



podium

PQ10

DEVELOP

Sam Sample

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❖ Introduction



The Assessment

PQ10 is a measure of tendencies and personality preferences and has been developed specifically for online testing.

PQ10 reflects modern neuroscientific thinking about personality which provides a biological basis and functional structure to one of the most widely accepted models of personality today; namely, the 'Big Five' model of personality. The model provides a hierarchical structure arranged under two broad traits, Plasticity (how people adapt to and engage with the world around them) and Stability (how people maintain stable relationships, motivation and emotional states).

		Big Five Factor	Underlying Trait
Plasticity	Ideas	Openness Cognitive stimulation, intellectual curiosity, and creativity.	Inquisitiveness Intellectual engagement with ideas and challenges. Creativity Creative and artistic engagement.
	People	Extraversion Social and behavioural stimulation.	Power Power, responsibility, and influence over oneself and others. Sociability Social interaction and engagement with others.
Stability		Agreeableness Social stability and social harmony.	Compassion Empathy, thoughtfulness, concern, and care of others. Diplomacy Maintaining social harmony and adherence to social norms.
	Results	Conscientiousness Persistence, dependability, and adherence to rules and structure.	Drive Persistence in the pursuit of long-term goals. Orderliness Maintaining order, structure, routine, and process.
	Resilience	Emotional Stability Resilience, confidence, self-belief and composure in response to uncertainty or perceived threats.	Emotionality Maintaining composure and effectively managing moods and negative feelings. Confidence Maintaining confidence and self-assuredness in the face of challenges or threats.

The Report

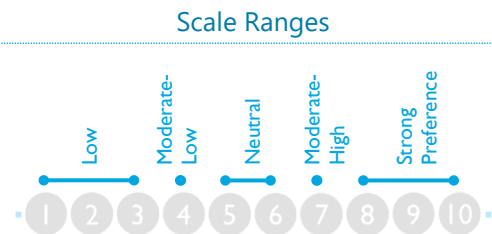
This report provides an overview of likely behaviours as well as suggesting possible coaching or development actions for consideration. Use this report to identify development goals, raise self-awareness, identify potential obstacles and explore ways forward based on the GROW coaching model.

This is a confidential assessment report. As such, the information contained in this report should only be interpreted by a trained professional and in the context of other relevant information (i.e., actual experience, interests, skills, and aptitudes).

PQ10 is an indicator of behaviour and preference only. The publishers, therefore, accept no responsibility for selection or other decisions made using this tool and cannot be held responsible for the consequences of doing so.

Rating Scale

Charts in this report are described in terms of a standardised Sten score that is presented on a scale of 1 to 10. As a guide, scores of 1 to 3 indicate a strong preference for the left side of the scale, while scores of 5 to 6 indicate a neutral preference for either end of the scale, and scores of 8 to 10 indicate a strong preference for the right side of the scale.



Comparison Group (Norm)

Assessment results have been compared against the following norm group.

Assessment	Norm Name	Sample Size
PQ10	International Participants	29630

Impression Management

In some contexts, test takers may attempt to distort their results. The following scales explore the risk of distortion in this profile.

Scale	Score	Risk	Interpretation
Social Desirability	5	Moderate	Likely to have responded honestly without projecting an overly positive image. No further action is needed.
Central Tendency	4	Moderate-Low	Likely to have responded openly without wishing to hide true personality. No further action is needed.

❖ Executive Summary

Detailed below is a summary of the potential strengths and challenges that can be inferred from these assessment results.

Potential Strengths

Potential Challenges

Ideas

- Should be reasonably adept at making decisions that combine what has worked well in the past with an openness to new ways of working.
- Likely to strike a balance between being pragmatic and creative.

- May need to work on keeping an open mind to new ideas at times.
- May need prompting to go and search for a deeper meaning and possibilities when problem-solving.

People

- Likely to have a quiet, reserved disposition and may not seek a lot of visibility in a role.
- Profiles as having a balance between being assertive without being autocratic.
- Unlikely to let emotion influence decisions.
- Likely to exercise a cautious check on own behaviour and take care not to offend others.

