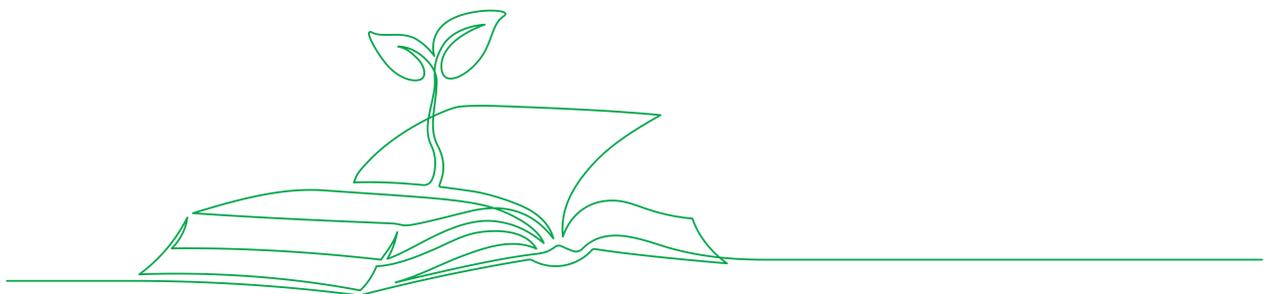Sam Sample

Professional Develop Report

Winsborough

July 2025

About this report
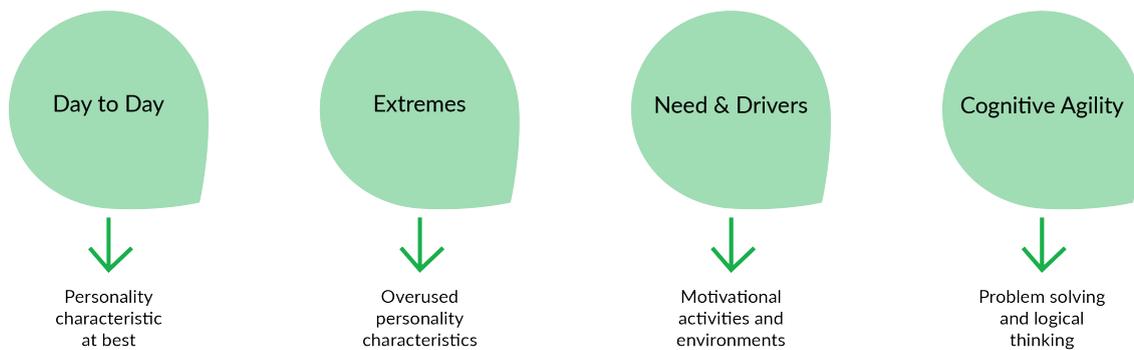
This report presents key insights derived from the personality assessments you recently completed. Personality measures offer a valuable lens into human behaviour patterns and what truly motivates individuals. It is important to acknowledge that human complexity extends far beyond what any brief assessment can fully capture.

This report distills your results into the key elements that collectively influence workplace behaviour: your day-to-day style, potential risk behaviours, and underlying motivations and drivers. See below for more detail about each of these elements.
Cognitive agility results are included to provide insight into how quickly and effectively you typically adapt your thinking, solve problems, and respond to changing demands.

Behaviour at Work

Day to Day	Extremes	Need & Drivers	Cognitive Agility
↓	↓	↓	↓
Personality characteristic at best	Overused personality characteristics	Motivational activities and environments	Problem solving and logical thinking

There are reflection questions for each personality component to kickstart your development journey. As you review, we encourage you to focus on themes and patterns, rather than isolated details. Focus your on development on the areas that will make the most meaningful difference to your personal and professional growth.

Whether used for selection purposes or for personal coaching and development, this report is strictly confidential. It is not intended for broad distribution and should be stored securely and shared only with relevant others.

Day to Day

The descriptions in this section indicate the personality characteristics of someone when they are at their best. Results on the left or right are not seen as 'good' or 'bad' - there are usually advantages and challenges associated with both ends of any dimension.

Assessment results are never an exact science and a person's personality is complex. These results should not be interpreted in absolute terms, but instead viewed as an indication of how a person's personality could affect their behaviours in the workplace. Alongside these dimensions there will be other characteristics and circumstances that can also affect a person's behaviour and performance in work-related contexts.

