

PERSONALITY TEST REPORT

SAMPLE REPORT

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The Big Five Personality Test offers a concise measure of the five major factors of personality, as well as the six facets that define each factor. Factor scores give a broad global description of an individual. Facet scores describe, in more detail, the specific traits of personality that make up the broad global description.



Content of the report

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Enjoy reading your Personality Test Report!



2. Introduction

Accuracy

High and low score descriptions are usually accurate. However, scores which fall close to the low or high boundaries may describe you less accurately.

The Big Five Personality Factors and Facets

Each of the five factors has 6 facets. It is quite common for facet scores to be in ranges similar to - or close to - the factor score. However, on occasions there can be differences. In such cases we recommend that you pay more attention to the facet scores than to the broad factor scores.

The Big Five Factors

Openness to Experience	Imagination Artistic interests Depth of emotions	Willingness to experiment Intellectual curiosity Tolerance for diversity
Conscientiousness	Sense of competence Orderliness Sense of responsibility	Achievement striving Self-discipline Deliberateness
Extraversion	Warmth Gregariousness Assertiveness	Activity level Excitement seeking Positive emotions
Agreeableness	Trust in others Sincerity Altruism	Compliance Modesty Sympathy
Natural reactions	Anxiety Angry hostility Moodiness/Contentment	Self-consciousness Self-indulgence Sensitivity to stress

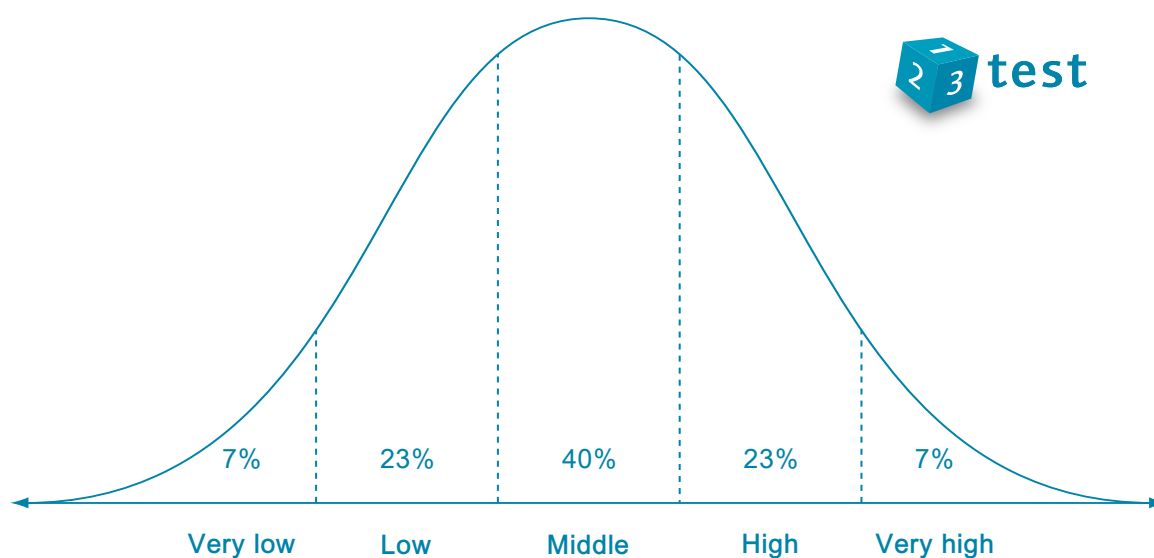


Understanding the scores

This report ranks your scores within a range from 'very low' to 'very high'. To enable you to make a comparison the percentage of people* who normally fall within each range is indicated.

**Normal adult working population. Please note that distribution of scores may differ if comparisons are being made against other cultural, demographic or specific occupational groups.*

You will find that we have described low and high scorers for each of the factors and facets. This has proven to be an effective method of ensuring that people understand the personality trait being measured. People who score in the 'middle' range will be a differing mixture of both the high and low descriptions - but less extreme.



Approximate distribution for normal adult working population:

Ranges	Very low	Low	Middle	High	Very high
Cumulative percentile	< 7%	7%-30%	30%-70%	70%-93%	> 93%
Range size	7%	23%	40%	23%	7%