- May be hard to get to know and unwittingly keep a lot to themselves.
- Likely to selectively choose when to step up and take charge of a group and/or situation or when to follow.
- May delay decision making in a desire to analyse all aspects of a situation.
- May hold back from sharing own views directly.

Results

- Should be mindful of goals, without needing to strive for them at all costs.
- Should appreciate the need for planning without getting bogged down by details.

- May not always approach tasks with sufficient urgency.
- May lack the patience for highly detailed planning.

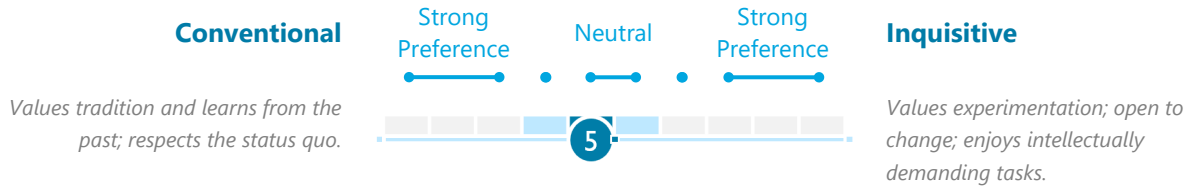
Resilience

- Likely to show emotion a little more than others.
- Appears as confident as most others and should maintain this confidence in the face of most challenges.

- May struggle to keep emotions in check and might over-react as stress increases.
- May sometimes dismiss past problems, rather than see them as opportunities to learn.

❖ Ideas: Openness

Openness reflects cognitive stimulation. Higher scorers are curious, value creativity, and seek novelty and variety.

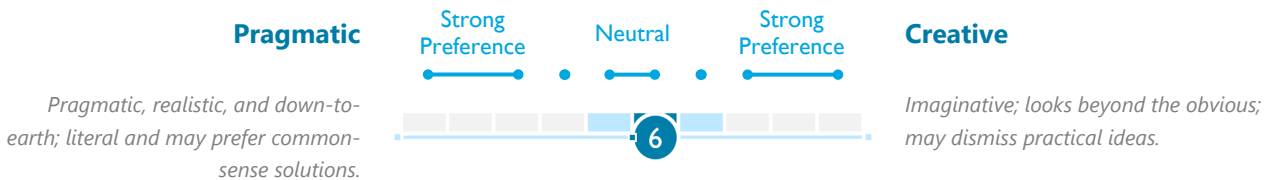


Potential Strengths

- Appears no more or less open to change than others.
- While receptive to new ideas, may be wary of fads.
- Should be reasonably adept at making decisions that combine what has worked well in the past with innovation.

Potential Challenges

- Likely to be slower than some others in adapting to change but should be willing to consider possibilities.
- May need persuasion to keep an open mind to new ideas if well beyond prior experience.



Potential Strengths

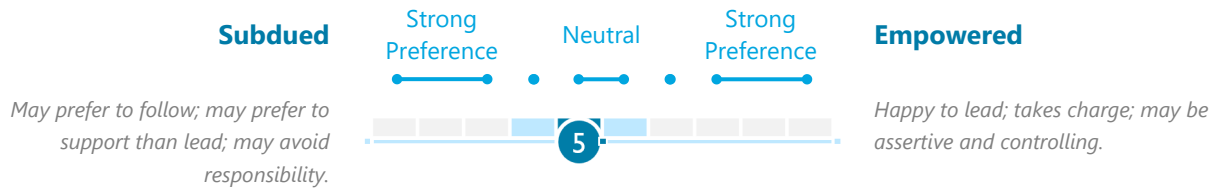
- Likely to strike a balance between being pragmatic and creative.
- Should brainstorm without losing sight of reality.
- Should recognise the creative contribution of others and take steps to implement their ideas.

Potential Challenges

- Practical contribution might be limited in some situations.
- May need prompting to go and search for deeper meaning and possibilities.