Extremes

Everyone has days when they're not at their best. Stress, boredom, and other pressures can lead us to act in ways that do not reflect our best in relationships and work. Remember, this is not about how a person shows up every day, but rather the potential downside behaviours that may show up from time to time.

Core Needs & Drivers

Values and needs are a deep wellspring of energy that can motivate action and sustain commitments. A person's values influence their decisions, preferences for work tasks, and the culture in which they feel most comfortable.
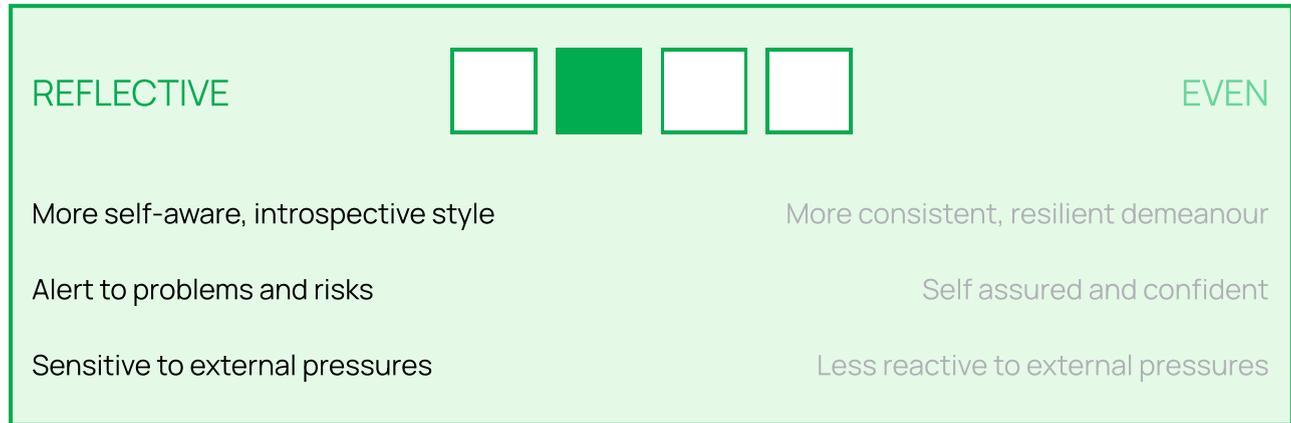
Cognitive Agility

Matrigma measures abstract reasoning or how people approach problem solving and complex information, through an individual's ability to find patterns and underlying logic from a series of visual diagrams.

How we feel and respond

Emotions influence how we think, behave, and respond to the world around us. This trait reflects how strongly we experience and express emotions - particularly in the face of setbacks, pressure, or challenging situations.

Emotional Experience Day to Day

REFLECTIVE ☐ ◼ ☐ ☐ EVEN

More self-aware, introspective style	More consistent, resilient demeanour
Alert to problems and risks	Self assured and confident
Sensitive to external pressures	Less reactive to external pressures

People similar to you seem:

- To manage pressure reasonably well but can feel things strongly
- Emotionally expressive
- To be self-doubting at times
- Attentive to feedback

Reflection and follow up

Reflect on a recent time you encountered significant stress and pressure at work.

- What thoughts went through your mind as the pressure built, and how did they shape your initial reaction?
- How did you feel emotionally, and what impact did those feelings have on your ability to think clearly and make decisions?
- What actions did you take to prioritise your tasks and stay productive?
- What strategies helped (or could help) you manage your emotional response and focus on what mattered most?
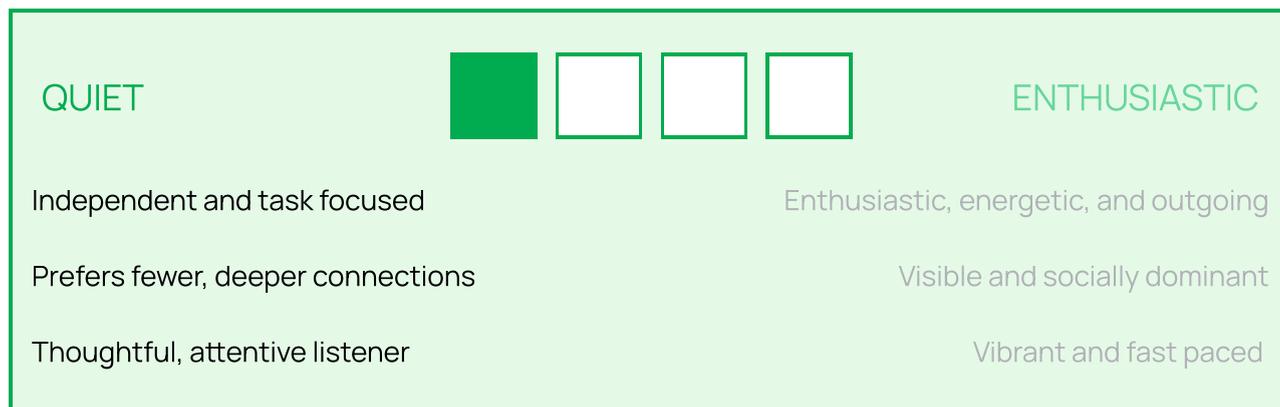
Think about a situation where something didn't go to plan and left you feeling disappointed or deflated.

