



BASIC TRAITS INVENTORY

BASIC TRAITS INVENTORY

COMPETENCY REPORT

DEVELOPED BY:

NICOLA TAYLOR, PhD AND GIDEON P DE BRUIN, DLITT ET PHIL

NAME: Jane Sample
GENDER: Female
REPORT DATE: 15 January 2016

CONFIDENTIAL REPORT

The information in this report is confidential and must not be made known to anyone other than authorised personnel, unless released by the expressed written permission of the person taking the assessment. The information should be considered together with all other information gathered in the assessment process.

Copyright © 2006, 2012, 2014, 2015 JvR Psychometrics
www.jvrpsychometrics.co.za



INTRODUCTION

The Basic Traits Inventory (BTI) Competency Report is designed to provide competency scores derived from the BTI personality scales. Competencies are specific behaviours, knowledge and attributes that an individual must demonstrate in order to function effectively in a given job or role. Unlike aptitudes or personality traits, which are relatively enduring and stable over time, and individual can acquire and refine competencies through appropriate mentoring, coaching and training.

The competencies used in this report are based on JvR Psychometrics' Competency Model, and represent competencies that are most commonly used across different industries.

THIS REPORT INCLUDES THE FOLLOWING SECTIONS:

- Description of the competencies
- Competency profile interpretation
- A competency profile

As with all information, it is best to view these results together with many other sources of information. Combining the report results with feedback from others, job performance outputs or any other relevant personal or workrelated information can provide the individual with valuable insight. When in doubt, encourage the individual to share their results with a trusted friend or colleague and get their input, or schedule a follow-up session with a professional to build further understanding.

DESCRIPTION OF THE COMPETENCIES

This section provides a summary description of the competencies reported on to assist with interpretation of the results provided in this report.

CONSIDERATION / AWARENESS

CONFLICT MANAGEMENT	The ability to effectively manage and resolve conflict situations in the workplace.
INTERPERSONAL SENSITIVITY	The ability to be empathetic towards the needs and feelings of others.
CLIENT RELATIONS	The ability to provide and maintain customer satisfaction.
TEAMWORK	A genuine intention to work collaboratively towards a common goal.

DRIVE

DRIVE & COMMITMENT	The ability to stay with a position or plan of action until the desired objective is achieved or it is no longer attainable.
--------------------	--

INFLUENCING OTHERS

LEADING OTHERS	The ability to lead, inspire and empower others to work toward a desired goal.
NEGOTIATION	The ability to bargain between parties to reach an agreement.
PERSUASIVENESS	The ability to communicate in a convincing manner and to influence people.

ORGANISING AND PLANNING

PLANNING & ORGANISING	The ability to establish courses of action for self and/or others.
IMPLEMENTATION & CONTROL	The ability to implement plans and monitor progress through to completion.

PROBLEM SOLVING

JUDGEMENT & DECISION-MAKING	The ability to evaluate information and carefully consider a wide range of possibilities and implications when making sound decisions.
-----------------------------	--

TOLERANCE OF STRESS / UNCERTAINTY

ADAPTABILITY	The ability to maintain effectiveness when changes in the work environment take place.
--------------	--

COMPETENCY PROFILE INTERPRETATION

Competencies are behaviours that, if an individual does well, will result in effective on-the-job performance. The graphs that follow will show the individual's scores on each of the BTI competencies. Scores can range from 1 to 4. Here are some guidelines on how to interpret the scores.

INTERPRETATION OF SCORES:

RATING SCALES 1 - 1.5: DEVELOPMENT SUGGESTED

The individual would probably prefer to work in environments where this competency is not required. Although they might be able to perform this kind of task, they might not be comfortable doing so over longer periods of time. Development is therefore suggested to improve the individual's level of comfort and possible functionality in this area.

RATING SCALES 1.5 - 2.5: COACHING SUGGESTED

The individual might have some level of comfort in functioning in this area of competence. Some coaching is suggested in order to increase their level of comfort and possible functionality in this area.

RATING SCALES 2.5 - 3.5: HIGH POTENTIAL

The individual seems to be comfortable in functioning in this area of competence. Because they already have a level of comfort in this area it suggests that they might have the natural resources required to be able to perform such tasks frequently and consistently over an extended period of time.

