



Big 5 Personality Report

Joe Sample

Report Generated: 18-11-2018



This report is confidential and is produced on behalf of Joe Sample who completed the Big 5 Personality Questionnaire on 06/04/2018. The results are likely to be valid for 18-24 months.

The questionnaire asks individuals to describe their behaviour and preferences in relation to personality traits that research has linked to effectiveness at work. This report has summarised those responses and compared them with a large group of people (norm group) who have also completed the same questionnaire. Thus, the results are shaped by a meaningful comparison with others.

It is important to recognise that this report is restricted to the answers provided in this questionnaire and further meaning is established by comparing the results with a norm group. That said, this report provides rich insight into some important aspects of personality in relation to work performance and enables you to predict how an individual is likely to behave.

Big 5 Profile Chart

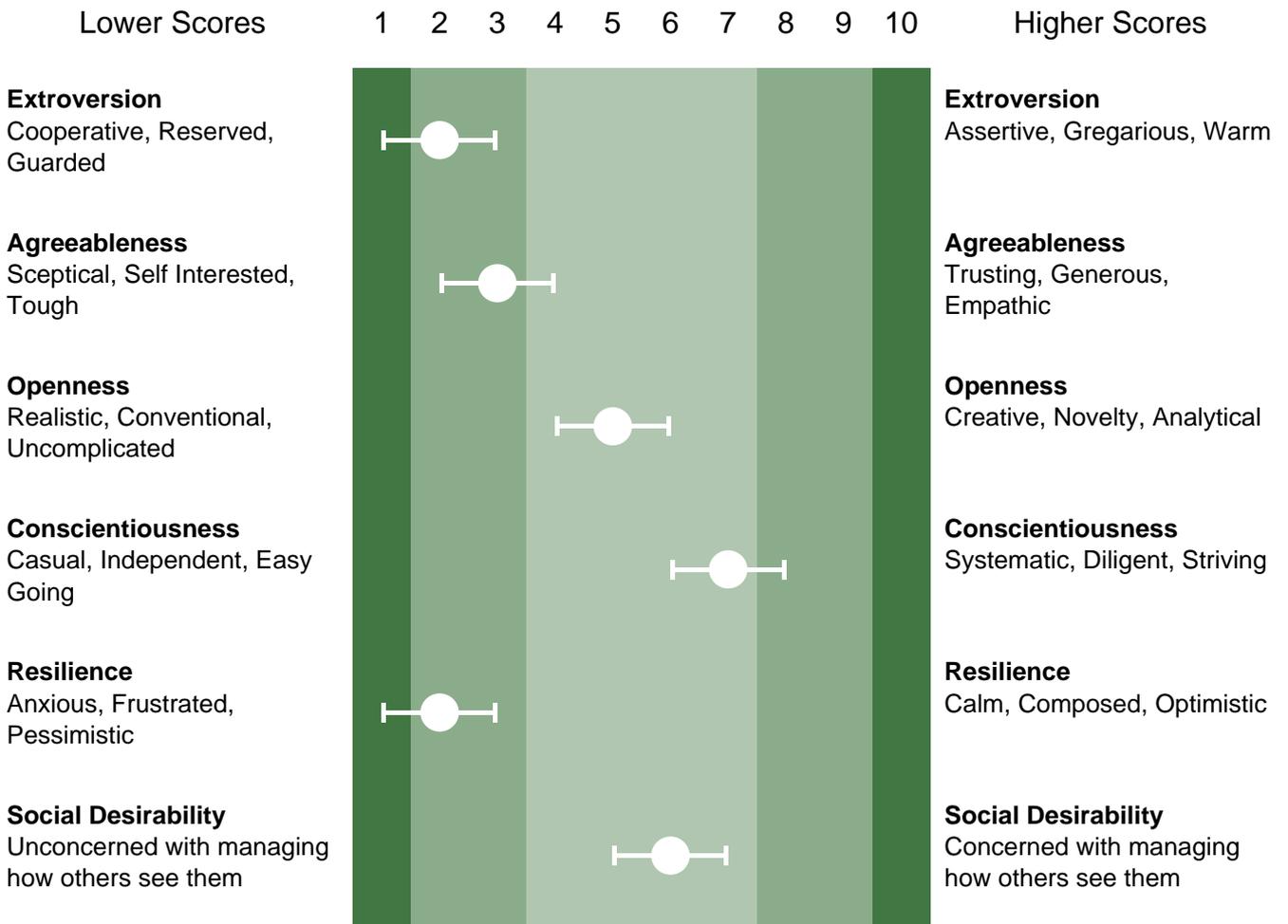
Scores ranging from of 4-7 Stens are considered to be within the average range. Scores ranging from 1-3 Stens or 8-10 Stens are outside the average range. The closer the score is to 1 Sten ("Lower Scores") and 10 Sten ("Higher Scores"), the more closely the typical descriptors will match. Note, Higher and Lower scores do not simply represent 'good' and 'bad' behaviours, as there are advantages or disadvantages depending on the context.