- What were your immediate thoughts and emotions following the setback?
- How long did it take to regain perspective or motivation?
- What helped you (or could you try in the future) to move forward constructively and re-engage with your work?

How we build relationships

This trait describes an individual's preference for social engagement and the energy they draw from interacting with others.

Extraversion Day to Day

QUIET	■	□	□	□	ENTHUSIASTIC

Independent and task focused	Enthusiastic, energetic, and outgoing
Prefers fewer, deeper connections	Visible and socially dominant
Thoughtful, attentive listener	Vibrant and fast paced

People similar to you seem:

- Comfortable working independently, enjoys downtime and quiet time
- Focused on tasks or ideas
- Deliberate communicators who prioritise fewer, stronger relationships
- Low key, reticent, and serious

Reflection and follow up

How do you intentionally ensure your colleagues feel you are accessible and available to them?

- What specific actions or strategies do you use to create a sense of openness and accessibility?
- How do you encourage others to speak up and share their thoughts or concerns?
- What approaches have you found most effective in building a space where people feel safe to communicate openly?
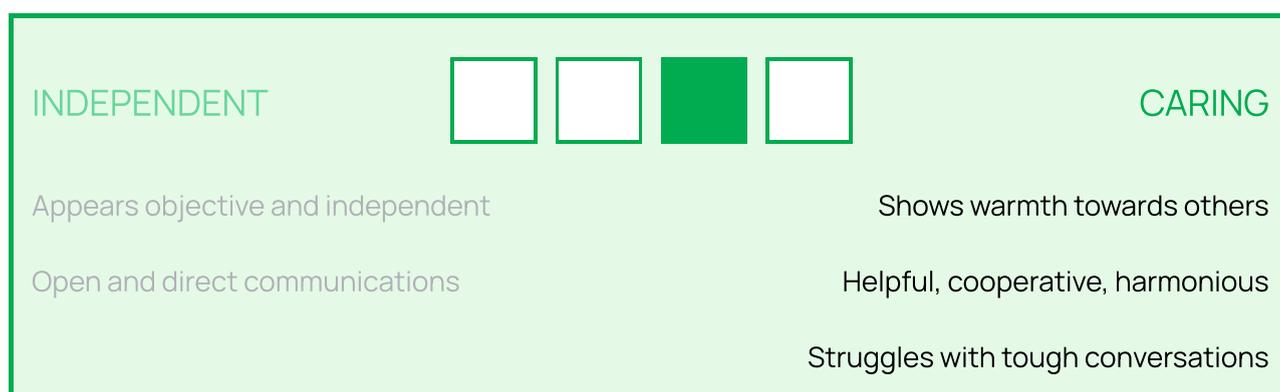
Think of a recent situation where you were quieter or more reserved in a group setting.

- What influenced your choice to hold back?
- What might you do differently next time to increase your presence or contribution in a way that still feels authentic?

How we engage and communicate

This trait describes an individual's tendency to prioritise the needs, feelings, and perspectives of others in their interactions. It reflects how readily a person cooperates, shows empathy, and seeks harmony, versus how directly they assert their own views and pursue goals independently.

