

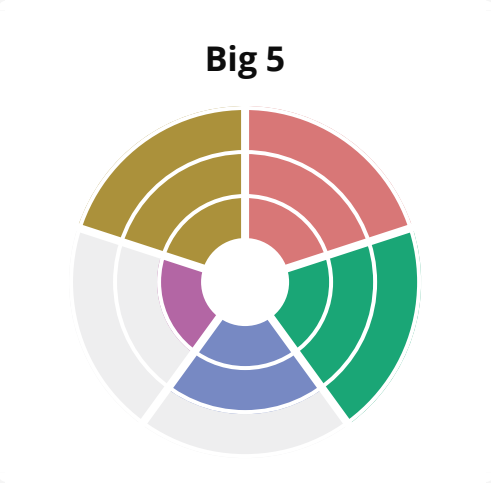
Noa Example



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



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 the respondent. Thus, the scores show how much their answers differ from those of others. For a more detailed overview of scores, see the next page. Read more about scoring on the last page.

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.

Profile overview

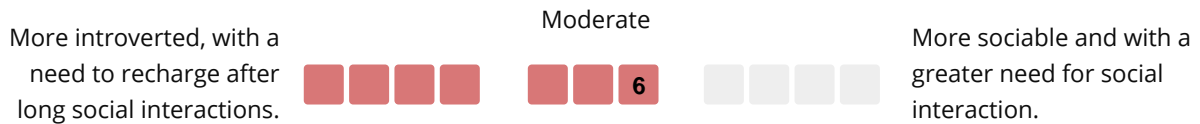




Extraversion
High

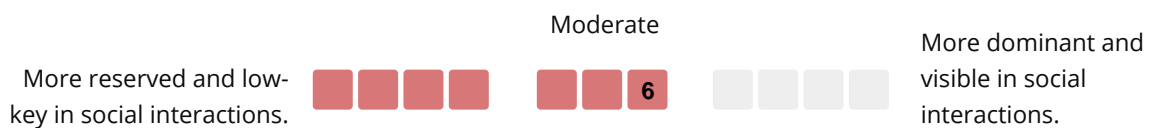
Generally demonstrates a more outgoing, enthusiastic and energetic approach towards others with greater inclination to seek attention, actively seeking social interactions and often preferring a fastpaced work life.

Social Need



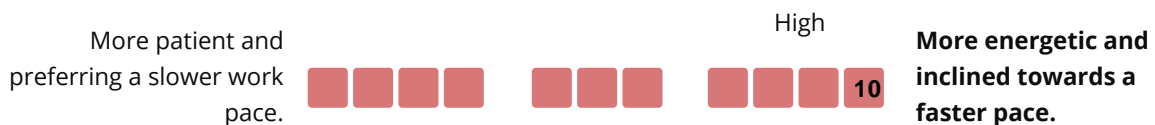
Enjoys social interactions but does not always actively seek them out; typically values the presence of others but also appreciates some time alone.

Social Image



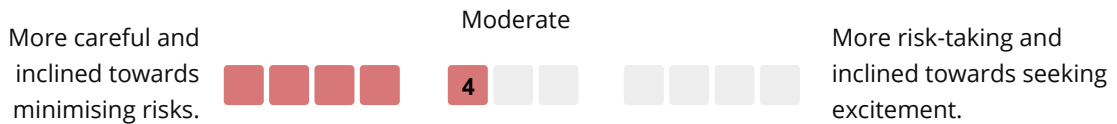
Sometimes takes on a more prominent role but can also be content with a lowkey presence, neither consistently seeking dominance nor habitually remaining in the background.

Work Pace



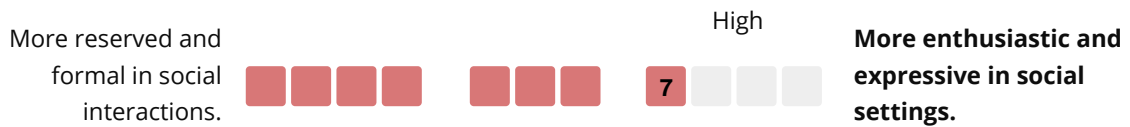
More inclined towards an energetic appearance and a faster pace, often feeling impatient or restless, engaging in numerous activities and thriving in dynamic environments.

Risk-Taking



Generally willing to take chances if the risks are small enough to make the potential gain seem likely but rarely doing so just for excitement.

Cheerfulness



More enthusiastic and expressive in social settings, generally feeling happy and content and generously sharing their good mood and positive emotions.

Extraversion

Measures sociability and the desire for social connections - comfort with being the centre of attention, the tendency to express positive emotions, and the preference for stimulating experiences and a high work pace.

Social Need

Assesses the need for social interaction - the desire for a broad social network and frequent contact.

Social Image

Assesses a person's approach in social situations - the tendency to dominate and take prominent roles.

Work Pace

Measures energy level and preferred tempo - the tendency to adopt a high-energy, active pace.

