

# Big 10

## personality assessment

**John Smith**

This report is produced on behalf of John Smith who completed the Tests For Personality Big 10 Personality Assessment on 21-03-2022. The results are likely to be valid for 18-24 months.

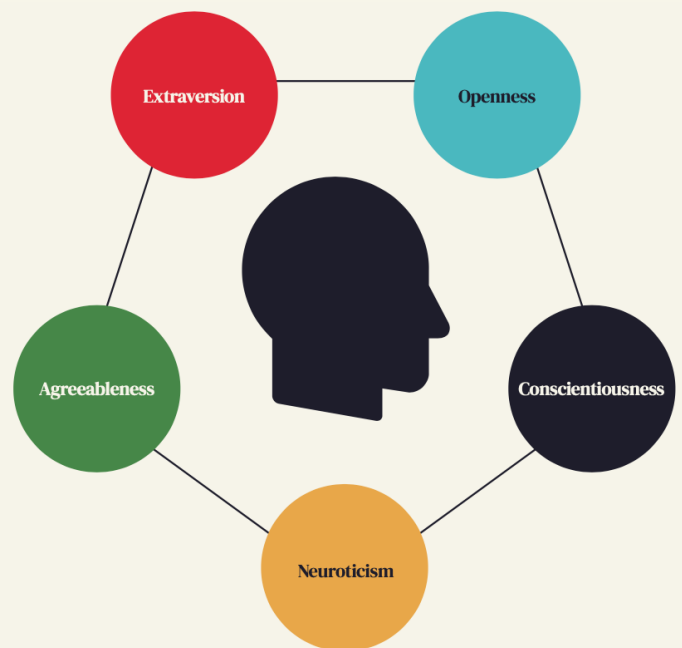
The questionnaire has asked you to describe your behaviour and preferences in relation to personality traits that research has linked to effectiveness in social situations such as at work. This report has summarised your responses and compared them with a large group of people (norm group) who have also completed the same questionnaire. Thus, the results are shaped by a meaningful comparison with others.

It is important to recognise that this report is restricted to the answers provided in this questionnaire and further meaning is established by comparing the results with a norm group. That said, this report provides rich insight into some important aspects of personality and enables you to predict how you are likely to behave.

## Profile Chart

This report summarises responses into 10 individual scales, which themselves fall under five broader domains:

- 1. Openness** is about the active seeking and appreciation of experiences and possibilities.
- 2. Conscientiousness** is about the degree of organisation, persistence, control and motivation in goal directed behaviour.
- 3. Extraversion** is about the amount and intensity of energy directed towards social activities & people.
- 4. Agreeableness** is about the kinds of interactions an individual prefers to have with others.
- 5. Neuroticism** is about the degree to which an individual is prone to psychological distress.

