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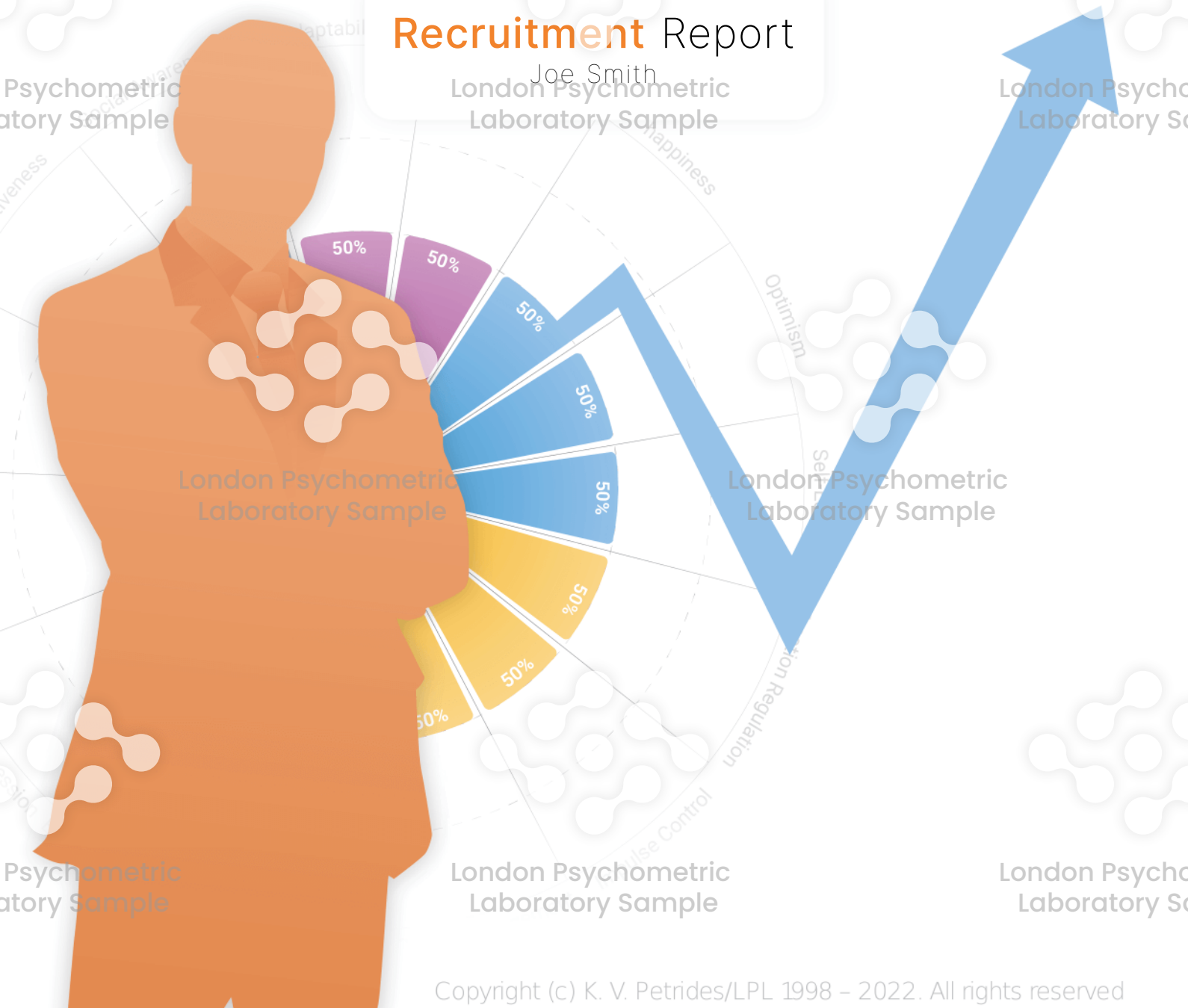
TEIQue

# Recruitment Report

Joe Smith

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# CONTENTS

<b>Introduction</b>	London Psychometric Laboratory Sample	3
<b>Summary Graphs</b>	London Psychometric Laboratory Sample	4
<b>Global Score</b>		5
<b>Auxiliary facets</b>		5
Adaptability		
Self-motivation		
<b>Well-Being</b>		6
Happiness		
Optimism		
Self-Esteem		
<b>Self-Control</b>	London Psychometric Laboratory Sample	7
Emotion Regulation		
Impulse Control		
Stress Management		
<b>Emotionality</b>		8
Empathy		
Emotion Perception		
Emotion Expression		
Relationships		
<b>Sociability</b>	London Psychometric Laboratory Sample	9
Emotion Management		
Assertiveness		
Social Awareness		



## How to Read the TEIQue Recruitment Report

Unlike other TEIQue reports, the TEIQue Recruitment report has been written from the perspective of HR specialists and recruiting organizations (recruiter), rather than that of the respondent (candidate). The report should take about 15 minutes to process, although, with usage and experience, this time commitment will be significantly reduced.

