



# PQ10 SELECT

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

## The Report

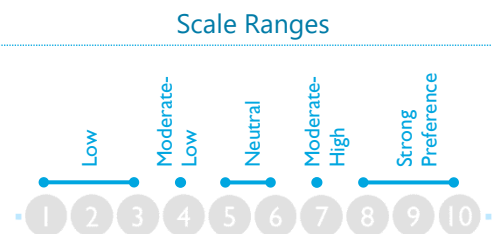
This report has been designed to support the interview and reference checking process. It presents the results and provides probing interview questions to help elicit information about preferences, past behaviour, and performance.

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.

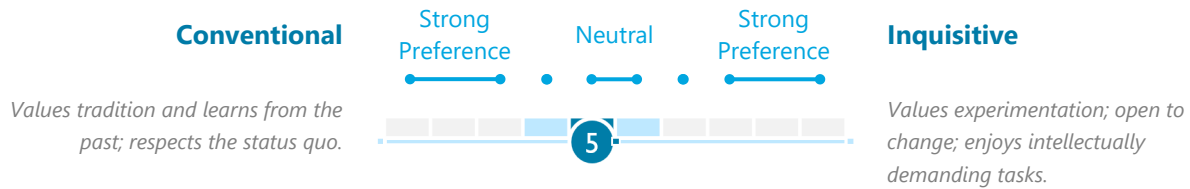
## ❖ Executive Summary

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

	Potential Strengths	Potential Challenges
<b>Ideas</b>	<ul style="list-style-type: none"> <li>Should be reasonably adept at making decisions that combine what has worked well in the past with an openness to new ways of working.</li> <li>Likely to strike a balance between being pragmatic and creative.</li> </ul>	<ul style="list-style-type: none"> <li>May need to work on keeping an open mind to new ideas at times.</li> <li>May need prompting to go and search for a deeper meaning and possibilities when problem-solving.</li> </ul>
<b>People</b>	<ul style="list-style-type: none"> <li>Likely to have a quiet, reserved disposition and may not seek a lot of visibility in a role.</li> <li>Profiles as having a balance between being assertive without being autocratic.</li> <li>Unlikely to let emotion influence decisions.</li> <li>Likely to exercise a cautious check on own behaviour and take care not to offend others.</li> </ul>	<ul style="list-style-type: none"> <li>May be hard to get to know and unwittingly keep a lot to themselves.</li> <li>Likely to selectively choose when to step up and take charge of a group and/or situation or when to follow.</li> <li>May delay decision making in a desire to analyse all aspects of a situation.</li> <li>May hold back from sharing own views directly.</li> </ul>
<b>Results</b>	<ul style="list-style-type: none"> <li>Should be mindful of goals, without needing to strive for them at all costs.</li> <li>Should appreciate the need for planning without getting bogged down by details.</li> </ul>	<ul style="list-style-type: none"> <li>May not always approach tasks with sufficient urgency.</li> <li>May lack the patience for highly detailed planning.</li> </ul>
<b>Resilience</b>	<ul style="list-style-type: none"> <li>Likely to show emotion a little more than others.</li> <li>Appears as confident as most others and should maintain this confidence in the face of most challenges.</li> </ul>	<ul style="list-style-type: none"> <li>May struggle to keep emotions in check and might over-react as stress increases.</li> <li>May sometimes dismiss past problems, rather than see them as opportunities to learn.</li> </ul>

## ❖ Ideas: Openness

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

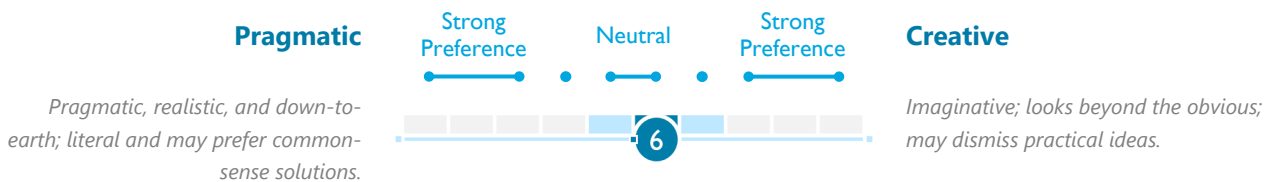


### Potential Strengths

- 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

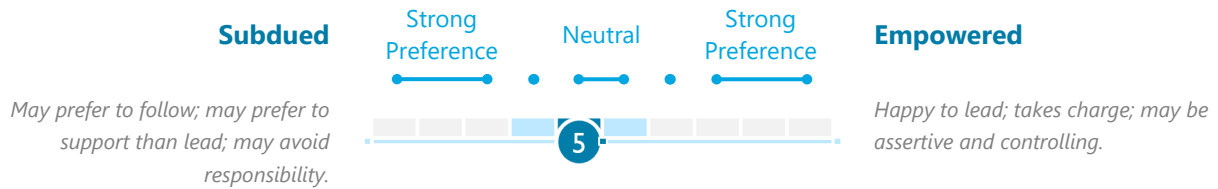
- Likely to strike a balance between being pragmatic and creative.
- Should brainstorm without losing sight of reality.
- Should recognise the creative contribution of others and take steps to implement their ideas.