The Strongest Personality Factor

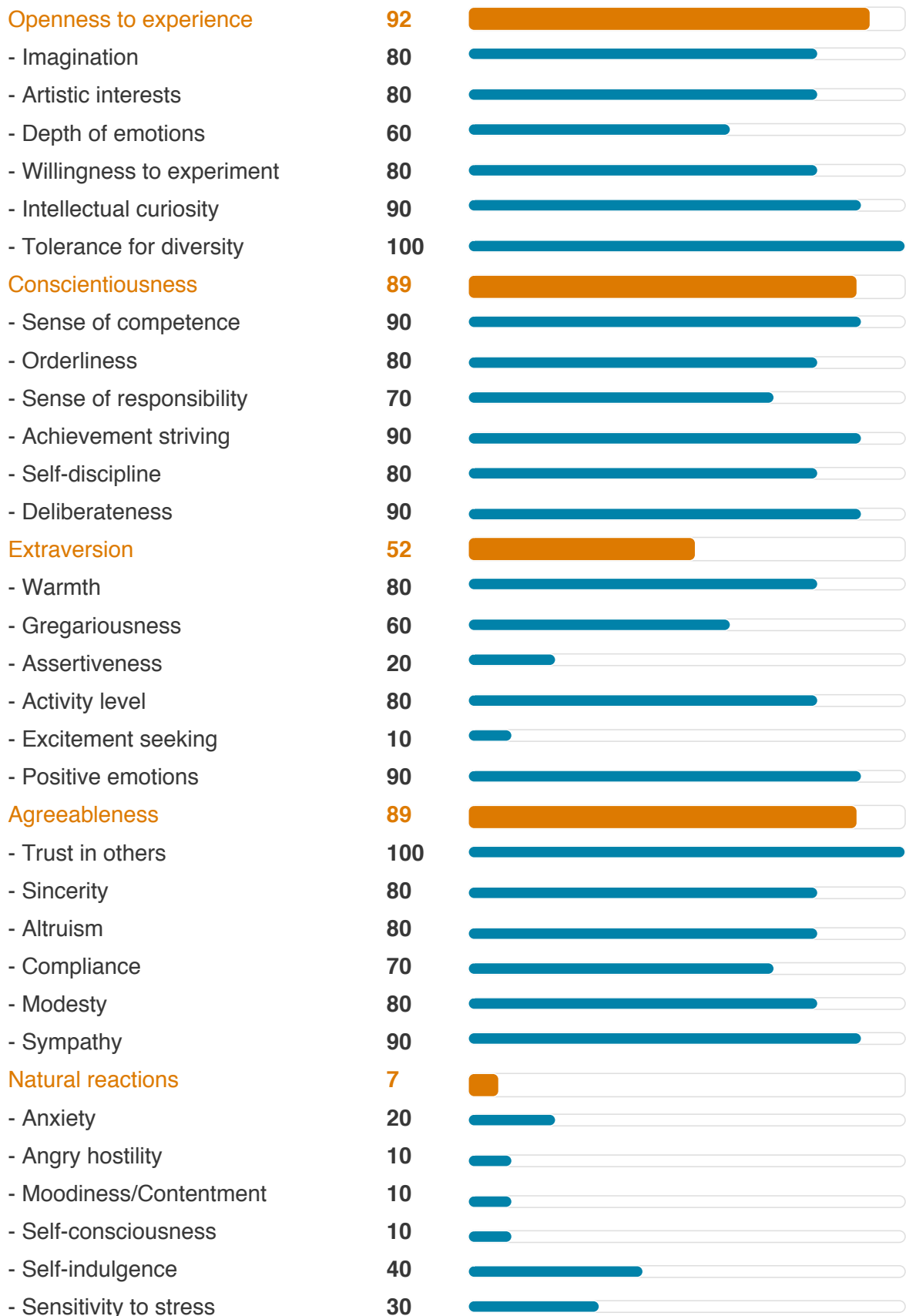
The Factor test score furthest away from 50 - above or below - indicates the person's strongest personality trait.

This personality trait is likely to have the greatest influence on your overall behaviour, motivation, values and reactions to life and work situations. The next furthest away from 50 - above or below - is likely to have the next greatest influence and so on.

Score range descriptions

Score descriptions are usually accurate. However, if the score falls close to a boundary, the description may be less accurate.

3. Part One - Overview





The Big Five Factors	Describing a low range scoring person.	Percentile (Range)	Describing a high range scoring person.
Openness to experience	Traditionalist - down-to-earth practical - conservative - prefers traditional outlooks and technical problem-solving	92 (High)	Imaginative - open-minded - experimental - prefers creative conceptual problem-solving
Conscientiousness (Work Ethic)	Spontaneous - disorganised prefers flexible plans - dislikes precise details	89 (High)	Conscientious - disciplined - efficient - well organised - likes precise detail - strong sense of duty - (Very high scorers could be described as workaholics)
Extraversion	Reserved - formal - serious - quiet - prefers working alone - avoids direct leadership roles	52 (Middle)	Outgoing - friendly - assertive - likes working with others - enjoys direct leadership roles
Agreeableness	Hard-headed - sceptical competitive - proud - prefers competition over co-operation	89 (High)	Compassionate - eager to please - good natured - prefers co-operation over competition and conflict
Natural reactions	Not easily upset in stressful situations - relaxed - resilient - calm	7 (Very low)	Experiences negative emotional reactions and feelings of anxiety - prone to worry - easily upset



4. Part Two - A more in-depth look

The facets that make up the five factors describe the distinctiveness and uniqueness of an individual in more detail. There are 6 facets for each factor. The scores and statements in this report are based on your pattern of responses to the Big Five Personality Test. These scores have been interpreted by a team of business psychologists.

