

CANDIDATE DETAILS



CANDIDATE
 Paul Kinney

REPORT DATE
 15 Jan 2021

TRAITS

-  Inspiring
-  Conscientious
-  Well Organised

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 PAUL

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

PERSONALITY TRAITS

Abstract Thinker - open to new ideas
Conscientious - highly conscientious, attentive to detail
Sociable - sociable, cheerful and optimistic
Supportive - very supportive, treats everyone equally
Well-rounded - emotionally well rounded
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
Dedicated - driven to succeed in every task
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

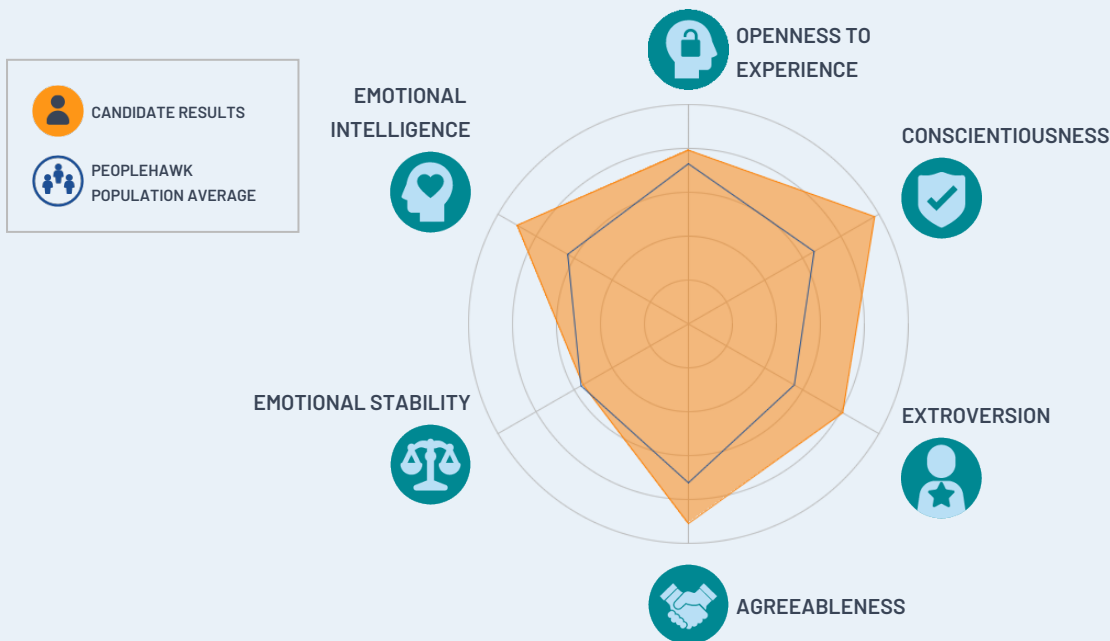
Confidence
Moderation
Resilience
Self-Esteem
Self-Consciousness
Self-Regulation



EMOTIONAL INTELLIGENCE

Self Aware
Analytical
Belief
Passionate
Empathetic
Balanced

RESULTS FOR PAUL



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**

Paul'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 Paul is open to change and new experiences.

Probably more interested in abstract thoughts, and is likely to be able to develop creative ideas when working on projects which demand them. He/she can likely express him/herself reasonably well, and will likewise be above-average at picking up new ideas.

CONSCIENTIOUSNESS



ANALYSIS

Scales represent Paul'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.

EXTRAVERSION



ANALYSIS

Scales reflect the extent to which Paul 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

 **CANDIDATE RESULTS**
 **PEOPLEHAWK POPULATION AVERAGE**

Paul'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 Paul.

Highly likely to be a "people person" with a genuine interest in the feelings and emotions of other people, and be sensitive to their wants and needs. He/she is likely to treat others equally, make them feel at ease, and generally be helpful and supportive. Will probably believe that others have good intentions.

 EMOTIONAL STABILITY
UNFLAPPABLE
DRIVEN


ANALYSIS

Scales represent Paul'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
RATIONAL
PERCEPTIVE


ANALYSIS

Scales reflect Paul'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

 **CANDIDATE RESULTS**
 **PEOPLEHAWK POPULATION AVERAGE**

Paul'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 Paul 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 Paul 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

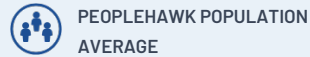
WELL-ORGANISED



Scales represent Paul'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



Paul'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

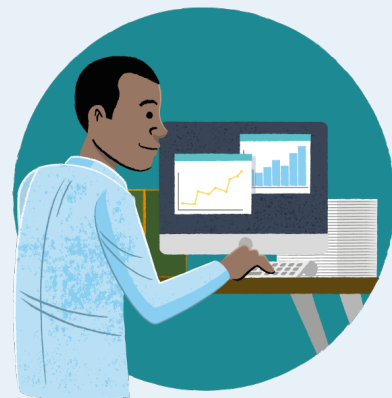
INSPIRING



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

Tends to throw him/herself enthusiastically into every task. He/she is likely to push themselves hard to succeed and work effectively, being fuelled by self-belief. He/she is also likely to be willing to take on new tasks and to take responsibility for his/her performance. Probably has a good grasp of how "the system" really works.

CREATIVITY



CONCRETE

CREATIVE



Scales represent Paul'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.