This report also summarises responses into 15 individual scales (or headings), which themselves fall under five broader domains:

1. **Extroversion** is about the amount and intensity of energy directed towards social activities & people.
2. **Agreeableness** is about the kinds of interactions an individual prefers to have with others.
3. **Openness** is about the active seeking and appreciation of experiences and possibilities.
4. **Conscientiousness** is about the degree of organisation, persistence, control and motivation in goal directed behaviour.
5. **Resilience** is about the degree to which an individual is prone to psychological distress.

Work Styles Profile Domains & Interpretation

Your Work Styles personality domain scores are shown below. There are 5 domains, and each comprises 3 personality scales. Your scores are achieved by combining the results of all your responses to the questionnaire. On the following pages an interpretation of your scores are provided. It is important to remember that the interpretation provided is generic, so you may find some points are more accurate than others.



Extroversion	Step 2
<p>Extroversion is about the amount and intensity of energy directed towards social activities & people.</p> <p>Joe's responses suggest he is introverted, reflective and serious. He will enjoy solitude and solitary activities and find less reward in time spent with large groups of people, though he may enjoy interactions with a few close friends.</p> <p>Others are likely to see him as reserved, low-key, deliberate and less involved in the social aspects of work. He will enjoy time spent alone and is likely to be overwhelmed by large social gatherings and engagements.</p>	

Agreeableness

Sten 3

Agreeableness is about the kinds of interactions an individual prefers to have with others.

Joe's responses suggest he is hard-headed, sceptical and perhaps proud. Less concerned with others, he is likely to place his own needs above other people. Wary of being drawn into others' problems he is likely to little show interest in supporting or empathising with others. Perhaps cautious of others motives he is likely to prefer to keep his distance from people, especially if they do not know them well.

Others are likely to see him as tough, critical and uncompromising. He somewhat uncooperative and critical approach with others is likely to give the impression he prefers to keep things to themselves.

Openness

Sten 5

Openness is about the active seeking and appreciation of experiences and possibilities.

Joe's responses suggest he is practical but willing to consider new ways of doing things. He will seek a balance between the old and the new, generally enjoying tradition but also being willing to try new things. Others are likely to see him as well-educated but perhaps not an intellectual. He is likely to prefer to operate in more stable environments, where the pace and amount of ambiguity, variety and change can be managed.

Joe's thinking and problem solving is generally focused on practicalities and the here and now, whilst also appreciating the benefits of more original and creative thinking. Whilst he may not be known for introducing new ideas, he will be open to possibilities and generally be seen by others as balancing a need for new ideas and change with tradition and stability.

Conscientiousness

Sten 7

Conscientiousness is about the degree of organisation, persistence, control and motivation in goal directed behaviour.

Joe's responses suggest he sets goals and pursues them with energy and commitment. Reasonably self-disciplined he is someone who can generally be relied on to work productively and achieve his aims. Requiring supervision at times, He appreciates the need to be organised and to plan ahead, and will typically tackle his objectives in a structured manner.

Others are likely to see him as someone who is prepared to work to high standards and derives satisfaction from achieving his targets. He is also likely to be appreciated for his conscientious approach, and he seek a good work / life balance.

Resilience

Sten 2

Resilience is about the degree to which an individual is prone to psychological distress.

Joe's responses suggest he is emotionally reactive and vulnerable to stress. His response to everyday events (that would not affect most people), will tend to be more intense than normal and he is perhaps more likely to experience annoyance, anxiety or simply become upset. He is more likely to interpret ordinary situations as challenging and minor frustrations as threatening.

His negative emotional reactions are likely to persist for unusually long periods of time, which means he will often be in a bad mood. He is likely to adopt a pessimistic approach towards work and lack confidence such that it impedes him from forming effective working relationships with others. When their anxiety is linked to their work it is also likely to prevent him from thinking clearly, making objective decisions, and coping effectively with typical work demands and pressure.

