



Great People Inside lets you design your own assessment templates using (almost) any combination of the 71 Dimensions below.

Dimensions are in 3 different categories - Behaviours (58 to choose from), Cognitive Traits (7) and Occupational Interests (6).

You can create assessments from 5 Dimensions, taking around 10 minutes, through to 20 Dimensions, taking 60-65 minutes, or anywhere in between.

Why measure what someone else thinks you should measure when you can measure what **YOU** think you should measure?

BEHAVIOURS

● For Sales roles ONLY

Dimension	Description
●	Active Sales The tendency to initiate various actions with the purpose of generating superior outcomes and taking responsibility for future developments.
	Agreeability The strength of a person's tendency to be cooperative, and be accommodating, to others.
	Ambition How desirous someone is to reach a high level of targets and performance, to constantly evolve. How great is their capacity to overcome setbacks, be forceful in their actions in order to achieve everything they set their mind on.
	Assertiveness The degree to which someone communicates clearly, respectfully and directly their own opinions or needs, or those of the people they represent, while showing understanding, respect and compassion for the opinions or needs of the other person, if they differ from their own.
●	Building Client Relationships The tendency to manage relationships with clients both economically and personally, with a long-term ethical vision for the benefit of both parties.
	Burnout The tendency to display symptoms such as anxiety, depression, lack of organisation, increased fatigue as a result of mental overload or too many tasks at work.
	Caution How vigilant a person will be in decision-related situations, foreseeing and avoiding potential pitfalls or risks and acting by taking all necessary precautions.
●	Closing Sales The tendency to close sales successfully by meeting the needs and treating all objections from a client consultant position.
	Connection to Others How much capacity an individual has to easily relate to people, be motivated by a feeling of belonging to a group and create, maintain and value interpersonal relationships.

Conscientiousness	To what degree an individual is thorough, organised, and dependable.
Cooperation	The level to which a person establishes close social relationships based on trust, empathy and mutual support.
Courage	How able someone is to take initiative, face obstacles and cope with major changes, failures or stressful situations.
Create Adaptive Solutions	The tendency to create and propose unique solutions adapted to the clients' situation and needs, using the full range of resources available to this effect.
Curiosity and Self-awareness	The level of a person's inclination towards information, discovery and understanding of aspects relating to the self and to the outside world, and at the same time, their use and internalisation for evolution, progress and correction.
Customer Focus	The degree to which a person has the capacity to anticipate and understand client needs. How much do they use diplomacy to solve difficult situations and how respectful are they towards clients?
Discipline	How able a person is to organise, and easily follow, company rules and procedures and precisely follow the requirements of supervisors.
Driving Behaviour	The degree to which a person's style, when driving a vehicle, is aggressive and irresponsible or careful and compliant.
Emotional Self-control	The ability to effectively manage one's own, as well as others', negative emotions, to approach conflict situations calmly and show steadfastness and inner balance in most situations.
Empathy	The ability to synchronise emotionally and cognitively with another person, the ability to perceive the world from the other person's perspective or to share the emotional experience of the person next to you.
Energy	The degree to which an individual displays a readiness to take action quickly.
Energy and Vitality	How much ability someone has to identify internal and external resources and to call on them to maintain physical and mental health.
Engagement	How much someone can exert maximum effort on a daily basis, to be dedicated to the goals and values of the organisation, be motivated to contribute to the success of the organisation, showing a high level of morale.
Entrepreneurial Approach	The tendency to quickly seize and tenaciously pursue new opportunities for the organisation, taking calculated risks at a high level of autonomy.

Excellence	The level at which a person is able to work independently and deliver consistent performance. The degree to which they have high standards in anything they do.
External Motivation	The tendency to display increased motivation when being given or promised external rewards such as money, non-financial benefits or public praise.
Extraversion	How much an individual trusts, and enjoys interacting with, other people.
Fairness	The level to which an individual treats people fairly, taking into consideration the rights and obligations of each person and strictly following rules.
Flexibility	The frequency with which someone will react promptly and with agility to be able to adapt to different changes, personalities and working styles.
Friendliness	How much someone will seek the company of others, be open, communicative and easily establish interpersonal relationships.
Generosity	The strength of an individual's desire to help others in a way that does not reflect his/her own self-interest.
Harassment	The tendency to repetitively and insistently disturb and bother other people with whom one interacts.
Humble character	The degree to which someone knows, and accepts, their own qualities and flaws and to act with discretion, without seeking external confirmation, appreciation or recognition.
Initiative	The level to which a person anticipates the progress desired by the organisation, looks for solutions and answers and act all the way towards achieving the goals of the organisation without being asked to do so.
Internal Motivation	The tendency to find the motivation needed for professional performance in internal factors such as work satisfaction, internal validation, self-confidence and personal/professional development.
Leadership	How able an individual is to direct and guide a group of employees or an organisation; establish a clear vision and convey it to others. Can they inspire employees to perform and have increasingly better results?
Managing generations	How much a person adopts a flexible management style, adapted to each generational typology, using the characteristics of each of them. How able he/she is to use collaboration to motivate and increase the efficiency of a multi-generational team.
Objectivity	The degree to which someone makes decisions using logic or intuition.

