

**27ECHO**

**PERSONALITY  
ASSESSMENT REPORT**



**Edward Massey**

Sample Assessment



Assessment answered on 06/10/2020

## Overview of Clusters



### Task and Structure



### Thought



### People and Relationships



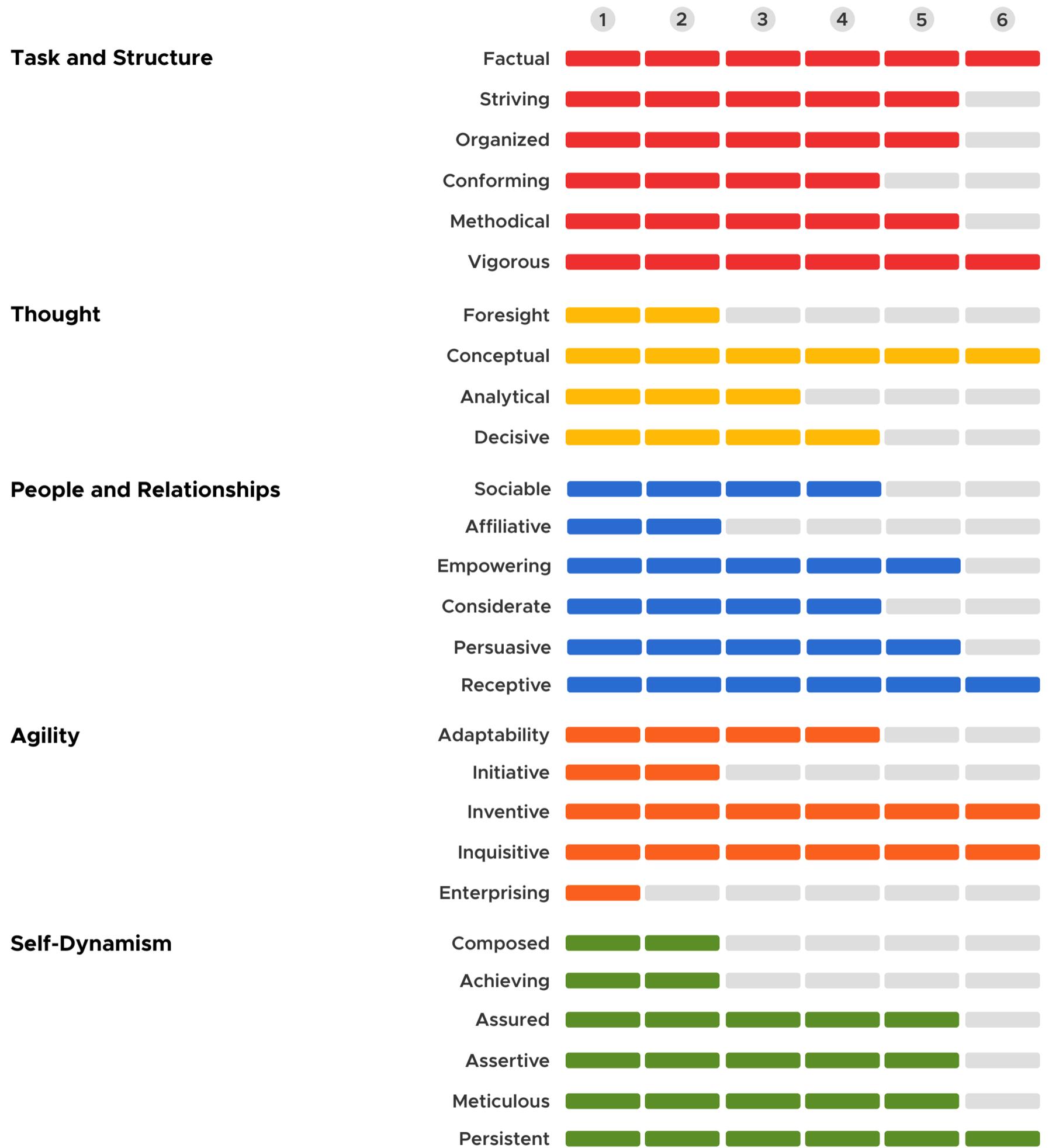
### Agility



### Self-Dynamism



## Cluster wise dimensions



## Dimensions in depth

**Task and Structure: 5** | 

### Factual

**6** | 

Seeks data with a perspective to consider available facts when making decisions. Simultaneously uses personal judgment backed by data, expertise, and experience to aid the process. Deploys an integrated approach of data and intuition to arrive at informed decisions.

