

Dianne Russell

Candidate Profile


! Private & Confidential


✓ Behaviour


✓ Aptitude


✓ Personality


Overview


 **Behaviour**
○ Last taken 13/03/2022


 Charismatic


 Accommodating

 Unconventional

 **Aptitude**
○ Last taken 06/01/2022

 Articulate

 Perceptual

 Conceptual

 **Personality**
○ Last taken 16/03/2022

 Co-Operative

 Resilient

 Strategic

Behaviour Results

Behaviour



Having extremely high people orientation, this person will enjoy talking about lots of things to lots of people. In social settings, they will feel very comfortable and will often be the one to start conversations. When communicating with others, they will prefer a verbal conversation or face to face interaction. They will expect others to give them the time to express themselves and will strongly dislike being ignored or feeling rejected. This person will be aware of their position in different social groups and will want to be popular. They will often try to win people over through charm and persuasion. Keep in mind that their high energy and positivity will be engaging for some, but others may find that they have quite an intense character.

This person is extremely cooperative and encourages others to share their time and space to contribute to the group as a whole. They will rarely assert themselves over someone else, preferring rather to take a cautious approach and allowing others to take the lead. When facing a challenge or problem, they may try to avoid the issue if they do not feel supported by those around them. When communicating with others, they will focus on letting others contribute to the discussion.

Preferring to be extremely independent, this person values freedom and autonomy very highly. They will always prefer a pragmatic solution over a perfect solution, prioritising progress ahead of the process. At times, they may find themselves pushing back against rules and regulations if they do not see the value or understand why they have been put in place. In a group, they are likely to be the one suggesting alternative solutions and approaches but may also be very stubborn when people disagree with their suggestions. This person will dislike work that requires a meticulous eye for detail, and they may make errors if they work too quickly. However, they will persist in the face of opposition and will always be a strong voice to maintain momentum, never wanting detail to get in the way of outcomes.

They seem to find it easy to think about the needs of others and how their actions may affect them. As an agreeable person, they will have a kind and welcoming demeanour. Other people are likely to describe them as supportive and considerate. These traits will make them easy to work with, although they may find that others take advantage of their trusting nature. As they often think of others, they will expect people to be considerate of their needs, too. If someone does not take their needs into account or breaks their trust, they are likely to forgive, but not forget. This person will approach work in a methodical and thorough way, seeking to deliver consistent results and avoid disappointing people. As an attentive listener, others may come to them for advice, and they may find it easy to mediate between different people in a group setting.

Aptitude Results

✓ Aptitude



Overall High

Low

High



Deductive



Perceptive



Numerate



Articulate



Conceptual



This person will be exceptionally fast when learning new information. They will thrive in challenging environments that require frequent problem-solving. Their exceptional learning speed should be applied whenever possible in the workplace, otherwise, they will get bored when they do not have intellectually stretching work. They will have an extremely broad range of aptitudes and will be able to reason from most sources of information. In a group setting, this person will work extremely quickly, and others may find it difficult to keep up.

Deductive

Compared to other people this person's aptitude for deductive reasoning is the same as most. They will be able to reason from a few sources of information at once to determine logical conclusions. They will prefer people to communicate clearly, although they will be able to reason from some inferred or subtle information.

Perceptive

Having a higher aptitude for error detection, this person will be able to scan through a lot of information quickly, spotting errors and discrepancies with ease. Furthermore, they will be able to distinguish irrelevant information quickly, allowing them to focus on important and relevant information only. Counterintuitively, should they also enjoy a fast pace to work, they could overestimate how quickly they can check information, leading to them making or missing some errors.

Numerate

This person has a moderately high aptitude for numerical reasoning, compared to most people. They will be quite fast when reasoning with numerical and quantitative concepts. They will complete mathematical calculations quickly and with few errors. They will comfortably express information with numbers.

