

# Siriüs

## Onboarding Report

Role: Engineer

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Joe Bloggs | 27 January 2014 | [CONFIDENTIAL](#)

## Introduction

The Sīriūs Onboarding Report gives suggestions for how Mr Joe Bloggs can develop his competencies for the role of Engineer.

The purpose of this report is to help broaden your understanding of Mr Bloggs's areas for development based on his description of his own personality and behavior.

This report also provides the detail needed for Mr Bloggs to engage with development opportunities and motivations in a highly action-oriented way.

### Use of this report

The statements contained in this and any other computer-generated report should be viewed as information to be checked against other sources of data such as interviews, biographical data and other assessment results. The report is not written with the intention that it is shared directly with Mr Bloggs, but to guide you in discussion with him of his likely areas of development. All information in this report is confidential between you and Mr Bloggs and should be treated responsibly; however, in helping Mr Bloggs to develop, you may need to share some themes with people who can help in that development. Otherwise, the information in this report is intended to be treated privately and to be stored securely.

It is important to consider that:

- The personality results are based on Mr Bloggs's description of his own personality and behavior, not how other people see him. The accuracy of the results is therefore dependent on Mr Bloggs's openness in answering the questionnaire and upon his level of self-awareness.
- The results are compared against those of a large group of people who have completed the questionnaires.
- Statements in the report which describe Mr Bloggs's likely style, are not based on a direct measurement of his skills or knowledge, and therefore do not present firm conclusions about his ability.

The results of the questionnaire, and hence the statements in this report, are generally valid for 12–18 months after completion, or fewer if individuals undergo major changes in their work or life circumstances.

# Analytical Problem-Solving

**Description:** This competency is concerned with applying an analytical approach to solving problems and reaching logical conclusions. This means gathering information from a variety of sources and quickly gaining an understanding of it. It requires working effectively with complicated, conflicting or ambiguous information, and looking beyond the surface of issues to identify their underlying patterns and causes.



Mr Bloggs may be somewhat subjective when evaluating data or situations. He might improve his analytical problem-solving by taking a more objective approach.

Mr Bloggs's tendency to focus on the immediate details may mean he overlooks some of the less obvious issues and solutions. His analysis could be improved by creating a visual representation of the situation so he can make it feel more tangible. He could also use theoretical models for problem-solving, helping him to structure his thinking and employ a broader, deeper analysis.

# Technological Orientation

**Description:** Those demonstrating Technological Orientation show comfort and aptitude using technology in order to reach goals more efficiently and to a higher standard of quality. It means showing an openness to advancements in technology and being quick to understand them. People who are strong in this area will use technology appropriately, and will help others to appreciate and understand the benefits of using technology.



Mr Bloggs may find it helpful to consider what prevents him from more readily seeking and applying technological advancements in the way that he meets his objectives. Even though he may not have the natural curiosity to experiment with new technology, it may be worth him considering the trade-off between the time required to learn the new technology and the potential time savings and performance improvements.

# Planning and Organizing

**Description:** This competency requires people to establish and prioritize tasks and objectives in order to manage time and resources appropriately. Effective planners will set deadlines based on the time required for each task, and on how each part of their plan affects the others. They will also have backup plans in case the situation changes.



Mr Bloggs does not describe himself as an organized person. He might benefit from formal training in planning to make the most efficient and effective use of time and resources. He could also review his approach to recent work, focusing on his management of costs, time, people and resources. This could also include an assessment of how well he anticipated and managed any risks or potential issues.

# Innovation

**Description:** Innovation is about turning creative ideas into original solutions. This competency is concerned with producing new or different approaches to current situations and enabling this creativity in others. An innovative approach involves both generating ideas and seeing them through to implementation.



Mr Bloggs prefers a practical, easily implemented solution over more theoretical ideas. He may consider more abstract innovations impractical, and be too quick to dismiss them. He would benefit from questioning how things are done, including re-evaluating his own methods. Similarly, when other people make suggestions, he should focus on building the idea by offering practical recommendations rather than undermining it through criticism.

