

## MEMBER DETAILS



CANDIDATE  
Fiona McStay

REPORT DATE  
10 Jan 2024

TRAITS

-  Unflappable
-  Attentive
-  Non Distracted

## 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 FIONA

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

### PERSONALITY TRAITS

**Abstract Thinker** - open to new ideas  
**Systematic** - systematic and careful  
**Warm** - fairly outgoing  
**Helpful** - supportive of others  
**Unflappable** - calm under pressure  
**Together** - likely to be emotionally balanced

### WORK STYLES

**Teammate** - enjoys working as part of a team  
**Attentive** - listens carefully to feedback  
**Non-distracted** - focuses on the task in hand  
**Energising** - a trusted ally who can take charge  
**Eager** - keen and effective  
**Realistic** - brings a balanced perspective to problem solving



## 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

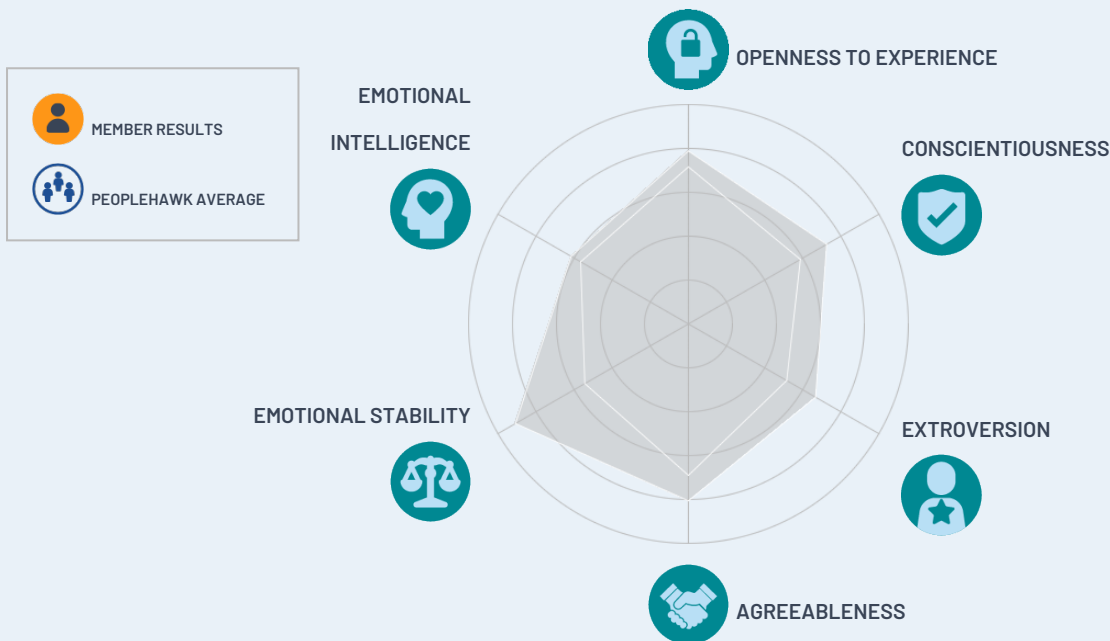
Confidence  
Moderation  
Resilience  
Self-Esteem  
Self-Consciousness  
Self-Regulation



### EMOTIONAL INTELLIGENCE

Self Aware  
Analytical  
Belief  
Passionate  
Empathetic  
Balanced

## RESULTS FOR FIONA



## 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



MEMBER RESULTS



PEOPLEHAWK AVERAGE

Fiona'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

CONVENTIONAL

IMAGINATIVE



### ANALYSIS

Scales represent the extent to which Fiona 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

RELAXED

CONSCIENTIOUS



### ANALYSIS

Scales represent Fiona'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

RESERVED

SOCIABLE



### ANALYSIS

Scales reflect the extent to which Fiona 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



MEMBER RESULTS



PEOPLEHAWK AVERAGE

Fiona'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 Fiona.

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

DRIVEN

UNFLAPPABLE



### ANALYSIS

Scales represent Fiona'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

RATIONAL

PERCEPTIVE



### ANALYSIS

Scales reflect Fiona'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



MEMBER RESULTS



PEOPLEHAWK AVERAGE

Fiona'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 Fiona 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 Fiona 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 Fiona'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



MEMBER RESULTS



PEOPLEHAWK AVERAGE

Fiona'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 Fiona 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 Fiona's initiative, drive and self-belief in his/her own abilities.

Is likely to be an effective worker who takes pride in his/her performance and has a realistic belief in his/her talents and capabilities. Is likely to fulfil all the requirements of his/her role, and take pleasure in a job well done.

### CREATIVITY



#### CONCRETE

#### CREATIVE



Scales represent Fiona's approach to problem solving and responsiveness to change.

Unlikely to either constantly fizz with novel ideas or be tethered by convention and precedent. He/she will bring a balanced perspective to the tasks being undertaken, using both existing knowledge and creative insight to develop solutions.