Social Desirability

Sten 6

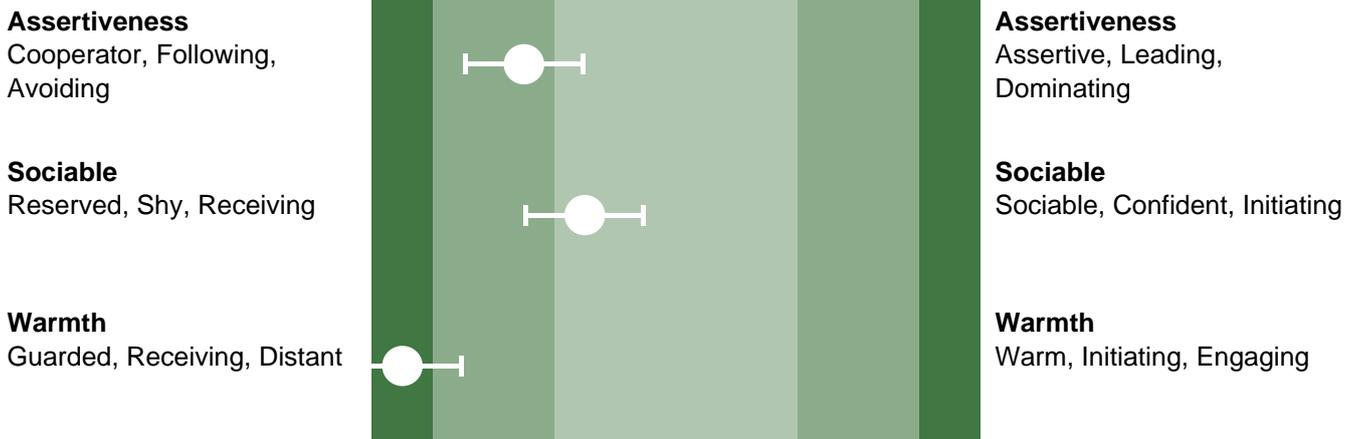
Joe's results are accurate and responses are without bias.

Profile Scale Scores & Interpretation

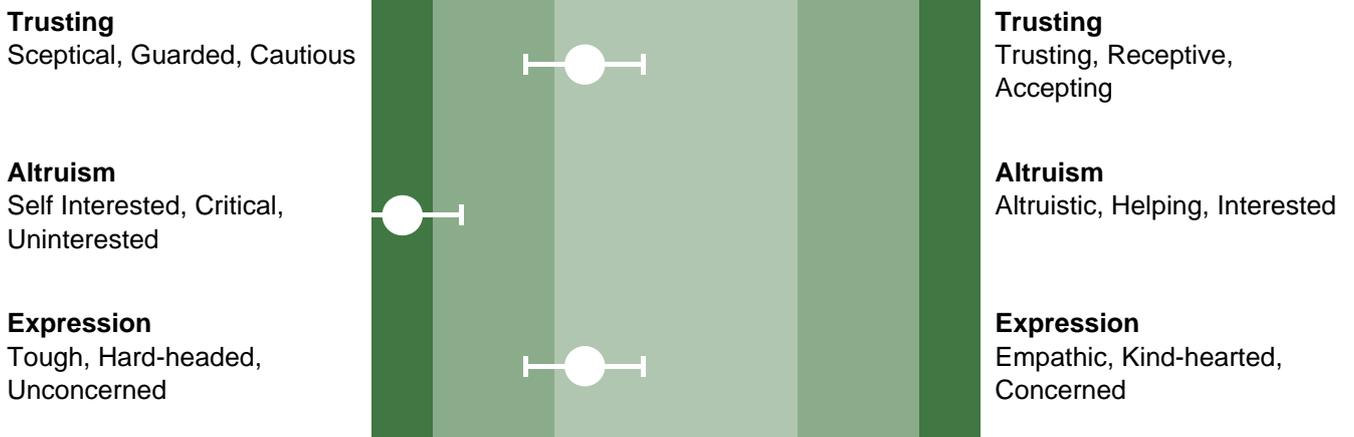
Your Work Styles personality scales scores are shown below. On the following pages an interpretation of your scores are provided. It is important to remember that the interpretation provided is generic, so you may find some points are more accurate than others.