Whilst Mr Bloggs generally exhibits a balance between caution and risk-taking, in situations where innovation is a critical success factor he may wish to make a conscious effort not to initially focus on the risks when working with new ideas or notions. When considering his own ideas or evaluating others', he may find it productive to list the advantages of an approach before he considers the reasons not to do it. He should find that this makes it easier to come up with new alternatives and could also mean that others will be more willing to come to him with their suggestions.

Mr Bloggs will need to be aware that many people do not share his tolerance for disorder. While he may believe it encourages creativity, he will probably need to take a more planned approach if he wants to see ideas transformed into reality.

# Continuous Learning

**Description:** This competency is concerned with continually seeking new knowledge and skills, as well as developing existing capabilities. It involves taking advantage of all opportunities for professional development, seeking feedback on both style and performance, learning from others and gaining valuable lessons from successes and mistakes.



People like Mr Bloggs, who prefer a less planned approach to life, are unlikely to take a structured approach to their own learning and development. By instead taking a more flexible and emergent approach to learning, he is likely to achieve more with the time and resources he has available. This applies as much to identifying training needs and opportunities as it does to the act of learning itself.

While Mr Bloggs is probably highly motivated to develop job-related skills, he may wrongly assume that some subjects, courses or learning opportunities are beyond his capabilities. He could benefit from remembering previous learning achievements and asking himself how he achieved what he did.

His low level of confidence in social interactions may make it difficult to request criticism from others and may make hearing feedback a difficult process. He may need to think of the positive gains of listening to, and acting on, feedback and to remind himself that constructive feedback can be given in a way that is intended to help him improve his effectiveness at work and be more successful.

## Initiative

**Description:** People showing Initiative are constantly looking for things to do. They are self-confident and proactive and will generate activity for themselves rather than waiting for instruction. They are also prepared to take risks if they feel there is potential benefit in doing so.



Mr Bloggs is likely to regularly question and doubt himself, which may prevent him from seeking and setting objectives. He might benefit from formally or informally reviewing his capabilities with his manager, a colleague or a coach. This assessment should highlight his strengths and help him decide where he can contribute most effectively, and where he could challenge his current capabilities. He could also explore the reasons for his self-doubt in order to come up with a more lasting solution.

The success of past experience is highly likely to determine how willing Mr Bloggs will be to take initiative.

His responses to the questionnaire suggest that he will react negatively to failure, subsequently avoiding risk-taking, challenging goals and taking the initiative until he has had sufficient time and successes to recover his confidence. To have maximum impact and generate opportunities for himself and his organization, he will need to find strategies for coping more effectively with his emotions.

Mr Bloggs's shyness may be an obstacle when taking the initiative involves being the center of attention. One option would be to seek opportunities that are less public. The alternative would be to find ways to overcome his shyness, perhaps by taking a leading role in a working group to address an issue he has identified and about which he feels knowledgeable.

His tendency to comply even when he privately disagrees will make it difficult for Mr Bloggs to take the initiative if it might bring him into conflict with others. Overcoming the desire to be given instructions from above and any fear of conflict would help him create a more proactive, challenging role for himself.

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## Reliability

**Description:** People demonstrating Reliability are conscientious and focused on working for the good of their team and organization. They willingly follow processes and procedures, rarely miss work or appointments and always warn others in advance if it seems they might fail to meet their commitments.



Mr Bloggs will sometimes adapt rules or procedures in order to meet the end goal, which could actually lead to him being seen as less reliable. He should ensure that he gains clarity at the beginning of a project regarding what the scope is for adapting processes in order to meet the end goal. Mr Bloggs should keep stakeholders informed through explicit communication to ensure that he is meeting expectations.

Mr Bloggs tends to allocate his energy to different tasks depending on whether he considers them a priority, rather than believing that all jobs deserve the same degree of commitment. His apparent lack of organization and preparation suggests that punctuality will not be one of his strengths. He might benefit from allocating contingency time before meetings to allow him to prepare, or deal with unforeseen circumstances. He could also use a similar approach if he has had problems meeting deadlines.

As a cooperative individual, Mr Bloggs may take on more work than he can manage. He may need to overcome his fear of conflict and be more willing to say 'no' to others.

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