

CANDIDATE DETAILS



CANDIDATE
 Patrick Traynor

REPORT DATE
 13 Jan 2021

TRAITS

-  Driven
-  Inspiring
-  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 PATRICK

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

PERSONALITY TRAITS

- Grounded** - keeps a balanced perspective
- Systematic** - systematic and careful
- Warm** - fairly outgoing
- Encouraging** - balances demands of task and needs of others
- Driven** - emotionally involved
- 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
- Inspiring** - a natural leader
- Motivated** - energetic and self confident
- 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!



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

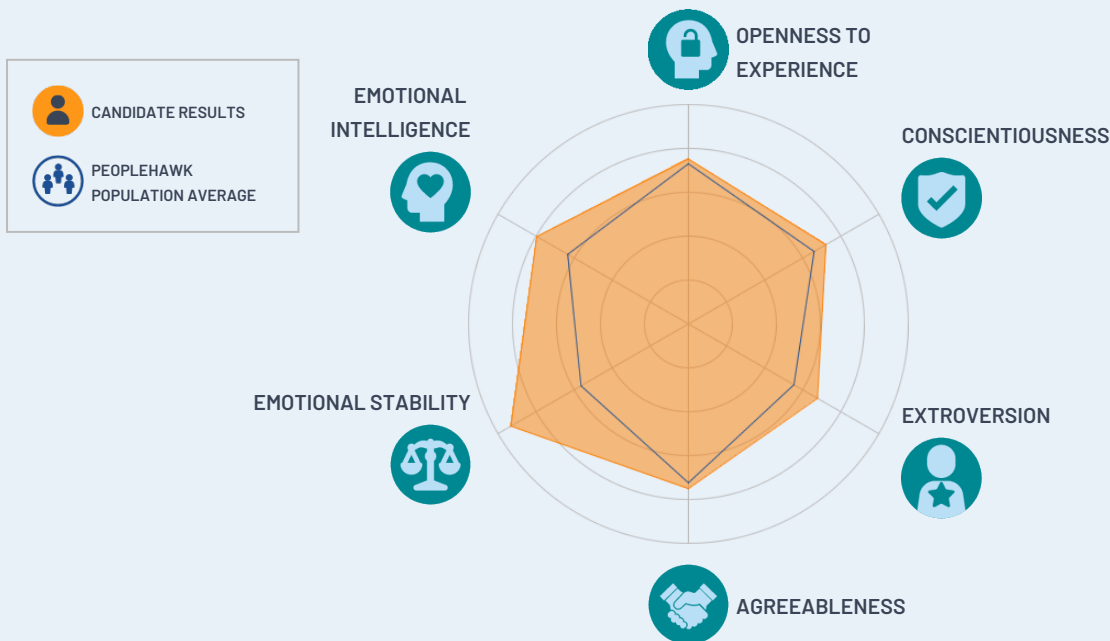
Confidence
Moderation
Resilience
Self-Esteem
Self-Consciousness
Self-Regulation



EMOTIONAL INTELLIGENCE

Self Aware
Analytical
Belief
Passionate
Empathetic
Balanced

RESULTS FOR PATRICK



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**

Patrick'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

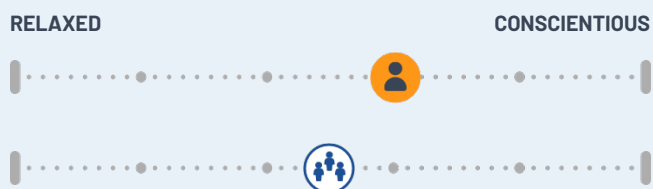


ANALYSIS

Scales represent the extent to which Patrick 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.

CONSCIENTIOUSNESS



ANALYSIS

Scales represent Patrick'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 Patrick 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**

Patrick'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 Patrick.

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


ANALYSIS

Scales represent Patrick'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


ANALYSIS

Scales reflect Patrick'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**

Patrick'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 Patrick 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 Patrick 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.

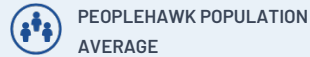
ORGANISATION


MULTI-TASKING
WELL-ORGANISED


Scales represent Patrick'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



Patrick'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

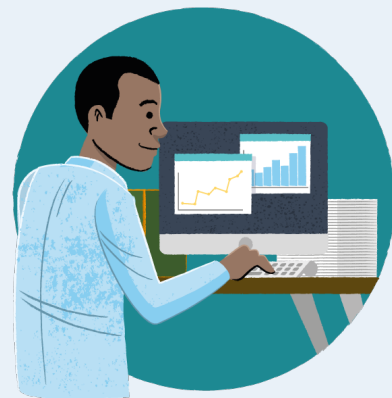
INSPIRING



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