

CANDIDATE DETAILS


CANDIDATE

Alistair Craig

REPORT DATE

22 Dec 2020

TRAITS


Driven



Conscientious



Adaptable

THE SCIENCE

Whilst general intelligence can be said to be the most powerful single predictor of overall job performance, it is scientifically acknowledged that personality traits not only identify the behavioural tendencies of individuals, but also possess predictive capability in job performance, which is why they are often used in personnel selection. An impressive body of literature has accumulated which provides compelling evidence for the robustness of the Big 5 personality model, which includes Conscientiousness (which appears to tap traits important to the accomplishment of work tasks in all jobs), Extroversion (a valid predictor of performance for managers and sales personnel) and Openness to Experience (a valid predictor of training proficiency). But there are other traits and work styles that are important for specific roles and indeed industries.

The personality factors and work styles measured by our quiz have been carefully developed and psychologically validated. We therefore have well-founded confidence that they accurately measure important aspects of personality and behaviour. Our scientific team are experts in test construction and the measurement of personality and abilities. They assembled the questions, supervised the scoring and provided the interpretations on each of the factors. A statistical procedure known as factor analysis was used to ensure that all of the questions in a scale measure the same underlying trait, and the amount of measurement error associated with the scores was limited. The questions are not only valid in isolation, but in combination with one another, and provide a proper psychometric evaluation of each individual's personality and work styles.

WHAT THE SCIENCE TELLS US ABOUT ALISTAIR

Our scientifically validated personality quiz indicates the personality traits and work styles Alistair is likely to demonstrate.

PERSONALITY TRAITS

Abstract Thinker - open to new ideas
Conscientious - highly conscientious, attentive to detail
Quiet Disposition - likely to be fairly reserved
Encouraging - balances demands of task and needs of others
Driven - emotionally involved
Insightful - emotionally perceptive

WORK STYLES

Partner - works well independently or in a team
Adaptable - follows advice and adapts plans accordingly
Well-organised - methodical, follows through on tasks
Energising - a trusted ally who can take charge
Dedicated - driven to succeed in every task
Innovative - able to develop creative solutions



BIG FIVE +1: FACTORS

The Big Five is the most reliable psychometric test for predicting future performance. But we have added another factor, Emotional Intelligence, to make those predictions even better. Hence the Big Five +1!



