



PQ10 FEEDBACK

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	Results	Agreeableness Social stability and social harmony.	Compassion Empathy, thoughtfulness, concern, and care of others. Diplomacy Maintaining social harmony and adherence to social norms.
	Resilience	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.
		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.

❖ Ideas: Openness

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

Potential Strengths

- Can be expected to be reasonably open to change.
- 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 future considerations.
- Should strike a balance between being pragmatic and creative.
- Likely to brainstorm without losing sight of reality.
- Should recognise the creative contribution of others and take steps to implement them.

Potential Challenges

- Generally comfortable with change but may feel some discomfort in rapidly changing environments.
- May need some convincing to do things differently.
- May need prompting to go and search for deeper meaning and broader possibilities.
- Practical contribution might be limited in some situations.

❖ 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

- Likely to be as willing as others to take charge of a situation, but should be equally capable of deferring to colleagues as the situation requires.
- Likely to be more private than most others and may not need a lot of visibility in a role.
- Should work effectively individually.

Potential Challenges

- May not relish needing to take a stand and be assertive, but should have the assertiveness to do so on an issue or topic that is of particular interest.
- May be shy or lack confidence around strangers.
- Likely to avoid 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

- Unlikely to let emotion influence decisions.
- May prefer working with problems involving facts and data rather than people and their emotions.
- More likely than others to seek harmony at work and avoid conflict.
- Should exercise a cautious check on behaviour and take care not to offend others.
- Likely to moderate what is said or done in line with the demands of the situation.

Potential Challenges

- Could need some prompting to pick up on emotional cues.
- May be slower than others to connect with more feelings-driven people.
- Likely to be disinclined to prompt conversation about people's personal lives during work hours.
- Likely to need to check that the intent of a message is not lost in an effort to be diplomatic.
- More likely than others to hide true feelings to keep the peace.
- May hold back, rather than 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

- Profiles as being as driven as the average person.
- Should be mindful of goals, without needing to strive for them at all costs.
- Likely to be reasonably effective at getting things done.
- Likely to appreciate the need for planning without getting bogged down by details.
- Should be as effective as most others at coordinating people and resources to get things done.

Potential Challenges

- Could sometimes underestimate what needs to be done to deliver results on time.
- Might not always approach tasks with the urgency others would like.
- Might sometimes underestimate the planning needed get things done.
- Likely to tolerate loose detail more than others would like.

❖ 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.
- Feelings are likely to be relatively clear to others.
- Appear to be as confident as most others.
- Should accept accolades and blame to the same extent.
- Likely to trust self to handle most challenges.

Potential Challenges

- Day-to-day pressures may sometimes feel overwhelming.
- May be more sensitive to criticism than others.
- Could find it difficult to mask feelings when things don't go as planned.
- Confidence may be tested under prolonged pressure.
- May dismiss past problems, rather than seeing them as opportunities to learn.