### 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.

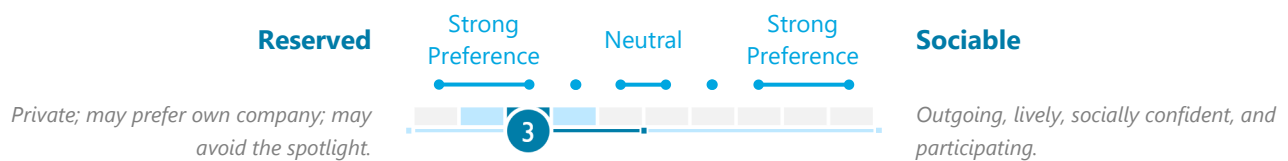


### Potential Strengths

- 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

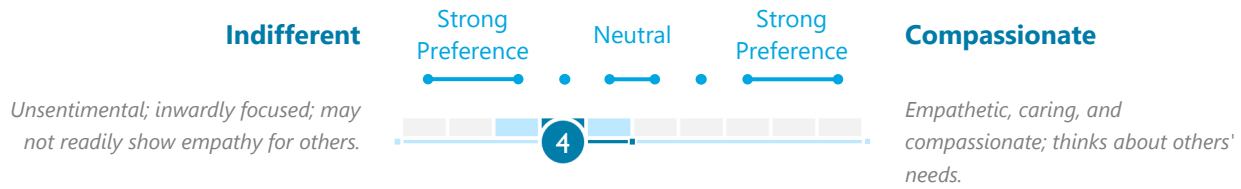
- Profiles as being a very reserved, private person and may not need a lot of visibility in a role.
- Likely to build rapport slowly and develop friendships of depth, rather than superficial acquaintances.
- Appears likely to work effectively when working individually.

### 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.

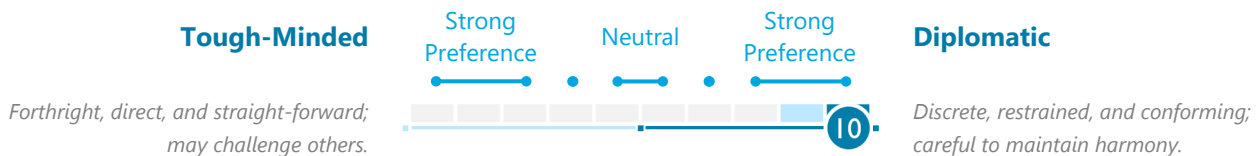


### Potential Strengths

- 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

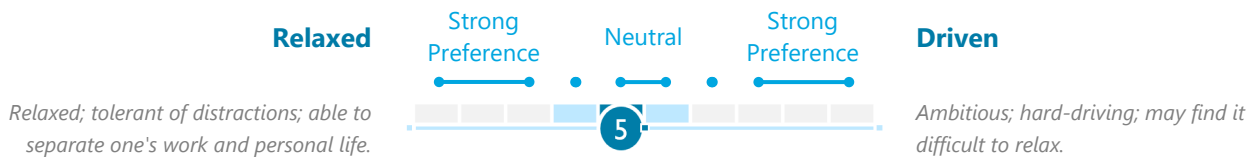
- More likely than others to seek harmony and avoid conflict.
- Likely to exercise a cautious check on own behaviour and take care not to offend others.
- Should moderate what is said or done to suit the demands of the situation.

### 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.

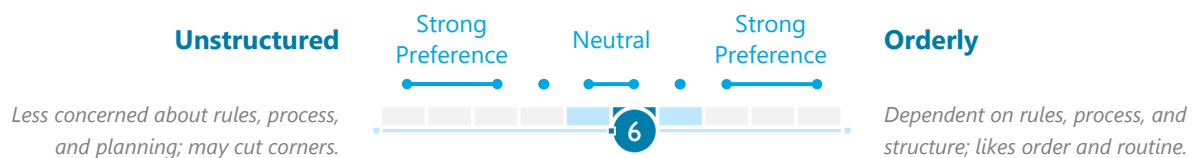


### Potential Strengths

- 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.

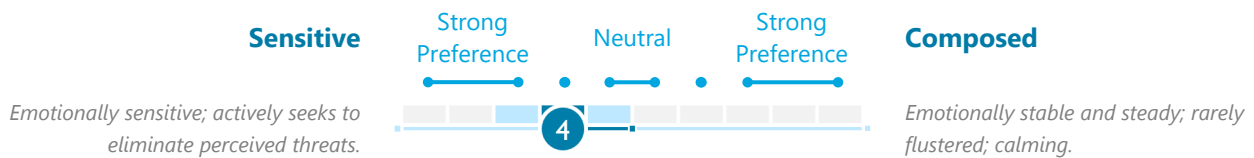
### Potential Challenges

- 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.