Agreeableness Day to Day

INDEPENDENT	□	□	■	□	CARING

Appears objective and independent	Shows warmth towards others
Open and direct communications	Helpful, cooperative, harmonious
	Struggles with tough conversations

People similar to you seem:

- Warm and mostly caring in relationships
- Cooperative, willing to take other people's needs into account and compromise
- To delay expressing opinions openly and seem overly accommodating to others

Reflection and follow up

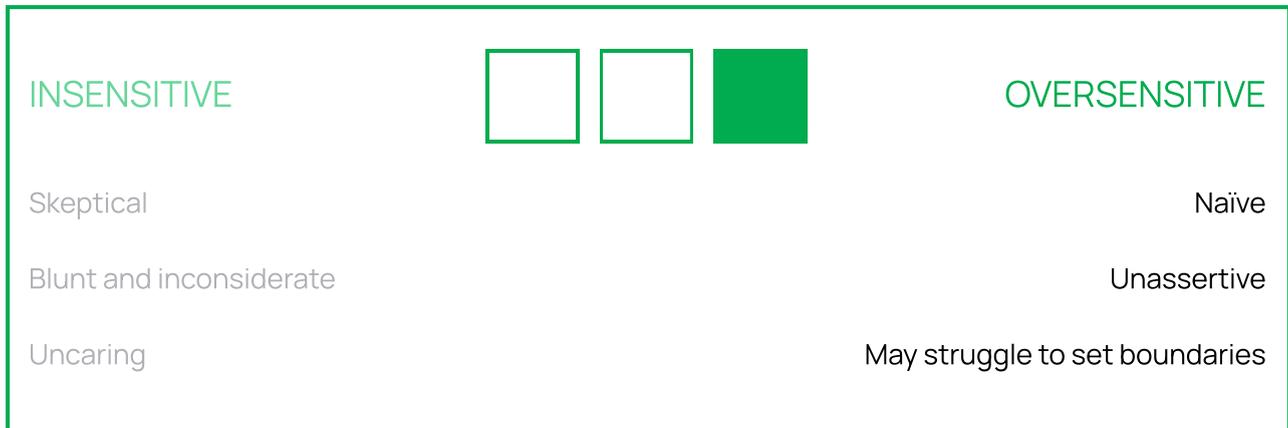Think of a time when your perspective differed significantly from others in a group.

- What were your initial thoughts about sharing your view?
- What actions did you take - or choose not to take - and what influenced your decision?

Recall a situation where you noticed behaviour you believed was inappropriate or unhelpful.

- What thoughts ran through your mind as you observed it?
- How did it make you feel, and what concerns (if any) held you back?
- What actions did you take, or what might you do differently next time?

Agreeableness at the Extremes

This scale measures a person's sensitivity to the thoughts, feelings, and needs of others. At one extreme, people may be self-sacrificing, avoid conflict, and become overly accommodating, while at the other, they may appear blunt, self-interested, and confrontational in their interactions.

INSENSITIVE				OVERSENSITIVE
Skeptical				Naïve
Blunt and inconsiderate				Unassertive
Uncaring				May struggle to set boundaries

Under pressure, people similar to you seem:

- Altruistic to a fault and may acquiesce to the needs of others
- Concerned to avoid emotion-laden disagreement
- To trust too easily and can seem unassertive

Coping strategies

- Practise saying "I need time to think before I commit" instead of agreeing immediately
- Use assertive scripts to express disagreement respectfully
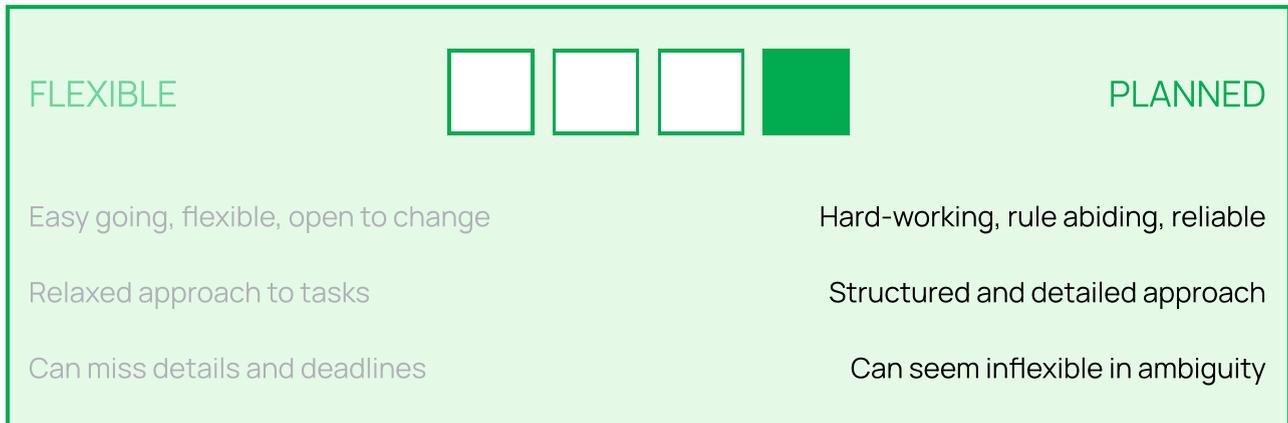- Prioritise impact over approval when making decisions under pressure