Lower Scores 1 2 3 4 5 6 7 8 9 10 Higher Scores

Extroversion



Agreeableness



Openness

Imagination

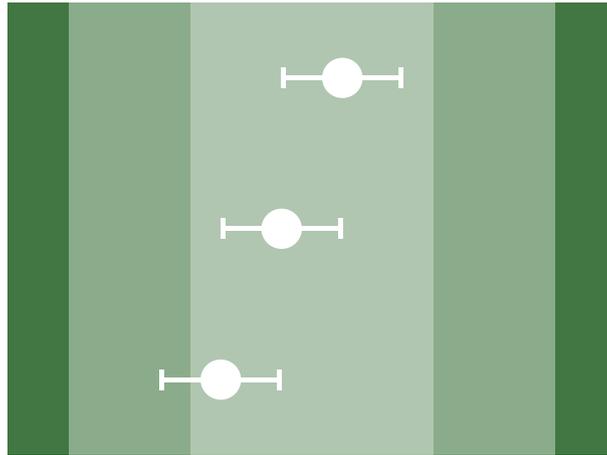
Realistic, Concrete,
Conservative

Receptiveness

Conventional, Routine,
Familiarity

Curiosity

Uncomplicated, Simplicity,
Practical



Imagination

Creative, Artistic, Imaginative

Receptiveness

Novelty, Variety, Change

Curiosity

Analytical, Intellectual,
Theoretical

Conscientiousness

Order

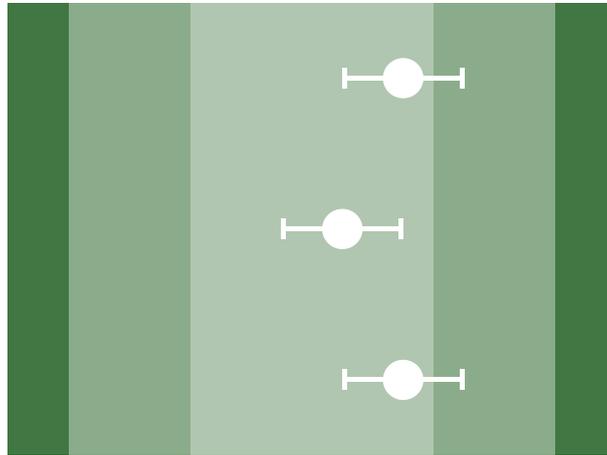
Impulsive, Emergent,
Disorganised

Self Management

Independent, Care-free,
Careless

Achievement

Easy-going, Uncompetitive,
Laid-back



Order

Systematic, Methodical,
Organised

Self Management

Diligent, Disciplined, Detailed

Achievement

Striving, Competitive,
Focused

Resilience

Reaction

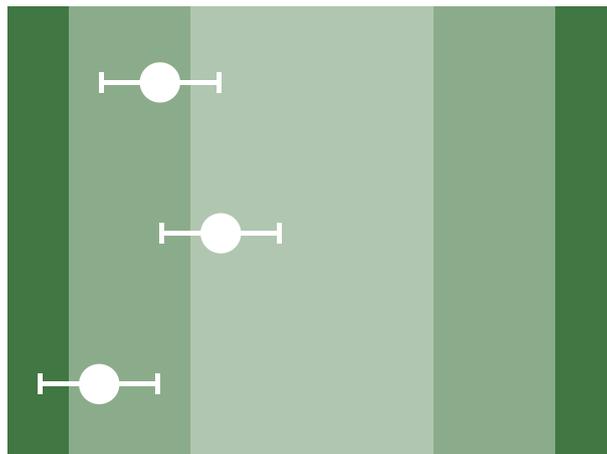
Anxious, Apprehensive,
Worry

Composure

Frustrated, Irritable, Short-
tempered

Outlook

Pessimistic, Sad, Lonely



Reaction

Calm, Confident, Care-free

Composure

Composed, Even-tempered,
Easy-going

Outlook

Optimistic, Positive, Secure

Extroversion

Assertiveness	Sten 3
<p>Assertiveness is about the extent to which an individual will take charge and express their views in social situation.</p> <p>Joe's responses suggest he will tend to let others control activities and may not comfortably share his ideas, especially with people he does not know well. Preferring mainly to follow, he will tend to defer to other's opinions or lead, rather than risk a conflict or disagreement. A natural cooperator he will prefer it when others take the lead and allow him to contribute to decisions and discussions. He is likely to become less confident of his approach when he is required to take sole ownership of projects or acting independently of other's guidance.</p>	

