

CANDIDATE DETAILS



CANDIDATE
 Ross Polvara

REPORT DATE
 02 Feb 2021

TRAITS

-  Inspiring
-  Adaptable
-  Unflappable

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 ROSS

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

PERSONALITY TRAITS

Imaginative - imaginative and creative
Conscientious - highly conscientious, attentive to detail
Warm - fairly outgoing
Helpful - supportive of others
Unflappable - calm under pressure
Together - likely to be emotionally balanced

WORK STYLES

Team-builder - thrives when working in groups
Adaptable - follows advice and adapts plans accordingly
Non-distracted - focuses on the task in hand
Inspiring - a natural leader
Dedicated - driven to succeed in every task
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

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

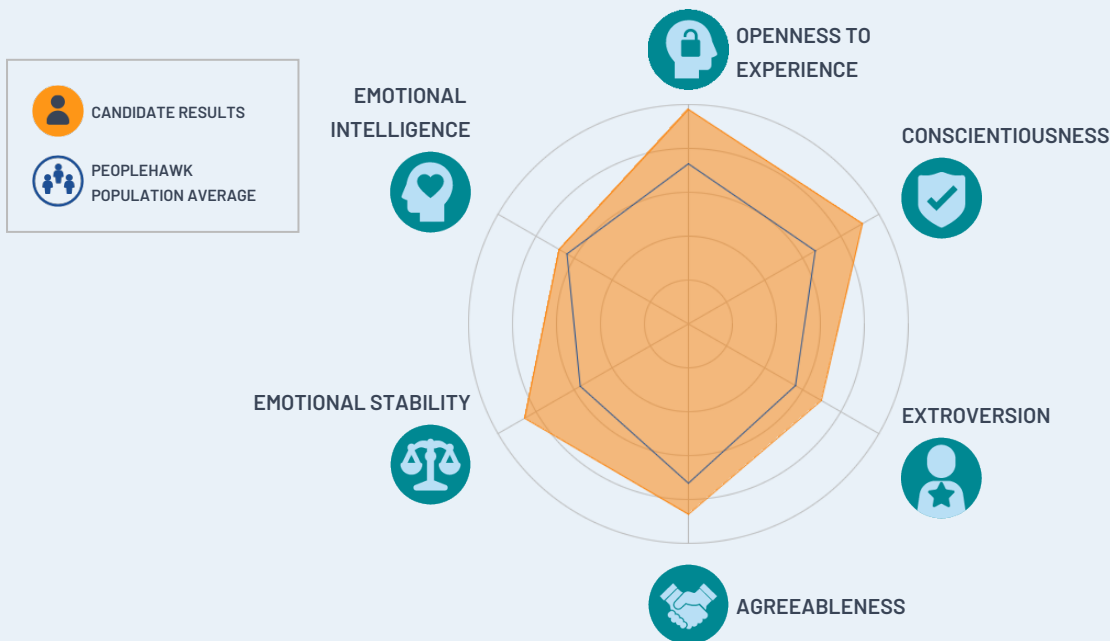
Confidence
Moderation
Resilience
Self-Esteem
Self-Consciousness
Self-Regulation



EMOTIONAL INTELLIGENCE

Self Aware
Analytical
Belief
Passionate
Empathetic
Balanced

RESULTS FOR ROSS



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**

Ross'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 Ross 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



ANALYSIS

Scales represent Ross'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 Ross 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**
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 AGREEABLENESS


ANALYSIS

Scales measure the importance of social harmony to Ross.

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


ANALYSIS

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

Unflappable, even tempered and unlikely to get anxious or depressed. He/she is likely to be able to see the positive side of things, and face challenges calmly and effectively; his/her emotions are unlikely to interfere with his/her work. He/she is unlikely to worry much about things which are beyond their control, and will have few "hang ups" about their life and achievements.

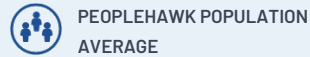
 EMOTIONAL INTELLIGENCE


ANALYSIS

Scales reflect Ross'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



Ross'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 Ross approaches social interaction at work.

Tends to enjoy being part of a team rather than working alone, is prepared to make a real contribution to the team and support it in any way possible. He/she is also likely to respect the decisions made by the team even when these run counter to his/her own views, continuing to be supportive of other team members.

ADAPTABILITY



TENACIOUS

ADAPTABLE



Scales reflect how Ross 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 Ross'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

CANDIDATE RESULTS

PEOPLEHAWK POPULATION AVERAGE

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LEADERSHIP



TEAM-PLAYER

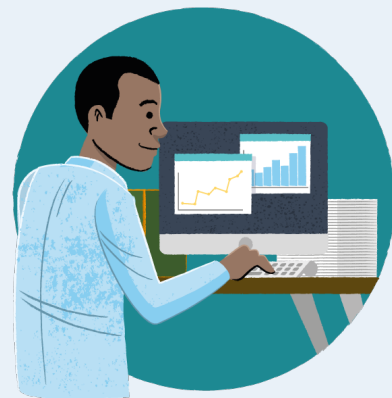
INSPIRING



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