

CANDIDATE DETAILS



CANDIDATE
Margaret Ritchie

REPORT DATE
21 Jan 2021

TRAITS

-  Conventional
-  Objective
-  Responsible

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 MARGARET

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

PERSONALITY TRAITS

Conventional - prefers facts rather than abstract ideas
Capable - can both focus and see the bigger picture
Collected - can work independently or with others
Demanding - encourages people to perform well
Well-rounded - emotionally well rounded
Together - likely to be emotionally balanced

WORK STYLES

Partner - works well independently or in a team
Good Listener - good at considering feedback
Effective - able to deal with several simultaneous tasks
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

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

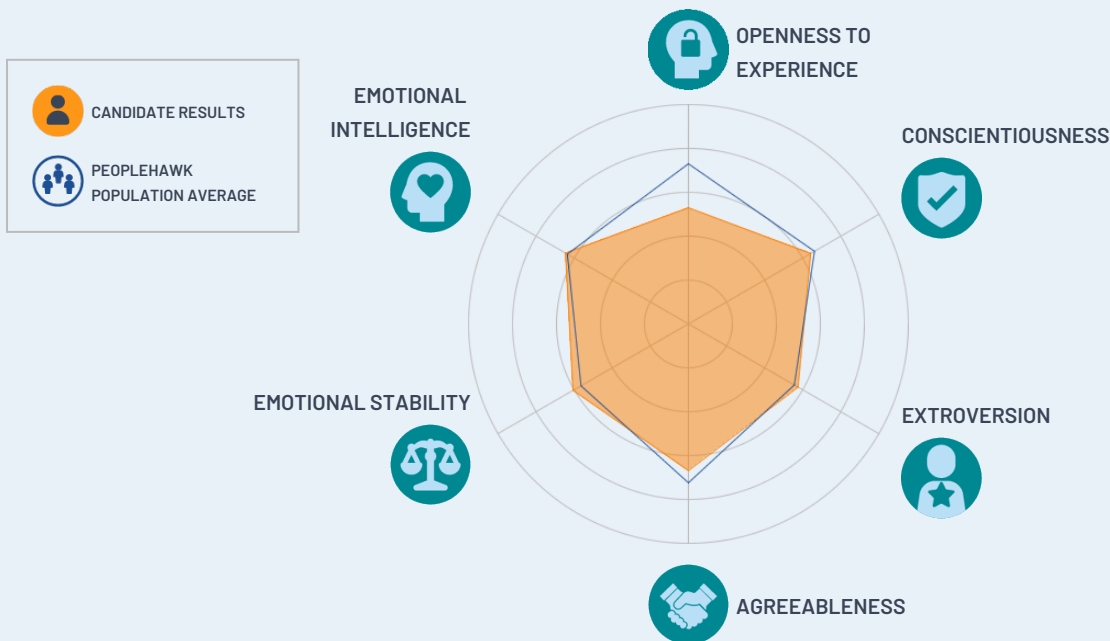
Confidence
Moderation
Resilience
Self-Esteem
Self-Consciousness
Self-Regulation



EMOTIONAL INTELLIGENCE

Self Aware
Analytical
Belief
Passionate
Empathetic
Balanced

RESULTS FOR MARGARET



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**

Margaret'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 Margaret 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



ANALYSIS

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

Does not show an obsessive interest in minor detail. This may be an ideal balance for many tasks for he/she will be able to both see the larger picture and focus attention on details when needed.

EXTRAVERSION



ANALYSIS

Scales reflect the extent to which Margaret 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**

Margaret'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 Margaret.

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.

 EMOTIONAL STABILITY


ANALYSIS

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

Unlikely to be either at the mercy of his/her emotions or unduly calm in situations which require some degree of emotional involvement. He/she is likely to be a well-rounded individual who is no more (or less) moody or anxious than many of us, and can be expected to take a realistic view of the threats and challenges he/she encounters.

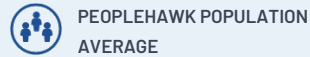
 EMOTIONAL INTELLIGENCE


ANALYSIS

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

Probably relies both on heart and head when dealing with others; emotions matter, and he/she can read and react to others emotional states, and recognise his/her own emotions. Can probably set emotional considerations aside when he/she needs or wants to.

WORK STYLE: DETAILED ANALYSIS



Margaret'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 Margaret 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 Margaret approaches problem solving and ambiguity.

Whilst probably quite capable of developing and defending his/her own opinions, he/she is likely to also listen to and carefully consider feedback and criticism when it is offered - though may not necessarily always feel obliged to follow such advice.

ORGANISATION



MULTI-TASKING

WELL-ORGANISED



Scales represent Margaret'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

Margaret'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

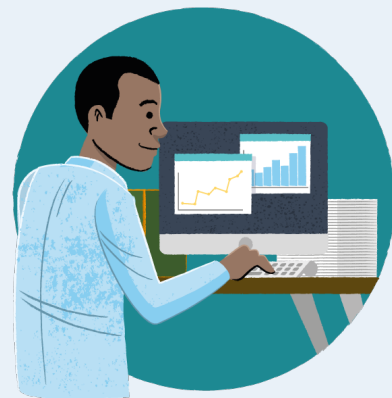
INSPIRING



Scales reflect the kind of leader Margaret 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 Margaret'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 Margaret'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.