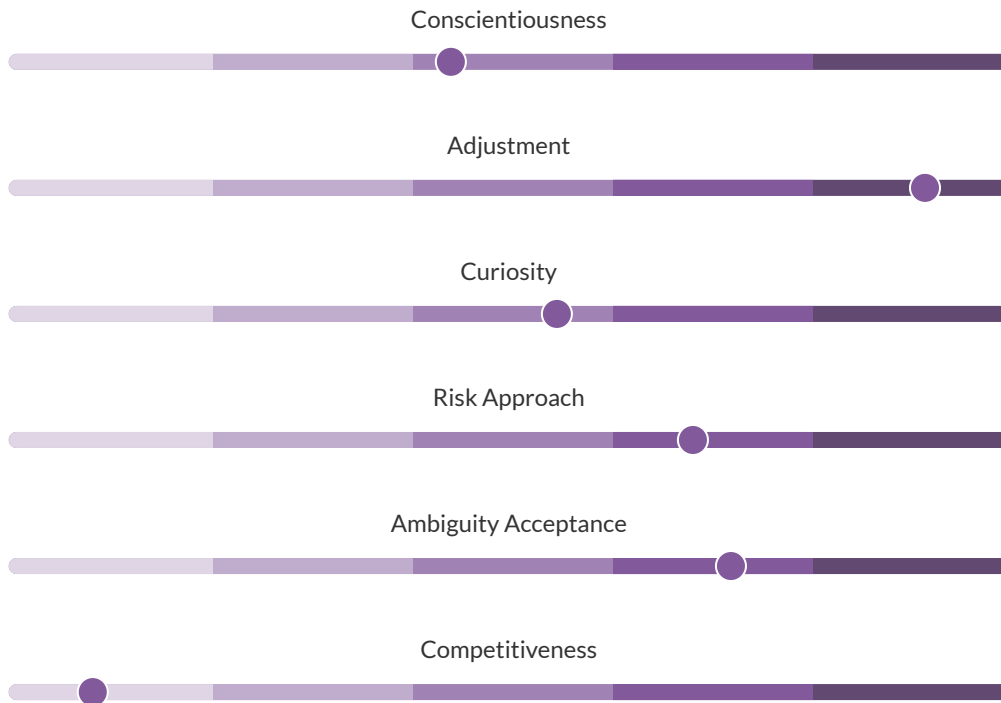
Articulate

The way this individual completed the assessment suggests that they have a high aptitude for verbal reasoning, compared to most people. They will have an extremely broad vocabulary and will be able to articulate themselves clearly. They will understand the subtle differences in meaning between a high number of different words. They may tend to use complicated terms in their speech and writing. Furthermore, they will find it easy to pick up technical jargon and terminology.

Conceptual

Having a high aptitude for spatial reasoning, compared to most people, this person will be exceptionally quick when interpreting visual information such as graphs, charts, maps, and blueprints. They will find it very easy to visualise and manipulate images in their mind's eye, such as potential designs, processes, or layouts.

Personality Results



Conscientiousness

This person will enjoy seeing a job done well and is quite motivated by success. As someone who is fairly goal-oriented, they will usually set objectives to work towards that help keep them focused. However, they may also be comfortable changing their goals if priorities around them change. They might leave some tasks to the last minute, but they will usually avoid procrastination and will rarely miss deadlines. Due to their flexible approach, some might perceive this person as motivated with high standards, while others might view them as someone who is laid back and goes with the flow.

Adjustment

Rarely showing signs of stress or the experiences of negative emotions, this person is very likely to showcase an exceptionally composed approach to even the most stressful situations. Although they may occasionally experience negative feelings, they will find it easy to remain focused and will not entertain negative emotions for long. Compared to most people, they will be confident in their work and self-assured in their ability to overcome setbacks. Since they rarely show their emotions, others may view them as cold or aloof, making it harder to know how they are really feeling. On the other hand, their calm and collected demeanour will give people confidence during challenging times and they may be reliably composed in a crisis.

Curiosity

With regards to this person's curiosity, they strike a balance between exploring new ideas and relying on tried and tested methods. Their approach to work may be conventional at times, but they will be open to new proposals for how to get something done. It is likely that they will find several different topics interesting while retaining a core set of interests that they dedicate more time to. They will generally enjoy learning new things and being exposed to different ideas, approaches and perspectives. However, they may not change their own style unless presented with strong arguments and supporting evidence. When dealing with novelty, they probably want time to understand how something new relates to a topic they

already understand, to give them something to refer to. Their approach may help them evaluate new ideas with a more rational style, rather than embracing novelty or change for the sake of it.