Sociable	Sten 4
<p>Sociable is about the extent to which an individual prefers the company of others.</p> <p>Joe's responses suggest he is generally sociable and is likely to find the company of others rewarding. However, he will aim to balance his social interactions with time alone and reflection. Generally confident and outgoing he will initiate conversations with others she does not know well, but perhaps not for long periods of time.</p>	

Warmth	Sten 1
<p>Warmth is about an individual's level of interest in and friendliness towards others.</p> <p>Joe's responses suggest he is less interested in others and perhaps interacting with others in a more transactional style. He will probably wait for others to initiate contact with him as he is unlikely to reach out to others. Typically uninterested in other people he will tend to keep people at a distance. Others are likely to perceive Joe's as aloof, somewhat guarded and hard to get to know.</p>	

Agreeableness

Trusting	Sten 4
<p>Trusting is about the degree to which an individual believes in the sincerity and good intentions of others.</p> <p>Joe's responses suggest he is generally trusting of others and will typically assume the best in those he meets, but will likely recognise when others are attempting to deceive him. He is perhaps less willing to compromise or to deny his own needs in order to get along with others or avoid conflict. His trust in others is like to be given freely unless he is given cause to question their sincerity.</p>	

Altruism	Sten 1
<p>Altruism is about the degree to which an individual pursues others' interests over their own.</p> <p>Joe's responses suggest he is somewhat cold, self-interested and focused on pursuing his own needs. Largely indifferent to other's feelings he may even take advantage of people in order to advance his own position and meet his needs. Perhaps quick to find fault in others, he is unlikely to want to support others in their development or career progression at work.</p>	

Expression	Sten 4
<p>Expression is about the degree to which an individual expresses their own views.</p> <p>Joe's responses suggest he is generally kind and sincere. Concerned for the welfare of people he will typically demonstrate positive feelings towards others. He is likely to form effective working relationships with colleagues and be aware of others' feelings and likely reactions to events. Thus, he will often identify how best to respond to people, in order to bring out the best in them.</p>	

Openness

Imagination	Sten 6
<p>Imagination is about an individual's level of receptivity to their inner world of imagination.</p> <p>Joe's responses suggest he has a relatively active imagination, that is balanced by her practical nature. Somewhat creative in thought but also down to earth, he will consider different possibilities and alternatives when weighing up his decisions. Perhaps conservative at times, he is likely to consider more incremental changes within organisations, unless there are strong reasons for something more radical. Overall, Joe's approach is about striking a balance between his inner creativity, and his marginally stronger preference to keep things practical.</p>	

Receptiveness	Sten 5
<p>Receptiveness is about an individual's openness to new experiences on a practical level.</p> <p>Joe's responses suggest he is somewhat adaptable and flexible in his thinking and behaviour. Whilst open to different ways of working he will want to ensure change is not being introduced for its own sake. He will enjoy variety in his life, but will aim to balance this with tradition and familiarity. As such, Joe's approach is about weighing up the benefits of change with the comfort and security of sticking with what he knows.</p>	

Curiosity	Sten 4
<p>Curiosity is about an individual's intellectual inquisitiveness.</p> <p>Joe's responses suggest he is generally interested and curious about different things. He is likely to have a range of interests and will enjoy thinking about the future direction an organisation could take or the needs of its customers. However, whilst he may enjoy a theoretical discussion at times, he is likely to strike a balance between intellectual debate, with keeping things straightforward and avoiding unnecessary analysis. He is likely to enjoy a mixture of complexity and simplicity in his work and social activities.</p>	

Conscientiousness

Order	Sten 7
<p>Order is about the degree of personal organisation an individual engages in.</p> <p>Joe's responses suggest he is relatively methodical and organised in his work. He will typically keep to schedules, although perhaps not consistently. Carefully and steady, he is likely to be a relatively efficient and productive individual, although he may also show signs of being somewhat impulsive and struggle to develop or stick to routines.</p>	

Self Management	Sten 6
<p>Self Management is about the capacity to begin tasks and follow through to completion despite boredom or distractions.</p> <p>Joe's responses suggest he is generally dependable and performs his assigned tasks in a careful manner. He can be counted upon to deliver on his commitments, although may struggle more with tasks that are considered to be repetitive or mundane. Dutiful he will aim to complete his activities to the best of his abilities, without too much distraction. Somewhat disciplined, he is likely to adhere to rules and regulations at work.</p>	

