



Talent Q Dimensions



Assessing personality has been proven as an effective predictor of performance at work. This is because we tend to focus more on the kind of tasks we prefer engaging with, and as a consequence we become much more skilled in these areas.

Talent Q Dimensions is an online personality questionnaire which assesses key behaviors at work. It has been developed with an emphasis on combining scientific rigor, business relevance and ease of use for the candidate, HR professional and line manager.

With the option of customizing the questionnaire to your organization’s competency framework, Dimensions is a flexible and objective way of identifying and developing the right people for your business.

USING DIMENSIONS IN YOUR ORGANIZATION.

Dimensions can be used across all sectors, functions and organizational levels. With just a single completion of the Dimensions questionnaire, you can use the candidate’s data throughout the employee lifecycle.

				
Recruitment Filter out unsuitable candidates early on and make more accurate hiring decisions.	Individual development Identify individuals’ strengths and development and easily review progress of development plans.	Team development Identify strengths and development needs of teams as a whole and build new teams that will work efficiently.	Potential Strengthen your talent pipeline by identifying candidates with the highest potential easily and objectively.	Organizational change Implement effective organizational change supported by objective and unbiased decision-making.

WHAT IT MEASURES.

The Dimensions questionnaire measures personality across three broad domains – People and Relationships, Tasks and Projects, and Drives and Emotions. Each domain includes five traits (fifteen traits across the three domains) that reflect those particular aspects of personality that determine, or are most predictive of, successful performance at work.

People and Relationships

Focuses on an individual's style in handling relationships at work, how comfortable they are communicating with and influencing others, and the extent to which they are supportive and effective in involving other people.

Tasks and Projects

Examines an individual's thinking style and how they prefer to manage tasks. It includes how an individual analyzes information and likes to work with concepts and ideas, as well as how they prefer to plan and organize their work.

Drives and Emotions

Looks at how an individual deals with their energies and emotions. It covers how an individual prefers to cope with stressful situations, how adaptable they are and what drives them to perform at work.

Meeting the highest standards for reliability and validity, Dimensions is proven to help you make better decisions about your people.



HOW IT WORKS.

Dimensions is completed online. Candidates are presented with statements about behavior at work and they have to rate each one indicating how true it is, from 'completely untrue' to 'very true'.

The statements are grouped into blocks of four. In each block, the candidate should avoid giving the same rating to more than one statement. If they do give the same rating to more than one statement, they are then asked to rank the tied statements in order of which is the 'most true' of their behavior.

This question format (referred to as 'modified nipsative') is a more effective way of identifying an individual's true preferences, because it minimizes the risk of candidates 'faking' their answers to make a good impression. It also makes the experience of completing the questionnaire easier and more intuitive than formats which require all statements to be ranked (as is the case with fully ipsative questionnaires).

Normative - The candidate is required to rate each statement (in a block of four) on a scale, indicating whether the statement is "completely untrue" to "very true" of their behavior. The normative element also compares that candidate to a comparison group.
Ipsative - The candidates are required to place in rank order any of the statements in a block of four that they responded to in the same way. This can constrain any excessively positive or negative responses from the candidate, by determining which of the statements best describe the candidate. **Nipsative** - This is the combination of both of the methods above, ensuring that both scaling methods minimize any distortion such as 'faking good', 'social desirability' and 'acquiescence'.

MATCHING PEOPLE TO JOBS.

Dimensions includes a role profiler that enables you to create a customized profile for each job to help you evaluate a candidate's suitability for a role.

To create the profile, you rate each of the 15 Dimensions traits against how important it is for the role in question. The Role Match Profile then takes an individual's responses to Dimensions and indicates predicted fit against the requirements of the role.

The Role Match Profile report includes scores for each trait and, where these lie within a given 'danger zone', indicates the potential for the individual to feel uncomfortable working in that style. This does not measure or indicate ability, but preference. Therefore, the profile should not be used on its own to de-select candidates, but should be used to help identify areas for probing at subsequent interviews using the accompanying Interview Guide.



