



YOUR FUTURITY PSYCHOMETRIC ANALYSIS

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WELCOME TO YOUR PROFILE REPORT

Within the following pages, you will discover the results in each of the five key areas of the Futurity model: Purpose, Presence, Power, Play, and Propel. This report provides insights into your unique strengths, areas for development, and tailored suggestions to help you thrive in the workplace and beyond.

The Futurity model has been carefully developed by a team of occupational psychologists in partnership with Panthea Group. Its primary mission is to propel you into the workplace, equipping you with the skills and mindset to excel. This framework is not only rooted in psychological theories but is also finely tuned to align with the specific goals and vision of the Futurity programme.

As you review your profile, it's essential to remember that these results represent your self-assessment. They have been thoughtfully benchmarked against a comparison group of your peers. However, they are not the whole truth. Your uniqueness cannot be fully captured by any assessment. This report is a starting point, not a destination.

We encourage you to reflect on areas that strongly resonate with you as well as those that might be more surprising. Remember that development is a journey, and self-awareness is your guide. Use this report as a tool to support you with your future goals.

This report should be a constant companion on your development journey. Make use of the self-reflection section to set and, more importantly, stick to SMART goals. SMART stands for Specific, Measurable, Achievable, Relevant, and Time-bound, and they are the stepping stones to your personal and professional growth.

In your upcoming feedback conversation, you'll have the opportunity to delve deeper into these results, gain more insights, and refine your path forward. Embrace this process with a curious mind, you will learn a lot about yourself!

At the heart of POISE, lies the 5P model, guiding individuals on a transformative journey toward personal and professional excellence. Rooted in the principles of positive psychology, this model encapsulates five essential dimensions that form the cornerstones of growth and well-being.

As you navigate the pages of your Futurity profile report, you will delve into each of these dimensions, gaining insights into your unique strengths, areas for development, and tailored suggestions for growth.

PURPOSE

At the core of the 5P model is Purpose, a profound driver of intrinsic motivation. Purpose is the North Star that illuminates your path, infusing your actions and decisions with a sense of direction. It's the spark that gives hope for the future, driving individuals towards meaningful goals.



PRESENCE

The second dimension, Presence, revolves around rich self-awareness. This is about empowering you to understand and nurture your own well-being, a critical foundation for looking after others effectively.



POWER

Power is the third dimension, emphasising inner strength and focus. It's the resilience and determination to maintain peak performance even when faced with challenging situations and setbacks.



PLAY

The fourth dimension, Play, invites you to engage in work and interactions playfully, with curiosity and joy. It's about finding a flow state in your tasks and interactions, bringing about creative thinking, and team collaboration.



PROPEL

The final dimension, Propel, is the culmination of these areas. It is not directly measured in your self-ratings but encapsulates the power to put learnings into action and take steps towards your goals.



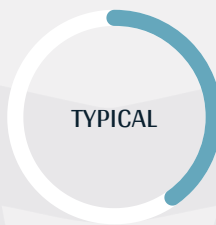
SELF SCORE OUT OF 10

In your self-assessment, you've placed yourself in the middle range for your drive to be **proactive** in achieving your goals and pursuing passions. This suggests that you possess a balance between **initiative** and a more **relaxed approach**. You have described yourself as being in the balanced range for your **optimism** and **goal pursuit**. This mid-ground indicates a realistic and **adaptable approach** to goal setting. Your ratings suggest that you take a **committed** approach to pursuing specific, meaningful goals. Being **dedicated** and **determined** can help you achieve what you set your mind to.

MOTIVATION



HOPE



DIRECTION



DEVELOPMENT TIPS

MOTIVATION

Your balanced approach allows you to adapt to different situations effectively. Use this flexibility to your advantage by setting achievable goals and taking initiative when opportunities arise. While balance is essential, ensure that you maintain a level of proactivity to seize opportunities when they present themselves.

HOPE

Use your optimism to provide motivation and resilience, while also being attentive to potential obstacles. This balanced view can lead to well-informed decisions and effective goal planning. While a balanced approach is beneficial, remember that optimism can provide the energy needed to overcome challenges. Don't let a realistic perspective hold you back from setting ambitious goals and pursuing them with enthusiasm.

DIRECTION

Maintain your dedication to achieve your objectives consistently. Your steadfast approach is a key factor in your accomplishments. Use it to set high standards for progress and inspire those around you. While dedication is essential, it's important to adapt to changing circumstances and remain open to new approaches. Find a balance between consistency and adaptability to ensure long-term success.



