

# Well done, Lyn Dale - here is how to understand your report.

Completed on Nov 12, 2020



## Scores

- Your report compares your responses against those of other respondents. It provides a score that represents your potential to show a competency. A competency is the values, attitudes and behaviours that support performance and wellbeing.
- For each competency, higher scores mean your current behaviours are more likely to be effective.
- The competencies in this report are: Thinking, Study, Coping, Communication and Collaboration



## Statements

Within a competency, you might have some strengths and areas for improvement. So, as well as a score, you will see feedback in three possible categories.

### Positive Points:

- [EXAMPLE] Are tolerant of others' views and unlikely to show impatience with others.

### Neutral points:

- [EXAMPLE] Can occasionally show impatience with others.

### Points to improve:

- [EXAMPLE] Tend to show your impatience, particularly if others disagree with you.

# CPSQ Report

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## Thinking

Intellectual curiosity and open thinking



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## Positive Points

- Typically question and analyse information.
- Need to find things out for yourself and like to be thorough with your research.
- Think of yourself as highly imaginative and as someone who can come up with lots of creative ideas.
- Probably explore problems from many different perspectives and are open to multiple possible solutions.

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## Study

Motivation to achieve and self-management



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## Neutral Points

- Take a balanced approach to personal achievement, you want to do your best but are unlikely to be overly ambitious.
- Have some ideas about what you would like to do and sometimes set yourself achievable goals to reach.
- Usually get on with your work but occasionally you might put off starting some routine or boring tasks.
- Similar to most students in your capacity to focus on your work and persevere until it is finished.
- Probably plan and prioritise some of your activities.
- Mainly approach work in a structured way and tend to be organised for what you need to do.

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## Coping

Resilience and adaptability to demands



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## Positive Points

- Rarely worry and feel relaxed about most things, you might even thrive on new and unexpected challenges.

## Neutral Points

- Remain reasonably patient and calm when tasks or situations are frustrating.

## Points to improve

- Sometimes feel less positive about your capacity to cope with problems and setbacks.
- Might take some time to adapt to change and new learning environments.

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## Communication

Your responses suggest your potential strengths and areas for improvement...



- **Moderately outgoing, you will usually start a conversation if you have some connection to a person.**
- **In unfamiliar situations, you might wait for others to make the first approach and potentially lose out on making new friends and connections.**
- **Reasonably socially confident, you tend to balance speaking and listening in group discussions, and are usually comfortable with delivering presentations as long as you can prepare.**
- **You may occasionally let more dominant people put you off contributing to group discussions.**
- **Your communication style tends to be task-focused and straight to the point.**
- **You may at times come across as insensitive or too direct.**

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## Collaboration

Your responses suggest your potential strengths and areas for improvement...



- You prefer to work independently and direct your own work.
- You might sometimes forget to consult or include others.
- You stay true to your ideas, even if it makes you unpopular.
- You rarely compromise and tend to put your own ideas first.
- You are less willing to be constrained by group rules and norms of behaviour.
- You may find it challenging to collaborate with people who like to work within rules.
- You rarely over-commit yourself and let others look after their own responsibilities.
- Be careful not to break commitments when working with others.
- You are willing to take a risk and try new things, as long as you have had a reasonable amount of time to think things through.
- Depending on the situation, you might overthink or spend too long thinking about risk and find it difficult to make a decision.