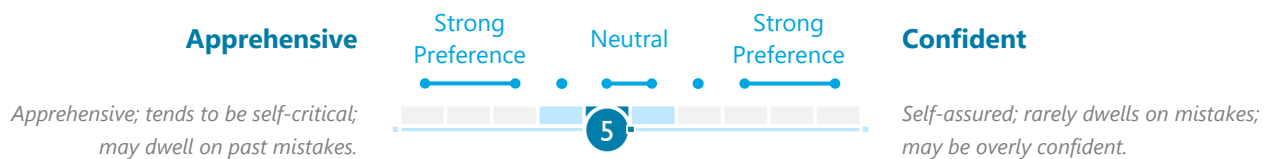


### Potential Strengths

- 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.

## ❖ Interview Prompts

The following questions have been designed to support the interview and reference checking process. Use these questions as a guide to probe personal preferences, past behaviour, and performance.

Ideas	Openness	<b>A balance between being conventional and inquisitive.</b>	<b>A balance between pragmatism and creativity.</b>
		<ul style="list-style-type: none"><li>• Discuss the indication that choosing innovation over well proven approaches may perhaps be dependent on the situation.</li><li>• What kind of situations are likely to make the difference between choosing new or conventional approaches?</li><li>• Ask for examples to illustrate.</li></ul>	<ul style="list-style-type: none"><li>• Discuss the suggestion that the candidate is equally comfortable with pragmatic and creative approaches to problems.</li><li>• Can the candidate describe a situation that demonstrates an ability to blend creative ideas with practical application?</li><li>• Ask the candidate to provide an example of recognising a good idea from many.</li></ul>
People	Extraversion	<b>A balance between following and taking charge.</b>	<b>Much more reserved and private than average.</b>
		<ul style="list-style-type: none"><li>• Discuss the indication that the candidate is equally comfortable taking charge or following. Is this an accurate reflection of the candidate?</li><li>• Ask the candidate to provide an example that demonstrates an ability to be assertive without being intimidating.</li><li>• What considerations need to taken into account?</li></ul>	<ul style="list-style-type: none"><li>• Discuss the suggestion that the candidate is a private person, who prefers to work individually.</li><li>• Ask the candidate to provide an example of a recent situation that highlights an ability to build personal connections both internal and external to the organisation?</li><li>• What sort of people might the candidate find most challenging to talk to? Why?</li></ul>
	Agreeableness	<b>More self-focused than average.</b>	<b>Much more diplomatic than average.</b>
		<ul style="list-style-type: none"><li>• Confirm the candidate tends to avoid becoming concerned with the emotions or feelings of others.</li><li>• Is the candidate able to describe a situation that required giving up something important to help someone else. What did the candidate learn from this situation that could help in this role?</li><li>• Can the candidate describe a situation which required being able to balance compassion with firmness?</li></ul>	<ul style="list-style-type: none"><li>• Confirm that the candidate agrees with the suggestion of a strong preference for avoiding conflict.</li><li>• Does the candidate have an example that illustrates this preference?</li><li>• Can the candidate give example of dealing directly with a conflict or dispute. What was the situation and what did the candidate learn as a result?</li></ul>

Results	Conscientiousness	<b>A balance between being relaxed and driven.</b> <ul style="list-style-type: none"> <li>Confirm that the candidate agrees with the results suggesting a tendency to be laid-back in some situations and driven in others.</li> <li>While working towards a goal, what steps does the candidate take to not lose sight of other unexpected opportunities that arise?</li> <li>What recent, challenging goal has the candidate set? How is the candidate going towards achieving it?</li> </ul>	<b>A balance between being unstructured and organised.</b> <ul style="list-style-type: none"> <li>Discuss the indication that the candidate is equally comfortable working with procedures and rules as working without.</li> <li>What thinking does the candidate go through when deciding whether a task requires careful planning or a quick decision?</li> <li>What does the candidate consider when developing a plan?</li> </ul>
	Resilience	<b>More sensitive than average.</b> <ul style="list-style-type: none"> <li>Confirm that the candidate is somewhat more likely than others to express thoughts and feelings.</li> <li>In what situations might the candidate be more inclined to express thoughts and feelings?</li> <li>What are some of the tactics the candidate uses to keep emotions in check? Can the candidate provide an example of using these tactics to good effect?</li> </ul>	<b>A balance between being apprehensive and confident.</b> <ul style="list-style-type: none"> <li>Does the candidate agree with the indication of being as self-confident as most other people?</li> <li>What situations or factors might cause the candidate to be less self-confident? Can the candidate provide an example?</li> <li>Can the candidate provide an example of learning from a past mistake or problem? How might this have impacted the candidate's approach to dealing with mistakes and problems in the future?</li> </ul>

## ❖ 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	<div> <div>Strong Preference</div> <div>Neutral</div> <div>Strong Preference</div> </div> <div> <div>1</div><div>2</div><div>3</div><div>4</div><div>5</div><div>6</div><div>7</div><div>8</div><div>9</div><div>10</div> </div>
<b>Plasticity</b>	<b>Plasticity reflects the need for reward, stimulation and engagement. Higher scorers seek to explore new goals, relationships, and ways of interpreting the world.</b>	
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.	
<b>Stability</b>	<b>Stability reflects a tendency towards self-regulation. Higher scorers are less prone to impulsive behaviour.</b>	
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.