Reflection and follow up

- How do you typically respond when you're under pressure and need to say no or push back on others' requests?
- Have you ever avoided conflict to maintain harmony, even when something important was at stake? What might you try next time?

How we approach our tasks and work

This scale measures a person's approach to structure, responsibility, and task completion. At one extreme, individuals may be rigid, perfectionistic, and overly focused on rules, while at the other, they may seem disorganised, inconsistent, and easily distracted in their work.

Conscientiousness Day to Day

FLEXIBLE ☐ ☐ ☐ ■ PLANNED

Easy going, flexible, open to change
Relaxed approach to tasks
Can miss details and deadlines

Hard-working, rule abiding, reliable
Structured and detailed approach
Can seem inflexible in ambiguity

People similar to you seem:

- Focused and hard-working with commitment and high standards
- Planned and methodical, executing tasks with precision and follow-through
- To apply rules pedantically, and appear overly focused on the detail
- To hold onto tasks to ensure they are perfect and appear inflexible or resistant to change

Reflection and follow up

Think of a time when your tasks or priorities changed unexpectedly.

- What were your initial thoughts when you realised the shift was happening?
- How did you feel about the sudden change, and how did those feelings influence your immediate reaction?
- What actions did you take to adapt your plans, communicate effectively, and respond to the new priorities?

Reflect on a time when you had to deliver high-quality work under tight time pressure, but felt there was still room for improvement.
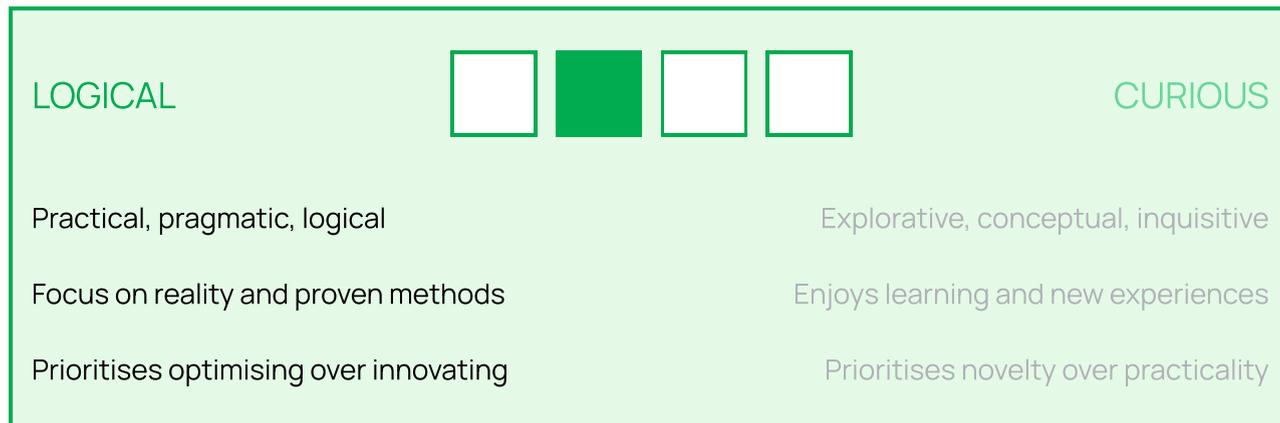
- What were your thoughts about aiming for a 'perfect' result versus delivering something that was 'good enough'?
- How did you feel when you decided to stop refining and move on?
- What actions helped you manage your perfectionistic tendencies and meet the deadline without sacrificing key standards?
- How did you decide when 'good enough' was truly enough?