❖ People: Extraversion

Extraversion reflects one's need for social and behavioural stimulation. Extroverted individuals tend to be socially confident and may seek influence over others.

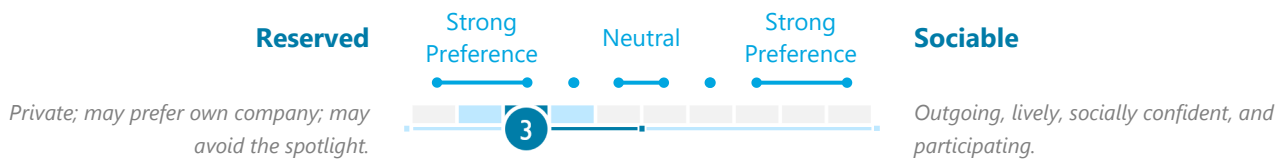


Potential Strengths

- Can be expected to be as willing as most people to take charge in a situation, while being equally happy to take a back seat as required.
- Should be reasonably motivated to influence others and gain their admiration.

Potential Challenges

- Appears likely to selectively choose when to be assertive and when to hold back.
- May need to determine when to take control and when to follow.



Potential Strengths

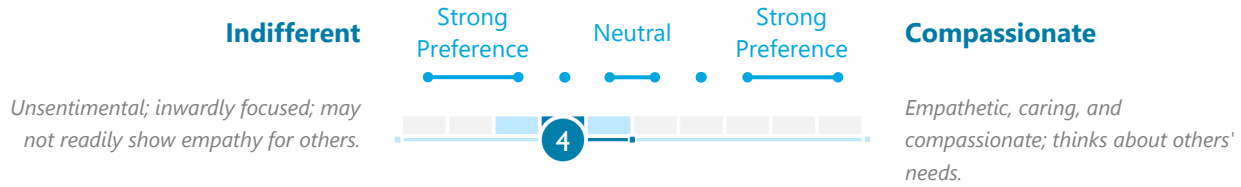
- Profiles as being a very reserved, private person and may not need a lot of visibility in a role.
- Likely to build rapport slowly and develop friendships of depth, rather than superficial acquaintances.
- Appears likely to work effectively when working individually.

Potential Challenges

- Appears hard to get to know.
- May be uncomfortable around strangers.
- Could struggle in situations that require constantly meeting new people.

❖ People: Agreeableness

Agreeableness relates to one's concern for social stability or social harmony. Agreeable individuals value cooperation over conflict and are compassionate towards others.

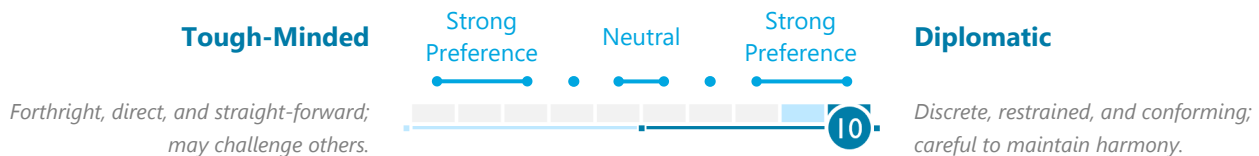


Potential Strengths

- Profiles as a relatively unsentimental and objective individual, so is unlikely to be swayed by emotion when making decisions.
- May be more suited to working with problems involving facts and data rather than people and their emotions.
- Could place more value on achieving individual goals and interests over those of others.

Potential Challenges

- Could feel uncomfortable dealing with problems of a personal nature.
- May have some difficulty building close personal relationships with others.



Potential Strengths

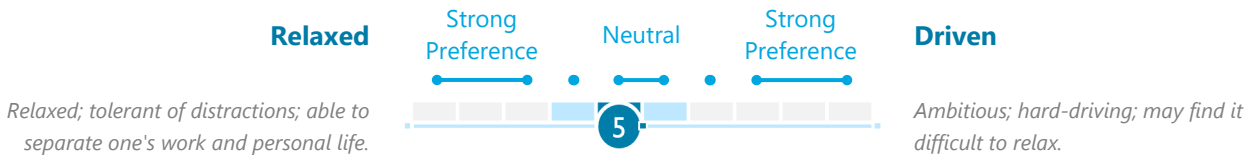
- More likely than others to seek harmony and avoid conflict.
- Likely to exercise a cautious check on own behaviour and take care not to offend others.
- Should moderate what is said or done to suit the demands of the situation.

