

MAP Candidate Report

Noa Example

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What this report is about?

MAP measures personality characteristics and is based on the Five-Factor Model (Big 5), the most modern, robust, and evidence-based model for measuring personality. While personality is much more complex, MAP measures only those characteristics which are relevant in the workplace. Mapping out those characteristics helps to identify someone's strengths and areas for development.

Profile overview

1: Low

2: Average

3: High

Big 5



Extraversion

High

More outgoing and enthusiastic towards others, with a greater inclination to seek excitement.



Agreeableness

High

More trusting and supportive towards others, with a greater inclination to avoid conflicts.



Conscientiousness

Moderate

Combines planning with spontaneity and is moderately effective.



Emotional Stability

Low

More sensitive and responsive, with less inclination towards emotional indifference.



Openness

High

More creative and explorative, preferring to engage in varied activities.

How is personality defined?

Traits

Personality traits are general patterns of behaviour which are unlikely to change over time.

Facets

Personality facets are specific tendencies that make up the broad traits. They give a more nuanced description of personality.

How are scores calculated?

To determine whether a score is low or high, we compared it against a norm group. This is a large group of people who completed the test for the same purpose as you. Thus, the scores show how much your answers differ from those of others. To see your facet scores, go to the next pages. Read more about scoring on the last page.



Extraversion
High

Generally demonstrates a more outgoing, enthusiastic and energetic approach towards others with greater inclination to seek attention, actively seeking social interactions and often preferring a fastpaced work life.

Social Need

More introverted, with a need to recharge after long social interactions.



More sociable and with a greater need for social interaction.

Social Image

More reserved and low-key in social interactions.



More dominant and visible in social interactions.

Work Pace

More patient and preferring a slower work pace.



More energetic and inclined towards a faster pace.

Risk-Taking

More careful and inclined towards minimising risks.



More risk-taking and inclined towards seeking excitement.

Cheerfulness

More reserved and formal in social interactions.



More enthusiastic and expressive in social settings.



Agreeableness
High

Generally demonstrates a more trusting and supportive attitude towards others, valuing interpersonal considerations with more inclination to avoid conflicts and showing a strong sense of altruism and concern for others.

Trust

More cautious about trusting others.



More open and inclined to trust others.

Diplomacy

More straightforward and direct in communication.



More diplomatic and vague in their communication style.

Helpfulness

More focused on individual tasks and priorities.



More focused on others' needs and on offering help.

Compassion

More case-oriented and distant from others' feelings.



More understanding and empathetic towards others.

Conflict Aversion

More willing to argue and fight for their personal cause.



More likely to reach compromises and avoid conflicts.



Conscientiousness

Moderate

Often blends elements of systematic planning with a degree of spontaneity; is moderately organised, dutiful and effective in their tasks but not overly rigid in their approach or decisionmaking.

Accountability

More open to delegating tasks, focusing on their responsibilities.



More inclined to take on extra responsibilities.

Structure

More flexible and comfortable with unstructured processes.



More structured, methodical and detail-oriented.

Ambition

Easier to please and less focused on specific objectives.



More goal-oriented and set on attaining specific objectives.

Self-Discipline

More spontaneous and driven by interest.



More disciplined and focused on the task at hand.

Decision-Making

More instinctive and intuitive in decision-making.



More thoughtful and analytical in decision-making.



Emotional Stability

Low

Generally demonstrates a more sensitive and responsive nature with a stronger awareness of external circumstances and less inclination towards emotional indifference, being more sensitive to challenges and reacting more intensely or with less resilience.

Unconcern

More alert and concerned about potential adversities.



More relaxed and unconcerned about potential adversities.

Mood Stability

More lively and temperamental in their reactions.



More stable and composed in their reactions.

Confidence

More self-conscious and humble in their self-assessment.



More confident and optimistic in their self-assessment.

Self-Control

More transparent and inclined to show emotions.



More controlled and subtle in their emotional expressions.

Stress Tolerance

More aware and sensitive to stressors.



More calm and unaffected by stressors.



Openness
High

Generally demonstrates a down-to-earth and practical approach, preferring the well-proven with less inclination to engage in irrelevant topics and often avoiding spending time and energy on what is not strictly rational, with the risk of missing out on valuable new perspectives.

Imagination

More realistic and down-to-earth in thinking.



More visionary and creative in thinking.

Aesthetics

More focused on functionality rather than form and aesthetics.



More focused on aesthetics and the visual aspects of a product.

Self-Reflection

More interested in rational rather than emotional aspects.



More interested in understanding their own feelings and reactions.

Variety

More engaged in predictability and well-proven solutions.



More engaged in variation and new experiences.

Mindset

More interested in practical and immediate solutions.



More exploratory and interested in abstract concepts.

How to interpret the results?

What makes a person unique?

This report explains how someone's personality may differ from others. This is done by comparing their MAP results with the average responses of a large and diverse group of respondents. The results are meant to describe how the person usually behaves in a work context. However, it is possible that different sides of their personality emerge more strongly in some situations than in others.

Can the results "expire"?

Once fully formed, personality is unlikely to change. While certain personality facets may become slightly weaker or stronger as people grow older, the broader traits stay more or less the same. However, going through major life changes or witnessing shocking events may occasionally lead to significant changes in personality.

Other things to keep in mind:

- This report doesn't label results as "good" or "bad" - high and low scores each have their own advantages and challenges.
- Although MAP measures important traits, other personal characteristics and circumstances also affect work behaviour and performance.
- These results are not absolute - they indicate how a person's personality is likely organised and how that might influence their behaviour at work.
- Personality is complex - different combinations of traits affect behaviour differently, and this is not detailed in this report.
- High and low scores are likely to reflect a person's distinctive character traits, while moderate scores are less likely to stand out.
- Results summarise several scores, so a person may not identify with the entire description.
- Test results aren't exact - many things can affect how reliable and valid they are. For example, misunderstanding the instructions or not being motivated to answer honestly can change the results.

If you are a test administrator and have questions regarding the interpretation of the test results, please refer to the technical manual.