CANDIDATE DETAILS

CANDIDATE
Kevin King

REPORT DATE
18 Jan 2021

TRAITS
Imaginative
Creative
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 KEVIN

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

PERSONALITY TRAITS

Imaginative - imaginative and creative
Systematic - systematic and careful
Warm - fairly outgoing
Helpful - supportive of others
Sensitive - likely to be emotionally invested
Insightful - emotionally perceptive

WORK STYLES

Teammate - enjoys working as part of a team
Adaptable - follows advice and adapts plans accordingly
Effective - able to deal with several simultaneous tasks
Energising - a trusted ally who can take charge
Motivated - energetic and self confident
Creative - highly creative, thinks "outside the box"

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!
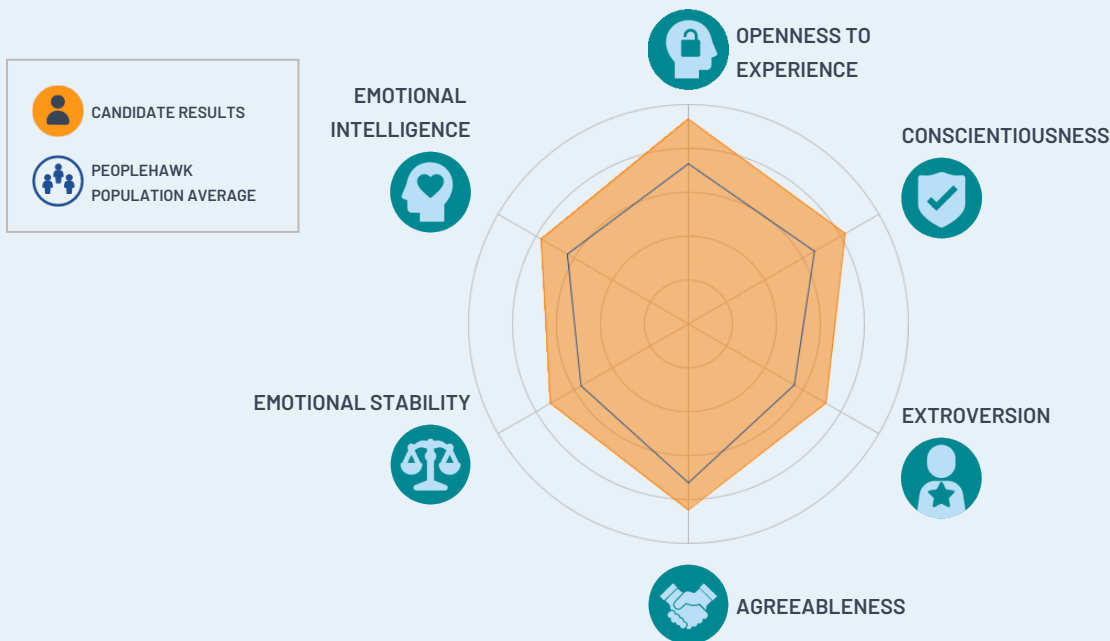
OPENNESS TO EXPERIENCE	CONSCIENTIOUSNESS	EXTROVERSION	AGREEABLENESS	EMOTIONAL STABILITY	EMOTIONAL INTELLIGENCE
Curiosity	Dependability	Assertiveness	Collaboration	Confidence	Self Aware
Creativity	Grit	Cheerfulness	Collegiality	Moderation	Analytical
Global awareness	Persistence	Communication	Generosity	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 KEVIN

CANDIDATE RESULTS

PEOPLEHAWK POPULATION AVERAGE

EMOTIONAL INTELLIGENCE

OPENNESS TO EXPERIENCE

CONSCIENTIOUSNESS

EMOTIONAL STABILITY

EXTROVERSION

AGREEABLENESS

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

Kevin'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 Kevin is open to change and new experiences.

Highly imaginative and creative, and is likely to be fascinated by abstract ideas and able to express him/herself clearly and with precision. He/she is likely to be able to look at a problem from multiple angles and perspectives, and generate a flood of imaginative inputs, and be quick on the uptake.

CONSCIENTIOUSNESS

RELAXED

CONSCIENTIOUS

ANALYSIS

Scales represent Kevin'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

RESERVED

SOCIABLE

ANALYSIS

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

Somewhat more outgoing and so would probably prefer working in a group to working alone. He/she is likely to be confident and self-assured, and has fairly good social skills, being able to communicate effectively.

BIG FIVE +1: DETAILED ANALYSIS

CANDIDATE RESULTS

PEOPLEHAWK POPULATION AVERAGE

Kevin'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 Kevin.

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.

EMOTIONAL STABILITY

UNFLAPPABLE — DRIVEN

ANALYSIS

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

Slightly more emotionally involved. As a result he/she is likely to set themselves somewhat higher standards and be alert to potential problems which may arise during the course of his/her work and life in general. Likely to set him/herself high standards.

EMOTIONAL INTELLIGENCE

RATIONAL — PERCEPTIVE
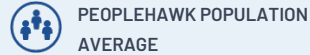
ANALYSIS

Scales reflect Kevin'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.

PeopleHawk

WORK STYLE: DETAILED ANALYSIS

CANDIDATE RESULTS

PEOPLEHAWK POPULATION AVERAGE

Kevin'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 Kevin 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 Kevin 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
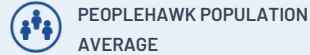
MULTI-TASKING   WELL-ORGANISED

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

Likely to be reasonably well organised when approaching tasks, and can probably either focus on completing one project at a time, or split his/her attention between multiple tasks.

WORK STYLE: DETAILED ANALYSIS

CANDIDATE RESULTS

PEOPLEHAWK POPULATION AVERAGE

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

LEADERSHIP
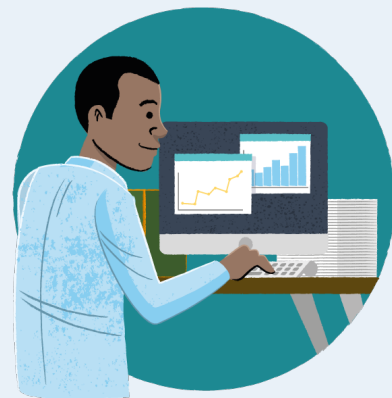
TEAM-PLAYER — INSPIRING

Scales reflect the kind of leader Kevin 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 Kevin's initiative, drive and self-belief in his/her own abilities.

Likely to be a keen worker, who takes considerable pride in his/her performance and works hard, showing considerable drive and energy, and a degree of self-confidence. He/she may take responsibility for new tasks, and enjoy his/her work.

CREATIVITY

CONCRETE — CREATIVE

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

Likely to be highly original, creative and able to "think outside the box" when required; he/she may sometimes be unconventional and will not be afraid to express their opinions. He/she might well ask the questions which do not occur to anyone else.