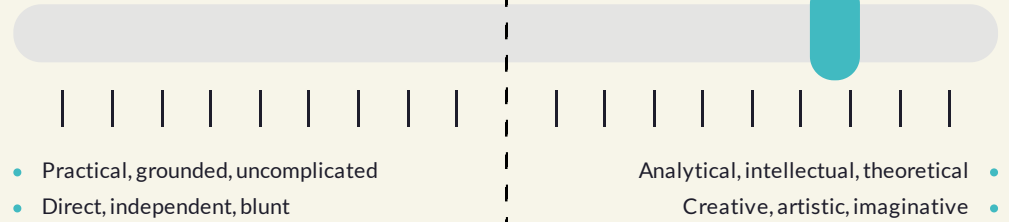


Low scorers tend to be described as

High scorers tend to be described as

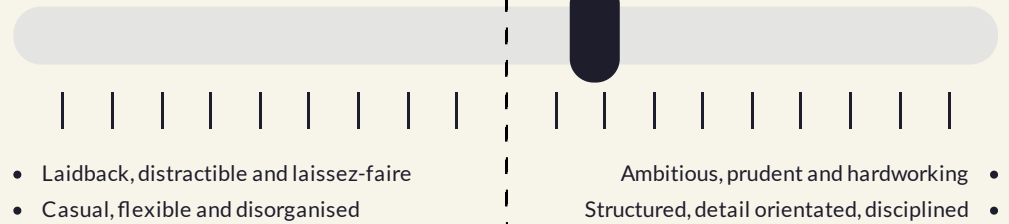
### Openness

- 1. Curiosity
- 2. Creativity



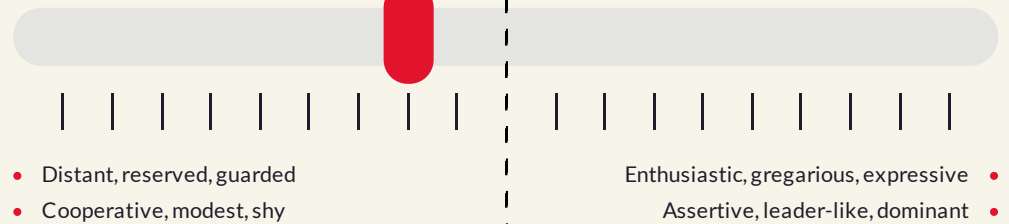
### Conscientiousness

- 3. Industriousness
- 4. Organisation



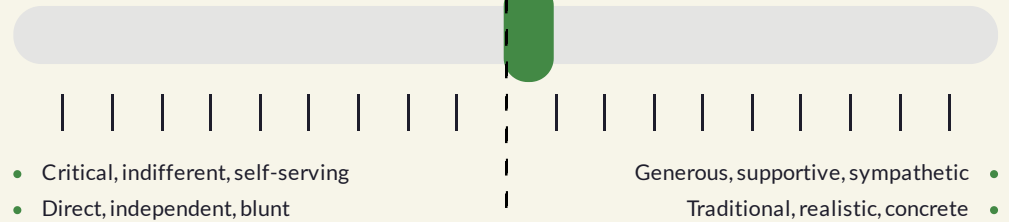
### Extraversion

- 5. Warmth
- 6. Assertiveness



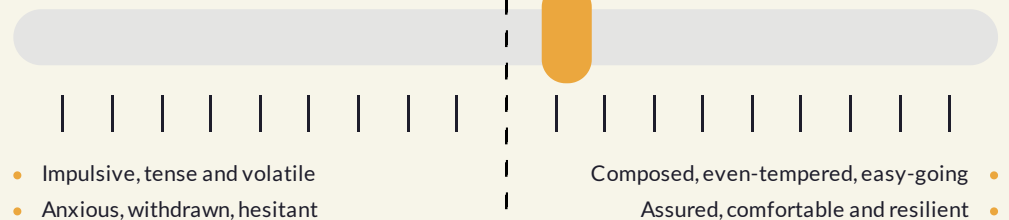
### Agreeableness

- 7. Compassion
- 8. Consideration



### Neuroticism

- 9. Stability
- 10. Confidence



# Summary Profile

The percentile scores indicate the proportion of the population who will score at or below John Smith.

For example, a score of 75 on a given scale indicates that John Smith's score is in the highest 75% of the population.

A score of 50 on a given scale indicates that John Smith's score is in the average bracket of the population.

A score of 15 on a given scale indicates that John Smith's score is in the lowest 15% of the population.

It's important to remember that being high or low in a given personality trait can have advantages and disadvantages.

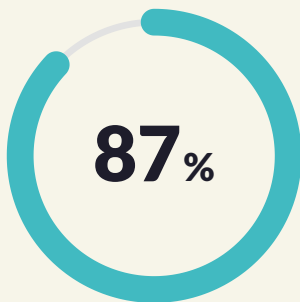
There is always a niche where it is beneficial to have a leaning in either direction. Being aware of your personality traits and how they may affect interactions, relationships and situations, can be a powerful tool to encourage better connections with others.

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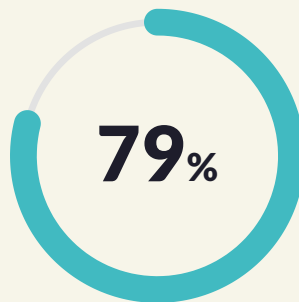
## Strong traits

Scores of 60 to 84 are considered high. Scores of 85 to 99 are considered very high.