How we approach thinking

This scale measures a person's openness to new experiences, ideas, and ways of living. At one extreme, people may be unconventional, eccentric, and drawn to novelty, while at the other, they

may seem rigid, traditional, and resistant to change.

Openness Day to Day

LOGICAL					CURIOUS

Practical, pragmatic, logical

Focus on reality and proven methods

Prioritises optimising over innovating

Explorative, conceptual, inquisitive

Enjoys learning and new experiences

Prioritises novelty over practicality

People similar to you seem:

- To prefer tangible and pragmatic solutions and tasks
- More likely to adopt a logical approach to problem solving, while being willing to engage with new concepts
- To value efficiency and will focus on executing ideas to achieve outcomes

Reflection and follow up

Consider a situation when you faced a completely novel problem or challenge - something you had truly never encountered before.

- What were your initial thoughts and feelings when confronting this unfamiliar territory?
- What actions did you take to explore and address it?

Consider a time where a colleague proposed a very different approach to a process that you felt was already working well.

- What was your initial internal response - what thoughts or feelings came up for you?
- How did you react outwardly in your behaviour or communication in that moment?

Core Needs & Drivers

Values and needs are a deep wellspring of energy that can motivate action and sustain commitments. A person's values influence their decisions, preferences for work tasks, and the culture in which they feel most comfortable.

Need for Change

High scorers are motivated by autonomy, excitement, change, and novelty. They prefer uncertainty, risk, and ambiguity. Low scorers are more motivated by stability, structure, routine, and tradition. They will be most comfortable in positions with a clear hierarchy.

Core Needs & Drivers

Values stability and clarity
Needs structure and routine
Motivated by clear processes
and disciplined focus

Values change and
experimentation
Needs flexibility and speed
Motivated by autonomy and
variety

- Prefers a stable environment with clear rules, few risks, and well-defined procedures.
- Enjoys making sure things run smoothly, stay on track, and are reliable.
- Preserves tradition.

Need for Social Influence

High scorers are motivated by gaining social prestige, recognition from others, and leading. They value being in positions of power, being respected, and having others look up to them. Low scorers value consensus and equitable relationships, and have no need for control or power. They tend to be motivated by cooperation and consensus.

Core Needs & Drivers

MODEST

SOCIAL INFLUENCE

Value consensus and equitable
relationships
No need for control or power
Motivated by cooperation and
consensus
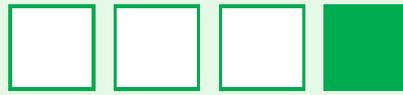
Value being in positions of
power
Need recognition and
acknowledgement
Motivated by leading and
change

- Seeks recognition and approval, especially from peers and bosses.
- Prefers environments that enable getting ahead and reward initiative.
- Will dislike places that fail to notice their achievements.

Need for Pleasure

High scorers are motivated by pleasure and enjoyment. They value activities in which they can mix business and pleasure and prefer an environment that is stimulating, fun, and entertaining. Low scorers value formality, being prudent, and may not need or want work social events. They are less motivated to pursue pleasure or self-indulgence as an end, preferring more serious activities and values.

Core Needs & Drivers

FORMAL					INFORMAL
Strong work focus Serious and business-like Clear work/home boundaries			■		Enjoys fun and celebration Wants to enjoy themselves Motivated by business and pleasure

- Appreciates a workplace that includes fun, celebration, and socialising, while also valuing focus and productivity.
- Enjoys seeing others have a good time but balances this with respect for work priorities.
- Works well in environments where business and pleasure can mix occasionally, without it overshadowing the work itself.

Need for Achievement

High scorers are deeply interested in and motivated by gaining mastery and becoming experts. Low scorers are satisfied and content with themselves, motivated by other interests. High scorers value seeing progress and winning, enjoy order, and are comfortable working in well-defined ways to grow their capability. Low scorers value the direction of capable leaders, preferring egalitarian environments.

Core Needs & Drivers

RELAXED					DRIVEN
Not motivated by winning Prefer the contributor role Motivated by loyalty over advancement	■				Action oriented and ambitious Oriented to winning Want to be promoted and advance

- Is comfortable contributing steadily without a strong need to achieve or win, but still takes pride in doing good work.
- Prefers to be a reliable team member and appreciates clear direction, while also being willing to show initiative when needed.
- Values workplaces that provide the flexibility to balance work with other aspects of life.