### Striving

**5** | 

Establishes well-defined, realistic goals, and devises strategies for goal achievement. Consistently monitors progress to revise action plans and ensure timely accomplishment. Pre-empts potential challenges that impede goal achievement and persists in the face of difficulties and high-pressure situations.

### Organized

**5** | 

Gives importance to task planning and chalks out detailed action plans. Prioritizes tasks according to their urgency and/or importance thereby preparing for contingencies accordingly. Readily re-adjusts priorities to respond to pressing and changing demands.

### Conforming

**4** | 

Often works in a disciplined manner and generally tries to abide by most rules and regulations. However, can be flexible about rules and regulations that one does not understand the purpose of. Often aware of standard guidelines and conventions, but may not always adhere to them conscientiously.

### Methodical

**5** | 

Takes a methodical and structured approach to work. Mostly comfortable with fixed routines and schedules. Often follows the designated and defined sequence of steps and can easily notice deviations from the process to take corrective actions.

### Vigorous

**6** | 

Handles high workloads, competing demands, and vague assignments with poise and ease. Prefers variety in the tasks and is comfortable working on multiple tasks simultaneously. Likes to work at a fast pace and displays high energy and dynamism.

## Dimensions in depth

**Thought:** 3 | 

**Foresight** 2 | 

Focuses more on direct responsibilities and rarely looks beyond immediate requirements. Less likely to recognize the long-term implications of decisions and actions taken. Faces unanticipated obstacles at work more often than others.

**Conceptual** 6 | 

Understands and applies complex abstract concepts to fully comprehend situations. Observes patterns, relationships, and connections between seemingly unrelated phenomena that are not obvious to others. Assembles ideas and observations, and presents complex matters into cohesive propositions.

**Analytical** 3 | 

Breaks down and analyzes relevant information to identify the root causes of routine problems. Recognizes assumptions and evaluates arguments from the information at hand. May not always analyze all pros, cons, and implications before proposing solutions.

**Decisive** 4 | 

Seeks inputs from others while making decisions but may not always depend on others' approval. Acknowledges personal responsibility for outcomes of decisions made. Occasionally manages to make quick decisions.

## Dimensions in depth

**People and Relationships: 4** | 

### **Sociable**

**4** | 

Tends to be reserved but occasionally initiates conversations. Seeks social interactions at times but is also comfortable working all by oneself. May not always be comfortable in large groups, but likely to enjoy group activities at times.

### **Affiliative**

**2** | 

Prefers to manage one's work and projects independently than working in teams. Demonstrates an inclination to understand team members and build relationships. May not necessarily be motivated to create personal connections.

### **Empowering**

**5** | 

Understands team's strengths, aspirations, and development needs and aims to utilize the available talent potential effectively. Willing to help others overcome obstacles in their tasks by sharing tips from one's experience. Proactively sets time aside to guide peers and juniors whenever needed.

### **Considerate**

**4** | 

Adopts a broad mind towards others' points of view and listens carefully to understand others' perspectives and opinions. Willing to accept differences of opinion. Considers the feelings and concerns of others while conversing with them.

### **Persuasive**

**5** | 

Adopts a structured and logical way of communication to leave a considerable impact on others' viewpoints. Finds it easy to tilt conflicting situations in one's favor. Manages to garner support for one's opinions and suggestions with ease.

### **Receptive**

**6** | 

Perceived as approachable and easily understands people's emotions, thoughts, and circumstances. Establishes rapport quickly. Creates relationships based on trust, exchange, and mutual interest.

