

Personality Insight

Taken by: **Boyang Yan**

Date taken: **Thursday, 24 February 2022**

	Low				High
Extraversion	<div></div>	<div></div>			
Agreeableness	<div></div>	<div></div>			
Emotional stability	<div></div>	<div></div>	<div></div>	<div></div>	
Conscientiousness	<div></div>	<div></div>	<div></div>	<div></div>	
Openness	<div></div>	<div></div>	<div></div>		

YOUR RESULTS:

Extraversion	<div></div>	<div></div>			
---------------------	-------------	-------------	--	--	--

You scored in the lower range on Extraversion, which means you may be less outgoing and more comfortable working by yourself. You may prefer a job in which you have plenty of time to think alone and where there is less need to be sociable. IT roles, home working from a computer are obvious choices, but also look at sales type roles where you need to spend a lot of time on the road and have to be comfortable with your own company.

Tips

- With a new role, consider the extent to which you will be working alone or in a small team. You are likely to find too much interaction with others wearing. Make sure you have the reflection time and space (physically as well as mentally) that you will need.
- If you are preparing for an interview, make sure that you talk to the people around you to gather advice, hints and tips from others about the prospective role and on how to do your best. Don't just rely on on-line research and reading.
- If you are attending an assessment centre/extended interview, remember that the assessors may require you to talk and participate more than you might have to in the job you are applying for.
- As an introvert, ensure you share what you are thinking and make a significant contribution; don't allow others to fill in the gaps for you or to interrupt.
- In interviews, make sure that you talk about yourself sufficiently to give the interviewer the best evidence you've got. Don't wait for prompting questions, they may never come.
- Identify good ice breaking questions to help you get the conversation started.
- Encourage yourself to talk a little so that they know you are interested and willing to be engaged in discussion.

Agreeableness	<div></div>	<div></div>			
----------------------	-------------	-------------	--	--	--

You have scored in the lower range on Agreeableness. You tend to have your own interests at heart and are unlikely to feel the need to keep the peace or co-operate with others, especially if there is a difference of opinion. Being less concerned about what others think, you are likely to be confident about expressing your views.

Tips

- If you are moving within an organisation you know, then consider how your personality might influence your choice of role and in particular leadership roles that require more independence of mind and action. People who voice their opinions and pursue goals are more likely to suit the demands of a leadership role.
- If you are preparing for an interview ensure you have some evidence or examples of compromising in favour of the wider team goals and achieving your own aims without alienating other people.
- If you are attending an assessment centre/extended interview, make sure that you build rapport with others and persuade them to buy into your way of thinking. Allow others to voice their views and be visible in facilitating others to speak and express their opinions.
- If you are low on agreeableness you may thrive in organisations or roles where a strong leader is required, where a directive approach is valued as are individuals who are not daunted by working with conflict or driving through unpopular decisions or policies.

Emotional stability	<div></div>	<div></div>	<div></div>	<div></div>	
----------------------------	-------------	-------------	-------------	-------------	--

You scored high on Emotional Stability, which means you are likely to have an elevated tolerance for stress or pressured environments. You are likely to be able to think and act quickly, even in times of emergency. You are less easily upset and tend to be calm in a crisis. You may also find that you are also less sensitive to the feelings of others.

Tips

- When looking at new roles and opportunities, be aware of your value as a potential people manager. Prospective employers will benefit from your ability to stay calm and in control and instil this in others. Ask about the opportunities to take on more responsibility for others.
- If you are preparing for an interview, make sure you benefit from your calm approach, but remember that a few nerves are a good thing for raising anxiety and therefore performance levels.

- If you are attending an assessment centre/extended interview, be aware of coming across to prospective employers as someone who is too laid back or in control of their emotions and unlikely to respond to a rise in stress or pick up the rise in emotions in others.
- You may thrive in jobs that require people to be calm and collected e.g. high pressure environments where meeting deadlines is vital. Identify jobs and careers that could value an ability to stay composed in a crisis.

Conscientiousness

You have scored high on Conscientiousness, meaning you are likely to be tidy, proficient and highly organised. You are also likely to be efficient at tasks and meeting deadlines and working at a steady and even pace. You may also feel frustration at not being able to finish tasks or with others who do not work in a similar way to yourself.

Tips

- If you are moving within an organisation you know, consider how highly a conscientious approach is regarded in the available roles. In some jobs, the end result may be more important than the process of getting there. Consider roles that require a focus on compliance and regulation if that attracts you. Do these activities exist in your organisation?
- If you are preparing for an interview, you are likely to do all you can to prepare for an interview. Ensure that you do not over prepare e.g. over-rehearsing set answers to questions you think might be asked by interviewers. Interviewers want you to answer their questions as part of a two-way conversation and not just receive the information you want to give them.
- If you are attending an assessment centre/extended interview, there is only so much you can do to prepare for assessment centre exercises and you may need to relax some of your expectations in order to be successful. During the assessment centre, for example, you may find you need to trade off accuracy for speed in some of the timed assessments, such as the ability or reasoning tests and written exercises that require pre-reading. There may be some exercises where you are unable to finish such as the ability tests, but this is often the way they are designed i.e. to stretch your abilities to the highest level.
- If you are high on conscientiousness you may be attracted to jobs that require a high amount of self-discipline, regulation and an emphasis on achieving results on time and to budget. You are also likely to be effective at researching your future job or direction.

Openness

You scored in the middle range for Openness. You are likely to enjoy some measure of change, but also appreciate stability in some areas. You may know that whilst enjoying variety and new experiences there is likely to be some comfort in taking on routine and familiar tasks. You are likely to accept that some changes are inevitable at work and you are likely to take this in your stride.

Tips

- When looking to move within the organisation, get more information about a potential new role to try to gauge the amount of change going on in different departments to see where you would best fit.
- With a new role, consider if the job has the right balance of requiring some creativity and imagination, but that it is not expected all the time.
- If you are preparing for an interview, remember that, depending on the type of new employer, you may have colleagues who value the status quo. You may have to work hard to persuade them of the benefits of changing the way they operate. Illustrate how you will strike the balance between following processes yet challenging things which need to be changed.
- If you are attending an assessment centre/extended interview, think about your flexibility and approach to change. Ensure that you demonstrate both sides of your preferred style by being structured yet willing and able to deviate from this if necessary.
- If you are thinking of changing career or direction, remember that most jobs have some elements of the routine; identify your ideal balance between variety and routine tasks before you rule out certain careers and job roles

ABOUT THIS ASSESSMENT:

There are lots of theories of personality and behaviour. What makes us behave and think the way we do has fascinated psychologists and scientists for decades. One of the dominant and current of theories is the Big 5. The Big 5 are the most overriding personality traits that we can see and measure in people. They are the most basic breakdown of personality traits and account for some of the differences we see between people. There are no 'right' or 'wrong' personalities, just a fit or mismatch to a particular role. In summary they are:

- Openness to experience: how inventive and curious you are; how much you like a variety of experience.
- Conscientiousness: how self-disciplined, planned and organised you are.
- Extraversion: how outgoing or talkative you are; to what extent you like the company of others.
- Agreeableness: how friendly, compassionate and cooperative you are.
- Emotional Stability: your ability to control emotions and not be overly sensitive to the feelings of others; how confident you are.