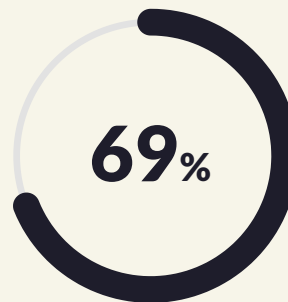
### Creativity



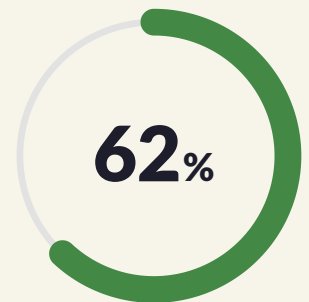
### Curiosity



### Industriousness



### Consideration



**Wow those are some high scores right there!**

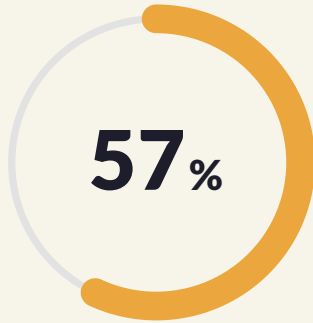
Why not share one of your traits on social?  
Hit share to show the world your best side.

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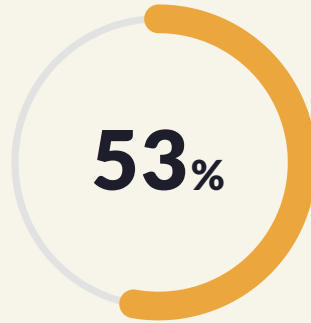
## Average traits

Scores of 41-59 are considered average.

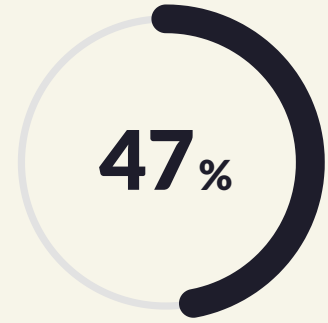
### Confidence



### Stability



### Organisation

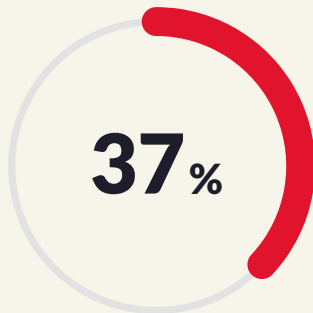


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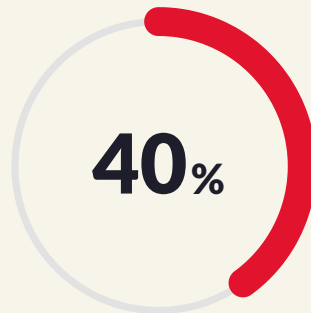
## Weak traits

Scores of 16-40 are considered low. Scores of 1-15 are considered very low.

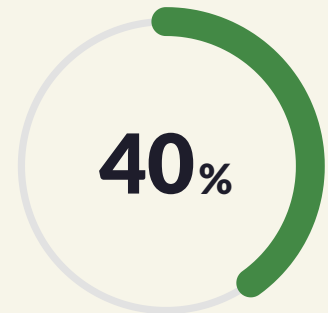
### Assertiveness



### Warmth



### Compassion



### Some traits to be mindful of?

Everything can have a benefit in a given situation, how can you look to develop these traits to balance with your strengths?

# Scale: Creativity

The **Creativity** scale measures an individual's tendency to use their imagination, explore different experiences, and be open to creative endeavours.

Strong

87%

## Results

Your answers suggest someone who loves to look at the bigger picture and use their imagination to find meaning in life. Thinking outside of the box can be a powerful way to discover what really matters to you, and expressing your artistic or spiritual side may be inspiring to yourself and others. However, you may find yourself getting carried away or struggling to see things from other people's point of view. Being practical and realistic can help you translate your vision into something other people can understand.