SELF SCORE OUT OF 10

You have described yourself in a way that suggests gratitude could be an area of **growth** for you. Not stopping to reflect may mean you find it easier to move between tasks and projects. Your responses reflect a **balanced** approach towards your own **humility**. You acknowledge your limitations while embracing a sense of **confidence** in your abilities. You have described yourself as being moderately **emotionally aware**. You recognise and **manage emotions effectively**, both your own and others', contributing to positive interpersonal relationships. You have indicated that you take a moderate approach towards **compassion**. While showing genuine concern for others, you maintain a **healthy boundary** that may allow you to keep your distance from people's problems.

GRATITUDE



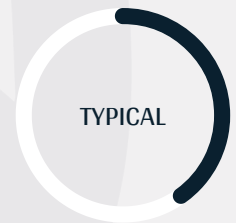
HUMILITY



EMOTIONAL AWARENESS



COMPASSION



DEVELOPMENT TIPS

	DEVELOPMENT TIPS
GRATITUDE	Challenge yourself to find at least one positive aspect in each workday. This practice can gradually build a more positive outlook and foster an appreciation for the smaller, positive moments. Be cautious of falling into a negativity trap. While acknowledging challenges is important, actively seeking and acknowledging positive elements can significantly improve your overall well-being.
HUMILITY	Seek out opportunities to learn from others and share your knowledge collaboratively. This can further enhance the cooperative culture you naturally contribute to, promoting a shared commitment to growth. Embrace a balanced perspective that acknowledges both your strengths and areas for improvement. Balancing humility with self-recognition is key.
EMOTIONAL AWARENESS	Engage in reflective practices to deepen your understanding of your own emotions and those of your colleagues. This can contribute to more nuanced and emotionally aware communication. Ensure you're not overly reserved in expressing emotions. While balance is key, openly sharing appropriate emotions fosters connection and trust within the team.
COMPASSION	Look for opportunities to provide support and understanding to colleagues facing challenges. Your balanced compassion can create a culture of mutual assistance and strengthen team bonds. As you offer support, ensure you prioritise your own well-being. Balancing compassion with self-care ensures sustained positive contributions to the team.



SELF SCORE OUT OF 10

Your responses suggest that you feel **moderately self-empowered**. You tend to prefer a balance between taking control of your career while valuing collaboration and input from others. You have described yourself as having a **balanced mindset** when it comes to **excellence**. Maintaining **high standards** without succumbing to perfectionism can be a strength. Your responses reflect a **balanced approach to perseverance**. You tend to face challenges with **resilience** while recognising the need for strategic changes, which showcases your pragmatic approach. You've indicated that you see yourself as someone who approaches **change** in a balanced way. **Embracing flexibility** while **maintaining stability** and control demonstrates your workplace agility.

SELF EMPOWERMENT



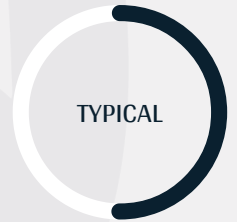
EXCELLENCE



PERSEVERANCE



ADAPTABILITY



DEVELOPMENT TIPS

SELF EMPOWERMENT

While maintaining your self-empowerment, incorporating diverse perspectives can enhance the quality of decisions and give you insights you may not have had before. Embrace your tendency to take control of your situation; consider when it is best to act independently and when you may need to gather input from others.

EXCELLENCE

Share your practical approach to setting and achieving high standards with colleagues. Your balanced mindset can provide a realistic perspective on pursuing excellence, encouraging others to adopt a similar approach. While aiming for high standards is commendable, striking a balance between ambition and practicality prevents unnecessary stress and ensures a sustainable pursuit of excellence.

PERSEVERANCE

Share your strategies for balancing determination with adaptability. Your pragmatic approach to overcoming challenges can be valuable guidance for those around you, helping to build a collective mindset of resilience. Be mindful of recognising when a change of plan is necessary. While perseverance is essential, staying open to adjustments in your approach ensures you can take on the most effective strategy.

ADAPTABILITY

Think about how your adaptability skills can help your team. Your preference to maintain stability while embracing change can be a helpful 'constant' for those around you. While maintaining stability is crucial, consider actively seeking opportunities to embrace new challenges could bring ongoing growth and learning into your role.



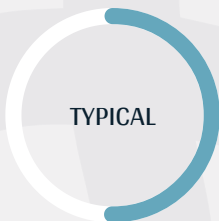
SELF SCORE OUT OF 10

Your responses indicate that you see yourself as being more **creative** than most people and having a **playful and unconventional** approach to exploring new ideas. You've described yourself as moderately **curious**, balancing this with **practicality**. While seeking knowledge and **exploring** new experiences, you also maintain a **practical focus** on your key responsibilities. Your responses reflect a balanced approach to collaboration. While approaching **teamwork** with a **light-hearted** mindset, you also tend to recognise the importance of **individual contributions**. You've indicated a preference for taking risks and **acting boldly**. You prefer to act in a way that could be perceived as risky, identifying the opportunities and rewards that can be available in uncertainty.

