

CANDIDATE DETAILS



CANDIDATE
Edward Smallwood

REPORT DATE
31 Jan 2023

TRAITS

-  Conscientious
-  Well Organised
-  Attentive

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 EDWARD

Our scientifically validated personality test indicates the personality traits and work styles Edward is likely to demonstrate.

PERSONALITY TRAITS

Abstract Thinker - open to new ideas
Conscientious - highly conscientious, attentive to detail
Warm - fairly outgoing
Helpful - supportive of others
Stable - seldom likely to get irritated
Together - likely to be emotionally balanced

WORK STYLES

Teammate - enjoys working as part of a team
Attentive - listens carefully to feedback
Well-organised - methodical, follows through on tasks
Energising - a trusted ally who can take charge
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

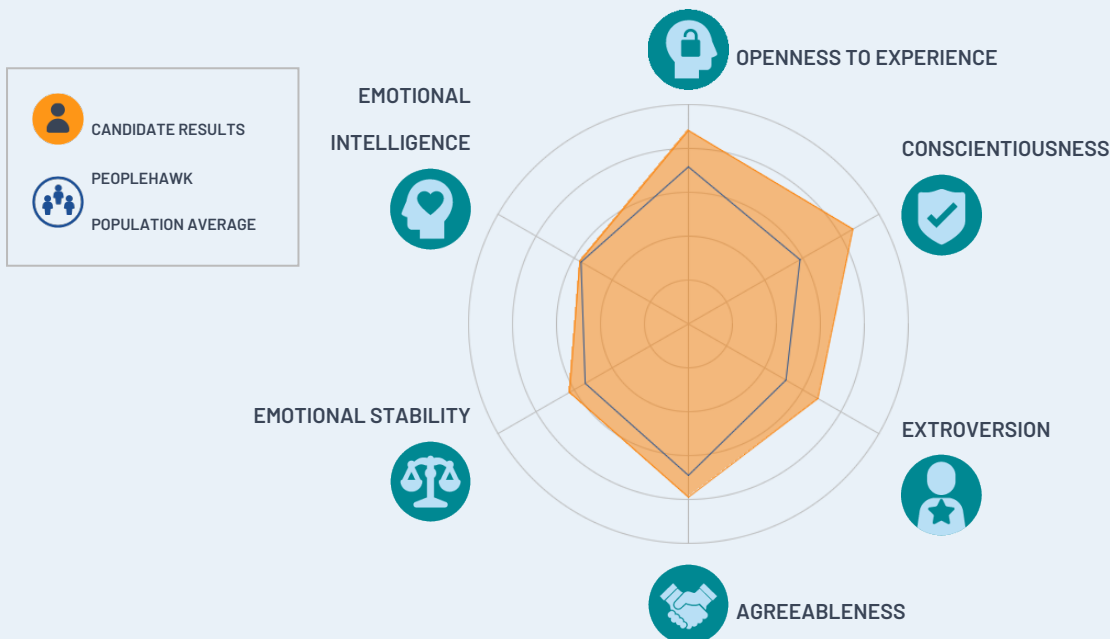
Confidence
Moderation
Resilience
Self-Esteem
Self-Consciousness
Self-Regulation



EMOTIONAL INTELLIGENCE

Self Aware
Analytical
Belief
Passionate
Empathetic
Balanced

RESULTS FOR EDWARD




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

Edward'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 Edward 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 Edward'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 Edward 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.

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AGREEABLENESS



ANALYSIS

Scales measure the importance of social harmony to Edward.

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 Edward's ability to remain stable and balanced.

Unlikely to worry unduly about his/her work or life, and will rarely lose their calm or become over-emotional. He/she is likely to feel fairly comfortable about his/her life and achievements, and is less likely to have mood-swings or react badly when under pressure.

EMOTIONAL INTELLIGENCE




ANALYSIS

Scales reflect Edward'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

 CANDIDATE RESULTS

 PEOPLEHAWK POPULATION
AVERAGE

Edward'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 Edward 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 Edward 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 Edward'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

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LEADERSHIP



TEAM-PLAYER

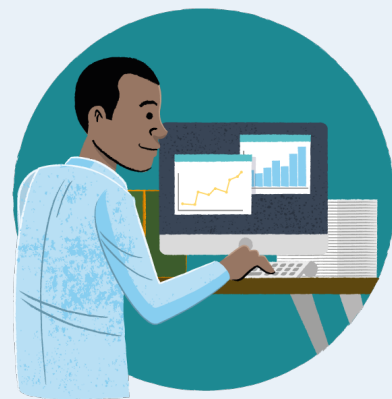
INSPIRING



Scales reflect the kind of leader Edward 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 Edward'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 Edward's approach to problem 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.