Risk Approach

They usually address issues with people proactively, preferring to resolve things sooner rather than later. When it comes to interpersonal risk, this person will feel comfortable giving feedback and advice to most people. They probably find it easy to manage conflict and may view it as a necessary way to get things done. Typically, if they are treated very assertively, they will stand their ground and defend their opinion, but when someone is being overly assertive, they may not. Although confrontations can be challenging, this person may be better than most at handling things tactfully. Other people may describe them as candid, forthright, and proactive.

Ambiguity Acceptance

This person will be comfortable with ambiguity and complexity in the world around them. Typically, they will view uncertainty as interesting and challenging. It is likely that they can solve abstract problems and enjoy thinking about complex concepts that do not have simple explanations. When this person is in an ambiguous situation, they will adapt quickly, even if they only have limited information. That comfort with uncertainty can be advantageous when they must deal with change or unexpected problems. They will probably enjoy strategic thinking and scenario planning. At times, their comfort with ambiguity might lead them to act on partial information, rather than following structured plans. They may find rigid, authoritarian environments difficult and will probably benefit from some guidelines and processes to help them stay on track.

Competitiveness

They may find competitive environments to be frustrating and demotivating. This person will judge their success based on their own evaluations, rarely needing external praise and recognition. They will be a committed team player who wants everyone to succeed together, greatly disliking win or lose, 'winner takes all' approaches. Compared to most people, they will not seek glory and they will often champion the achievements of others over their own.

Communication Style



This person has an extremely strong orientation towards people. They will enjoy speaking and expressing their thoughts and ideas whenever they can. Preferring a face-to-face style of communication, they will use their personable and friendly style to build relationships and influence other people. In a group setting, they will be socially aware and conscious of their reputation and may tend to use their charm to create a favourable impression. Being very enthusiastic they may tend to direct the conversation and interrupt others.

Valuing a consultative approach to communication, this person will focus on giving others enough time to contribute to a conversation. They are very accommodating and may tend to yield their stance when in a conversation with more assertive people.

In conversation, this person will often find themselves, focusing on practically relevant topics. They will dislike long conversations that focus on the details and will not enjoy discussing the specifics of every possible course of action. This person will always prioritise pragmatism over perfectionism, and this will show itself in their communication style.

Furthermore, being more considerate of others, this person will be a good listener and will often articulate the needs of others when they have the chance. When communicating, this person will want to focus on how different outcomes would affect people. This person will consider their words and seek to mediate difficult conversations in an attempt to maintain harmony.

Decision Making



This person will be extremely hesitant when making decisions. They prefer to let others take the lead and they will back down when challenged, being very un-assertive. They will resent those who force them to decide, especially if it is under time pressure. This person will feel more comfortable making decisions if they feel confident that they are well-supported and will be able to defer to others for guidance.

When approaching a decision, this person will have an extremely strong focus on the practical outcomes the decision will create. They are less concerned with having all the information, but instead will rely on their own experience and expertise to guide them. As a result, they will feel comfortable making decisions outside of their immediate area of expertise. They will become frustrated by perfectionism or processes if they feel it slows down decision making.

This person will tend to be a focused decision maker, wanting to concentrate on one issue at a time. They will want to be given enough time to appropriately consider their decision, becoming frustrated if they feel they are being rushed. They strive for harmony in a group and will often focus on how a decision would impact other people. When others offer their inputs on a decision, this person is likely to take the time to listen to what they have to say and try to assimilate others' thoughts into their decision-making process.

This person views decision-making as a collaborative exercise and will greatly appreciate opportunities to discuss their decisions with others. They will be engaged by the chance to get the input of others and to validate their ideas against the perspectives of other people. This person will be keenly aware of how their decisions could impact their social standing and reputation, even leading them to procrastinate if a decision would make them unpopular. If they have to make tough decisions, they will lead with charm and positivity in an attempt to convince others that their decision was the right one.