Achievement	Sten 7
<p>Achievement is about the degree to which an individual strives for personal achievement and direction.</p> <p>Joe's responses suggest he generally works hard to achieve success and is keen to get ahead. His drive to be successful will push him forwards and be part of what sets his direction in life. He is likely to strive for self-improvement and career advancement, but will aim to keep a clear balance between work and home priorities.</p>	

Resilience

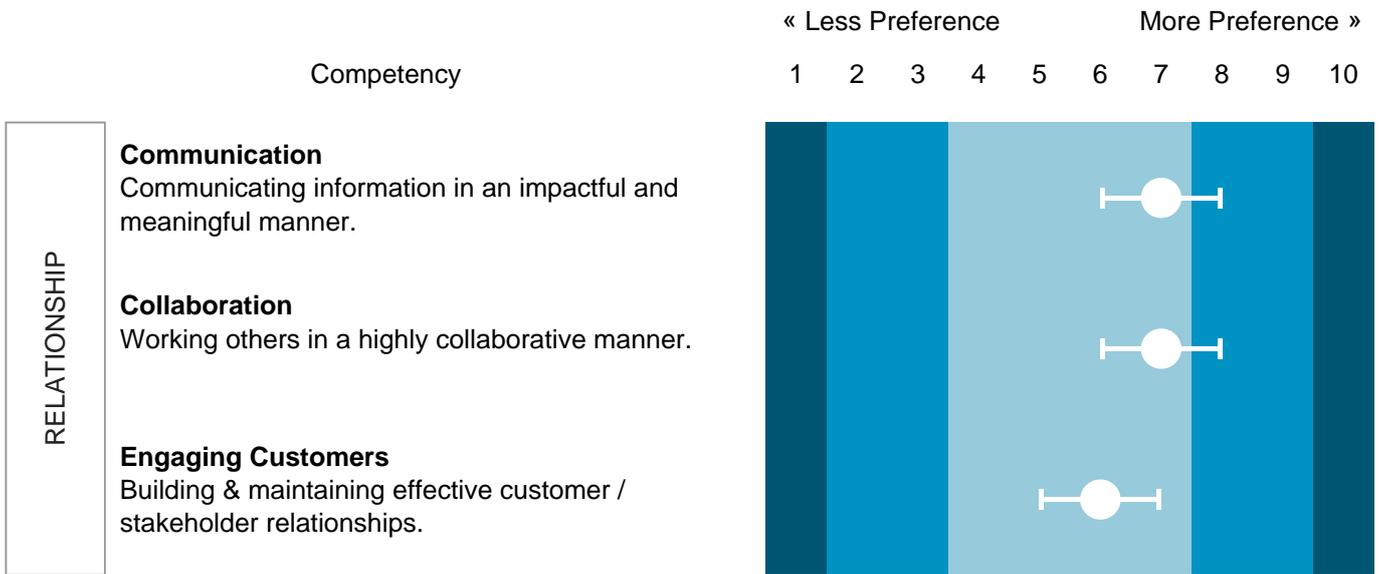
Reaction	Sten 3
<p>Reaction is about the degree to which an individual is prone to experience anxiety.</p> <p>Joe's responses suggest he is anxious, generally apprehensive, and prone to worry. He is typically unable to deal with pressure and conflict and will generally worry about things user_he_she} cannot change or influence. Under pressure he is likely to feel tense and overwhelmed. He is likely to experience anxiety at work, perhaps related to his tasks and / or colleagues, and during these times he is likely to become apprehensive and worry about things which are out of his control.</p>	

Composure	Sten 4
<p>Composure is about the degree to which an individual is prone to experience frustration.</p> <p>Joe's responses suggest he is generally composed and even-tempered. An easy-going individual he is likely to cope well with setbacks, adopt a positive view and engage others in a constructive manner. At work, he is likely to view challenging situations and people calmly, and is unlikely to become angry or overly frustrated when things do not go his own way.</p>	

Outlook	Sten 2
<p>Outlook is about the extent to which an individual is prone to experience guilt and sadness.</p> <p>Joe's responses suggest he is pessimistic, regretful and lonely. He is likely to suffer from feelings of guilt and dwell on his mistakes. Unhappy with the person they have become he is likely to feel sad and see the worst in many situations. At work he is likely to give up when things becoming difficult, assuming he does not possess what it takes to successfully resolve challenges.</p>	