Need for Curiosity

High scorers are self-directed and stimulated by new places, people, and ideas. They value exploring, finding things out, and using their imaginations. They will want to be in positions that enable learning and the chance to experiment and try new things. Low scorers have little need for novelty and will be more satisfied in roles that afford them stability. They are likely to prefer continuity, predictability, and security.

Core Needs & Drivers

PRAGMATIC

Low need for novelty
Less inclined to experiment
Prefer predictability

CURIOUS

Stimulated by new
Value exploring and experimenting
Like to use their imagination

- Enjoys environments that get on with things in a practical, ordered way.
- Appreciates sticking with what they know and understand.
- Prefers stable businesses that operate safely and securely.

Need for Connection

High scorers are motivated by their need to connect with and care for others. They value being in roles that require social contact and working in teams. Low scorers have less need to connect and prefer to focus on their responsibilities and work. They enjoy the chance to work alone or in small groups.

Core Needs & Drivers

INDEPENDENT

Less need to connect
Prefer to focus on responsibilities
Comfortable working alone

COLLABORATIVE

Motivated by need to connect
Value roles with social contact
Enjoy working in teams

- Appreciates workplaces that encourage social interaction and discussion, while also valuing time for focused, independent work.
- Is comfortable working with others and collaborating when needed, but also enjoys having space to work autonomously.
- Prefers a balance between teamwork and working alone, and can manage periods of solo work.

Need for Integrity

High scorers are motivated to display acts of altruism, live by a strong moral code, and act according to their principles. Low scorers by contrast are motivated to challenge accepted norms, rules, and principles. They think from their own perspective and adopt a flexible approach to right and wrong. They value pragmatism over principle.

Core Needs & Drivers

AGILE   PRINCIPLED

Motivated to challenge norms   Live by strong moral code
Flexible about right and wrong   Act according to principles
Value pragmatism over principle   Display acts of altruism

- Prefers a workplace with clear humanistic values and a strong principled focus.
- May favour working for purpose driven organisations.
- Dislikes decisions made for expedient, commercial, or self-serving ends.
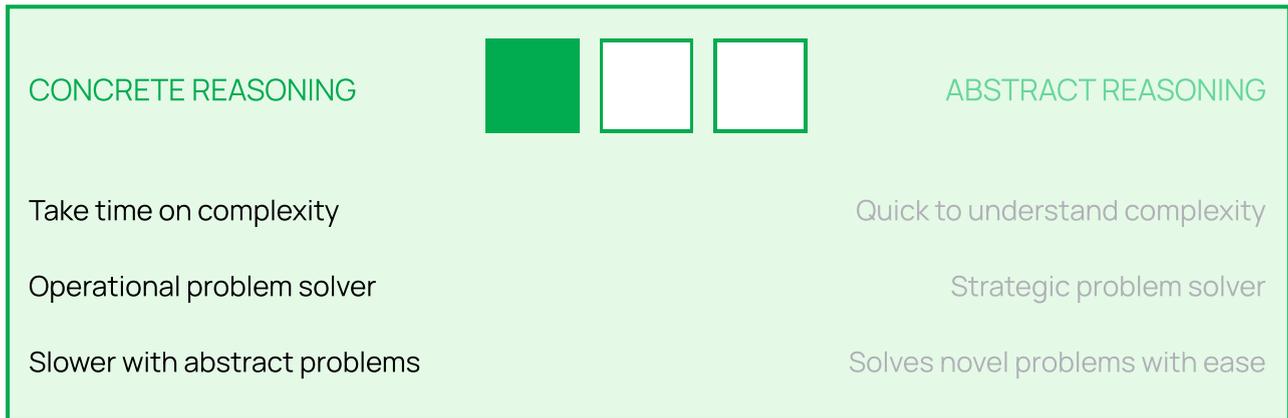
Cognitive Agility

This section outlines your results from the Matrigma assessment, which measures fluid intelligence - the ability to identify patterns, solve unfamiliar problems, and think logically under pressure. These skills are especially important when dealing with change, learning new concepts, or navigating complex situations. The insights below are intended to help you reflect on your natural cognitive approach and consider practical strategies to support your ongoing development.

