



## Self-Management Questionnaire (DSMQ)

**John Sample**

Test Date: April 19, 2018

Test Event ID: 0286

## Report Information

This report has been generated using the results from the Self-Management Questionnaire (DSMQ). The DSMQ was developed by examining the common personality traits found in individuals displaying high levels of self management. Self-Management is a key skill which greatly improves one's life by setting regular goals, improving time management, and effort. It also focuses on motivation and concentration, reducing stress and improving self-regulation. Individuals with high levels of self-management will be able to efficiently monitor, evaluate, and reinforce various strategies used in their daily life. They will be able to prioritize, plan, and develop specific plans. While committing to their plan, they will be able to focus and affirm themselves, and will be able to handle distractions better through efficient re-focus and routines development.

This report presents nine personality scales based on the candidate's own responses to a set of 36 items. Research has shown that the DSMQ is a valid measure of self-management skills.

The scales have been generated by comparing the candidate's responses to a pool of several thousand of other people's, giving a comparison of personality traits in the form of deciles (i.e. 10 percentile groups).

Scores of 5 and 6 are considered average compared to the comparison group. Below is a short description of how each score relates to the comparison group.

- 1 – 2 Lower than most people
- 3 – 4 Slightly lower than most people
- 5 – 6 Similar to most people
- 7 – 8 Slightly higher than most people
- 9 – 10 Higher than most people

It is important to note that low scores do not necessarily mean poor performance. A lower score simply signifies a lower self-reported tendency to exhibit a particular personality trait. It is sometimes preferable to exhibit low tendencies towards certain personality traits in some roles.

The information contained in this report is confidential and should be stored securely. The information in this report is likely to remain valid for up to 18 months from the date of taking the questionnaire.

## Disclaimer

This report has been computer-generated through the web-portal of ABEL Project and it cannot be guaranteed that this report has not been changed or adapted from the original computer-generated output.

If the questionnaire was completed without supervision, the identity of the respondent cannot be guaranteed.

ABEL Project accepts no liability or responsibility for the consequences from the use of this report.

Good business decisions, including hiring, promotion, and termination, should always rely on detailed information from multiple sources. What you learn about a candidate using the present report should always be evaluated in conjunction with other information, including but not limited to: prior work history (if any), work credentials, personal interviews, job-related technical knowledge, prior job performance, ability or skills measures, and references.

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# Personality Scales Report

1 2 3 4 5 6 7 8 9 10

<p><b>Planning and Scheduling</b> Likelihood to efficiently plan and schedule the required time to complete a project, and to efficiently keep track of deadlines.</p>	
<p><b>Logical Thinking</b> Likelihood to make decisions based on facts rather than emotions, and to make decisions based on well thought out reasoning.</p>	
<p><b>Outcome Analysis</b> Likelihood to efficiently judge and analyze all potential outcomes of an action or a situation, and to make decisions based on cost-benefit analysis.</p>	
<p><b>Proactive Approach</b> Likelihood to make decisions by yourself, and to proactively step-in to fix situations before someone else does.</p>	
<p><b>Time Management</b> Likelihood of completing a task within its deadline and to meet deadlines despite potential contingencies.</p>	
<p><b>Cautiousness</b> Likelihood of acting cautiously and to think about consequences prior to performing an action.</p>	
<p><b>Ambition</b> Likelihood of having a wide range of goals in life, and to put significant amounts of effort in objectives you wish to complete.</p>	
<p><b>Decision-making</b> Likelihood to make efficient decisions under stress, to be decisive when others are indecisive, and to be able to justify the decisions made using empirical facts.</p>	
<p><b>Total</b> Likelihood of being considered as an individual with very high management skills.</p>	

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# Detailed Personality Scales Report



## Planning and Scheduling

Score: 7

The candidate has above average planning skills. The candidate often follows the pre-determined schedule, and is almost always on time regarding deadlines.



## Logical Thinking

Score: 7

The decisions made by the candidate are often based on facts, although few decisions may stem from impulsivity. His/her way of balancing facts and emotions when making decisions is slightly better than others.



## Outcome Analysis

Score: 4

The candidate may not often think about the potential outcomes of decisions made or endorsed by the candidate. The candidate often may not calculate the potential rewards and risks associated with an action.



## Proactive Approach

Score: 9

The candidate almost always makes decisions for himself/herself, and will not rely on other people to make decisions for the candidate. The candidate will almost always proactively step in to fix problems when they occur instead of waiting for someone else.



## Time Management

Score: 4

The candidate may not always be able to complete a task within a strict deadline. When contingencies occur, the candidate sometimes may not have sufficient time to complete the task before the deadline.



## Cautiousness

Score: 7

The candidate is cautious when performing an action. The candidate thinks about the consequences of performing an action, and rarely acts impulsively and without consideration of consequences.



## Ambition

Score: 8

The candidate has many goals in life. When the candidate wants to complete an objective, the candidate will very often work towards the completion of the objective without changing or cancelling the objective.



## Decision-making

Score: 6

The candidate is generally able to make adequate decisions under the effect of stress. The candidate is generally able to make difficult decisions and to justify his/her decisions to others.



## Total

Score: 8

Overall, the candidate is above average in terms of self-reported self-management skills.