



Careerlicious



LEADERSHIP ASSESSMENTS: Personality Assessment

Learn how you can develop to become a better leader

We understand that before you purchase any sort of career assessment you want to be sure that this is the right product for you. This information sheet has been produced to provide you with more detail about the assessments that we use in our **Leadership Ladder** service. If you still have questions about our assessments then feel free to contact us at: hello@careerlicious.co.uk or call us on 0117 2140021 to speak to one of the team.

LEADERSHIP LADDER (Personality Assessment)

Who has the Leadership Ladder successfully helped?

- ✦ **Recently promoted managers that lack experience** – they have benefited by becoming more aware of their leadership abilities and areas where they do not have natural strengths. This has assisted them in knowing how to maximise their strengths whilst helping them to work on developing their weaknesses in order to become more effective leaders.
- ✦ **Experienced leaders that want to climb the career ladder** – The higher you climb the leadership ladder, the more responsibilities you will have to deal with. If you have a solid understanding of your leadership style and the key behaviours that underpin this, then you will be in a better position to play to your strengths and minimise your weaknesses.
- ✦ **Graduates / Students aiming to secure a place on Graduate Schemes** – many graduate programmes involve management exercises and tests designed to assess your potential for their scheme. Understanding your potential strengths and weakness ahead of this type of assessment gives you the opportunity to work on your development areas and know what key strengths you can highlight to potential employers.

What does Leadership Ladder (Personality Assessment) consist of?

When you purchase the Personality Assessment you will be sent a link to an online psychometric assessment – 16PF Assessment. This is a widely recognised psychometric assessment used by individuals and companies across the world to assess personality. Once you complete the online questions, we can start the fun part of analysing your results.

The results of your assessment enable a Careers Consultant to assess your personality against a number of key areas that include:

- ✦ Extraversion: **tendency to form social relationships**
- ✦ Independence: **personal interaction and relationships with others**
- ✦ Tough-Mindedness: **way in which information is processed**
- ✦ Self-Control: **controls that influence your behaviour**
- ✦ Anxiety: **emotions experienced and intensity of these**

Knowing how your personality shapes your behaviour is important for helping you to better understand your leadership qualities and behaviours. In a leadership context, this will enable you to understand how your behaviour would impact on others in the workplace and the likely consequences of this.

Process

- ✦ Once you complete the assessment, your results will be analysed and a copy of the 16PF Interpretative Report will be emailed across to you.

If you purchase the premium service:

- ✦ A Careers Consultant will arrange a feedback session with you to discuss the findings of your personality assessment. This is likely to take around 1 hour.
- ✦ During the session you will gain detailed information about your personality and be able to discuss this in relation to your leadership objectives.
- ✦ Following the session, you will be sent a brief summary report that contains the key points of the discussions as well as recommendations for building a personal development plan to help you to achieve your goals.

For further information, contact us today:

✉ hello@careerlicious.co.uk

☎ 0117 2140021