Strengths



- Extremely pragmatic, will prioritise progress over perfection.
- Very independent, will bend the rules to solve a problem and does not require much guidance.
- Enjoys challenging the status quo.
- Communicates in an exceptionally persuasive and influential manner.
- Adeptly networks with others, rapidly building rapport and enthusiasm.
- Is socially and politically astute, working with and through people whenever possible.
- Focuses on the needs of others before their own.
- Works in a methodical manner, producing consistent and predictable results.
- Displays a kind demeanour and is prepared to listen to others.
- Is extremely accommodating of others, rarely domineering over people.
- Will consider and appreciate the ideas of others, rather than only asserting their own point of view.
- Prioritises group harmony and will go to great lengths to be diplomatic.

Resilience



This person will usually take a proactive approach when they are faced with challenges and will use their initiative to overcome most obstacles. They are as resilient as most people, handling moderate pressure well but needing additional support for major challenges or sudden crises. When faced with short-term pressures and issues, this person will find it easy to stay motivated and focused.

However, they may veer into procrastination if they are faced with a highly complex set of challenges. In those situations, they will benefit from guidance and clarity from others who can break down the challenge into more manageable steps. This person will be able to manage a moderate amount of pressure in their environment, finding mild degrees of pressure motivational. However, they will need additional support to persevere through particularly challenging times.

This person has an exceptionally high tolerance of stress. When faced with adversity, they will remain composed and will rarely experience negative emotions like frustration, anger, or guilt. When they are faced with challenges, this person will usually feel equipped to persevere and deal with the obstacles in front of them. At times, this person's tolerance of stress may lead them to underestimate the urgency presented by certain problems as they simply will not feel under pressure in most situations. This may lead to burnout if this person takes on too much work and does not delegate to others. They will benefit from the support of others to help them keep their commitments to a manageable level.

This person's exceedingly calm and composed manner can be reassuring to others, and they may be looked to for guidance in a crisis. They will be able to bounce-back from setbacks quickly and will rarely focus on negative experiences for long. It is highly unlikely that this person would have a sudden emotional outburst. It is important to remember that this person's tolerance for stress is limited and that they will still need support when faced with extremely challenging situations that persist over time.

Remote Working



They are extremely independent and will enjoy opportunities that disrupt the status quo. Due to their self-reliant nature, they will require less guidance than others and will be comfortable with creating their own routine. They are likely to possess strong maverick tendencies and may not always follow pre-determined working patterns, however, the effects of this can be mitigated with regular contact to manage their expectations.

They are quite agreeable and will often consider the needs of others before their own. When working remotely, they will focus on methods to maintain their support network using whatever channels are available to them. They will work in a consistent and reliable manner, regardless of working location. They will excel in a remote environment where they feel well-supported and confident that their personal needs are being considered by the people around them.

This person experiences higher levels of engagement when they are able to spend lots of time speaking with other people, sharing ideas, and having debates about many different topics. They will experience frustration if remote working makes it harder for them to engage with other people. They will thrive when working remotely if they feel that they are still socially connected to their colleagues by means of whatever channels are available to them. This person will be very effective at maintaining social relationships, even if they are remote.

In a remote environment, they will flourish if they have clear channels to seek guidance and support from others. Their productivity may drop if they do not have adequate clarity about what is expected of them. They are not very assertive and will often back down when challenged by others, however, it may be harder for others to domineer conversations when they do not take place in person, giving this person more opportunities to contribute without interruption.

When working remotely, they will be able to handle high levels of uncertainty and complexity. They will be drawn to strategic or abstract topics, wanting to discuss how something can be done even if a process or method is already in place. This can be advantageous if remote working requires new ways of working or makes existing guidelines obsolete.

When working remotely, this person may at times define their own goals and targets. They are as self-motivated as most people and will usually find it easy to stay focused on the work that matters. However, they may procrastinate at times if their work does not interest them. In a remote environment, this can be reduced if they are given clear criteria for what success looks like and have regular opportunities to clarify what work is the most urgent and important.