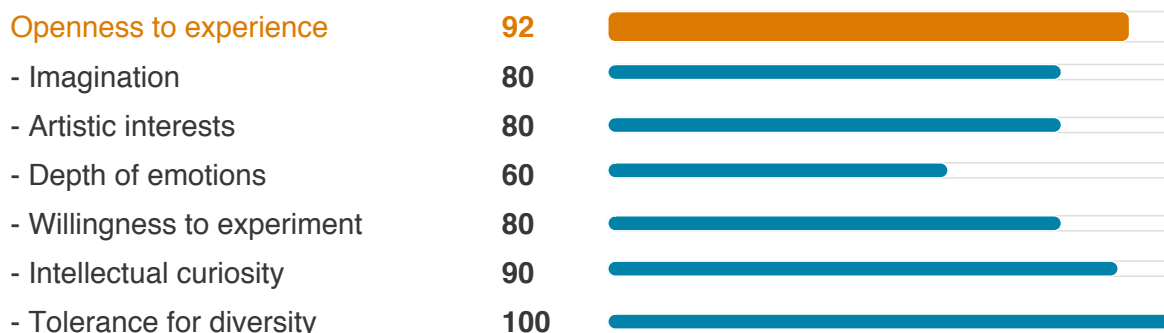
Resist reading 'good' or 'bad' into any of the scores or statements. Whether a person's behaviour can be described as 'good' or 'bad' will depend on the situation. What may be described as an asset - say, strong assertiveness for example - in one situation may prove to be a liability in another situation.

Even though our tendency to act in consistent patterns is strong we do not always respond the same way to all situations. Therefore, you may want to visualise yourself in several different situations that you normally face in your life. This might help to clarify any descriptions in this report.



4.1. Area measured: Openness to experience

Visual summary



Openness to experience describes an individual's pro-active seeking and appreciation of experience for its own sake. High scorers are imaginative and open-minded. They like to work in a challenging, changing environment. Low scorers like routine and prefer to be conventional.

Openness is often perceived as healthier or more mature. However, both open and closed styles of thinking are useful in different environments. The intellectual style of the open person may serve a teacher or strategist well. However, research has shown that closed thinking is related to superior job performance in investigative work, sales and a number of service occupations.

Your responses to the Big Five Personality Test indicate that...

Your score for Openness to experience is 92 - which is in the high range.

People who know you well - not just necessarily people who like you - are likely to describe you in one or more of the following ways:

Imaginative - open minded - experimental - creative - willing to consider new ideas - curious - willing to change - willing to challenge tradition - sensitive to feelings - doesn't like routine - doesn't particularly like 'making small-talk' - unconventional.



The following facet scores will not necessarily always be within the same score range as the factor score. Sometimes they can be very different. These differences are a reflection of your unique personality. Differences can also help you more precisely identify strengths, limitations, coaching and monitoring needs.

The 6 Facets of Openness to experience:	Describing a low range scoring person.	Percentile (Range)	Describing a high range scoring person.
Imagination	Practical - matter-of-fact	80 (High)	Inventive - original - imaginative - creative
Artistic interests	Not interested in art and beauty	80 (High)	Appreciates art, music & poetry - artistic - stylish
Depth of emotions	Disregards feelings & emotions - controlled	60 (Middle)	Experiences deep & varied emotions - responsive
Willingness to experiment	Prefers the tried & true - narrow range of behaviour - predictable	80 (High)	Likes to try new & varied activities - versatile
Intellectual curiosity	Limited curiosity - narrowly focused	90 (High)	Intellectually curious - has many interests - open-minded
Tolerance for diversity	Conservative - dogmatic - conventional - tradition bound	100 (Very high)	Ready to re-examine principles



Facets of Openness to Experience

Imagination

To imaginative individuals the real world is often too plain and ordinary. High scorers for this facet use fantasy, not as an escape, but as a way of creating for themselves, a more richer and interesting inner-world. Low scorers are more likely to relate to facts than to fantasise. They are more 'matter-of-fact' and prefer to keep their minds on the task at hand.

You scored 80 which is in the high range.

Artistic interests

High scorers in this area love beauty, both in art and in nature. They become easily involved and absorbed in artistic and natural events. They are not necessarily artistically trained nor talented, although many will be. The defining features of this facet are interest in and appreciation of natural and artificial beauty. Low scorers lack aesthetic sensitivity and interest in the arts.

You scored 80 which is in the high range.

Depth of emotions

People who score high for this facet have good access to and awareness of their own feelings. Low scorers are less aware of their feelings and tend not to express their emotions openly.

You scored 60 which is in the middle range.

