CANDIDATE DETAILS

CANDIDATE
Andrew Hunter

REPORT DATE
19 Dec 2020

TRAITS
⚖ Driven
♟ Conventional
🔧 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 ANDREW

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

PERSONALITY TRAITS

Conventional - prefers facts rather than abstract ideas
Easy-going - flexible and adaptable
Collected - can work independently or with others
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
Adroit - copes with performing multiple tasks simultaneously
Energising - a trusted ally who can take charge
Responsible - well-rounded in terms of interests
Objective - develops solutions based on evidence

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	CONSCIENTIOUSNESS	EXTROVERSION	AGREEABLENESS	EMOTIONAL STABILITY	EMOTIONAL INTELLIGENCE
Curiosity	Dependability	Assertiveness	Collaboration	Confidence	Self Aware
Creativity	Grit	Cheerfulness	Collegiality	Moderation	Analytical
Global awareness	Persistence	Communication	Generosity	Resilience	Belief
Growth Mindset	Planning	Optimism	Honesty	Self-Esteem	Passionate
Imagination	Punctuality	Liveliness	Integrity	Self-Consciousness	Empathetic
Innovation	Responsibility	Sociability	Trustworthiness	Self-Regulation	Balanced

RESULTS FOR ANDREW

CANDIDATE RESULTS

PEOPLEHAWK POPULATION AVERAGE
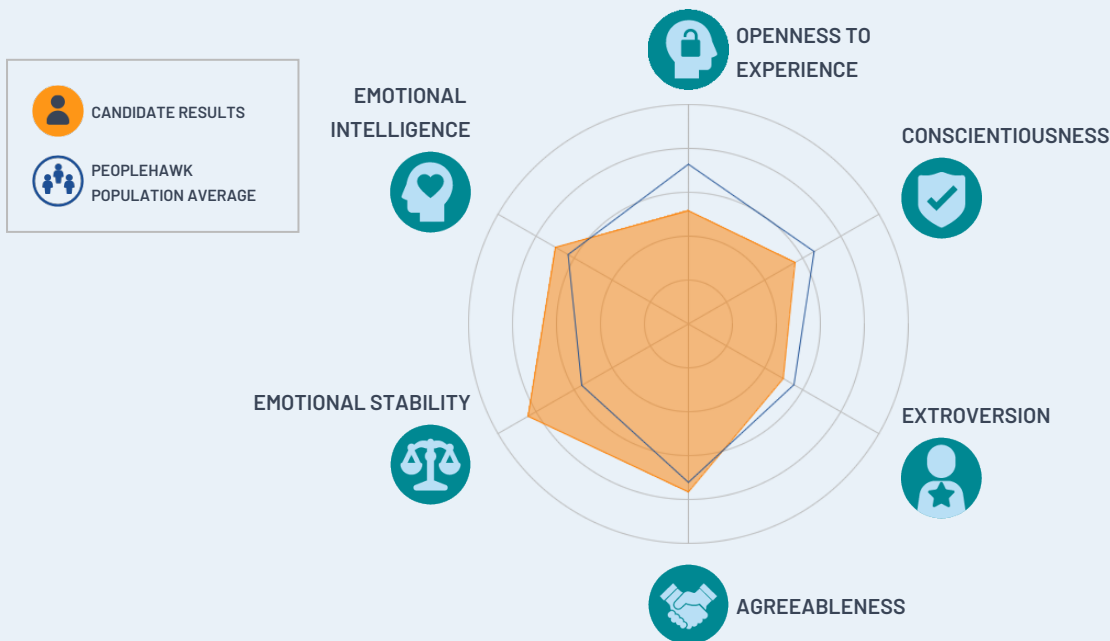
WHY IS THE BIG FIVE SO IMPORTANT?

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.

PeopleHawk

BIG FIVE +1: DETAILED ANALYSIS

CANDIDATE RESULTS

PEOPLEHAWK POPULATION AVERAGE

Andrew'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

CONVENTIONAL — IMAGINATIVE

ANALYSIS

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

Likely to prefer conventional ways of doing things to radical innovation, and is likely to prefer dealing with concrete, practical tasks to those which require flights of imagination or abstract ideas. In short he/she is probably the sort of person who would prefer to work on rather well-defined tasks rather than those which require a substantial creative input.

CONSCIENTIOUSNESS

RELAXED — CONSCIENTIOUS

ANALYSIS

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

May not need a strict routine at work, and may prefer "open ended" projects and those which require some breadth of thought to those which involve attention to fine detail and tight deadlines. He/she may be happy to perform several tasks simultaneously, and explore interesting leads as they emerge.

EXTRAVERSION

RESERVED — SOCIABLE

ANALYSIS

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

Neither particularly "loud" nor craving solitude, he/she is likely to be able to adapt well to working independently or with a groups of people. He/she is unlikely to be either unduly cautious or prone to risk-taking.

BIG FIVE +1: DETAILED ANALYSIS

CANDIDATE RESULTS

PEOPLEHAWK POPULATION AVERAGE

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

AGREEABLENESS

UNCOMPROMISING   SUPPORTIVE

ANALYSIS

Scales measure the importance of social harmony to Andrew.

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

UNFLAPPABLE   DRIVEN

ANALYSIS

Scales represent Andrew'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

RATIONAL   PERCEPTIVE

ANALYSIS

Scales reflect Andrew'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
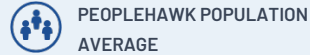
👤 CANDIDATE RESULTS

👥 PEOPLEHAWK POPULATION AVERAGE

Andrew'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 Andrew 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 Andrew 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 Andrew's work ethic and approach to getting things done.

Probably prefers to deal with the competing demands of several simultaneous projects, switching attention between them and exploring other avenues as they present themselves rather than working in a linear fashion.

WORK STYLE: DETAILED ANALYSIS

👤 CANDIDATE RESULTS

👥 PEOPLEHAWK POPULATION AVERAGE

Andrew'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 Andrew 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 do so when the situation requires it, and will probably be trusted by others when he/she does so.

AMBITION / DRIVE
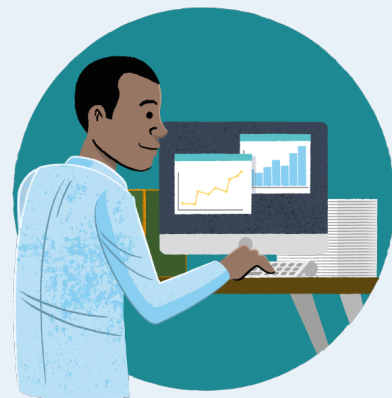
BALANCED | DEDICATED

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

Probably feels that work is important - but so are some other areas of their life. That said, he/she is likely to work effectively, have several other interests and experience which may prove useful in the work environment, and protect him/her from "burnout".

CREATIVITY

CONCRETE | CREATIVE

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

Score suggests that he/she is unlikely to be impressed by flights of fancy and abstract, perhaps "off-the-wall" ideas. He/she is instead more likely to prefer fact to fantasy, and may bring a note of reality to the group.