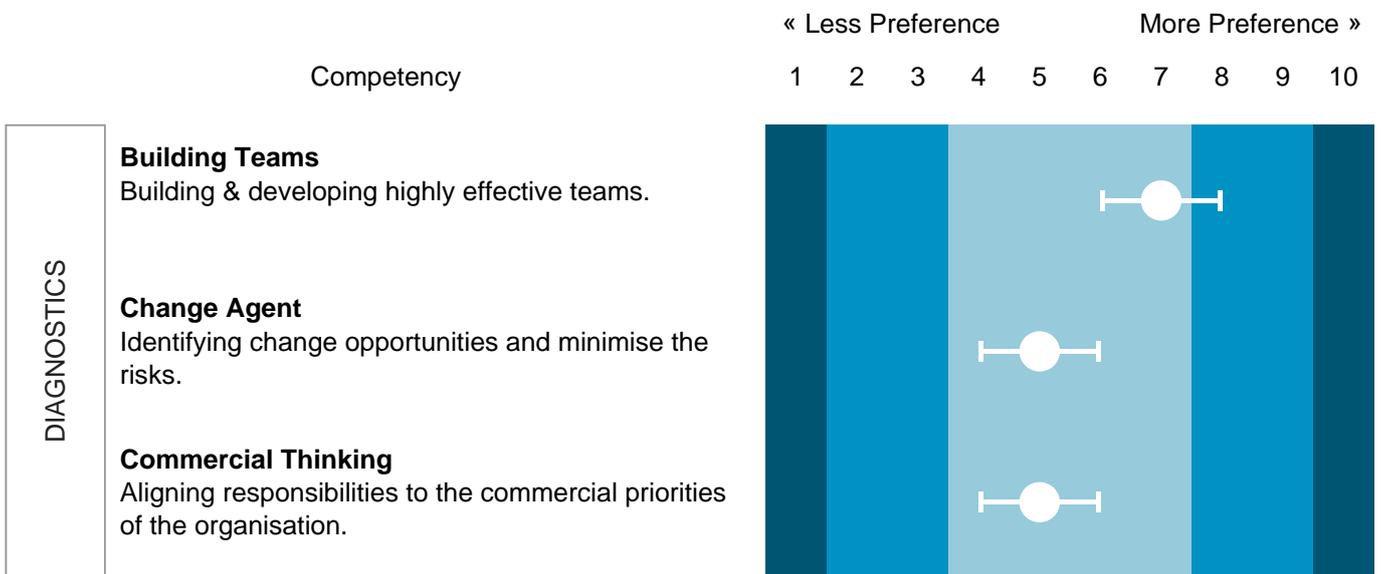
Competency Profile Chart #1 - Relationship

How an individual engages with others in a professional context



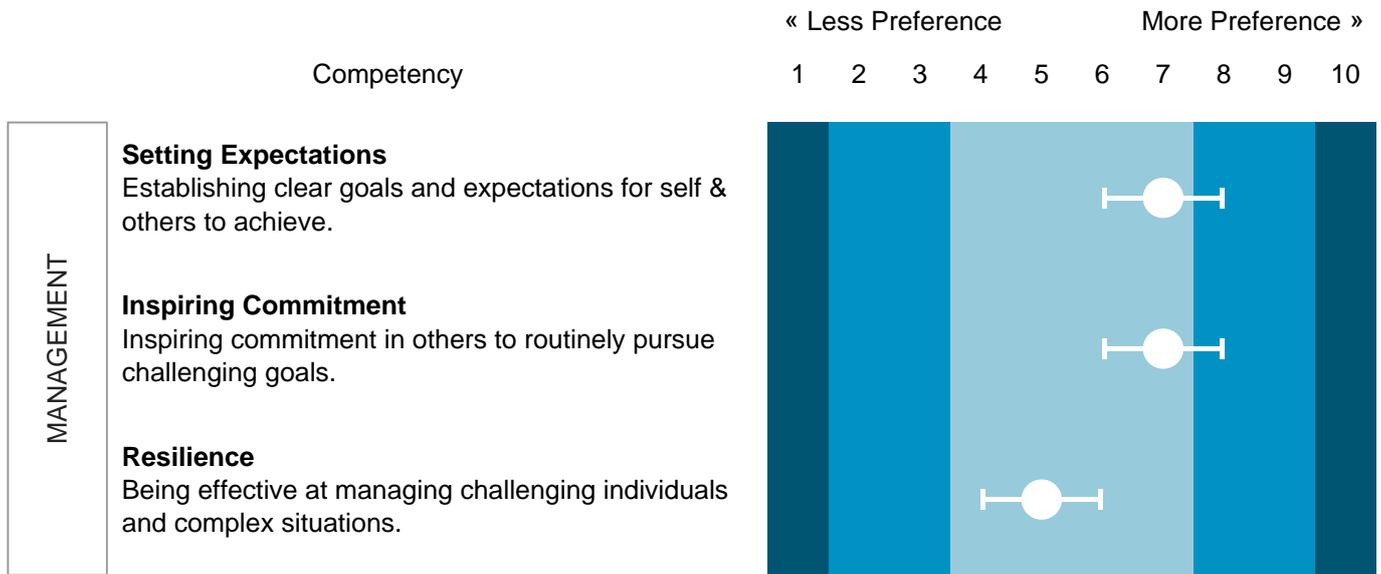
Competency Profile Chart #2 - Diagnostics