Willingness to experiment

High scorers are eager to try new activities, travel to foreign lands and experience different things. They find familiarity and routine boring. Low scorers tend to feel uncomfortable with change and prefer familiar routines.

You scored 80 which is in the high range.

Intellectual curiosity

High scorers for Intellectual curiosity love to play with ideas. They are open-minded to new and unusual ideas and like to debate intellectual issues. They enjoy intellectual

problems, puzzles and brain teasers. Low scorers prefer dealing with either people or things rather than ideas. They regard intellectual exercises as a waste of time.

You scored 90 which is in the high range.

Tolerance for diversity

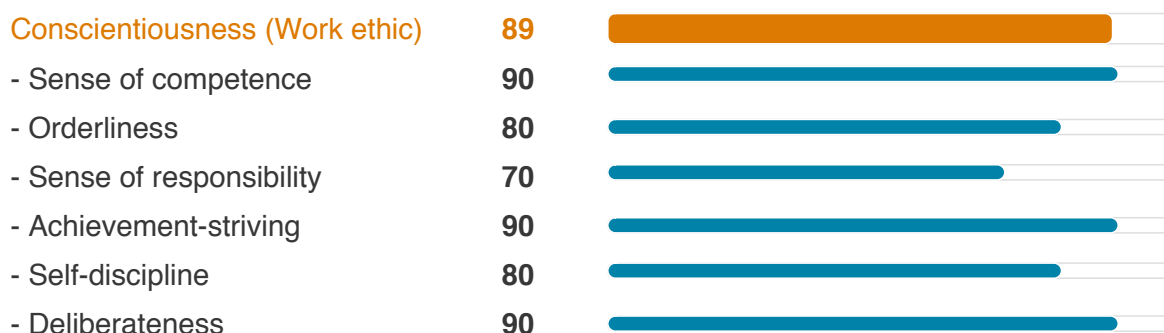
Tolerance for diversity refers to a readiness to challenge authority, convention and traditional values. In its most extreme form, it can even represent outright hostility toward rules, sympathy for law-breakers and a love of ambiguity, chaos and disorder. People who score low in this area tend to accept authority and prefer the security and stability brought by conformity to tradition. They are generally conservative in their outlook to life.

You scored 100 which is in the very high range.



4.2. Area measured: Conscientiousness (Work ethic)

Visual summary



Conscientiousness describes how organised, motivated and thorough an individual is in life and in pursuing goals. High scorers are methodical, self-motivated and well organised. Low scorers are easy going, less focused and less inclined to make plans.

The benefits of high conscientiousness are obvious. Conscientious individuals avoid trouble and achieve high levels of success through purposeful planning and persistence. They are also positively regarded by others as intelligent and reliable. On the negative side, they can be compulsive perfectionists and workaholics. Furthermore, extremely conscientious individuals might be regarded as stuffy and boring.

People lacking in conscientiousness may be criticised for their unreliability, lack of ambition and failure to stay within the lines, but they will experience many short-lived pleasures and they will never be called stuffy.

Your responses to the Big Five Personality Test indicate that...

Your score for Conscientiousness is 89 - which is in the high range.

People who know you well - not just necessarily people who like you - are likely to describe you in one or more of the following ways: Hard working - careful - reliable - self-confident - principled - achievement oriented - industrious - determined.



The following facet scores will not necessarily always be within the same score range as the factor score. Sometimes they can be very different. These differences are a reflection of your unique personality. Differences can also help you more precisely identify strengths, limitations, coaching and monitoring needs.

The 6 Facets of Conscientiousness:	Describing a low range scoring person.	Percentile (Range)	Describing a high range scoring person.
Sense of competence	Easily distracted - ill-prepared - unsure	90 (High)	Competent - self-confident - resourceful
Orderliness	Disorganised - careless	80 (High)	Neat and tidy - methodical - orderly
Sense of responsibility	Casual - unreliable - irresponsible	70 (Middle)	Ethical - principled - dependable
Achievement striving	Lackadaisical - complacent - lacks direction	90 (High)	Driven to achieve - ambitious - goal-oriented - enterprising
Self-discipline	Lacks self-discipline - unfocused - procrastinates	80 (High)	Self-motivated - persevering - completes tasks
Deliberateness	Hasty - impatient - impulsive	90 (High)	Thinks carefully - thorough - cautious



Facets of Conscientiousness

Sense of competence

To imaginative individuals the real world is often too plain and ordinary. High scorers for this facet use fantasy, not as an escape, but as a way of creating for themselves, a more richer and interesting inner-world. Low scorers are more likely to relate to facts than to fantasise. They are more 'matter-of-fact' and prefer to keep their minds on the task at hand.

You scored 90 which is in the high range.

Orderliness

High scorers in this area love beauty, both in art and in nature. They become easily involved and absorbed in artistic and natural events. They are not necessarily artistically trained nor talented, although many will be. The defining features of this facet are interest in and appreciation of natural and artificial beauty. Low scorers lack aesthetic sensitivity and interest in the arts.