RATING SCALES 3.5 - 4: POTENTIAL STRENGTH

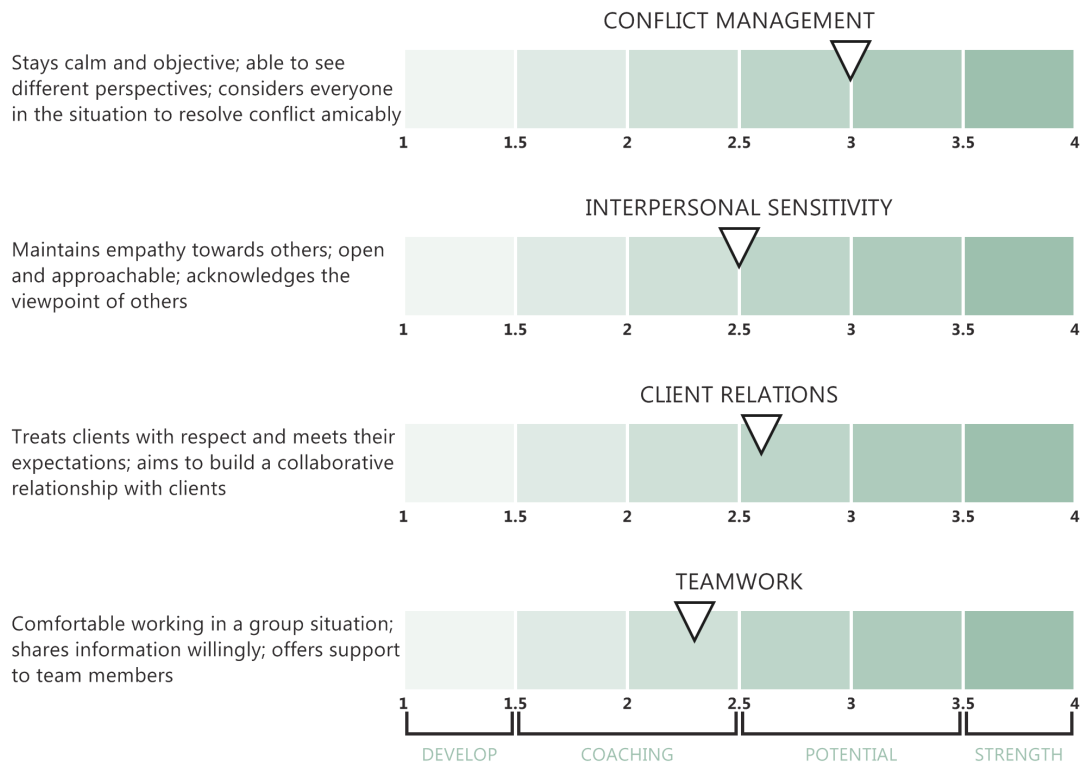
The individual seems to enjoy functioning in this area of competence. They will probably find pleasure in performing tasks related to this area and may tend to seek out such tasks. The individual will likely have the natural resources required to be able to perform and enjoy such tasks over an extended period of time.

When interpreting this information, remember that the competency scores are inferred from a personality profile. The individual may have developed skills in lower scoring areas, and draw on those when necessary. But bear in mind that excessive use of skills outside of the individual's level of comfort can be hard to sustain for long periods of time and may lead to fatigue and burnout.

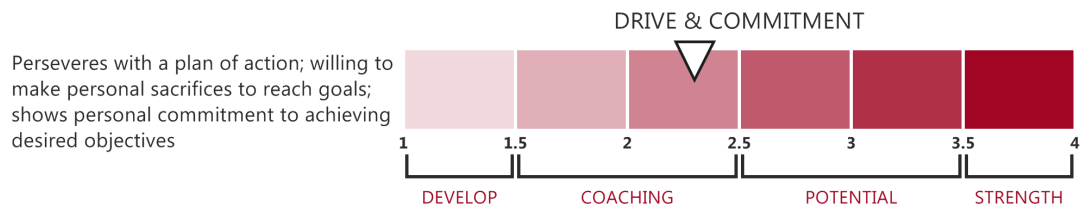
COMPETENCY PROFILES

This section indicates the individual's results on the competency scales. All competencies are described to help interpret the scores. The triangle (▽) shows the score on that scale.