This report should be used in conjunction with other information to evaluate person-job fit, which is the degree of alignment between the candidate's personality and the job content. All TEIQue profiles have advantages and disadvantages, but not all TEIQue profiles are suitable for all jobs. The psychological characteristics tapped by the TEIQue interact with the context and characteristics of particular job roles. As a skilled professional consultant, you are called to bring your acumen and experience to bear on the evaluation of this information and its relevance to the recruitment (or development) process as a whole.

The potentials and recommendations presented in these reports are not to be construed as certainties and inevitabilities, but rather as aids to your expert judgment and as suggestions for exploration with candidates. Their purpose is to initiate, guide, and enrich interviews and professional exchanges. The reports should not be used as cut-off criteria for mechanical or automated decision-making.

In the TEIQue Recruitment report, scores are classified into seven (rather than three) categories in order to provide more nuance and finer support to decision-making: 1-15% very low, 16-30% low, 31-40% low-average, 41-60% average, 61-70% high-average, 71-85% high, 86-99% very high. In general, the possible desirable and undesirable implications listed under the high and low scores of each TEIQue factor and facet will be more accentuated for scores that are very high or very low.

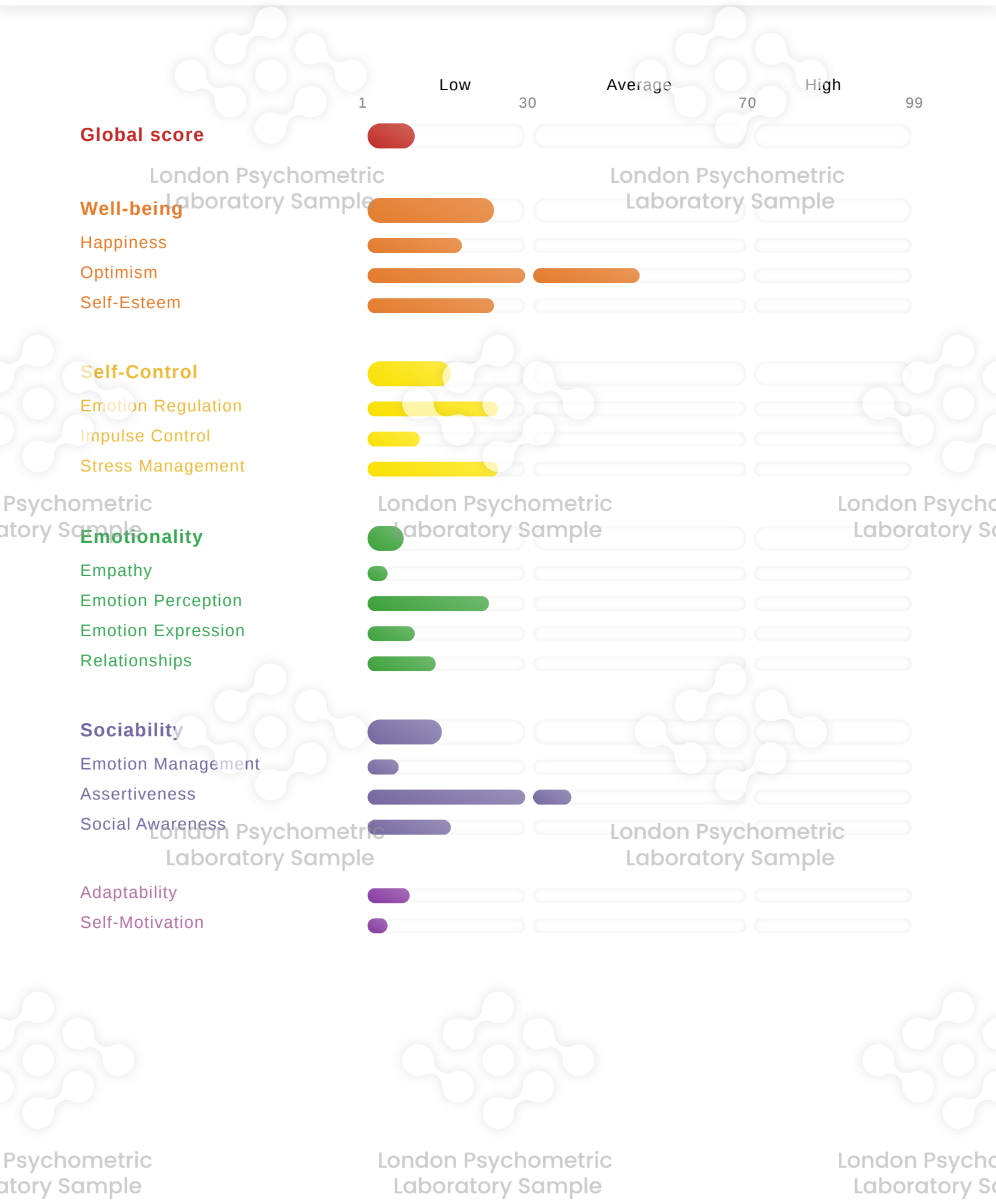
As regards average scores (31-70%), these are less likely to exert marked influence on behavior, compared to high and low scores (and, especially, compared to very high and very low scores). The descriptions for average scores will typically represent some combination of the descriptions for high and low scores on the relevant facet. For reasons of space, and to facilitate due focus on extreme scores, these descriptions have not been included in the Recruitment report. However, if required, they can be found in the "TEIQue score interpretation" slides in the introductory TEIQue accreditation course under section "TEIQue: Principles of interpretation and case studies". Note that for high-stakes assessments and high-level appointments, I recommend considering at least one full TEIQue report (Standard, Developmental, or Leadership) in addition to the Recruitment report.