Approach To Risk



This person will be extremely risk-averse in most situations. They will have a strong desire to seek direction from others before acting, especially if they believe there is an inherent risk in a particular task they need to complete. When faced with a risk, this individual will spend a large amount of time scrutinising the outcomes before acting.

If placed under time pressure, they will feel very uncomfortable and will resent those forcing them to act. This aversion to risk may lead them to avoid people or situations that require them to make tough decisions. This person will have greater success with risk-taking if they feel confident with the outcome and are given guidance throughout the process.

This person is highly unlikely to follow conventional protocols when taking risks. They will get bored easily and seek out opportunities to exert their independence. They may push back against traditional rules and regulations and others will perceive them to have rebellious tendencies. This individual will rarely spend a lot of time evaluating risks because they are comfortable acting with lower levels of detail and clarity compared to others.

They will prioritise pragmatic solutions to problems, which can sometimes lead them to make snap judgements for the sake of finding a solution that is good enough to progress with. This person's approach to risk would be advantageous in creative environments where disrupting the status quo is necessary.

This person will often prioritise the comfort levels and security of themselves and others when evaluating a risk. They are likely to be outwardly agreeable and accommodating when discussing risk but may dislike being pressured to make quick decisions. This individual may initially view risk-taking as a threat to their stable routine, so it is important for them to have adequate support and guidance if they are required to act.

They will be most effective if they can follow a pre-existing process. If this is unavailable, this person can offer support on how the process should look, paying particular attention to how it will impact people.

This person will consider risks providing it will not jeopardise their popularity or social status within a group. They are likely to be very interested in taking risks when they can see clear advantages and when it is certain there can be no negative outcomes that could reflect badly on their image. This individual will adopt charm and persuasion when convincing others to take risks, however their approach may be too optimistic and impulsive for some.

They will at times over-estimate their ability to influence the result, paying less attention to the finer details of the task. Others may view this person's approach to risk as inconsistent and unpredictable. However, their approach may be advantageous if they take risks that ultimately improve the image and reputation of themselves and the business they represent.

How To Motivate



This person thrives in environments that involve constant interactions with people. They will experience high levels of motivation when they can speak to lots of people, debate topics and share anecdotes and stories. Networking and building relationships are very important to this person, and as a result, they will feel more motivated working in a team setting rather than by themselves. Praise and recognition will be exceptionally motivational, especially if it is delivered by people in positions of power or prestige.

Valuing autonomy, this person will be highly motivated when their work environment allows them to operate with independence, free from strict rules and regulations. They will feel motivated when they are trusted to find solutions to problems in their own way, and when they feel safe to experiment with some trial and error.

Having a high need for reassurance and direction from others, especially from those in positions of authority, will provide this person with the motivation they need to perform their best. They will enjoy sincere efforts to include them in discussions and will perform best when they are not asked to make decisions in isolation or under time pressure.

This person's motivation can be maintained through regular opportunities to discuss their work, visible support structures and clear expectations of what they should be prioritising.

This person prefers to work at a steady pace, ideally following an existing process or using proven methods. Working in structured, predictable environments will keep them motivated. In addition, a sense of belonging and being considered by others are of importance to this person.

Sudden change can be demotivating if this person feels that the impact on them personally has not been anticipated. To motivate this person further, ensure that they are aware of the processes and methods available to them. If none exist, this person may be motivated to help define them. Clarity and stability are key motivational factors for this person.

Feeling successful is moderately motivating to this person. They will put in a fair amount of effort to create a sense of achievement, using their initiative to define goals and objectives for themselves on a regular basis. Regular feedback opportunities will help this person focus on what matters most and will reduce the chance of them procrastinating, especially if they must work on something that does not excite them. While this person appreciates some clarity around when and how their performance will be reviewed, they will be capable of maintaining their motivation without too many incentives.

This person is moderately self-motivated. They will thrive when their internal drive to succeed is supplemented with tangible incentives, especially when this person has to focus on work that isn't particularly interesting or challenging for them.