You scored 80 which is in the high range.

Sense of responsibility

People who score high for this facet have good access to and awareness of their own feelings. Low scorers are less aware of their feelings and tend not to express their emotions openly.

You scored 70 which is in the middle range.

Achievement-striving

High scorers are eager to try new activities, travel to foreign lands and experience different things. They find familiarity and routine boring. Low scorers tend to feel uncomfortable with change and prefer familiar routines.

You scored 90 which is in the high range.

Self-discipline

High scorers for Intellectual curiosity love to play with ideas. They are open-minded to new and unusual ideas and like to debate intellectual issues. They enjoy intellectual

problems, puzzles and brain teasers. Low scorers prefer dealing with either people or things rather than ideas. They regard intellectual exercises as a waste of time.

You scored 80 which is in the high range.

Deliberateness

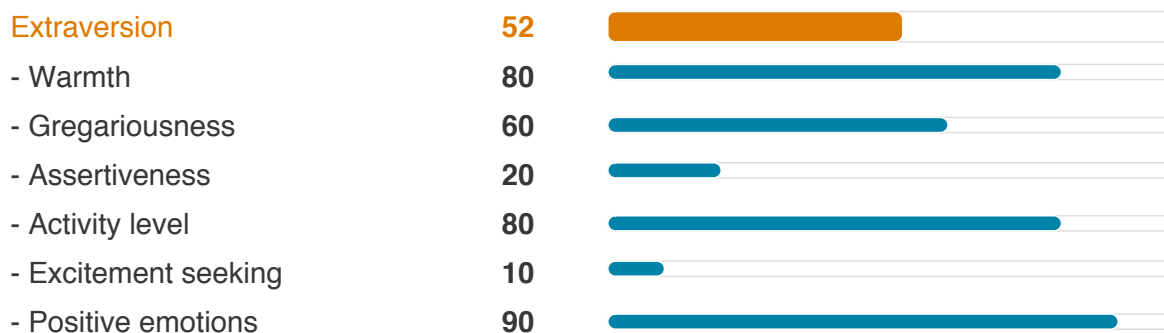
Tolerance for diversity refers to a readiness to challenge authority, convention and traditional values. In its most extreme form, it can even represent outright hostility toward rules, sympathy for law-breakers and a love of ambiguity, chaos and disorder. People who score low in this area tend to accept authority and prefer the security and stability brought by conformity to tradition. They are generally conservative in their outlook to life.

You scored 90 which is in the high range.



4.3. Area measured: Extraversion

Visual summary



Extraversion describes how energetic and enthusiastic a person is when dealing with people. It describes an individual's preference for quantity and intensity of interpersonal relationships.

High scorers are outgoing and actively look for the company of people. The higher the score the more likely this description will apply. Low scorers tend to be serious and reserved preferring not to be with a large number of people.

Your responses to the Big Five Personality Test indicate that...

Your score for Extraversion is 52 - which is in the middle range.

People who know you well - not just necessarily people who like you - are likely to describe you in one or more of the following ways:

Composed - a fairly friendly type of person - usually relaxed - reasonably sociable - fairly energetic - usually enthusiastic.



The following facet scores will not necessarily always be within the same score range as the factor score. Sometimes they can be very different. These differences are a reflection of your unique personality. Differences can also help you more precisely identify strengths, limitations, coaching and monitoring needs.

The 6 Facets of Extraversion:	Describing a low range scoring person.	Percentile (Range)	Describing a high range scoring person.
Warmth	Reserved - cool - formal	80 (High)	Friendly - affectionate - cheerful
Gregariousness	Bit of a loner - likes own company	60 (Middle)	Gregarious - needs & likes people
Assertiveness	Quiet - passive - submissive	20 (Low)	Self-confident - assertive - forceful - dominant
Activity level	Sedentary - slow-paced - inactive	80 (High)	Energetic - busy - fast-paced
Excitement seeking	Avoids risks - composed - conventional - uncomplicated	10 (Low)	Pleasure-seeking - daring - adventurous
Positive emotions	Calm - tranquil - serious - sober	90 (High)	Enthusiastic - cheerful - positive - exuberant



Facets of Extraversion

Warmth

High scorers genuinely like other people and openly demonstrate positive feelings towards others. They make friends quickly and it is easy for them to form close, intimate relationships. Low scorers are not necessarily cold and hostile, but they do not reach out to others and they are more reserved and formal.

You scored 80 which is in the high range.

Gregariousness

Gregarious people find the company of others pleasantly stimulating and rewarding. They enjoy the excitement of crowds. Low scorers tend to feel overwhelmed by large crowds and gatherings. Consequently they are likely to avoid putting themselves in such situations. They do not necessarily dislike being with people sometimes, however, their need for privacy and time to themselves is much greater than for individuals who score high for this facet.

You scored 60 which is in the middle range.

Assertiveness

High scorers for Assertiveness like to speak out, take charge and direct the activities of others. They tend to be leaders in groups. Low scorers tend to keep in the background letting others take control. They are likely to be less talkative and less outgoing than people who score high for this area.

You scored 20 which is in the low range.

Activity level

Active individuals lead fast-paced and busy lives. They do things and move about quickly, energetically, vigorously and they get involved in many activities. People who score low in this area follow a slower and more leisurely, relaxed pace.

You scored 80 which is in the high range.

Excitement seeking

High scorers for this area of personality are easily bored without high levels of

stimulation. They like the bright lights and hustle and bustle. They are likely to take risks and seek thrills. Low scorers are overwhelmed by noise and commotion and are adverse to thrill-seeking.

You scored 10 which is in the low range.

Positive emotions

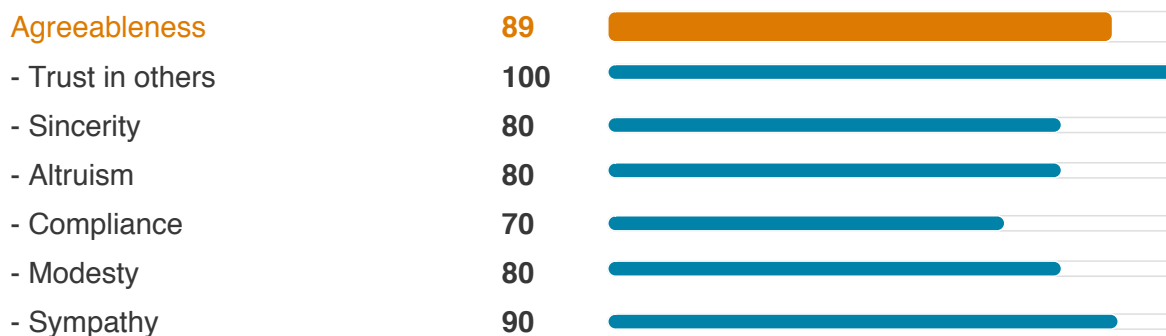
This facet measures positive mood and feelings. People who score high for this area normally experience a range of positive feelings, including happiness, enthusiasm, optimism and joy. Low scorers are not necessarily unhappy people, they are just less high spirited and exuberant.

You scored 90 which is in the high range.



4.4. Area measured: Agreeableness

Visual summary



Agreeableness describes a person's attitudes towards other people.

High scorers are compassionate, frank and co-operative. Agreeable people have an optimistic view of human nature. They believe people are basically honest, decent and trustworthy. Low scorers are emotionally tough and generally unconcerned about other people. They are independent, self-reliant and competitive. Sometimes their scepticism about others' motives causes them to be suspicious, unfriendly and un-cooperative.

Agreeableness is obviously advantageous for attaining and maintaining popularity. Agreeable people are better liked than disagreeable people. On the other hand, agreeableness is not useful in situations that require tough or absolute objective decisions. Low scorers can make excellent scientists, critics, or members of the armed forces.

Your responses to the Big Five Personality Test indicate that...

Your score for Agreeableness is 89 - which is in the high range.

People who know you well - not just necessarily people who like you - are likely to describe you in one or more of the following ways:

Compassionate - agreeable - candid - unselfish - conciliatory - gentle.



The following facet scores will not necessarily always be within the same score range as the factor score. Sometimes they can be very different. These differences are a reflection of your unique personality. Differences can also help you more precisely identify strengths, limitations, coaching and monitoring needs.

The 6 Facets of Agreeableness:	Describing a low range scoring person.	Percentile (Range)	Describing a high range scoring person.
Trust in others	Tendency to be sceptical - suspicious - cynical - distrusting	100 (Very high)	Believe what they hear and see - accepting - forgiving - trusting
Sincerity	Cautious - guarded - manipulative - indirect	80 (High)	Candid - sincere - frank - forthright
Altruism	Self-absorbed - highly self-interested	80 (High)	Keen to help others - considerate - soft-hearted
Compliance	Outspoken - competitive - headstrong - stubborn	70 (Middle)	Co-operative - compliant - deferent
Modesty	Proud - self-satisfied	80 (High)	Humble - self-effacing - unassuming
Sympathy	Calculating - coldly realistic - hard-headed - tough-minded	90 (High)	Soft-hearted - easily moved - understanding - compassionate



Facets of Agreeableness

Trust in others

People who score high in this area fundamentally assume that most people are fair, honest and have good intentions. They take people at face value and they are willing to forgive and forget. People who score low for this facet tend to be rather sceptical and distrust other people's intentions. They have a tendency to assume that others might be attempting to deceive them or be devious.

You scored 100 which is in the very high range.