Handling Complexity

CONCRETE REASONING				ABSTRACT REASONING
Take time on complexity				Quick to understand complexity
Operational problem solver				Strategic problem solver
Slower with abstract problems				Solves novel problems with ease

This score suggests you may find it more effortful to identify patterns, solve novel problems quickly, or manage abstract information under time pressure.

- Likely to prefer clear structure, familiarity, and step-by-step guidance when solving new or complex problems
- Tends to approach problems in a practical, experience-based way rather than using abstract reasoning or conceptual frameworks
- May take longer to grasp unfamiliar or ambiguous tasks, especially when under time pressure or without clear instructions
- Performs best when expectations are concrete, processes are repeatable, and support or examples are available to follow
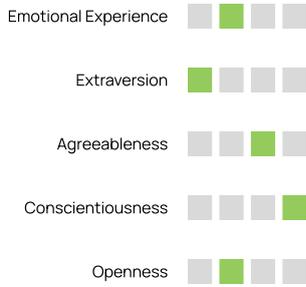
Coping strategies and development tips

- **Take your time to structure problems.** Break challenges down into manageable parts before jumping to solutions. Visualising the steps can help reduce cognitive overload.
- **Ask clarifying questions.** In fast-moving discussions or strategy sessions, it's okay to pause and confirm understanding. Clarifying early often leads to better decisions.
- **Build routines for common tasks.** Reducing the mental load for routine decisions gives you more capacity to deal with complex or unfamiliar problems.
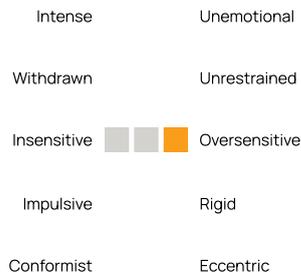
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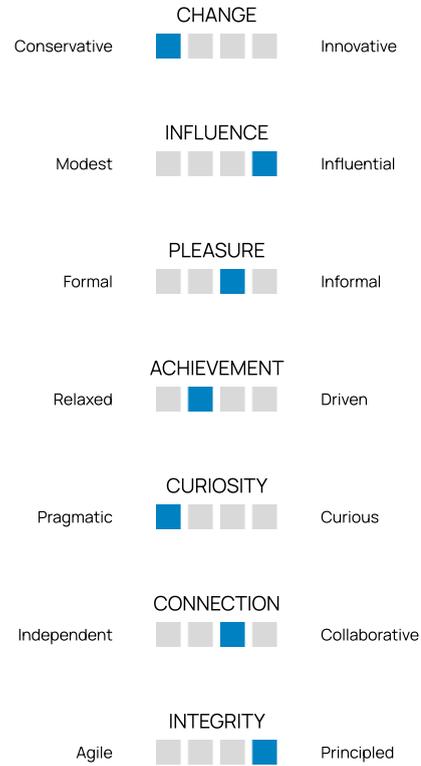The narrative in your report has been created from the summary data shown here.

MAP

Emotional Experience	☐ 🟩 ☐ ☐
Extraversion	🟩 ☐ ☐ ☐
Agreeableness	☐ ☐ 🟩 ☐
Conscientiousness	☐ ☐ ☐ 🟩
Openness	☐ 🟩 ☐ ☐

MAP-X

Intense		Unemotional
Withdrawn		Unrestrained
Insensitive	☐ ☐ 🟧	Oversensitive
Impulsive		Rigid
Conformist		Eccentric

MATRIGMA

Concrete Reasoning	🟪 ☐ ☐	Abstract Reasoning

MATCH-V

CHANGE
Conservative	🟦 ☐ ☐ ☐	Innovative

INFLUENCE
Modest	☐ ☐ ☐ 🟦	Influential

PLEASURE
Formal	☐ 🟦 ☐	Informal

ACHIEVEMENT
Relaxed	☐ 🟦 ☐ ☐	Driven

CURIOSITY
Pragmatic	🟦 ☐ ☐ ☐	Curious

CONNECTION
Independent	☐ ☐ 🟦 ☐	Collaborative

INTEGRITY
Agile	☐ ☐ ☐ 🟦	Principled

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30 July 2025

New Zealand Norm

For more information please visit www.winsborough.co.nz

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