Compared to most people, this person will not be motivated by competitive, target driven environments. Instead, they will thrive when in a supportive, collaborative environment that celebrates group success rather than only emphasising individual success. They would rather work towards a common set of goals that focus on collective victories over personal glory.

When recognising their efforts, this person will be motivated by sincere praise that highlights how they contributed to a group, or how others helped them succeed.

How To Manage



This person will want to feel as though, even if they work within a structured environment, that they are given the freedom to approach their work and decisions in their own way. Their manager should be someone that helps them to identify how and where they can use their independent approach, as well as being someone who is able to articulate convincingly where and when certain processes and rules need to be adhered to.

They will want to know what the pragmatic next steps are, rather than the perfect ones. This person will become frustrated with rules and process if they are seen as 'blockers' to being able to complete their work in the way they want. It will also be important to provide this person with clear expectations as to what 'enough' detail is, otherwise, they will overlook providing or reviewing detail to get to the most pragmatic solution.

This person will prefer working for a relaxed, amiable manager who takes the time to be interested in them as much for themselves as for their work. It will be important for this person to have sufficient information to enable them to operate independently of the team, whilst remaining an essential part of the group. They prefer assignments requiring patience and follow-through.

It would be important for their manager to provide them with some freedom from pressure and tight deadlines. This person will need to feel that they can trust and rely on their manager's support in controversial situations. In times of change, ensure that they are prepared in advance.

This naturally communicative and optimistic person will respond well to a manager who is also highly communicative. They will seek an open relationship with their manager and will expect to be treated as a colleague rather than a subordinate.

Where possible, their manager should provide them with the opportunity to lead and influence others. Ensure that this person has regular contact with a variety of people either on a one-to-one or group basis. Provide opportunities for them to collaborate with others, perhaps challenging them to bring together a group of people to work together to deliver an outcome. Praise and recognition in social contexts are also important for this person.

This person will respond well to a manager that provides constant reassurance on their ideas. They do not like to disagree with others and will appreciate knowing that others are on their side when it comes to making decisions. They will value support from their manager while being provided with the opportunity to work collaboratively with others.

This person will respond best to a management style that encourages them to develop their self-confidence in order for them to avoid being overpowered by more assertive individuals. Encourage them to not only agree for the sake of cohesion in a group but to feel comfortable enough to speak their mind even if they go against others' opinions.

How To Onboard



An onboarding programme will need to be fast paced and full of variety to keep this person interested. They will want to experience everything right away and will be less concerned with structure; learning things out of sequence will not bother them.

When defining an onboarding plan, ensure that this person will get to focus on a range of different tasks, with different people. Covering one topic in totality before introducing something new will not be engaging for them.

Do not be afraid to invite this person to multiple events or to give them an extensive list of things to learn. So long as you are fair with your time frames, this person will enjoy the freedom to choose how to complete their onboarding requirements.

When this person starts a new role, they will appreciate it when clearly defined structures and ways of working are shared early. During onboarding, ensure that you provide them with detailed information in advance. This will help them feel prepared to contribute as they will have a working understanding of tasks and projects.

Throughout their onboarding, ensure that you protect time to answer detailed questions and clarify this person's understanding. They will want to understand the rationale behind decisions and the logic that informs processes and procedures.

This person is quite rule-oriented and may procrastinate if they think they might do something incorrectly. It can help to set expectations about what risks are acceptable and when they should defer to someone in a position of authority.

This person will enjoy a people-oriented onboarding experience. They will be engaged when they can meet lots of new people and discuss what their jobs are, how they might work together, and the experiences others have had.

During their onboarding, it is important to communicate with this person frequently and give them time to articulate what they are thinking and feeling. They will want to contribute to discussions right away, although they will also want to build a positive reputation. Help them understand how they should best approach others so they can make a good impression.

To support their onboarding further, help this person make social connections and build their network. Try to keep isolated working to a minimum; this person will settle in faster when they are able to connect with people. They will be charming and personable, helping them build relationships and rapport with peers and colleagues.

To support this person's onboarding, it is imperative to set the tone of the employee-manager relationship as one of support and openness. This will help them feel comfortable to challenge themselves and seek out new opportunities without the need to defer to someone else every time.