Risk-Taking

Measures the desire for excitement - potentially disregarding risks or seeking unnecessary challenges.

Cheerfulness

Measures the tendency to express positive emotions - joy, happiness and being highly cheerful and expressive.



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 open and inclined to trust others, generally assuming the best about other people and often overlooking potential doubts or scepticism.

Diplomacy



More diplomatic and vague communication style, being mindful of how they present their true thoughts and opinions out of concern for the recipient and to avoid being considered hurtful.

Helpfulness



More focused on others' needs and on offering help, regularly going out of their way to assist others, even when it puts considerable strain on themselves.

Compassion



More understanding and empathetic towards others, demonstrating genuine care and concern for other people and being easily affected by others' problems.

Conflict Aversion



More willing to engage in arguments and fight for their personal cause, showing strength of will whenever they believe in something.

Agreeableness

Assesses how a person interacts socially - level of trust, seeing others as inherently good, empathy, and the inclination to assist others and avoid conflict.

Trust

Measures ease of trusting others - whether the individual generally assumes the best in people.

Diplomacy

Assesses the level of diplomacy and consideration in an individual's communication.

Helpfulness

Assesses the inclination to help others and to prioritise others' needs over one's own.

Compassion

Measures sympathy and involvement in others' problems and needs - reflecting genuine care and concern.

Conflict Aversion

Measures willingness to compromise one's own beliefs to maintain stability and a positive mood in relationships with others.



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.



High

More inclined to take on extra responsibilities.

More inclined to feel responsible for more than their own tasks, believing that they are competent and able to improve processes, decisions and task completion but with a risk of being perceived as controlling.

Structure

More flexible and comfortable with unstructured processes.



High

More structured, methodical and detail-oriented.

More structured, methodical and detail-oriented, very thorough and conscious of fulfilling commitments, often paying explicit attention to detail at the expense of speed.

Ambition

Easier to please and less focused on specific objectives.



Moderate

More goal-oriented and set on attaining specific objectives.

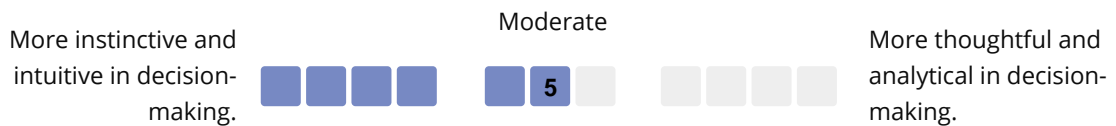
Moderate level of ambition and goal orientation; willing to put effort into achieving goals but not always extremely driven or excessively hardworking.

Self-Discipline



More interestdriven and spontaneous in approach to work, often finding it challenging to complete tasks when bored or distracted but not spending excessive amounts of time on them.

Decision-Making



A balanced approach to decisionmaking, sometimes displaying thoughtfulness and analysis while at other times acting on spontaneity or impulse.

Conscientiousness

Assesses how tasks are approached - the underlying drive to achieve goals and qualities such as structure, persistence, thoughtful decision-making and adherence to standards.

Accountability

Measures the individual's need for control and belief in their own competence - questioning others' decisions and taking responsibility beyond their assigned tasks.

Structure

Measures the individual's level of orderliness and preference for structure - how important it is for them to ensure order and fulfil commitments at all costs.

Ambition

Measures the individual's level of ambition and goal orientation - willingness to work hard to achieve goals and continually strive for more; reflects result orientation rather than actual success.

Self-Discipline

Measures the will and dedication to complete tasks - self-motivation, particularly in the face of boredom, distraction or opportunity.

Decision-Making

Measures decision-making approach - the level of thoughtfulness and analysis that precedes decisions.



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 in response to potential adversities, easily worrying about failure and sometimes feeling anxious or uneasy.

Mood Stability



More lively and temperamental in their reactions, experiencing and responding to dissatisfaction and disappointment and sometimes having more frequent emotional outbursts.

Confidence



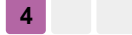
More selfconscious and humble in selfassessment, often feeling insecure, embarrassed or nervous and sometimes feeling inferior to others.

Self-Control

More transparent and inclined to show emotions.



Moderate



More controlled and subtle in their emotional expressions.

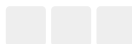
Generally manages feelings and reactions in a balanced way, sometimes sharing their emotions and sometimes not.

Stress Tolerance

More aware and sensitive to stressors.



Low



More calm and unaffected by stressors.

More aware of and sensitive to stressors, struggling to handle stress and pressure, often feeling overwhelmed and finding it challenging to maintain composure.

Emotional Stability

Assesses the individual's ability to handle stress and pressure - the emotional experience of strain under high pressure.

Unconcern

Measures the degree of resilience to external circumstances involving potential risks or adversities and the ability to move on from past events.

Mood Stability

Measures the tendency to feel and express irritation, dissatisfaction and disappointment.

Confidence

Measures self-confidence - whether the individual feels sure of themselves and tends not to be embarrassed or to worry about other people's opinions.