I trust that you will find the TEIQue Recruitment report a useful addition to your current recruitment processes and that it will help you arrive at optimal decisions for all concerned. I also hope that through your personal engagement with these reports, you – as a conscious recruiter – will be able to discover deeper actualities about your own true Self.

Sincerely,

Konstantinos V. Petrides

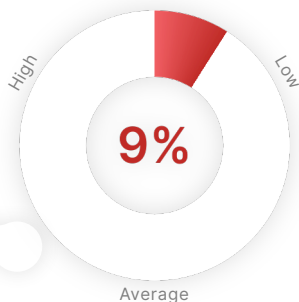
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## Global Trait EI

The Global trait EI score provides a snapshot of general emotional functioning – how confident one is in their emotional abilities and how comfortable they feel in their emotional world.

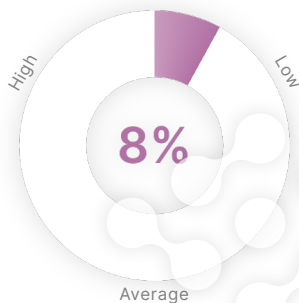


The Global trait EI score is very low.

Main observations to consider:

- Overall, feels inadequately confident in their emotional abilities and in the ways they use them to get ahead in life.
- Lower possibility to be complacent and conceited.

## Auxiliary Facets

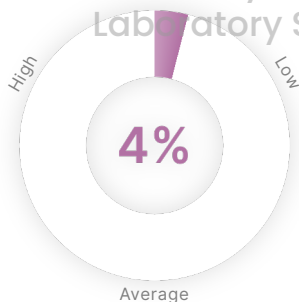


### Adaptability

The Adaptability score is very low.

Possible advantages: Potential for loyalty, consistency, and commitment; preference for highly structured or routine roles.

Possible disadvantages: Change-resistant; training-resistant; rigid and closed to persuasion and argumentation.



### Self-Motivation

The Self-motivation score is very low.

Possible advantages: May respond well to extrinsic motivation (bonuses, perks, etc.); will not create disruption by undue competitiveness; can work well as part of a structured team.

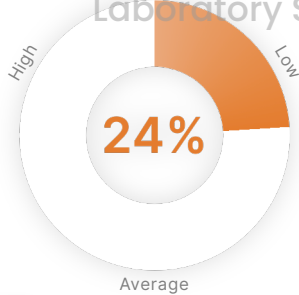
Possible disadvantages: Risk of underperformance, if not managed closely; gives up easily; unfocused.



# Well-Being Factor

The Well-being factor reflects the common core of the three facets it comprises, i.e., Happiness, Optimism, and Self-esteem.