People and Relationships

1 2 3 4 5 6 7 8 9 10

Is independent of other people, able to keep secrets and avoid exposing their own feelings, can work on their own

Communicative



Has a wide network of contacts, communicates openly with others, can maintain relationships, prefers working in a team

Prefers operating at a tactical or operational, rather than strategic level, concentrates on practicalities and avoids theorising

Influencing



A natural leader and enjoys having responsibility for others, a dominant and forceful character, tough negotiator, can sell products or ideas to others

Behaves in a low-key and discreet manner, is wary of new acquaintances, avoids being talkative or mixing too much socially

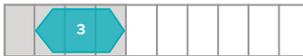
Socially confident



Is socially skilled, with charm and charisma, takes the initiative in making contacts, fits in with a wide range of people, good at presenting and public speaking

Leaves other people to themselves and their own devices, is tough-minded, avoids getting involved in other people's problems or taking a service role

Supportive



Is supportive and helpful towards other people, develops and encourages others, devotes time to helping people in difficulties, enjoys giving and meeting other people's needs

Can operate without having to seek the views of others, lets others know when not in agreement, can go their own way independently

Consultative



Is a good listener and an agreeable person, consults with others, interested in other people's motives and behaviour, tolerant of different perspectives and opinions



By customizing the reports to your organization's competencies and 'language', you can increase internal stakeholder engagement.

CUSTOMIZING DIMENSIONS TO YOUR ORGANIZATION.

We can help reinforce your organization's competency framework by mapping your competencies into Dimensions, meaning you'll always find the candidates that are most closely aligned with your business needs.

Once the mapping is complete, a report unique to your organization is developed. This includes a customized profile chart and written narrative, with the option of competency-based interview or coaching questions driven by the results.

By customizing the reports to your organization's competencies and 'language', you can increase internal stakeholder engagement and make the reports more accessible to a wider range of users, such as line managers.

We can also customize the online assessment interface and assessment reports using your branding. This helps reinforce your employer brand and provides a seamless visual experience for candidates.

REPORTS.

Once candidates have completed Dimensions you can choose how to view their results in a number of ways:

Trait Profile

Measures the candidate's behavioral preferences against the 15 personality traits, which sit within the three domains.

Narrative Report

Describes the possible implications of the candidate's personality and behavior at work to aid interpretation of the Trait Profile.

Behavioral Type at Work Report

Provides feedback on an individual's personality type in the workplace.

Sales Profile

Identifies a candidate's strengths and development needs across the sales cycle.

Role Match Profile

Compares a candidate's responses to the requirements of a specific job, indicating how likely a candidate is to fit the role.

Team Profile

Identifies a candidate's typical way of behaving in a team. Also includes a Composite Team Profile which shows the balance of preferences across multiple team members.

Derailment Report

Looks at eight intrinsic personality factors that may derail an individual in times of pressure.

Development Profile and Feedback Guide

Provides an in-depth view of the candidate's personality as measured by the 45 Dimensions sub-indicators.

Potential Report

Identifies a candidate's strengths and development needs in relation to leadership potential.

Elements Report

Talent Q Elements is a suite of online adaptive ability tests measuring verbal, numerical and logical reasoning skills. If Elements has been completed separately, the test results can be generated in a Dimensions report. The results are shown as a percentile score, indicating their performance against the relevant comparison group.

Interview Guide

Dimensions dynamically generates competency-based interview questions for each candidate based on the requirements of the job.

Candidate Report

Provides a summary of results for the candidate.



People and Relationships

Is independent of other people, able to keep secrets and avoid exposing their own feelings, can work on their own



Has a wide network of contacts, communicates openly with others, can maintain relationships, prefers working in a team

Prefers operating at a tactical or operational, rather than strategic level, concentrates on practicalities and avoids theorising



A natural leader and enjoys having responsibility for others, a dominant and forceful character, tough negotiator, can sell products or ideas to others

Behaves in a low-key and discreet manner, is wary of new acquaintances, avoids being talkative or mixing too much socially



Is socially skilled, with charm and charisma, takes the initiative in making contacts, fits in with a wide range of people, good at presenting and public speaking

Leaves other people to themselves and their own devices, is tough-minded, avoids getting involved in other people's problems or taking a service role



Is supportive and helpful towards other people, develops and encourages others, devotes time to helping people in difficulties, enjoys giving and meeting other people's needs

Can operate without having to seek the views of others, lets others know when not in agreement, can go their own way independently



Is a good listener and an agreeable person, consults with others, interested in other people's motives and behaviour, tolerant of different perspectives and opinions



Tasks and Projects

More intuitive than analytical, avoids over-reliance on facts and hard information, sceptical about numbers and statistics



An analytical problem-solver, with relevant information at their finger-tips, able to see pros and cons, good at working with numbers and handling statistics