OPENNESS TO EXPERIENCE

Curiosity
Creativity
Global awareness
Growth Mindset
Imagination
Innovation



CONSCIENTIOUSNESS

Dependability
Grit
Persistence
Planning
Punctuality
Responsibility



EXTROVERSION

Assertiveness
Cheerfulness
Communication
Optimism
Liveliness
Sociability



AGREEABLENESS

Collaboration
Collegiality
Generosity
Honesty
Integrity
Trustworthiness



EMOTIONAL STABILITY

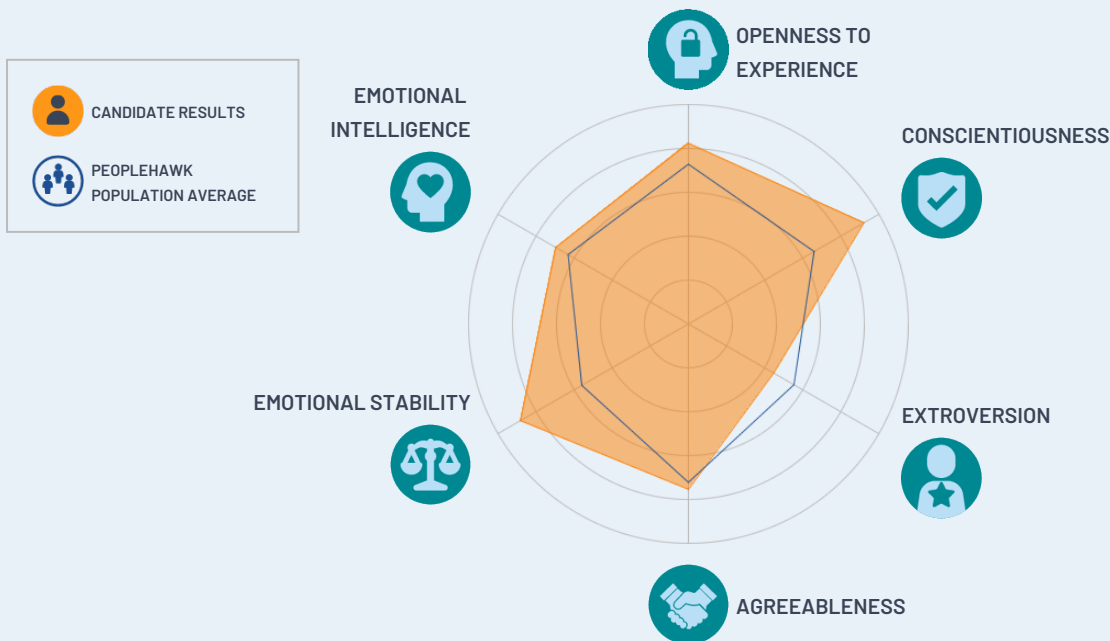
Confidence
Moderation
Resilience
Self-Esteem
Self-Consciousness
Self-Regulation



EMOTIONAL INTELLIGENCE

Self Aware
Analytical
Belief
Passionate
Empathetic
Balanced

RESULTS FOR ALISTAIR



WHY IS THE BIG FIVE SO IMPORTANT?

Unless behavioural approaches are proven to be reliable, valid, independent and comprehensive they are little more than fortune cookies! Over the past 25 years, a number of researchers have investigated the validity of personality measures for personnel selection purposes. In the last decade the views of many personality psychologists have converged regarding the structure and concepts of personality. Generally, researchers now agree that there are five robust factors of personality which can serve as a meaningful taxonomy for classifying personality attributes – Openness to Experience, Conscientiousness, Extroversion, Agreeableness and Emotional Stability. An important consideration for the field of personal psychology is that these five factors are also relatively

independent of cognitive ability. The Big Five is widely recognised as scientifically sound, with each of the factors having a strong "construct validity". This essentially means that each of the factors meets the four categorical standards outlined above. Furthermore, unlike most other approaches the Big Five has predictive power for workplace performance, with Conscientiousness showing validity across all jobs, Extroversion on the performance of managers and sales personnel, and Openness to Experience, a valid predictor of training proficiency. Human resources professionals use the Big Five to help place employees because the factors measured are considered to best represent the underlying traits that make up an individual's overall personality.

BIG FIVE +1: DETAILED ANALYSIS

 **CANDIDATE RESULTS**
 **PEOPLEHAWK POPULATION AVERAGE**

Alistair's personality traits are presented below by comparing his/her scores on each factor with the average scores of the general population.

OPENNESS TO EXPERIENCE



ANALYSIS

Scales represent the extent to which Alistair is open to change and new experiences.

Probably more interested in abstract thoughts, and is likely to be able to develop creative ideas when working on projects which demand them. He/she can likely express him/herself reasonably well, and will likewise be above-average at picking up new ideas.

CONSCIENTIOUSNESS



ANALYSIS

Scales represent Alistair's level of self discipline, orderliness and perseverance.

Likely to be highly conscientious and will probably want to ensure that every detail is taken care of. He/she is likely to meet deadlines and not put off important work. He/she will probably be a dependable colleague, who knows what needs to be done, focuses down and does it - ignoring distractions.

EXTRAVERSION



ANALYSIS

Scales reflect the extent to which Alistair is energised by social situations.

Probably more quiet and reserved, and would prefer to stay in the background - though can likely interact well with others when this is necessary. He/she does not need to be constantly stimulated and is likely to have a mild preference for working alone, or with small groups.

BIG FIVE +1: DETAILED ANALYSIS

 **CANDIDATE RESULTS**
 **PEOPLEHAWK POPULATION AVERAGE**

Alistair's personality traits are presented below by comparing his/her scores on each factor with the average scores of the general population.