Potential Challenges

- Will likely need to check that the intent of a message does not get lost in an effort to be diplomatic.
- Much more likely than others to hide true feelings to keep the peace.
- May hesitate to share views directly.
- Could struggle to face conflict head-on.

❖ Results: Conscientiousness

Conscientiousness describes motivational stability or persistence in the pursuit of long-term goals and adherence to rules. High scorers have a strong preference for planning, structure, attention to detail, and goal setting.

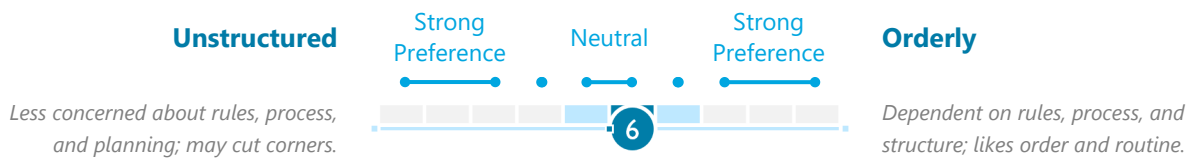


Potential Strengths

- Should be no more or less driven than the average person.
- Likely to be mindful of goals, without needing to strive for them at all costs.
- Should be reasonably effective at getting things done.

Potential Challenges

- Might need to find a task personally motivating to retain focus.
- May not always approach tasks with sufficient urgency.



Potential Strengths

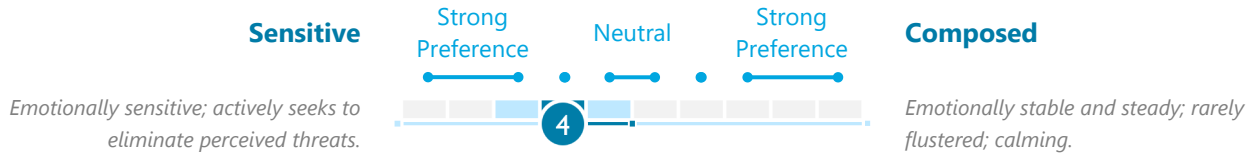
- Likely to appreciate the need for planning without getting bogged down by detail.
- Should be reasonably adept at anticipating problems and roadblocks.
- Can be expected to be as effective as most others at coordinating people and resources to get things done.

Potential Challenges

- Likely to sometimes underestimate the planning involved to deliver more complex projects.
- May be more tolerant of loose detail than some others would like.
- Could lack the patience for highly detailed process mapping.

❖ Resilience: Emotional Stability

Emotional Stability refers to how people maintain emotional defences in response to uncertainty and threats. It includes concepts of resilience, composure, confidence, and freedom from self-doubt.

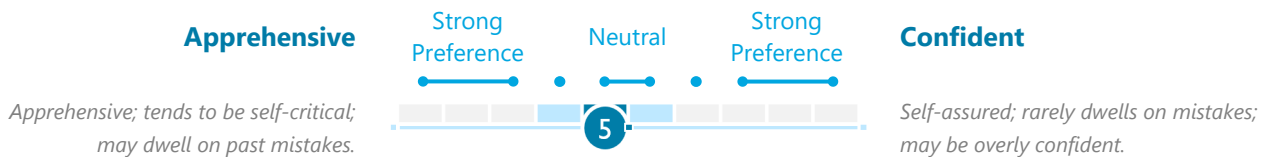


Potential Strengths

- Likely to show feelings and emotions slightly more than others.
- Less likely than most others to mask thoughts and feelings.

Potential Challenges

- May struggle to keep emotions in check under prolonged pressure.
- Could have less emotional resilience than some others.
- Might over-react as stress increases.