Self-Control

Measures the individual's tendency to appear composed and to keep their feelings to themselves.

Stress Tolerance

Assesses the individual's ability to handle stress and pressure - the emotional experience of strain under high pressure.



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

High

More realistic and down-to-earth in thinking.



More visionary and creative in thinking.

More visionary and creative in thinking, often promoting unconventional or innovative ideas that may influence ways of working.

Aesthetics

High

More focused on functionality rather than form and aesthetics.



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

More focused on aesthetics and the visual expression of a product, mostly assessing an output based on visual details and the overall look and feel.

Self-Reflection

High

More interested in rational rather than emotional aspects.



More interested in understanding their own feelings and reactions.

More interested in understanding their own feelings and reactions, reflecting on how they feel and how their emotions affect their work.

Variety

More engaged in predictability and well-proven solutions.

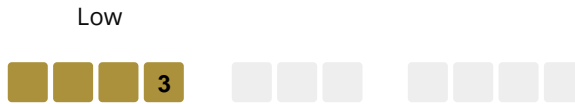


More engaged in variation and new experiences.

More engaged in variety and new experiences, being open to exploring different work activities and having a distaste for routine.

Mindset

More interested in practical and immediate solutions.



More exploratory and interested in abstract concepts.

More interested in practical and immediate solutions, displaying limited interest in abstract discussions with no tangible or guaranteed outcomes.

Openness

Measures overall openness to change, exploration and introspection, with a preference for aesthetic solutions, variety and intellectual curiosity.

Imagination

Measures active imagination and the tendency to be creative, innovative, unconventional and visionary.

Aesthetics

Measures attention to aesthetic detail and the importance placed on visual expression when evaluating a product or output.

Self-Reflection

Measures the importance an individual assigns to their emotions and their awareness of, and reflection on, their own feelings and reactions.

Variety

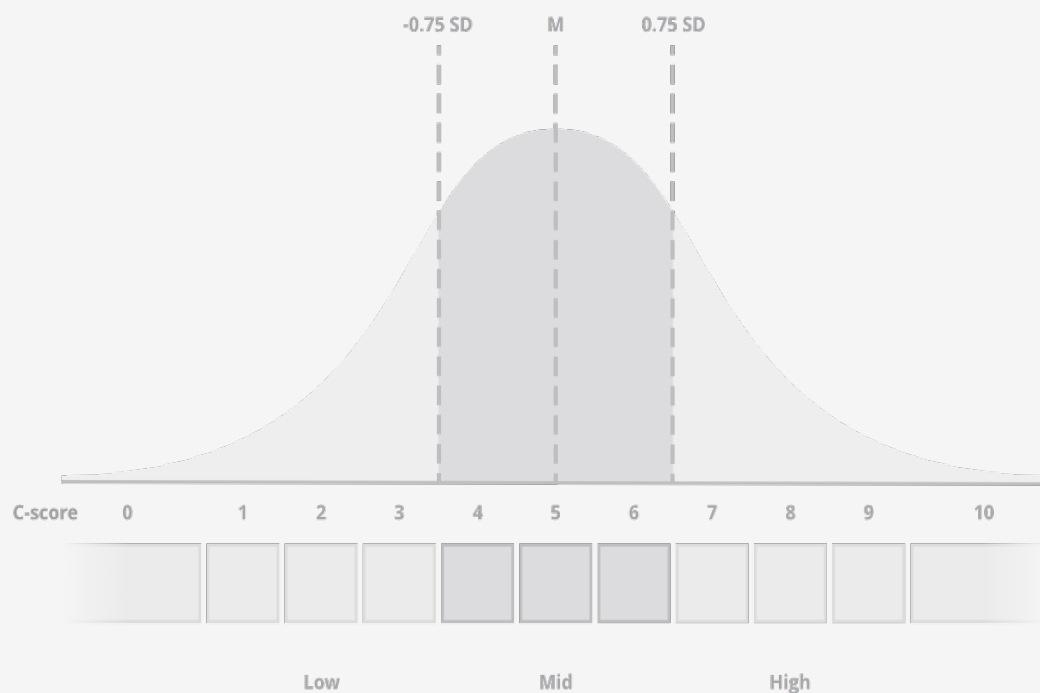
Measures openness to trying new activities and the tendency to eagerly seek new experiences and variety in their work.

Mindset

Measures interest in different forms of intellectual stimulation and the tendency to seek out abstract or theoretical discussions to broaden one's perspectives.

How to interpret the results?

- 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 the respondent. Thus, the scores show how much their answers differ from those of others. The norm group used is listed on the first page of the report. When you read the results, it is important to consider the composition of the norm group.
- Irrespective of the norm group used, a score is considered "low" when it is amongst the lowest 23%. By contrast, "high" scores are those representing the top 23% of the distribution. The remaining 54% of scores, which occupy the middle of the distribution, are therefore called "moderate".
- The diagram below shows the distribution of C-scores and category scores alongside the normal distribution.



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.