

Sam Example



Introduction

MAP Essence measures personality characteristics and is based on the Five-Factor Model, the most modern, robust and evidence based model for measuring personality. These characteristics vary between individuals and are important in the work context.

What does my result mean?

For your result to be meaningful to you, it is compared the results of a group of individuals who have also completed MAP Essence, a so-called norm group. Information regarding the norm group applied for interpretation of your results may be provided by your test administrator. The norm group constitutes a distribution of scores which is divided into four levels with each pole being defined by describing adjectives. Your result is indicated by a color mark.

Remember this when reading about your result

- Although the characteristics measured by MAP Essence are important, there are other important characteristics and circumstances that affect behaviour and performance in the workplace.
 - There may be positive and negative aspects of both high and low results.
 - The results should not be interpreted in absolute terms, they indicate how your personality is likely to be structured.
 - The combination of results on the different scales and subscales may affect behaviour, this is not taken into account in the feedback report.
 - The results may be influenced by several factors. For example, misunderstanding the instructions or lacking the motivation to give genuine responses to the questions may affect the results.
 - Test scores are never exact; there are many circumstances that can affect measurement accuracy.
-

Agreeableness

More independent, objective, restrained towards others and individualistic



More trusting, warm, caring and supportive towards others

Conscientiousness

More flexible, changeable, spontaneous and intuitive



More focused, goal oriented, systematic and structured

Emotional Stability

More sensitive and responsive. More affected by external circumstances



More stable and confident. Less affected by external circumstances

Extraversion

More introvert, low key, and independent of others. Less need for attention



More energetic, enthusiastic and socially dominant. Greater need for attention

Openness

More down-to-earth and practical. Prefers the familiar and already proven



More explorative and conceptual. Greater need for new experiences and change