



Profile Report created for:

**Lexi Cameron**

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Company: MThree Consulting  
Date of assessment: 5 Apr 2018



People Insights from Game Technology

# How to Interpret Your Profile

This report was generated by using thousands of data points from your assessment session. Your game score was not considered for your psychometric profile; it was all about your unique approach to the scenarios presented. Arctic Shores assessments are grounded in validated personality and cognitive neuroscience frameworks and use your real behaviours to create a psychometric profile. Our extensive research has shown this methodology to be a valid and reliable indicator of how you are likely to behave in the workplace.

There is no one “perfect profile” for all jobs. Each job is different and we support hiring organisations with extensive analysis to determine which of the psychological characteristics described in your report are the most important for success in a particular role. Therefore, the data in this assessment provides a fair and objective set of measures to help organisations determine your suitability for a role in addition to the rest of your application.

## How This Report is Structured

This report is organised into 6 sections that contain a set of unique psychological characteristics:

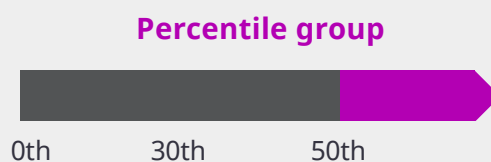
- **Aptitude**
- **Drive**
- **Personal Style**
- **Cognition**
- **Interpersonal Style**
- **Thinking Style**

## Interpreting Category Results

To meaningfully evaluate your results, your performance on the aptitude levels of Skeyrise City has compared to that of a large group of similar individuals who have taken this assessment in the past. Your relative results will fall into one of three categories:

- <30th percentile
- 30-50th percentile
- >50th percentile

### Example



This example shows that the individual scored in >50th percentile category, which means that they have scored better than 50% of the comparison group. This is classed as above average performance.

## Interpreting Radial Results

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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

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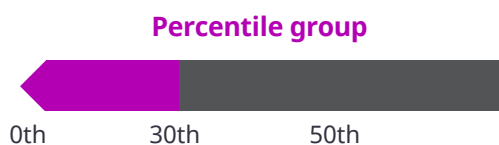
- Arctic Shores profiles are very reliable, but they are not infallible. This can be said of any psychometric test.
- Each psychological characteristic will be valuable in different job roles; there is no right or wrong, just a measure of suitability for a role.
- This profile report will be considered along with other information about you before a selection decision is made.
- 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



## Aptitude

The abilities that affect how you process and use information to perform mental operations. There is one indicator for Aptitude.

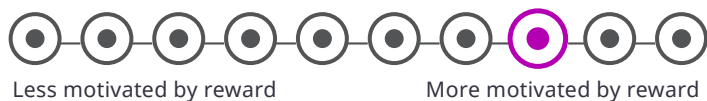


**Numeracy** - You scored below the 30th percentile. This means that your result was lower than 70% of the comparison group. This is classed as below average performance.



## Drive

The traits below influence your drive for delivering results in the workplace. There is one indicator for Drive.

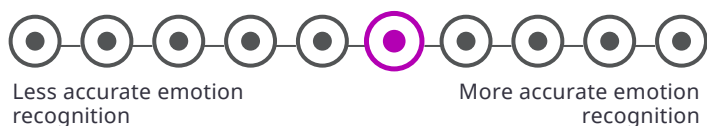


Relative to the comparison group, your responses suggest that you tend to be slightly more willing to exert additional effort to accomplish a desired outcome in return for an intrinsic or extrinsic reward.



## Personal Style

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

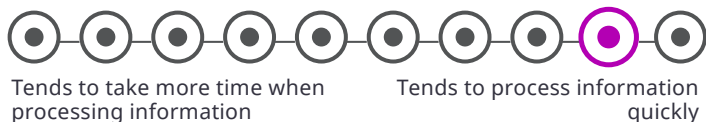


Your responses suggest that you tend to interpret emotions and facial expressions as accurately as most other people in the comparison group.

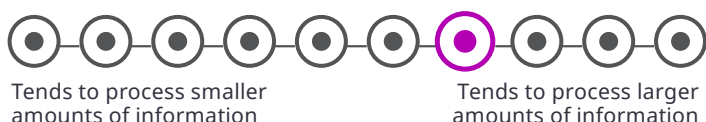


## Cognition

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



Relative to the comparison group, your responses suggest that you tend to process information slightly faster than most.



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

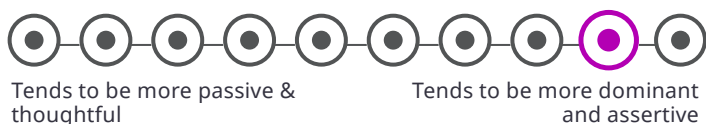


## Interpersonal Style

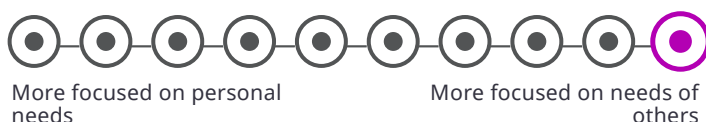
The traits below influence your preferred approach to interacting with other people. There are 4 indicators for Interpersonal Style.



Your responses suggest that you are as inclined as most other people in the comparison group to seek out and feel energised by social interactions.



Relative to the comparison group, your responses suggest that you are fairly inclined to be more self-assured, assertive and confident when interacting with people.



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



Relative to the comparison group, your responses suggest that you are fairly inclined to regulate your behaviour in response to social cues to accommodate a particular situation or audience.



## Thinking Style

The traits below shape how you tend to approach and appraise problems and make decisions. There are 8 indicators for Thinking Style.



Tends to make decisions based on intuition

Tends to make decisions based on rational thought processes

Relative to the comparison group, your responses suggest that you are fairly disposed towards a rational decision-making style and are more likely to be thoughtful, objective and critical when making decisions.



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 deliberative

Tends to be more impulsive

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



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.



Tends to have a short-term orientation.

Tends to have a long-term orientation.

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



More comfortable with certainty & predictability

More comfortable with uncertainty & unpredictability

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.



Tends to deliberate carefully on decisions that involve risk.

Tends to trust instincts on decisions that involve risk.

Your responses suggest that you are as disposed as most other people in the comparison group to carefully consider the risk to benefit ratio before making decisions that involve a degree of risk.



Prefers familiarity and consistency

Prefers variety and regular change

Relative to the comparison group, your responses suggest that you are quite likely to prefer familiarity, order and consistency.

# Your Game Stats



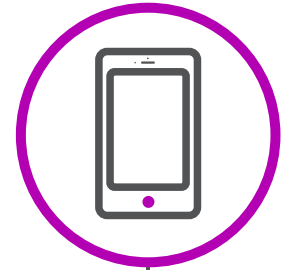
Your Score

**6297**



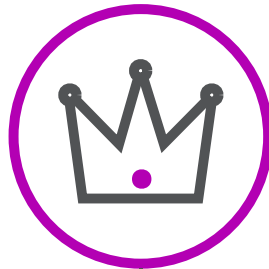
Time Played

**31m41s**



Data Points

**3527**



Last Five Scores

**6297**

**7478**

**5508**

**7192**

**7304**