CREATIVITY



CURIOUS



COLLABORATION



BOLDNESS



DEVELOPMENT TIPS

CREATIVITY

Consider leading brainstorming sessions to harness collective creativity within the team, sparking even more inventive solutions. Be mindful of balancing creativity with practical implementation. While exploring new ideas, ensure they still align with the broader project goals.

CURIOUS

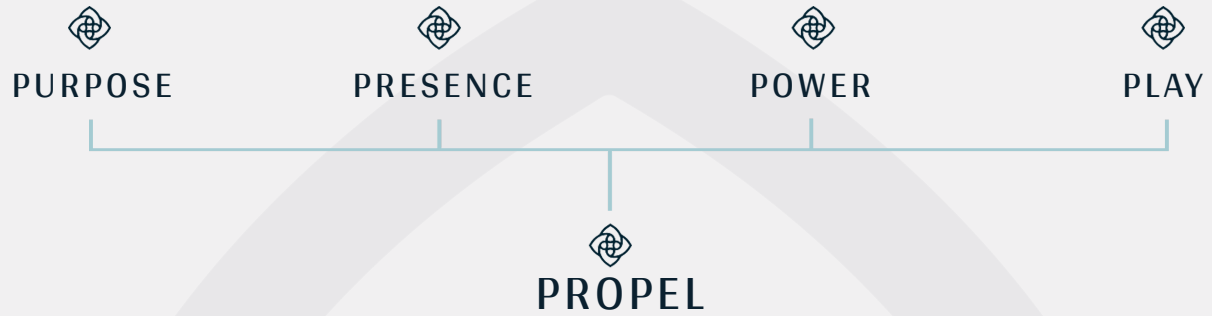
Think about your current projects and where you might have opportunities to try new ways of working. Be cautious of not questioning excessively. While curiosity is valuable, ensure that your inquiries contribute to the project's purpose and do not create unnecessary delays.

COLLABORATION

Continue to contribute to a positive team dynamic with your balanced approach to collaboration. Your tendency to value both teamwork and individual contributions enhances overall productivity. Be mindful of not becoming too independent. Actively seek opportunities to engage in collaborative projects to harness a range of different perspectives and strengths.

BOLDNESS

Encourage experimentation within the team by showcasing the benefits of challenging the established way of doing things. You can help to inspire those around you to push themselves out of their comfort zones as well. Be aware of potential resistance to adventurous ideas. While pushing boundaries is essential, seek feedback and ensure effective communication to address any concerns and gain support along the way.



Propel is the culmination of your Purpose, Presence, Power and Play. Using all of these areas, focusing on them, actively spending time on your strengths and improving any challenge areas will unlock your unique abilities. It is the use of all of these areas together that will help you to thrive and flourish, get the most out of your role, grow your professional self and make a real impact. Invest in yourself. Propel yourself.

Leverage Your PURPOSE:

In reviewing your responses, it's apparent that you have a balanced understanding of Purpose. Having intention can help you uncover a stronger connection between your daily actions and your overarching goals. As you progress in your career, exploring your Purpose can lead to a more fulfilling professional journey.



Develop Your PLAY and PRESENCE:

You may have room to grow when it comes to your approach to Play. While you acknowledge the importance of engaging playfully in work and interactions, consider incorporating more elements of curiosity and joy. Intentionally adding a bit more playfulness to your approach can enhance the positive work environment and also contribute to a more dynamic team culture. You have a balanced level of Presence. Strengthening your Emotional Intelligence, particularly in perceiving and managing emotions, can increase your Presence. As you continue on your professional journey, improving these skills will not only contribute to your personal growth but also help you build and maintain effective relationships.



Nuture Your POWER:

You could have opportunities to develop your Power even more. Improving your understanding of when it is best to persevere and when you might instead need to adapt to a new way forward can particularly help your Power in work. This can support your personal and professional development as an individual but also in how you relate to others.

Please let us know how much you feel you have had the opportunity to use your strengths in your studies and work so far. This will support your feedback session.

I only have a little work experience but I've actively looked for opportunities to use my strengths in my studies and a part-time job. University group projects helped me to improve my communication and collaboration skills, ensuring everyone in my group contributed and felt listened to. In my part-time job, I used my analytical skills to solve customer issues efficiently and my adaptability to quickly learn new things. I think I've got room for improvement and I'm keen to learn and grow somewhere I can make the most of my skills.



LENIENCY



MEDIUM

You have been neither overly self-critical or lenient in your responses throughout the questionnaire. You've responded in a balanced way and this will be touched on in your feedback session.

My key strengths:

What can I do to enhance these strengths:

Main areas for further development:

What can I do to address these areas:

What does success look like for me:

When will I achieve my goals:
