

# Sam Example



# Introduction

What are your most typical characteristics? How can you be best described? The personality questionnaire you completed generates a reply to such questions.

In this report, you will read more about your results. First, five basic traits are described: extrovert, agreeable, conscientious, emotional stable and innovative. These traits together are called the Big Five. Scientific research shows that these are the traits that can be used to broadly describe a person's personality. They really typify someone and are more or less permanent. This does not mean people cannot change, but if such traits change, it is only very gradually.

After the Big Five, eleven more personality traits are described, which have to do with how people perform their work, how they behave in social situations and about how they behave when under pressure. We start with an assessment of how well the description in the report is expected to fit you.

To determine your score, your answers were compared to those of a norm group. A norm group is a large group of people who took the same questionnaire in a comparable situation, such as in the context of a selection procedure. 'Not selection procedures' refers to other situations, for example a development assessment. You can find the norm group used below.

The scores range from less strong, moderate, average to strong. This score says something about how strongly the trait applies to you. In the explanation of the score, you can read a description of this trait in others with the same score as you. We expect this description to fit you as well. Below we list your most characteristic trait from the Big Five.

Your scores were compared with those of the norm group: **General (not selection procedures)**.

---

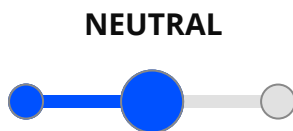
## Strongest Big Five trait

**Conscientious**



STRONG

# Social desirability



## Social desirability

Socially desirable answering means that one always chooses answers that are considered socially attractive and desirable. If a person gives many or few socially desirable answers, this may produce a personality picture that is incorrect. The number of socially desirable answers you gave in the personality questionnaire broadly matches those of the norm group, so we do not expect a bias. We therefore assume that what is in this report is an appropriate representation of your personality. Nevertheless, it is always possible that some of the descriptions do not quite fit you. This depends, among other things, on the way you answered the questionnaire and how well the norm group used suits you and your situation.

# Big Five

## MODERATE



### Extrovert

Extroverted people enjoy interacting with others. They make contact easily. The answers you gave to the personality questionnaire indicate that this is not always the case for you. People with a similar score are fine with being alone sometimes. They don't easily approach others for a question or a conversation, but will first wait a while. They often don't say much in a group either, that only comes when they feel comfortable. They often don't share much about themselves, so it can take a little longer for others to get to know them well.

## NOT STRONG



### Agreeable

People who are agreeable like to give attention to those around them and like to empathise with others. Based on your answers in the questionnaire, this description seems to be less fitting to you. People with a similar score tend to be more business-like. They are less concerned with what others think or feel. They are usually straightforward and not afraid to be critical. An advantage may be that it makes it easier for them to make sensitive decisions. But it can also cause others to feel misunderstood or not taken into account.

## STRONG



### Conscientious

Being conscientious is about working accurately and paying attention to details. People with a similar score like yours, are expected to work very neatly and precisely. They always work with a fully developed plan. They pay close attention to detail and thoroughly check their work when it is finished. As a result, they prevent mistakes and they hardly ever overlook anything.

## STRONG



### Emotional stable

Emotional stability says something about the way someone deals with emotions and tensions. People with a score similar are quite capable of staying calm. They hardly ever get nervous or tense when things are hectic. They usually have an even temper. They don't worry much and are good at putting things into perspective.

## NOT STRONG



### Innovative

People who are innovative are open to new experiences and like to think of new things. They often have creative and original ideas. People with a similar score to you are not so concerned with innovation and improvement. They don't need to know exactly how something works and they don't have a strong urge to change things. They like to give others space to come up with ideas.

# Work ethics

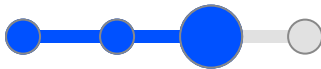
## STRONG



### Constructive

People who are constructive are committed to contributing to the work in a pleasant way. People with a similar score to you are very constructive. They always keep their promises and often take on a tedious job. They put a lot of energy into their work and are 100 percent committed.

## AVERAGE



### Conservative

People who are conservative like to know what to expect and like to have fixed habits. Based on your score, this seems to be the case for you. People with a score similar to you like it when everything is clear and predictable. They like certainties and they need time to get used to changes. That is why they often need a bit of time to adjust when their range of tasks changes or when they have to switch between different activities.