Prefers operating at a tactical or operational, rather than strategic level, concentrates on practicalities and avoids theorising



Contributes to the development of strategy, a "visionary", understands different perspectives on complex issues, and relevant theoretical models

Prefers "tried-and-tested" ways, rather than needing to innovate, content with a job that has little creative scope, has conventional rather than radical ideas



Curious and inquisitive, always seeking and generating new ideas, with an active imagination, readily embraces radical ideas and approaches

More spontaneous than structured, opposed to any form of bureaucracy, not overwhelmed by detail



Believes in methodical and procedural approaches, plans and organises tasks, structures own work efficiently, gives due attention to accuracy

Can "bend" rules and regulations which they find limiting, avoids rigid adherence to deadlines, is able to make small mistakes and get away with them



Conscientiously follows rules set down for their work, honours any promises, deadline or commitments made, believes in ethics and values



Drives and Emotions

Understands when fear or anxiety are appropriate, capable of showing frustration, sensitive to criticism, affected by others' views of them



Calm and relaxed, able to cope with stress, retaining composure in emotionally charged situations, thick-skinned and able to accept criticism

More realistic than optimistic, avoids taking too rosy a view of the future, accepts blame when appropriate, and takes time over coming to terms with failures



Always sees the positive aspects of a situation, copes well with any problem, avoids blame and self-criticism, resilient and bounces back quickly from setbacks

Resists change for the sake of change, behaves stably and conforms to a predictable pattern, happy with routine and a static environment



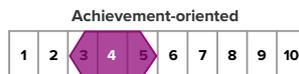
Adapts flexibly to new challenges and circumstances, able to change behaviour to match new circumstances, thrives on variety and frequently changing environments

Prefers to work at a leisurely pace, avoids a hectic or frenetic style, considers all likely consequences before taking decisions, avoids taking unnecessary risks



Has a high level of energy and stamina, gets things done, makes rapid decisions even when short of information, enjoys risk and a fast pace of work

More concerned with quality than with quantitative targets, seeks a good work-life balance, avoids behaving in a competitive manner



Motivated by achievement, with a high ambition to succeed against all odds, puts their work and career before other aims in life, thrives on competition



KEY BENEFITS.

There are a wide range of benefits to using Dimensions as part of your talent management processes:

Speed	Dimensions takes approximately 25 minutes to complete - much quicker than most other work-based personality questionnaires - without compromising on scientific rigour.
Multiple use of the data	From a single completion, recruiters and talent managers can query the data and run different reports to help select the right person for the job, build teams, identify potential, plan for succession and develop people.
Role profiling	Dimensions has an inbuilt Role Profiling Wizard, enabling you to measure candidates against the requirements for a specific job, a lateral role change or assess their potential to progress to a more senior level.
Easy to integrate	Dimensions can be integrated with applicant tracking and HR systems, giving you a seamless volume recruitment solution.
Customization	We can map Dimensions to your organization's competency framework, generate specific reports and brand the assessment process to reflect your corporate style.
Pedigree	Developed to exceed the most rigorous standards by Roger Holdsworth - one of the world's pioneers of employee assessment. Our in-house team continue to develop it to ensure it remains one of the most cutting-edge assessments available.
Global	Dimensions is currently available in over 40 languages, making it an ideal choice for organizations conducting global assessment programs.
Combine with Elements ability tests	Dimensions can be used alongside Talent Q Elements for a combined view of personality and ability.
Reliability and validity*	Meeting the highest standards for reliability (i.e. does the test provide consistent results for the same individual) and validity (does the test measure what it says it measures), Dimensions is proven to help you make better decisions about your people.

*Dimensions was rated 'excellent' in October 2014 by the British Psychological Society as part of their test registration and review process. The overall reliability and validity was rated as good. The final reports are available on the Psychological Testing Centre website.

ABOUT KORN FERRY

Korn Ferry is the preeminent global people and organizational advisory firm. We help leaders, organizations, and societies succeed by releasing the full power and potential of people.

Through our Executive Search, Hay Group, and Futurestep divisions, our nearly 7,000 colleagues deliver services in the following areas:

- Strategy Execution and Organization Design
- Talent Strategy and Work Design
- Rewards and Benefits
- Assessment and Succession
- Executive Search and Recruitment
- Leadership Development

See how we help your organization rise **UP** at **kornferry.com**

Contact us:

<https://focus.kornferry.com/contact-us/>