This person is exceptionally accommodating and will usually back down in the face of more assertive people. This can lead to them being side-lined and spoken over in group settings. During onboarding, this can be reduced by brokering introductions to the people they need to work with and by inviting them to contribute when others appear to be dominating a discussion.

Throughout their onboarding, this person will be seeking direction from those with authority or more experience. They will enjoy their onboarding more if they are able to seek guidance and support frequently. If they are helped to define priorities and make decisions with others, they will be more engaged and will likely feel more confident.

Leadership Style



This person's leadership style will prioritise group harmony and collective decision-making. They will take a considerate approach with the people they lead, wanting to accommodate people and avoid creating unnecessary pressure. This person will try and seek consensus before making decisions and will often involve others in the decision-making process. They will vigilantly observe their team to identify who needs reassurance and clarity.

At times, these characteristics may manifest as a more laissez-faire leadership style. This person is unassertive and will not want to domineer over others. They will achieve results by building trust with their people, accommodating their needs and making them feel involved in the direction of the team or project.

This person's leadership style will involve a high degree of pragmatism and self-reliance. They will challenge the status quo and may be perceived as a disruptive influence or maverick by others. While they can appreciate quality and compliance, they will not be bound by it. When leading others, they will ask people to find new ways of doing things. They will not be afraid of their team experimenting and learning from trial and error.

This person is not a micromanager in any sense of the word. Instead, they will give the people they lead high levels of freedom and independence. They will let people know what needs to be achieved but will expect others to find solutions to problems using their own initiative. As a leader this person will focus on progressing towards results in general, rather than concerning themselves with how they will achieve the finer details.

This person will be an exceptionally charismatic leader. They will enjoy being the centre of attention, leading conversations and being surrounded by people. Taken to the extreme, they may even control the limelight and attempt to outshine others. As a leader, they may avoid making decisions that would make them unpopular or undermine their social reputation.

Their leadership style will centre around their ability to influence, persuade, and engage people. As an adept networker, they will focus on building relationships and raising the profile of the people they lead. This person will lead others to success through a participative and people-oriented approach.

This person will bring a steady and methodical element to their leadership style. They are relatively process-oriented and will typically rely on tried and tested methods to get things done. When leading others, they will do their best to make their expectations clear and keep clarity high. They will expect others to follow established processes and will appreciate those who work in dependable and predictable ways.

As a leader, this person will want to ensure that the team environment is democratic and supportive. They will appreciate the personal impact of their actions and decisions on others, attempting to balance what must be done with their consideration for others. It is likely that others will perceive their leadership as sincere, attentive and accommodating.

Interview Guide

By comparing the assessment results of Diane Russell with the Project Manager job profile, our data/algorithm has recommended these as the most important questions to use in the interview.

The questions are also ordered based on how much value they are likely to add to an interview.

Can you tell me about a time that you have had to be compliant and follow strict procedures? How did you go about this project?

Why are we recommending this question?▼

You should ask this question because you wanted a candidate that was analytical and Diane Russell scores much lower on some of the Behaviour traits that are related to this characteristic.

When you have multiple deadlines, how do you organize or prioritize upcoming projects?

Why are we recommending this question?▼

You should ask this question because you wanted a candidate that was analytical and Diane Russell scores much lower on some of the Personality traits that are related to this characteristic.

Can you think of a time where you have become frustrated by others' not taking action? What strategies did you implement to keep the project moving forward?

Why are we recommending this question?▼

You should ask this question because you wanted a candidate that was supportive and Diane Russell scores higher on some of the Personality traits that are related to this characteristic.

Can you give an example of when you have had to take someone else's perspective when making a decision?

Why are we recommending this question?▼

You should ask this question because you wanted a candidate that was supportive and communicative and Diane Russell scores lower on some of the Personality traits that are related to these characteristics.

Thank you for trusting in Thomas

We would love to hear from you!

Would you be interested in speaking to us about your product experience?

We are continually looking to improve your experience and our Product team would love to hear from you.