Sincerity

High scorers for this facet see no need for pretence or manipulation when dealing with others and are therefore candid, frank and genuine. Low scorers believe that a certain amount of deception or not telling 'the whole truth' in business and social relationships is acceptable, even a necessity.

You scored 80 which is in the high range.

Altruism

Altruistic people find helping other people genuinely rewarding. Consequently, they are usually willing to assist those who are in need. Altruistic people find that doing things for others is a form of self-fulfilment rather than self-sacrifice. Low scorers do not particularly like helping those in need or getting involved in other people's problems. Requests for help feel like an imposition rather than an opportunity for self-fulfilment.

You scored 80 which is in the high range.

Compliance

Individuals who score high for Compliance dislike confrontations. They are perfectly willing to compromise or to deny their own needs in order to get along with others. Those who score low would much rather prefer to compete than co-operate. They are outspoken and not inhibited about expressing their anger easily. They may intimidate others in order to get their own way.

You scored 70 which is in the middle range.

Modesty

High scorers are unassuming, rather self-effacing and humble. However it is important to understand that they are not necessarily lacking in self-confidence or self-esteem. Low scorers believe they are superior to other people. They may tend to be rather arrogant and perceived by others to be conceited.

You scored 80 which is in the high range.

Sympathy

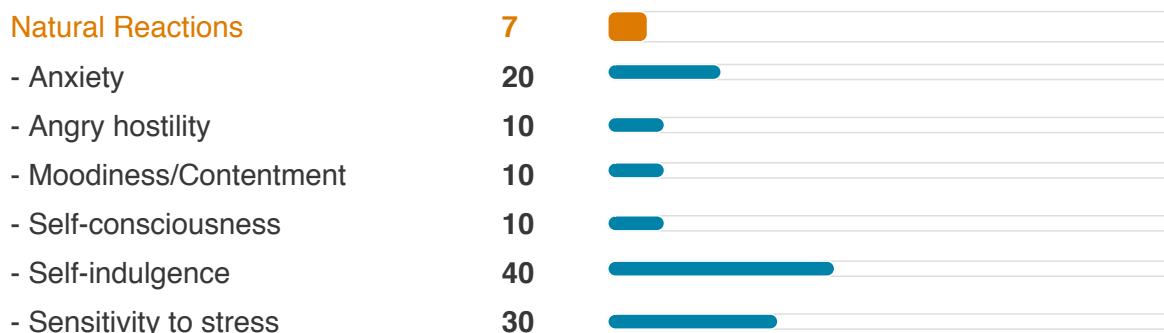
People who score high for this area are tender-hearted and compassionate. They feel the pain of others vicariously and are easily moved to pity. Low scorers are not affected strongly by human suffering. They pride themselves on making objective judgments based on reason. They are more concerned with truth and impartial justice than with mercy.

You scored 90 which is in the high range.



4.5. Area measured: Natural reactions

Visual summary



Natural reactions measures the different ways people have of reacting emotionally to the pressures and stresses of everyday life. Individuals who score low in Natural reactions are emotionally resilient and are not easily upset. They tend to be calm, relaxed and rarely experience negative feelings. They cope well under pressure. People who score in the high ranges have strong, overly-sensitive and emotional natural reactions. They respond emotionally to events that do not affect a lot of people and their reactions tend to be more intense. They are more likely to interpret ordinary situations as threatening and minor frustrations as 'big problems'. These strong 'natural reactions' can diminish a person's ability to think clearly, make decisions and cope effectively with stress.

Your responses to the Big Five Personality Test indicate that...

Your score for Natural reactions is 7 - which is in the very low range.

People who know you well - not just necessarily people who like you - are likely to describe you in one or more of the following ways:

Well balanced - relaxed - clear thinking - decisive - composed - resilient - unflappable.



The following facet scores will not necessarily always be within the same score range as the factor score. Sometimes they can be very different. These differences are a reflection of your unique personality. Differences can also help you more precisely identify strengths, limitations, coaching and monitoring needs.

The 6 Facets of Natural Reactions:	Describing a low range scoring person.	Percentile (Range)	Describing a high range scoring person.
Anxiety	Calm - relaxed - carefree	20 (Low)	Worrying - apprehensive - tense
Angry hostility	Easygoing - patient - even tempered	10 (Low)	Short-tempered - irritable - intense
Moodiness/ Contentment	Contented - upbeat - hopeful	10 (Low)	Pessimistic - prone to be discontent
Self-consciousness	Socially confident - self-assured	10 (Low)	Inhibited - self-conscious - easily embarrassed - shy
Self-indulgence	Consistently stands firm - self-denying - resists temptation	40 (Middle)	Easily tempted - self-indulgent
Sensitivity to stress	Thinks clearly in stressful situations - self-confident - poised - clear-thinking	30 (Low)	Panics easily - confused - dependent



Facets of Natural Reactions

Anxiety

The 'fight-or-flight' system of the brain of anxious individuals is too easily and too often engaged. Therefore, people who score high in this area often feel like something unpleasant, threatening or dangerous is about to happen. They may be afraid of specific situations or just generally fearful. They often feel rather tense, jittery and nervous. People low in Anxiety are generally relaxed, calm and fearless. They tend not to worry about things that might go wrong.