Potential Strengths

- Appears as confident as most others.
- Should possess a reasonable insight into own short-comings.
- Likely to accept accolades and blame to the same extent.
- Should have the self-confidence to handle most challenges.

Potential Challenges

- Confidence may be tested under prolonged pressure.
- May lack some insight into personal areas for development.
- Could sometimes dismiss past problems, rather than see them as opportunities to learn.

❖ Coaching Recommendations

Share the feedback report and corroborate the results before considering any development interventions. Adopt a supportive and balanced approach to ensure observations are supported and accepted.

Ideas	Openness	<p>A balance between being conventional and inquisitive.</p> <ul style="list-style-type: none"> • Confirm this is the case and explore the situations in which the participant promotes change. • Discuss upcoming changes with the participant. Explore if the participant's flexible approach influences the participant's attitude towards change. • How does this stance benefit or hinder the participant's ability to explore new ideas? 	<p>A balance between pragmatism and creativity.</p> <ul style="list-style-type: none"> • Confirm this balanced preference and explore which trait behaviours might benefit a coaching approach. • How will the participant ensure a flexibility for action which contributes to goal achievement; can this inform an action plan?
		<p>A balance between following and taking charge.</p> <ul style="list-style-type: none"> • Confirm this observation with the participant. • Explore if the participant recognises which of these approaches (assertive versus subdued) is advantageous for goal performance and when. • Discuss if the participant needs support or is willing to adopt one style more predominantly than others. 	<p>Much more reserved and private than average.</p> <ul style="list-style-type: none"> • Confirm the participant agrees that this is an accurate synopsis. • Discuss with the participant how this preference for privacy informs the participant's goals or aspirations. • What options can the participant identify for adopting alternative behaviours to support goal achievement.
	Agreeableness	<p>More self-focused than average.</p> <ul style="list-style-type: none"> • Confirm that the participant recognises this observation. • Explore if others have described the participant as demonstrating insufficient compassion. • What issues does this raise for the participant's goal achievement? • What opportunities can the participant identify to moderate this tendency if detrimental to success? 	<p>Much more diplomatic than average.</p> <ul style="list-style-type: none"> • Discuss if the participant recognises this observation. • Discuss how this has been a beneficial attribute for the participant. • Explore if this trait may constrain goal achievement or role success; is it possible the participant may find it difficult to criticise or challenge others?
People	Extraversion		

Results	Conscientiousness	<p>A balance between being relaxed and driven.</p> <ul style="list-style-type: none"> • Confirm the participant recognises this observation • Explore the situations in which the participant may take work home or find it hard to switch off. Also discuss the situations in which the participant's energy can wear. • Explore how current goals or role requirements fit with this style. 	<p>A balance between being unstructured and organised.</p> <ul style="list-style-type: none"> • Confirm this finding with the participant. • Discuss current goals or role requirements and establish if future success would benefit from moving towards more trait driven behaviours; including either a greater adherence to procedures or greater expediency.
	Emotional Stability	<p>More sensitive than average.</p> <ul style="list-style-type: none"> • Discuss if this is indeed an accurate description of the participant. • How does this preference affect role performance and what are the implications for achieving current goals? • Discuss if there is a need or willingness to explore strategies to manage this style to support development objectives. 	<p>A balance between being apprehensive and confident.</p> <ul style="list-style-type: none"> • Confirm this observation with the participant. • Discuss if the participant has any apprehension about achieving current coaching goals or development ambitions.

❖ Development Plan

Use this section to help guide and document your coaching discussion. The forms are based on the GROW coaching model which was designed to help identify goals (Goal), build self-awareness (Reality), explore development options (Options or Obstacles) and gain commitment to act (Will).

Goal

What do you want to achieve or change? Identify SMART goals that are Specific, Measurable, Attainable, Realistic and Time-bound.

Reality

What aspects of your feedback do you feel contribute to your goal achievement or hinder you from achieving your goals?

Options

What options do you have for achieving your goals and making a change? What are some of the obstacles keeping you from pursuing these options?