How an individual gathers & analyses information for decision-making



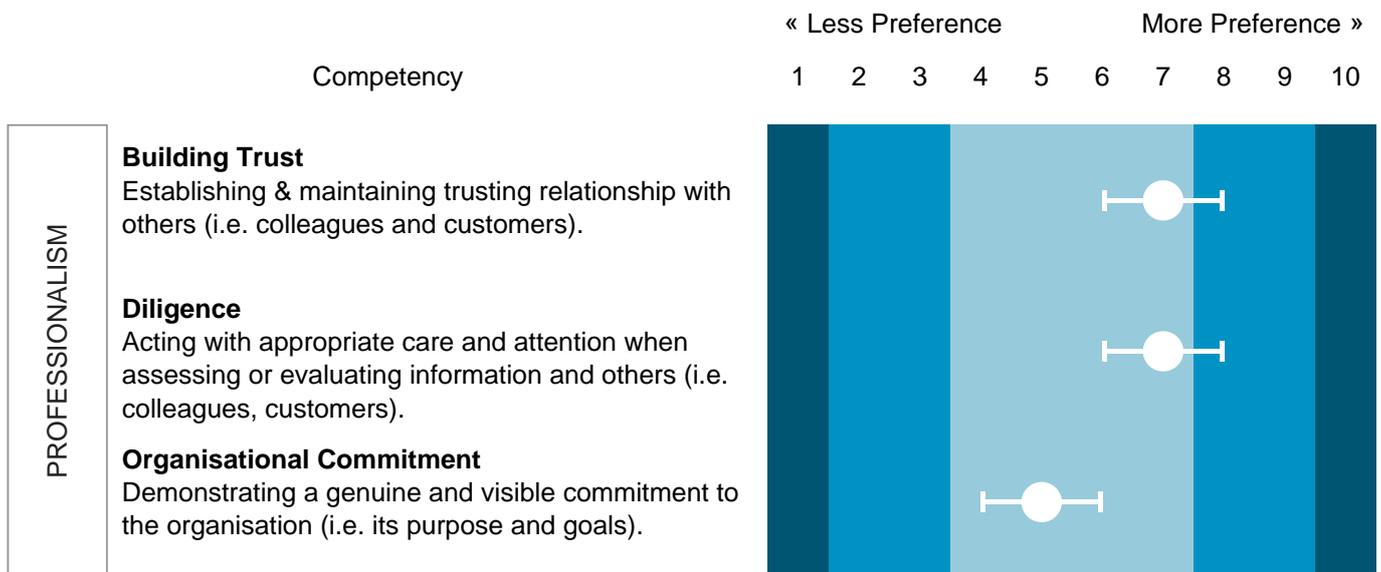
Competency Profile Chart #3 - Management

How an individual manages people (including themselves) and tasks over time



Competency Profile Chart #4 - Professionalism

The respect an individual shows to others, to due process in gathering and analysing information, and to meeting on-going responsibilities



Relationship

Communication	Preference: 7

Collaboration	Preference: 7

Engaging Customers	Preference: 6

Diagnostics

Building Teams	Preference: 7

Change Agent	Preference: 5

Commercial Thinking	Preference: 5

Management

Setting Expectations	Preference: 7

Inspiring Commitment	Preference: 7

Resilience	Preference: 5

Professionalism

Building Trust	Preference: 7

Diligence	Preference: 7

Organisational Commitment	Preference: 5