You scored 20 which is in the low range.

Angry hostility

This facet measures the tendency to feel angry. (Whether or not a person expresses annoyance and hostility depends on his or her level of Agreeableness.) People who score high for Angry hostility feel enraged when things do not go their way. They are easily provoked and overly sensitive about being treated fairly. They feel resentful and bitter when they think they are being cheated. Low scorers are much more easy going and less likely to be provoked. They do not get angry often or easily.

You scored 10 which is in the low range.

Moodiness/Contentment

This facet measures normal differences in the way that people react to life's ups and downs. People who score high in this area are prone to feeling sad, dejected, guilty and discouraged when faced with problems. They often lack energy and have difficulty initiating activities that may resolve their problems. People who score low in this area are less likely to experience these emotions. This doesn't mean that they are necessarily more bubbly, cheerful and lighthearted people, (these are behaviours that are associated with Extraversion).

You scored 10 which is in the low range.

Self-consciousness

Self-conscious individuals are sensitive about what others think of them. Their concern about rejection and ridicule cause them to feel shy and uncomfortable around others. They are easily embarrassed. They fear that others will criticise or make fun

of them are exaggerated and unrealistic. However, their awkwardness and discomfort may make these fears a self-fulfilling prophecy. Low scorers, in contrast, do not suffer from the mistaken impression that everyone is watching and judging them. They do not necessarily have good social skills, they simply feel less nervous in social situations.

You scored 10 which is in the low range.

Self-indulgence

People who score in the high range for this facet feel strong cravings and urges that they have difficulty resisting - even though they know that they are likely to regret it later. They tend to be oriented toward short-term pleasures and rewards rather than long-term consequences. Low scorers do not experience strong, irresistible cravings and consequently do not find themselves tempted to over indulge.

You scored 40 which is in the middle range.

Sensitivity to stress

High scorers have difficulty in coping with stress. They tend to feel vulnerable. They experience panic, confusion or helplessness when under pressure and when facing emergency situations. Low scorers feel more capable, competent and clear-thinking in difficult situations or when under pressure.

You scored 30 which is in the low range.

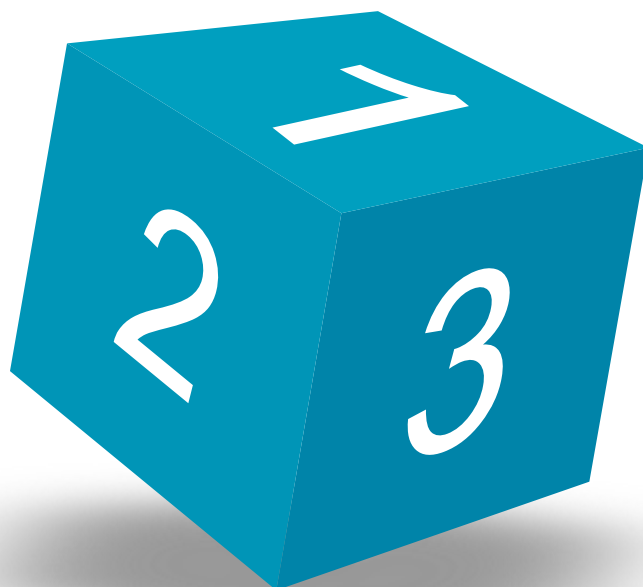


5. In conclusion

Some people are naturally more modest while others gladly sing their own praises. Because this report reflects how you see yourself, the results may have been influenced in a certain direction. You can also have someone else who knows you relatively well complete the test about you. Differences as compared to the test you completed for yourself may say something about your self-image or the way you show yourself to others.

Personality traits are generally considered to be relatively constant over the course of time. It is therefore wiser to look at the traits that you have and how they can be used to your advantage than to try to change a trait. That is much more difficult if not impossible, and requires relatively much more energy. Moreover, a certain trait that is less desirable in some situations can be highly advantageous in another situation, work or otherwise. The challenge is finding a hobby, study, partner, and home or work environment that is the best suited to your personality. The better the fit between your environment and your personality, the more at ease you will be and the better you will feel. This can be translated into happiness, success or pleasant relationships with others.

Lastly, it should be noted that this test measures five of your personality traits. A person's personality cannot, however, be completely expressed in five traits. Each individual is too unique to determine exactly how his or her personality works merely based on a list of questions. This test gives you the vocabulary with which you can look at yourself in comparison to others and learn from that comparison. In other words, understand that the test summarizes your personality without an ultimate total judgment. That is theoretically nearly impossible to do.



Contact us at info@123test.com

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