

PAPI™ interview guides and reports

Cubiks Online

Questionnaire Interpretation

An interpretation of the responses that Robert Williamson has given to the PAPI is presented below, grouped into seven broad areas of work behaviour. This section contains a further section with other additional interpretations that may be relevant.

Active Dominance

P Need to control others

L Leadership role

- Robert Williamson describes himself as having little preference for being in control and influencing others. It is likely that he will not generally feel comfortable telling other people what to do and will normally prefer to leave others to take charge of situations and tasks. This may be an issue if his role requires him to take responsibility for directing others.
- He is moderately comfortable in his ability to lead and manage others. He will probably have some degree of self-confidence when working in formal management positions where he is responsible for other staff. However, there may be some leadership skills or qualities that he feels he needs to develop further.

Conscientious Persistence

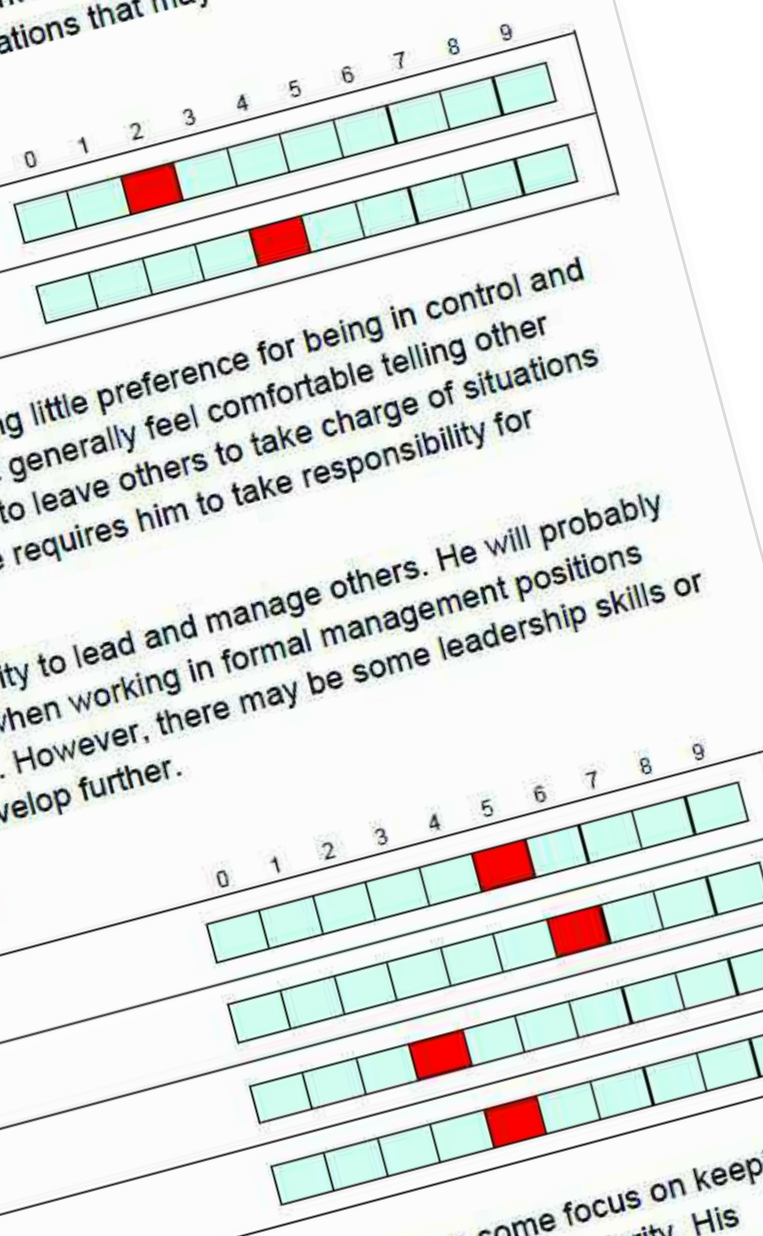
C Organised type

H Integrative planner

Attention to detail

Supervision

He places some focus on keeping things on a high priority. His attention to detail will generate...



PAPI interview guides and reports

PAPI interview guides and reports are delivered to clients via the Cubiks Online Integrated Assessment Platform.

Cubiks has developed an in-depth range of solutions that help HR professionals and line managers to:

- Save vital time before and after the interview through the automated production of interview guides and candidate feedback reports
- Conduct high-quality, structured interviews that accurately assess the strengths and development needs of individuals
- Make informed selection decisions.

Based around Cubiks' PAPI personality assessment process, the reports explore a broad range of personality dimensions that are split between Roles and Needs. The Role areas measure the individual's perception of himself or herself in the work environment and look at areas such as leadership, work style and planning. The Need areas probe the deeper inherent tendencies of an individual's behaviour such as the need to belong to groups, the need to be noticed and the need to achieve.

Reports include:

- A detailed breakdown of an individual's personality in a comprehensive range of areas
- An explanation of the key potential strengths and limitations the individual may have (Job Profiler report)
- In certain reports, a series of focused questions and prompts for employers to direct to the individual during the interview.

The reports and interview guides that are currently available to users via the Cubiks Online Platform are as follows:

PAPI PROFILE WHEEL REPORT

This report provides a visual representation of the individual's personality profile as mapped out by a PAPI wheel diagram.

PAPI USER REPORT

This report can be used and interpreted by certified users of the PAPI tool. It contains detailed analyses of an individual's responses to the PAPI personality questionnaire and describes his or her behaviours in a typical working environment.

NARRATIVE REPORT FOR LINE MANAGERS AND RECRUITERS

This report does not include specific PAPI terminology. It provides a concise interpretation of the individual's responses to the PAPI questionnaire grouped into seven broad areas of behaviour.

PAPI RESPONDENT FEEDBACK REPORT

This is a confidential report that provides the individual with some feedback on the purpose of the PAPI assessment process and an interpretation of how they have responded to the questionnaire.

PAPI JOB PROFILE INTERVIEW GUIDE

This report compares the personality profile of a candidate with the desired characteristics for a particular job or role. The report provides the interviewer with information explaining how the individual matches the job, a list of key potential strengths and limitations of the candidate and a set of interview questions.

THE PAPI COACHING REPORT

This report has been specifically designed for use in development and coaching situations. Each report contains a summary of the individual's potential strengths, development areas and a statement of suggested development actions per their PAPI scale scores together with tips for their manager/coach.

COMBINED PAPI AND MRA REPORT

This report brings together the findings from a PAPI personality assessment and the outputs from a 360° degree review or other multi-rater assessment to provide a detailed overview of behaviour and personality.

COMBINED PAPI AND RfB REPORT

This report displays an individual's PAPI personality profile together with the results of their performance on Cubiks' Reasoning for Business ability tests.

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