Openness to Experience	The level at which a person is likely to appreciate new ideas and activities.
Patience	The level of ability to maintain one's composure even in stressful or conflict situations, having the strength to wait for the right time to intervene, make decisions or act.
Personal Growth	The extent to which someone seeks development solutions, is preoccupied with giving and receiving feedback and continual learning. To what degree they put theoretical knowledge into action.
Positive Thinking	How great someone's capacity is to assess and interpret a situation in an optimistic, confident manner, to identify the advantages or benefits of a situation and expect positive results.
Resilience	How quickly an individual is able to overcome obstacles and recover from difficult situations.
Respect	How frequently someone demonstrates appreciation and consideration towards those around them, adopting socially adequate behaviours and the capacity to accept the needs, ideas and desires of others even if they are different from their own.
Responsibility	To what extent an individual takes responsibility for a thing, fact or task; The performance level with which they complete the projects and the degree to which they meet deadlines.
Results Orientated	The degree to which someone has the capacity to persevere and be ambitious in setting goals. How able they are to take initiative and act consistently to resolve the problems they encounter.
Sales Process Management	The tendency to take the lead in sales discussions from the position of client consultant, orientating towards a long-term partnership characterized by uniqueness and mutual gain.
Sincerity	How much someone will show open, honest behaviour and to speak their mind.
Social Awareness	The tendency to show well-meaning attention to others, to be helpful and able to come to their aid when needed, to view mistakes as learning opportunities and to show enjoyment in the achievements of others.
Stability	The degree to which someone shows confidence, a calm and steady presence and effectively manages difficult situations.
Strategy	The degree to which someone correctly anticipates future consequences and tendencies, recognises strategic opportunities for change and creates competitive and innovative strategies.
Stress and Resilience	The level of ability to effectively, constructively manage and recover from negative experiences involving stress, pressure, crisis situations, ambiguity, change or difficult people.

Team Work	The extent to which someone positively contributes to team effort, supports others in their approaches to reaching organisational goals. How much they encourage the creation of work relationships between co-workers and share information with co-workers.
Tenacity	To what degree does an individual show determination and perseverance.
Tolerance	The level to which someone has the ability to be open, understanding and to see things from the perspective of others.
Understanding Clients' Needs	The tendency to understand the need/problem of the prospective client and to customise the sale taking into account the information thus obtained.
Vision	How well a person communicates an inspired and convincing vision or a feeling of understanding the purpose; ensures the vision is shared by everyone to inspire and motivate at the level of entire departments or even the organisation itself.
VUCA Approach	The degree to which someone can clearly develop and communicate a clear, motivating vision, based on an understanding of the constantly changing economic environment. The ability to apply it through quick decisions, well-adapted to new conditions.
Workaholism	The tendency to work more than required by the situation, make work a continuous concern, despite its negative effects on personal life, social life or health, without deriving any actual pleasure from work.

COGNITIVE & COGNITIVE +

Dimension	Description
Cognitive Agility	The ability to think about objects in both two and three dimensions, and draw conclusions about those objects from limited information; the ability to spot patterns and logical relationships between objects from different angles and perspectives, the ability to correlate and understand data.
Reasoning	Understanding ideas expressed by using reasoning and logic.
Working With Numbers	The ability to understand numerical expressions of ideas and correctly compute the results from numerical problems.
Working With Words	The ability to use words and phrases as a method for understanding a concept or perspective.
Reasoning Plus (more complex roles)	Understanding ideas expressed by using reasoning and logic.

Working With Numbers Plus (more complex roles)	The ability to understand numerical expressions of ideas and correctly compute the results from numerical problems.
Working With Words Plus (more complex roles)	The ability to use words and phrases as a method for understanding a concept or perspective.

INTERESTS

Dimension	Description
Enterprising	Energetic and confident individuals. They are comfortable expressing themselves and persuading others to work with them.
Investigative	Enjoys working on practical tasks that are often technical in nature. They tend to be good investigators and observers.
Artistic	Creative individuals who tend to be expressive. They are typically comfortable working with ideas and concepts.
Social	Individuals who enjoy helping others and building relationships. They are cooperative and patient with others.
Realistic	Individuals who enjoy working with things more than people. They tend to be practical and pursue activities where they may work with their hands.
Conventional	Conservative thinkers who appreciate order and detail in their pursuits and activities.