 AGREEABLENESS


ANALYSIS

Scales measure the importance of social harmony to Alistair.

Able to take an interest in the wants and needs of others, as well as ensuring that they "pull their weight" and make a contribution to projects. He/she strikes a good balance between being highly supportive of others and highly assertive.

 EMOTIONAL STABILITY


ANALYSIS

Scales represent Alistair's ability to remain stable and balanced.

Tends to strive hard in all aspects of life, and may never feel that he/she has achieved perfection, even when he/she has. Is likely to feel emotions keenly, and set high standards. He/she will probably anticipate the worst (which may well be an asset) and is likely to take his/her work seriously, trying to get every detail right.

 EMOTIONAL INTELLIGENCE


ANALYSIS

Scales reflect Alistair's ability to perceive, understand and manage emotions.

Has some degree of insight into the emotional state and emotional needs of others. Is also likely to be in tune with his/her own emotions, and will probably be able to change his/her emotional state, for example, cheering themselves up, or dealing with stress.

WORK STYLE: DETAILED ANALYSIS

 **CANDIDATE RESULTS**
 **PEOPLEHAWK POPULATION AVERAGE**

Alistair's work styles are presented below by comparing his/her scores on each factor with the average scores of the general population.

TEAMWORK



INDEPENDENT

TEAM-BUILDER



Scales represent how Alistair approaches social interaction at work.

Can probably either work independently or as part of a group, demonstrating a flexibility of approach even though he/she might prefer not to rely on large teams to come up with the best strategy to take forward.

ADAPTABILITY



TENACIOUS

ADAPTABLE



Scales reflect how Alistair approaches problem solving and ambiguity.

Tends to welcome feedback about performance and ideas. He/she is likely to seek out others advice and opinions, and modify or adapt his/her own ideas or behaviour accordingly. Is therefore likely to embrace change, and modify his/her plans.

ORGANISATION



MULTI-TASKING

WELL-ORGANISED



Scales represent Alistair's work ethic and approach to getting things done.

Highly likely to take an organised, methodical approach to all his/her activities, planning and organising a schedule carefully and seeing a project through to the end rather than being side-tracked or distracted.

WORK STYLE: DETAILED ANALYSIS

 **CANDIDATE RESULTS**
 **PEOPLEHAWK POPULATION AVERAGE**

Alistair's work styles are presented below by comparing his/her scores on each factor with the average scores of the general population.

LEADERSHIP



TEAM-PLAYER

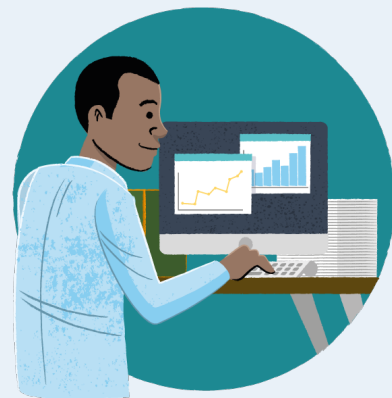
INSPIRING



Scales reflect the kind of leader Alistair is likely to be and his/her predisposition to leadership.

Will be able to develop a plan to achieve goals, and express this to others when necessary. Although not always the first to take charge, he/she is likely to do so when the situation requires it, and will probably be trusted by others when he/she does so.

AMBITION / DRIVE



BALANCED

DEDICATED



Scales measure Alistair's initiative, drive and self-belief in his/her own abilities.

Tends to throw him/herself enthusiastically into every task. He/she is likely to push themselves hard to succeed and work effectively, being fuelled by self-belief. He/she is also likely to be willing to take on new tasks and to take responsibility for his/her performance. Probably has a good grasp of how "the system" really works.

CREATIVITY



CONCRETE

CREATIVE



Scales represent Alistair's approach to proven solving and responsiveness to change.

Score suggests he/she tends to be creative, and better able than many to come up with novel ideas and solutions to problems. May be happy to be unconventional and may prefer to develop his/her own ideas, rather than accepting conventional wisdom.