

# ASSESSMENTS

**optimal**

Developing Leaders. Optimising Performance.

**MOSAIC**<sup>®</sup>  
Personality Tasks



## INTRODUCTION

**Mosaic Personality Tasks** is an alternative to personality questionnaires, directly measuring a mosaic of individual behaviours in order to assess the full picture of personality. Born after more than four years of research and development, Mosaic Personality Tasks is based on decades of published peer-reviewed academic research.



### KEY FEATURES OF MOSAIC TASKS

Measures the **BIG 5 personality traits and 20 individual sub-facets**, and **comprehensively validated** against the widely respected NEO Personality question (IPIP version).

Takes a **direct measure of personality** based on the objective behavioural tasks, yielding over 70 individually reliable task behaviours and **eliminating possibilities of faking**.

The assessment takes about an hour to complete and can be done **on any device, in multiple visits**.

**Compares** a self-report score against the objective behavioural tasks score to identify when there is a general over-estimation or under-estimation of personality: a **'self-perception' scale**.

Creates confidence about the **accuracy** of the assessment information as **two sources (objective behavioural tasks and self-report) of information** are used.

Highlights **'blind spots'** for discussion where the objective behavioural task score indicates a difference from the self-report score on a particular personality trait.

## MOSAIC REPORTS

There are various report output with different benefits, catering for both selection and development.

01	Interview Report	05	Candidate Report
02	Interview Report: Leadership	06	Personal Development Report
03	Expert Report	07	Leadership Development Report
04	Expert Report: Leadership	08	Safety Leadership Report



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