Will

What will you do to move forward towards your goal? What will you do if you face challenges? How will you review progress?

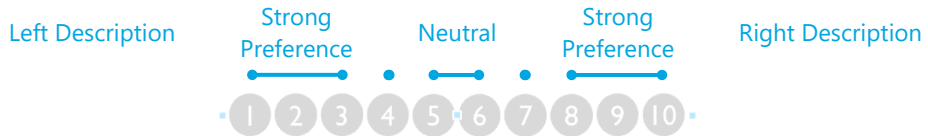
❖ Appendix: Higher-Order Profile

Detailed below is a higher-order profile summary for Stability, Plasticity and big five scale results. Use this profile to gain a higher-level understanding of likely preferences.

Scale	Description	Preference Scale
Plasticity	Plasticity reflects the need for reward, stimulation and engagement. Higher scorers seek to explore new goals, relationships, and ways of interpreting the world.	
Openness	Openness reflects cognitive stimulation. Higher scorers are curious, value creativity, and seek novelty and variety.	
Extraversion	Extraversion reflects one's need for social and behavioural stimulation. Extroverted individuals tend to be socially confident and may seek influence over others.	
Stability	Stability reflects a tendency towards self-regulation. Higher scorers are less prone to impulsive behaviour.	
Agreeableness	Agreeableness relates to one's concern for social stability or social harmony. Agreeable individuals value cooperation over conflict and are compassionate towards others.	
Conscientiousness	Conscientiousness describes motivational stability or persistence in the pursuit of long-term goals and adherence to rules. High scorers have a strong preference for planning, structure, attention to detail, and goal setting.	
Emotional Stability	Emotional Stability refers to how people maintain emotional defences in response to uncertainty and threats. It includes concepts of resilience, composure, confidence, and freedom from self-doubt.	

❖ Results at a Glance

Detailed below is a summary of underlying trait scores. What this means on-the-job is detailed more fully in the remainder of this report.



	Left Description	Strong Preference	Neutral	Strong Preference	Right Description
Ideas	Openness	Conventional <i>Values tradition and learns from the past; respects the status quo.</i>	5		Inquisitive <i>Values experimentation; open to change; enjoys intellectually demanding tasks.</i>
		Pragmatic <i>Pragmatic, realistic, and down-to-earth; literal and may prefer common-sense solutions.</i>	6		Creative <i>Imaginative; looks beyond the obvious; may dismiss practical ideas.</i>
People	Extraversion	Subdued <i>May prefer to follow; may prefer to support than lead; may avoid responsibility.</i>	5		Empowered <i>Happy to lead; takes charge; may be assertive and controlling.</i>
		Reserved <i>Private; may prefer own company; may avoid the spotlight.</i>	3		Sociable <i>Outgoing, lively, socially confident, and participating.</i>
	Agreeableness	Indifferent <i>Unsentimental; inwardly focused; may not readily show empathy for others.</i>	4		Compassionate <i>Empathetic, caring, and compassionate; thinks about others' needs.</i>
		Tough-Minded <i>Forthright, direct, and straightforward; may challenge others.</i>		10	Diplomatic <i>Discrete, restrained, and conforming; careful to maintain harmony.</i>
Results	Conscientiousness	Relaxed <i>Relaxed; tolerant of distractions; able to separate one's work and personal life.</i>	5		Driven <i>Ambitious; hard-driving; may find it difficult to relax.</i>
		Unstructured <i>Less concerned about rules, process, and planning; may cut corners.</i>	6		Orderly <i>Dependent on rules, process, and structure; likes order and routine.</i>
Resilience	Emotional Stability	Sensitive <i>Emotionally sensitive; actively seeks to eliminate perceived threats.</i>	4		Composed <i>Emotionally stable and steady; rarely flustered; calming.</i>
		Apprehensive <i>Apprehensive; tends to be self-critical; may dwell on past mistakes.</i>	5		Confident <i>Self-assured; rarely dwells on mistakes; may be overly confident.</i>