### How you may see yourself

Your score on the Creativity scale suggests that you:

- Are intuitive, creative, and open to new possibilities
- Are imaginative and artistic, thinking 'outside the box'
- Are passionate and interested in many different things
- Seek out novel experiences
- Possess a deep imagination and prone to fantasise about what might be

### How others may see you

People with a similar score often receive comments from others such as:

- Relates even daily events to an inspirational purpose
- Clearly sees the pitfalls or future success of a plan
- Encourages continuous change in their life
- Easily sees the potential in their own self and others

# Scale: Curiosity

The **Curiosity** scale measures an individual's tendency to show an interest in new ideas, engage in self-reflection, and challenge themselves intellectually.

Strong

79%

## Results

Your answers suggest you enjoy trying new things and aren't afraid of change. Being curious can open up many new paths and lead you to meet interesting people, but sometimes the straightforward choice may be safer. It's ok to keep things simple, sometimes.

### How you may see yourself

Your score on the Curiosity scale suggests that you:

- Are very intellectually curious
- Are preoccupied with ideas and abstract thought
- Are open-minded and tolerant of many different views
- Try out lots of different experiences
- Readily explore new possibilities

### How others may see you

People with a similar score often receive comments from others such as:

- Actively interested in how things work
- Likes to discuss social values
- Insightfully aware of those around them
- Readily looks for new ways of thinking

# Scale: Industriousness

The **Industriousness** scale measures an individual's tendency to be self-disciplined, work efficiently, and strive to achieve outcomes.

Strong

69%

## Results

Your responses suggest a hard-working individual with big ambitions. You like to set goals and usually finish what you start. But don't forget to take a break! Knowing when to push yourself and when to ease off will help you succeed without burning out.

### How you may see yourself

Your score on the Industriousness scale suggests that you:

- Are very hardworking and self-disciplined
- Seek to exceed expectations
- Are highly focused at seeing tasks through to completion
- Readily take the initiative
- Regularly set goals in order to achieve more

### How others may see you

People with a similar score often receive comments from others such as:

- Carefully monitors and seeks to improve the work ethic of others
- Handles changes with strong personal discipline
- Remains focused and works well under pressure
- Strives to achieve ambitious goals for themself

# Scale: Consideration

The **Consideration** scale measures an individual's tendency to be supportive of others, express their agreement, and be cooperative.

## Results

Here, your answers suggest you enjoy celebrating other people's wins. You may prefer not to be too critical, even if their actions warrant it. There's nothing wrong with wanting people to be happy, but consider showing your tougher side when the situation calls for it.

Strong

62%



### How you may see yourself

Your score on the Consideration scale suggests that you:

- Are very sincere with other people
- Compliment others
- Can be reluctant to take the praise for your own successes
- Show sensitivity to others' feelings and values their input
- Enable others to speak up

### How others may see you

People with a similar score often receive comments from others such as:

- Courteous throughout difficult negotiations
- Respectful, even with unfriendly people
- Openly frank and sincere with others
- Tries to turn the other cheek



# Scale: Confidence

The **Confidence** scale measures an individual's tendency to manage pressure, remain optimistic, and deal with ambiguity.

Average

57%

## Results

You often come across as sure of yourself and like to take on challenges, although you sometimes feel anxious about what could go wrong. Being able to balance self-belief with vulnerability is a positive trait, especially if you can identify the most appropriate option in different situations. Are there times when you might benefit from pushing yourself to be bolder?

### How you may see yourself

Your score on the Confidence scale suggests that you:

- Are usually resilient, but can feel anxious under strain
- Are mostly composed, but can get upset during hard times
- Can act independently, but will avoid standing out too much
- Take most criticism well, if not too harsh
- Try things out, but may feel overwhelmed

### How others may see you

People with a similar score often receive comments from others such as:

- Able to speak in front of others
- Tries to build familiarity when things change
- Has some coping strategies to handle stress
- Has some courage to admit faults

# Scale: **Stability**

The **Stability** scale measures an individual's tendency to exercise self-control, be tolerant of others, and manage their emotional reactions.

Average

53%

## Results

Your responses suggest you're able to control your emotions in most situations, but may be prone to an occasional outburst of annoyance. Being able to stay calm in challenging situations and to communicate your feelings are both valuable skills. Consider when you might benefit more from practising patience or expressing your honest feelings. Understanding what triggers feelings of irritation might help you respond more appropriately in different situations.