## STRONG



### Structured

People who work in a structured way make a schedule that they largely stick to. They make to-do lists and overviews and keep a close eye on the progress of their work. Based on your score, you seem to strongly use this approach. People with a similar score perform their tasks in a concentrated manner and according to a timetable. It will almost never happen to them that they forget something or that they unexpectedly run out of time.

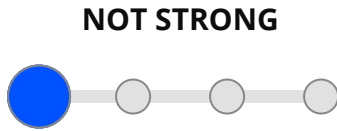
## NOT STRONG



### Goal oriented

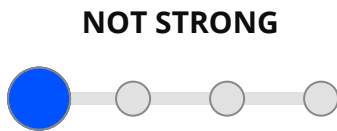
People who are goal-oriented want to deliver good results. They focus on achieving their goals and set high standards for themselves. But not everyone finds it equally important to achieve set goals, some people are fine with it if that doesn't work out. The latter seems to apply to you. People with a similar score are good at accepting that things are going the way they are. They sometimes want to save their energy and are not willing to go to extremes at all costs. They think that good is good enough.

# Social behaviour



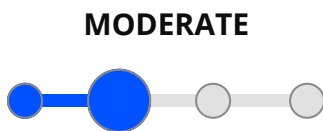
## Contact oriented

Someone who is contact-oriented feels comfortable in social situations and enjoys working together. Based on your score, that seems to be different for you. People with a score similar to yours usually don't hate people or working together. However, they sometimes don't feel very comfortable with others they don't know well, so that contact can be a bit stiff until a bond has been established that makes them feel comfortable. They are also often happy to work alone.



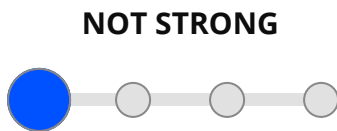
## Socially skilled

People who are socially skilled, know how to present themselves in contact with others. The personality questionnaire gives the impression that this description doesn't quite fit you. People with a similar score aren't able to properly assess some situations, for example because they don't really know what the opinions or interests of those involved are. As a result, they sometimes don't really know what to say or do to make the impression that they'd like to make. They sometimes find it difficult to pick up non-verbal cues in conversation.



## Persuasive

Someone who knows how to influence the behaviour and opinion of others is considered persuasive. People with a similar score to you usually manage to convince others, but they sometimes find it difficult. For example, they have difficulty considering why they think something or explaining their opinion properly. Or they find it difficult to be firm. But they usually manage to find a solution, for example by seeking support from others.



## Inquisitive

People who are inquisitive like to immerse themselves in the topics or people they are involved with. People with a score similar to you don't have this strong curious attitude. They don't think it's very important to know exactly how something works or what exactly is going on with someone else. If they know the main points of what is happening in their environment, then that is more than enough for them. They do not easily feel that they are missing information.

# Stability

## STRONG



### Decisive

Decisive people make quick decisions and take action. From the personality questionnaire, you come across as very decisive. People with a similar score don't dread things and don't dwell on mistakes they have made. They make decisions very quickly. They also move quickly to implement decisions taken.

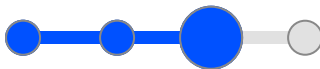
## STRONG



### Self-controlled

People who are self-controlled can keep their emotions well under control. When faced with problems or setbacks, they remain calm and adapt their response to the situation. They will not take criticism or unkindness personally. People with a score similar to yours almost always manage to do this. Even in situations in which they receive criticism, are treated unfairly or have to deal with setbacks or disappointment, they are able to respond in a controlled manner.

## AVERAGE



### Self-confident

People who are confident have a positive attitude towards their own achievements. They don't often need advice or confirmation from others. People with a score similar to yours tend to be confident. They like to decide independently what they do and like to make their own decisions. If necessary, they will seek advice or confirmation from others.

## In conclusion

Reflect critically whether the scores shown in this report correspond with your self-image. It may help to ask someone else about their image of you, and if they see you reflected in the outcomes of the test. This way, you learn what impression you make on others, which can give you new insights.

If you want to study the test results more in-depth, the following questions may be helpful:

- Looking at the strong drives reported, do you recognise yourself? How do you see those characteristics reflected?
- To what extent can you demonstrate your qualities in your current work or in the activities you perform?
- Do you recognise the characteristics that appear to be less strong? How do you deal with this at work? What obstacles or pitfalls do you encounter?