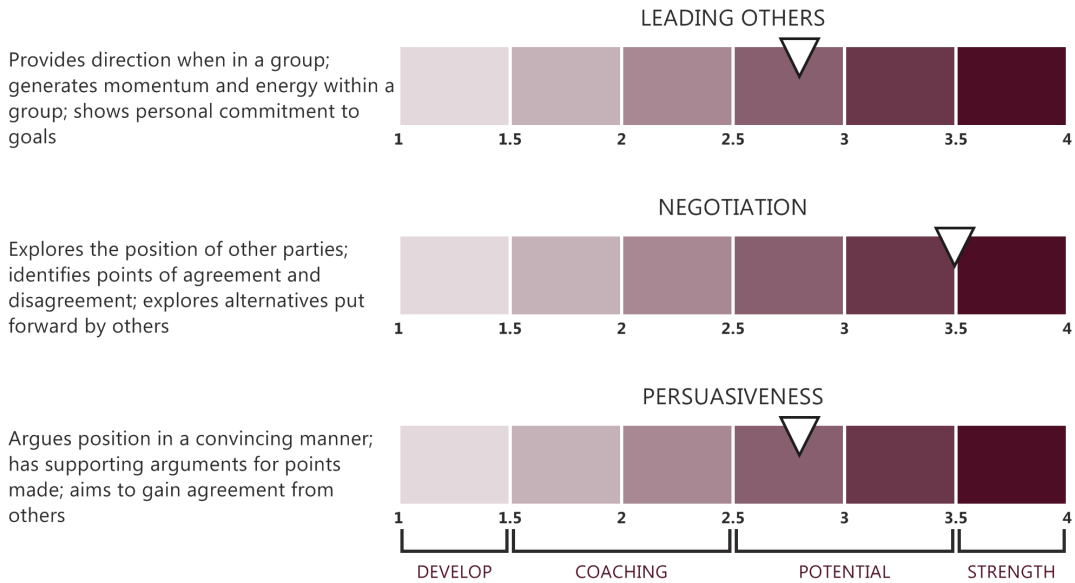
CONSIDERATION / AWARENESS OF OTHERS



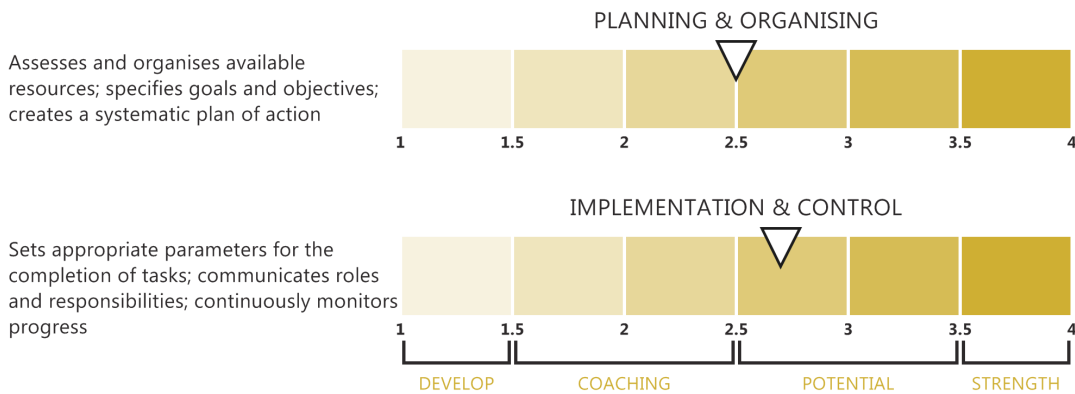
DRIVE



INFLUENCING OTHERS

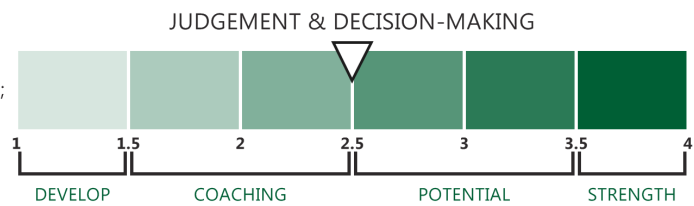


ORGANISING AND PLANNING



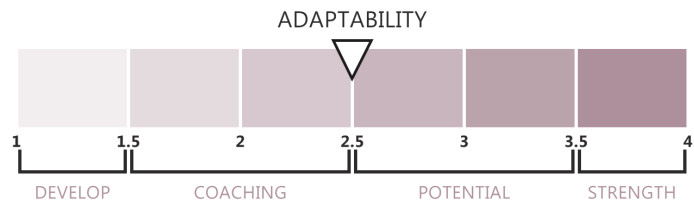
PROBLEM SOLVING

Evaluates relevant information; considers various alternatives and courses of action; anticipates implications of decisions



TOLERANCE OF STRESS / UNCERTAINTY

Calm under pressure; adapts easily to change in an environment; remains positive in the face of adversity



It is generally agreed that the best development processes are where an individual can leverage their strengths to mitigate their weaknesses. The first step to self-development is self-insight, and we trust that this report will help provide the individual with that insight.