

CANDIDATE DETAILS



CANDIDATE
Terri Scott

REPORT DATE
27 Mar 2023

TRAITS

-  Sociable
-  Unflappable
-  Team Builder

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 TERRI

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

PERSONALITY TRAITS

- Abstract Thinker** - open to new ideas
- Systematic** - systematic and careful
- Sociable** - sociable, cheerful and optimistic
- Helpful** - supportive of others
- Unflappable** - calm under pressure
- Perceptive** - excellent at recognising emotions

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
- 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

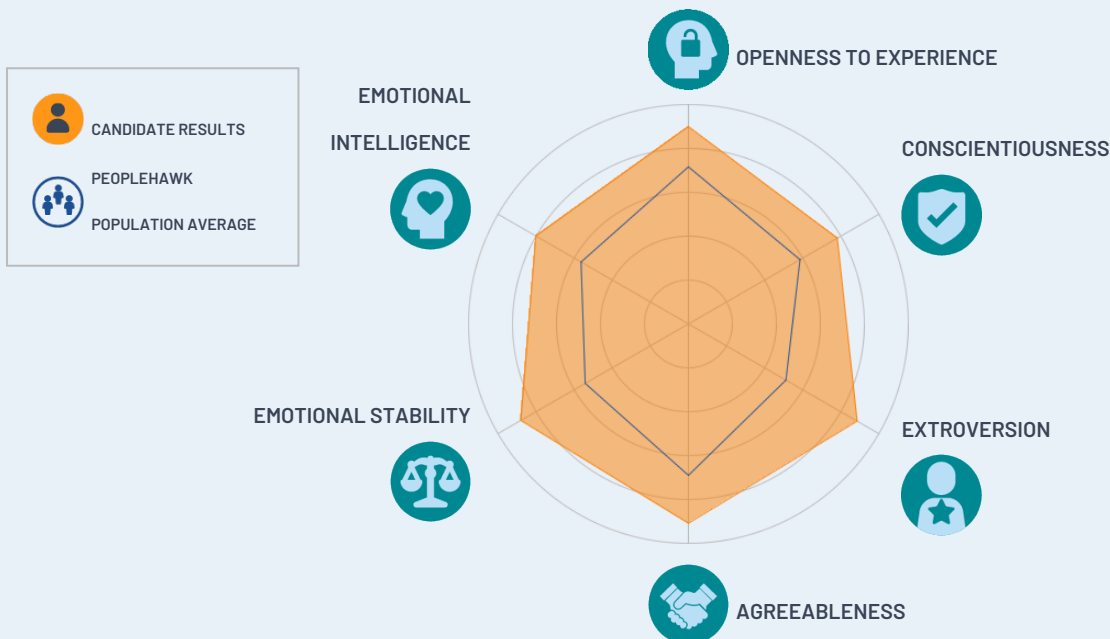
Confidence
Moderation
Resilience
Self-Esteem
Self-Consciousness
Self-Regulation



EMOTIONAL INTELLIGENCE

Self Aware
Analytical
Belief
Passionate
Empathetic
Balanced

RESULTS FOR TERRI



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**

Terri'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 Terri 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 Terri'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 Terri 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**

Terri'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 Terri.

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 Terri'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 Terri'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**

Terri'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 Terri 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 Terri 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 Terri'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**

Terri'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

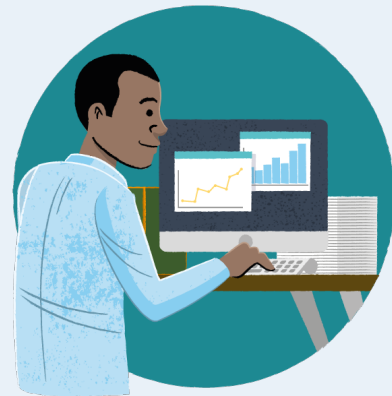
INSPIRING



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