

### CANDIDATE DETAILS



CANDIDATE Colin Cooper REPORT DATE 12 Jan 2021 

# 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 COLIN

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

#### PERSONALITY TRAITS

Grounded - keeps a balanced perspective Systematic - systematic and careful Reserved - quiet and cautious Demanding - encourages people to perform well Driven - emotionally involved Perceptive - excellent at recognising emotions

#### WORK STYLES

Independent - prefers to work on his/her own Attentive - listens carefully to feedback Non-distracted - focuses on the task in hand Inspiring - a natural leader Eager - keen and effective 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!



#### 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**



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





#### ANALYSIS

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

Neither lost in flights of fantasy or grounded in factual detail, he/she is likely to bring a balanced perspective to most discussions and tasks. He/she is not averse to new ideas or ways of doing things.



#### ANALYSIS

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

Likely to approach tasks systematically, and will be unlikely to miss important details. He/she will probably also be aware of deadlines and other constraints, and will be more likely to meet them. He/she is likely to show fairly orderly work habits, and bring projects to a conclusion.

EXTRAVERSION



#### ANALYSIS

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

Can probably work effectively on his/her own, and will not need to rely on others for support or encouragement. He/she would probably be happiest in a role which did not involve a great deal of social interaction or small-talk (though he/she may well be able to 'switch this on' when required), but are likely to work effectively with minimal supervision.



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

CANDIDATE RESULTS

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

S AGREEABLENESS



#### ANALYSIS

Scales measure the importance of social harmony to Colin.

Whilst aware of the needs of others, he/she is likely to focus more on achieving the task in hand, and may on occasion demand a lot from others when this is necessary. He/she is likely to take a realistic view of other people's motives, rather than naively accepting them at face value.



#### ANALYSIS

Scales represent Colin'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 Colin'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.



**TEAM-BUILDER** 

# WORK STYLE: DETAILED ANALYSIS



PEOPLEHAWK POPULATION AVERAGE

INDEPENDENT

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

#### TEAMWORK



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#### Scales represent how Colin approaches social interaction at work.

Tends to feel that he/she performs best working alone rather than in groups, perhaps because he/she feels that this is more efficient than teamwork and group decision-making, or because he/she prefers to rely on his/her own decisions.

#### ADAPTABILITY





# Scales reflect how Colin 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





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

Will probably approach projects in a logical, organised manner, with a good degree of planning. He/she is probably less susceptible to being side-tracked than are most people. He/she is likely to finish what he/she started.



## WORK STYLE: DETAILED ANALYSIS



PEOPLEHAWK POPULATION

Colin'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 Colin 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 Colin'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.

# CONCRETE CREATIVE

# Scales represent Colin'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.

#### CREATIVITY

