

# CANDIDATE DETAILS



**CANDIDATE** Philippa Marchant REPORT DATE 04 Nov 2020

TRAITS



Conscientious



Sociable



◆ Driven

# 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 PHILIPPA

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

# PERSONALITY TRAITS

Practical - down-to-earth

Conscientious - highly conscientious, attentive to detail

Sociable - sociable, cheerful and optimistic

Helpful - supportive of others **Driven** - emotionally involved

Perceptive - excellent at recognising emotions

# **WORK STYLES**

**Teammate** - enjoys working as part of a team

Attentive - listens carefully to feedback

Well-organised - methodical, follows through on tasks

Inspiring - a natural leader Eager - keen and effective

Realistic - brings a balanced perspective to problem solving





# **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!













**EMOTIONAL** 

#### **OPENNESS TO EXPERIENCE**

Curiosity Creativity Global awareness **Growth Mindset** Imagination Innovation



#### CONSCIENTIOUSNESS

Dependability Persistence Planning Punctuality Responsibility

# **EXTROVERSION**

Assertiveness Cheerfulness Communication Optimism Liveliness Sociability

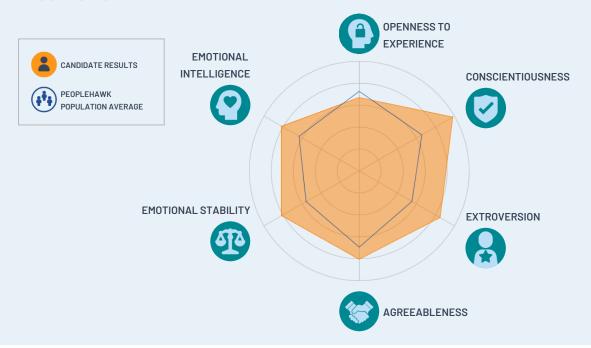
#### **AGREEABLENESS**

Collaboration Collegiality Generosity Honesty Integrity Trustworthiness

## **EMOTIONAL STABILITY**

INTELLIGENCE Confidence Self Aware Moderation Analytical Resilience Belief Self-Esteem Passionate Self-Consciousness Empathetic Self-Regulation Balanced

## **RESULTS FOR PHILIPPA**



# 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**





Philippa'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 Philippa is open to change and new experiences.

Probably more conventional, with a slight tendency to prefer "practical things" to "ideas", and may prefer not to engage in deep theoretical debates or flights of fantasy - even though he/she may be capable of doing so. He/she may prefer to work on fairly well-defined projects.





#### ANALYSIS

Scales represent Philippa'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.





# ANALYSIS

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

Highly socially-skilled, a good conversationalist and someone who thrives on interacting with others. He/she probably has a genuine, easy charm and a cheerful disposition; this easy manner makes them able to interact effectively with colleagues and others. He/she is not afraid to take a risk from time to time.



# **BIG FIVE +1: DETAILED ANALYSIS**





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





#### ANALYSIS

Scales measure the importance of social harmony to Philippa.

Likely to be seen as a supportive colleague, who takes an interest in other people, encouraging them to perform well. He/she is unlikely to put others under undue pressure, or take advantage of them.





## ANALYSIS

Scales represent Philippa'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.





# ANALYSIS

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

Likely to be highly sensitive to his/her own emotional state and the feelings of others, and will be able to manage his/her own emotions. Knows to feel alert and "fired up" before an important meeting, and how to change his/her own emotional state to deal with stress.



# **WORK STYLE: DETAILED ANALYSIS**





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

# **TEAMWORK**





Scales represent how Philippa approaches social interaction at work.

Likely prefers being part of a team to working independently, and is likely to make a substantial contribution to group activities and decision-making. He/she is also likely to play a part in ensuring that the group works well.

#### **ADAPTABILITY**



# TENACIOUS ADAPTABLE



Scales reflect how Philippa approaches problem solving and ambiguity.

Likely to carefully consider advice and feedback from other people, and is likely to seriously consider modifying his/her plans and behaviour in the light of this advice. This may result in some changes for the better.

# ORGANISATION



#### **MULTI-TASKING**

WELL-ORGANISED



Scales represent Philippa'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**





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

## **LEADERSHIP**





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

Highly likely to be able to inspire confidence. Can develop and clearly express plans, and is not afraid to take charge when the situation requires it. Not easily discouraged if/when things go wrong. In short, he/she is not afraid of stepping up and "making things happen" - and is likely to be effective when doing so.

#### **AMBITION / DRIVE**



# BALANCED DEDICATED

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

Is likely to be an effective worker who takes pride in his/her performance and has a realistic belief in his/her talents and capabilities. Is likely to fulfil all the requirements of his/her role, and take pleasure in a job well done.

# CREATIVITY



# CONCRETE

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

Unlikely to either constantly fizz with novel ideas or be tethered by convention and precedent. He/she will bring a balanced perspective to the tasks being undertaken, using both existing knowledge and creative insight to develop solutions.