## Dimensions in depth

**Agility: 3** | 

**Adaptability** **4** | 

Tends to be flexible and welcomes change as most people. Takes relatively more time to adapt to major changes and tries to sustain and function in constantly changing situations. Listens to honest feedback without taking it personally.

**Initiative** **2** | 

Less inclined to take up additional tasks that are not formally delegated. Contributes ideas and suggestions at work only when absolutely necessary. Would rather adjust to a situation or wait for something to happen to take charge of the situation.

**Inventive** **6** | 

Challenges the status quo frequently and seeks new and creative methods to add value to current systems. Stimulated by creative debates and discussions about new ideas or new ways of approaching situations. Proactively proposes creative, innovative, and non-conventional ideas and solutions.

**Inquisitive** **6** | 

Tends to be a voracious learner with a strong drive to develop oneself. Develops and fine-tunes one's learning strategies to fully capitalize on available opportunities. Proactively seeks a plethora of resources that facilitate learning across multiple verticals and domains.

**Enterprising** **1** | 

Prefers to be cautious, and often avoids taking risks. May be apprehensive about the immediate effects over the long-term benefits of experimenting and taking risks. Inclined to focus on the certainty of outcomes, and may thus depend on tried and tested approaches over experimenting with new ideas and solutions.

## Dimensions in depth

**Self Dynamism: 4** | 

### Composed

**2** | 

Inclined to be worried and is easily upset during stressful, challenging, and ambiguous situations. Prefers to be preoccupied with momentary response to obstacles over addressing strategies to manage crisis. Takes a longer time than most people to bounce back from difficult situations.

### Achieving

**2** | 

Prefers to take up new tasks that pose a little challenge in accomplishing them. May set an internal standard of performance that can be achieved with ease. Finds competition exhausting and exhibits discomfort in taking up challenges that push oneself out of the comfort zone.

### Assured

**5** | 

Exhibits confidence in one's knowledge and skills and believes in one's ability to deal with challenges and setbacks. Trusts one's judgment to make decisions and maintains confidence even when challenged. Demonstrates a strong sense of worth and tends to be comfortable with the way one is.

### Assertive

**5** | 

Comfortable taking and maintaining unpopular positions and openly communicates disagreements without hesitation. Ensures that one's convictions and points are heard. Effortlessly communicates messages that are difficult or controversial.

### Meticulous

**5** | 

Demonstrates a high level of accuracy and attention to detail in all the tasks one undertakes. Keeps pursuing a task until it is executed according to set quality standards. Proactively checks for errors in one's work and takes essential steps to ensure that the minutest of details are not overlooked.

### Persistent

**6** | 

Pursues tasks to a successful end, carries through, and accomplishes the required results in the face of adversity. Continuously monitors progress towards goal achievements, and acts decisively when progress is stalling. Takes ongoing, repeated action to overcome obstacles to goal achievement.

## About the Report

This report explores an individual's innate dispositions towards aspects of work such as task and structure, thought, people and relationships, agility, and self-dynamism. 27 Echo draws upon the work of eminent psychologists in the fields of personality, emotional intelligence, attitudes, and organizational skills. It is based on Cattell's 16PF and Costa and McCrae's Big 5 Models of Personality, Goleman's concept of Emotional Intelligence, and Organ's Organizational Citizenship Behavior Theory. The results are based on a comparison with a group of professionals across the globe.

Since the questionnaire is a self-report measure, the results reflect the individual's self-perception. Research suggests that personality largely remains stable over time. Personality Assessments are known to be a good indicator of how people are likely to operate in the workplace. Nevertheless, due consideration must be given to the subjective nature of using an individual's self-perception in the interpretation of these data.

This is a system-generated report. The results have been derived from the assessment completed by the respondent. The results are based on a statistical computation of the responses that the respondent selected when completing the assessment. It should be remembered that the information contained in this report is sensitive. Every effort should be made to ensure that its confidentiality is maintained.

It is advised that 27 Echo should not be used as the sole basis for making an employment decision. It is recommended that 27 Echo be used in combination with other assessment techniques. Jombay does not accept responsibility for any external alterations made to this report. We can accept no liability for the consequences of the use of this report, howsoever arising.