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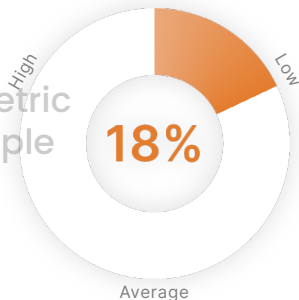
The Well-being score is low.  
Main observations to consider:

- Overall, feels not well-adjusted in their life.
- Lower possibility of being complacent, although probe any evidence of or tendencies to defeatism.

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## Happiness

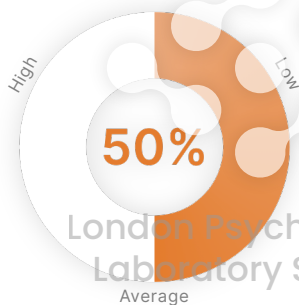
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The Happiness score is low.  
Possible advantages: More serious or solemn; possibly hungrier for advancement and success.  
Possible disadvantages: Harder to satisfy; tendency to negative attitudes.

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## Optimism

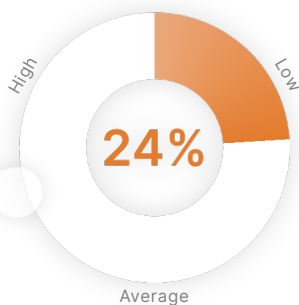


The Optimism score is average.  
Average scores are less likely to exert marked influence on behavior compared to high and low scores. In general, average scores on XXX will involve some combination of the characteristics of high and low scores Optimism facet – see the introduction on p. XX for details.

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## Self-esteem



The Self-esteem score is low.  
Possible advantages: More open to feedback and directions; easier to integrate into a team.  
Possible disadvantages: Challenges with leadership and taking initiative; insufficient self-respect that could affect performance.

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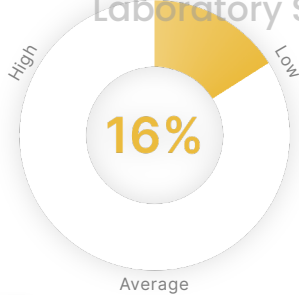
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# Self-Control Factor

The Self-control factor essentially reflects the common, overlapping core of the three facets it comprises, i.e., Emotion regulation, Impulse control, and Stress management.

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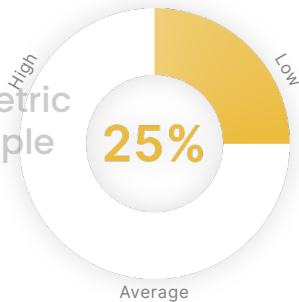


The Self-control score is low.  
Main observations to consider:

- Overall, feels inadequate control over their self and life.
- Lower possibility of being rigid and stern.

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## Emotion regulation



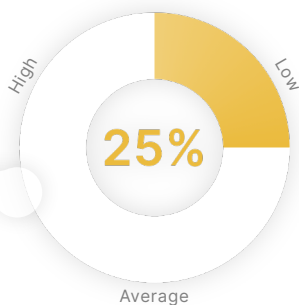
The Emotion regulation score is low.  
Possible advantages: May have preference and aptitude for data-driven or technical positions; less likely to be political and calculating.  
Possible disadvantages: Prone to inappropriate emotional displays; may be "hijacked by emotions".

## Impulse control



The Impulse control score is very low.  
Possible advantages: Readier to grasp unexpected opportunities; can take decisions with limited information; perhaps more creative.  
Possible disadvantages: Impetuous; less rigorous decision-making; doesn't see tasks through to completion.

## Stress Management

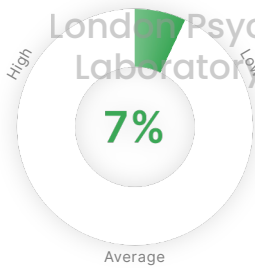


The Stress management score is low.  
Possible advantages: More willing to work as part of a team that shares responsibilities and workloads; less likely to be apathetic; may be able to utilize positive aspects of stress ("eustress") with training.  
Possible disadvantages: Gets stressed out; stress may adversely affect their performance.



# Emotionality Factor

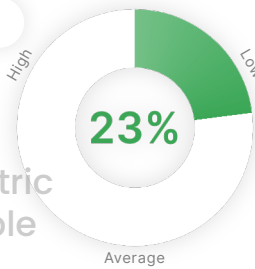
The Emotionality factor essentially reflects the common, overlapping core of the four facets it comprises, i.e., Emotion expression, Emotion perception, Empathy, and Relationships.



The Emotionality score is very low.

