on your personality preferences. The table below explains what your scores are for the six job categories, and following page describes each category.



# How to interpret your Career Guidance

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It is important to note that certain roles can include a mix of more than one job dimension. For example, a doctor may fall under both Investigative and Social dimensions, as they require interacting with other people, and analysing and evaluating data. The results presented here can help you to understand what type of roles you may prefer, but it is important to understand what different roles may entail.

## Realistic

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If you score high in this area, you have shown a preference for a career that is more practical and hands on. Your results indicate a preference to work with physical things as opposed to abstract concepts and ideas. You are likely to favour working on well organised and logical tasks, and would dislike working in uncertain and inconsistent work environments.

## Investigative

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If you score high in this area, you have shown a preference for a career that will allow you to explore your intellectual curiosity. Your results indicate you may enjoy roles that allow you to analyse and evaluate different things and explore new concepts. You are more likely to prefer to work with numbers instead of people, and you will intrinsically enjoy exploring and discovering new things.

## Artistic

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If you score high in this area, you have shown a preference for more unconventional and creative roles. Your results indicate that you may favour a less structured and more flexible work environment where you have more freedom to express yourself and use your imagination. You may prefer working with abstract ideas and concepts, and are less likely to enjoy working with facts and figures.

## Social

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If you score high in this area, you have shown a preference for roles that will allow you to work with others in a friendly environment. Your results indicate that you are likely to enjoy communicating with others, and enjoy helping people. You may be less suited to work in roles that require a lot of isolation or roles that will require you to work with ideas and abstract concepts instead of other people.



## Enterprising

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If you score high in this area, you have shown a preference for working in fast-paced and exciting environments. Your results indicate that you are likely to enjoy taking charge and persuading others. You will prefer roles that challenge you to keep improving with set goals and targets. You tend to be more business orientated and enjoy managing projects and business ventures.

## Conventional

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If you score high in this area, you have shown a preference for work environments that are well structured and organised. Your results indicate that you may prefer roles where clear instructions are given, and work follows a well-defined and logical process. You may feel more uncomfortable with uncertain roles where you are required to be more flexible. Also, you may favour roles that involve you working with data/numbers rather than abstract concepts.