### How you may see yourself

Your score on the Stability scale suggests that you:

- Mostly tend to be calm and relaxed
- Can delay satisfaction somewhat when needed
- Are largely easy going and even tempered
- Can have flashes of anger when under pressure
- Exercise some control over impulses

### How others may see you

People with a similar score often receive comments from others such as:

- Can normally control temper when challenged by people
- Has outlets to blow off steam
- Able to manage reactions and remains respectful when challenged
- Controls impulses enough to uphold core principles

# Scale: Organisation

The **Organisation** scale measures an individual's tendency to establish structure, routine, and plan their activities.

## Results

Your answers suggest you're pretty good at following rules and sticking to a plan, but you like to rebel at times, too. You've likely found a balance between keeping things neat and tidy, while being relaxed enough to follow your impulses. Identifying what motivates you to choose structure over flexibility might help you hone your organisational skills without being too rigid.

Average

47%



### How you may see yourself

Your score on the Organisation scale suggests that you:

- Produce mostly reliable work to a reasonable quality
- Like some clear direction, but avoid inflexibility
- Are open to bending the rules if needed
- Generally think before acting, but can be spontaneous
- Can pursue desires rather responsibly

### How others may see you

People with a similar score often receive comments from others such as:

- Can fulfil your core obligations and tasks
- Can deliberate on risks when planning
- Reasonably organised
- Normally maintains expectations

# Scale: Compassion

The **Compassion** scale measures an individual's tendency to empathise with others, see the good in people, and experience emotions.

## Results

Your responses suggest you sometimes feel reluctant to share your feelings with others. You may feel impatient or suspicious when others share their feelings. Keeping people at arm's length may protect you from getting hurt emotionally, but it's ok to show your softer side more often. Showing people that you care may help you build stronger relationships.

Weak

40%



### How you may see yourself

Your score on the Compassion scale suggests that you:

- Are tough-minded and detached when making decisions
- Do not let sympathy or empathy cloud judgement
- Readily question other people's intentions
- Avoid getting close with others, preferring more businesslike relationships
- Put your own needs first, with occasional compassionate acts

### How others may see you

People with a similar score often receive comments from others such as:

- Could struggle to support others at personal expense
- May not empathise much with others
- Prefers to be firm with those needing support
- Can be direct and forthright

# Scale: Warmth

The **Warmth** scale measures an individual's tendency to show enthusiasm, express their thoughts, and engage in social activities.

Weak

40%



## Results

Your responses suggest you can be hesitant when meeting new people and may hold back when speaking. Being quiet and serious can make you seem thoughtful in some situations, but can also come across as distant. You may find it easier to connect with others if you show more interest in them. Be friendly, ask them questions and try to show enthusiasm when you respond. You might find you have more in common than you think!

### How you may see yourself

Your score on the Warmth scale suggests that you:

- Are likely to be somewhat quiet and shy, especially in social situations
- Come across as serious and emotionally restrained
- May prefer being on your own
- May avoid situations that require meeting lots of people
- Don't readily warm up around new people

### How others may see you

People with a similar score often receive comments from others such as:

- May struggle to build new relationships
- May be a bit dry or reserved around people
- Unlikely to be a strong team player

# Scale: Assertiveness

The **Assertiveness** scale measures an individual's tendency to express self-confidence, take decisive action, and seek to influence others.

## Results

You're more likely to be a listener than a leader in group conversations. You may feel more comfortable letting others make the decisions and are likely to avoid difficult conversations. However, sometimes being bold and speaking up for what you think can help you build stronger relationships and get what you want out of life.

Weak

37%



### How you may see yourself

Your score on the Assertiveness scale suggests that you:

- Rarely express strong opinions on matters
- May be shy around new company
- Are low in energy and work at a steady pace
- Do not need much excitement or stimulation
- Are more likely to follow others than take the lead

### How others may see you

People with a similar score often receive comments from others such as:

- Could struggle to have their voice heard
- May have difficulty getting what they want
- Wary about taking up others' time with questions
- May come across as flat or uninterested

**Note:** This report represents only a small part of the factors that can be helpful in determining personality. It is not designed to specifically recommend or not recommend an individual to take action, base decision making or behave in a certain way, on the outputs shown within the report