Main observations to consider:

- Overall, feels inadequate emotional adjustment.
- Lower possibility of becoming preoccupied with feelings and moods.

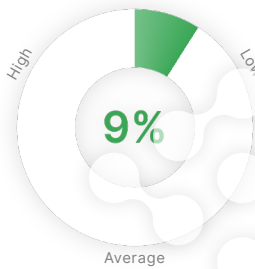


## Emotion Perception

The Emotion perception score is low.

Possible advantages: Less likely to prioritize feelings over technical analysis; well-suited for jobs that require an unemotional/technical person.

Possible disadvantages: Limited ability to read between the lines; may feel confused or unsure about himself or herself; less intuitive.

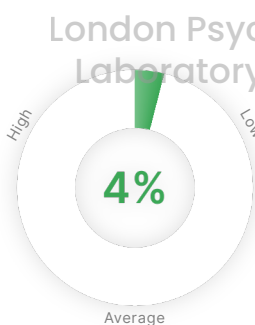


## Emotion Expression

The Emotion expression score is very low.

Possible advantages: Corporate department; more guarded and opaque (cannot be easily "read" or sussed out).

Possible disadvantages: May be seen as cold and aloof; inhibited and uninspiring.

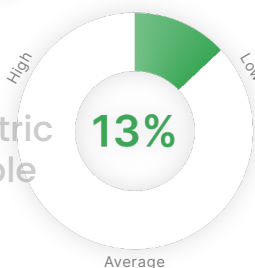


## Empathy

The Empathy score is very low.

Possible advantages: Can drive through an agenda; can implement decisions against resistance.

Possible disadvantages: Limited perception; single-tracked mind; difficulties in multi-cultural environments.



## Relationships

The Relationships score is very low.

Possible advantages: Single-minded focus on work and career progression; self-dependent.

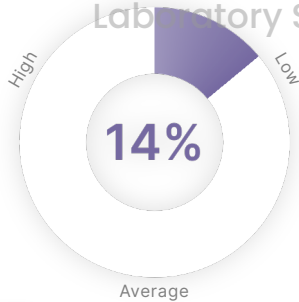
Possible disadvantages: Lack of personal support structures; limited appreciation of the power and possibilities of close relationships; workaholicism that might eventually lead to career-stopping breakdowns.



# Sociability Factor

The Sociability factor essentially reflects the common, overlapping core of the three facets it comprises, i.e., Assertiveness, Emotion management, and Social awareness.

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The Sociability score is very low.

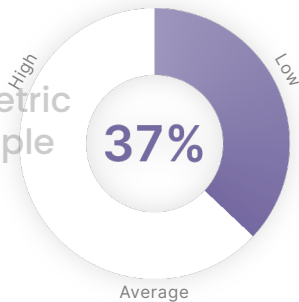
Main observations to consider:

- Overall, feels inadequately confident in their social skills.
- Lower possibility to be over-extraverted or overbearing in their social interactions.

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## Assertiveness

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The Assertiveness score is low average.

Average scores are less likely to exert marked influence on behavior compared to high and low scores. In general, average scores on Assertiveness will involve some combination of the characteristics of high and low scores – see the introduction on p. XX for details.

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## Emotion Management



The Emotion management score is very low.

Possible advantages: Minds own business; unlikely to be intrusive or manipulative; does not spend/waste energy trying to influence others.

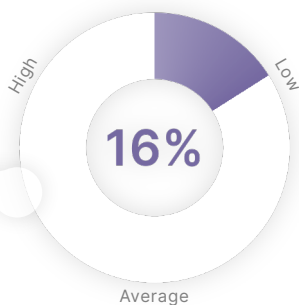
Possible disadvantages: Limited managerial and leadership potential; unwilling or unable to deal with people-related problems.

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## Social Awareness

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The Social awareness score is low.

Possible advantages: Greater focus or task-persistence; more discreet; can work alone.

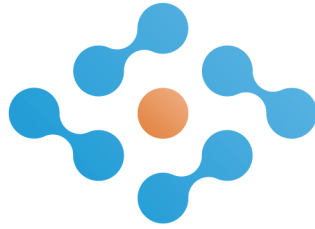
Possible disadvantages: Low social confidence; limited reach and networking; possible difficulties with diversity of backgrounds and opinions.

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Reflection of your essence



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Understand the  
fundamental forces  
guiding your  
decisions.



Contrast your  
present to your  
expectations.

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Commit to a path  
through deliberate,  
mindful action.



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