

Big 5 Personality Assessment Sample Report

For User-A

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Motivating Factors

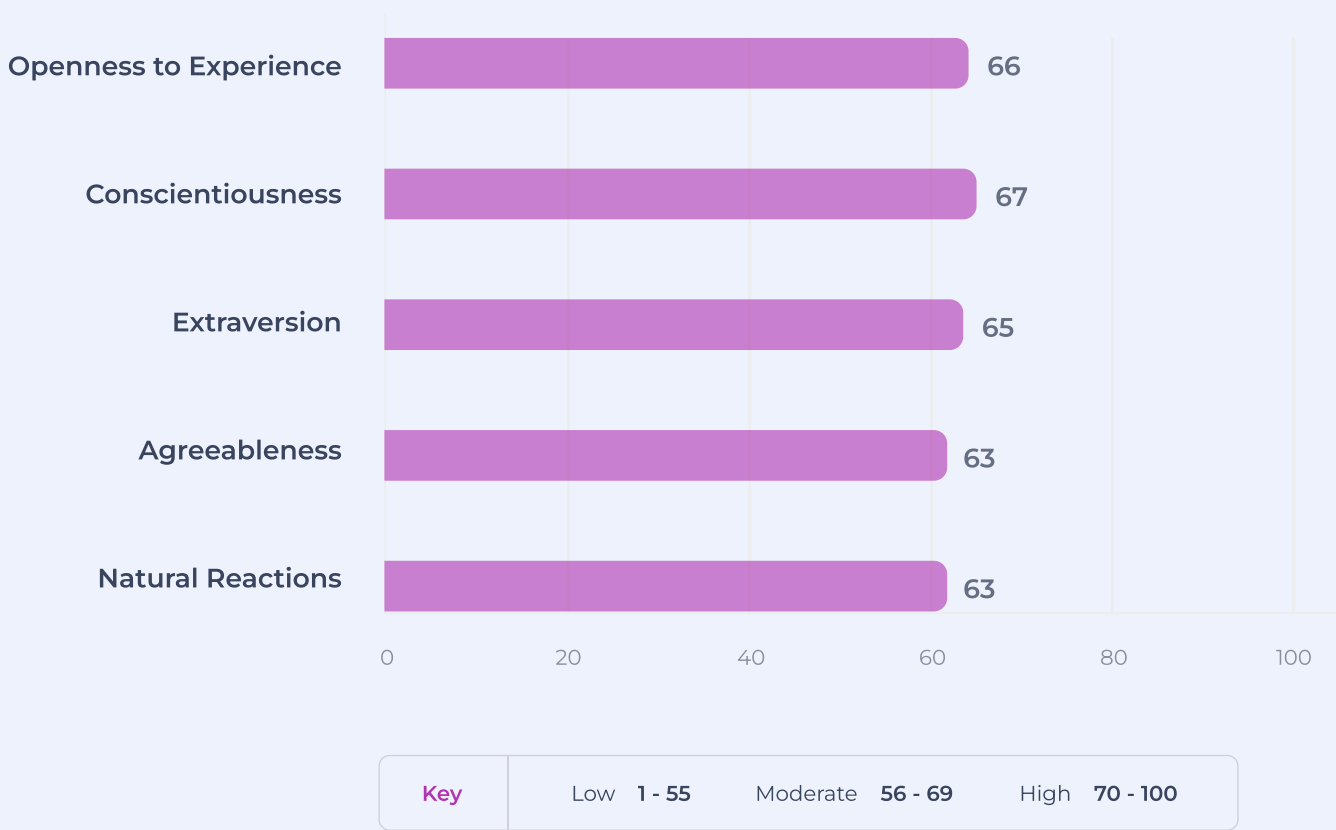
Top Motivating Factor 1	78
Top Motivating Factor 2	79



Overall Scores

Quick insights into the overall results of the test taker's scores on each of the major factors namely- Openness to Experience, Conscientiousness, Extraversion, Agreeableness and Natural Reactions.

Overall Scores for your Major Factors



Openness to Experience

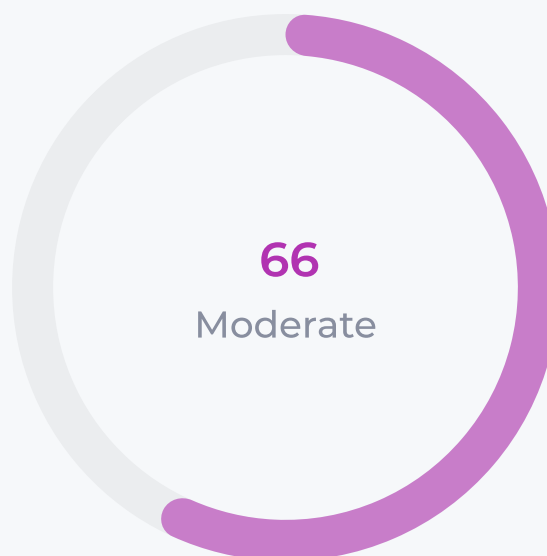


What is Openness to Experience

An important dimension of personality that can influence how individuals perceive and respond to the world around them. It is a key factor in determining how people approach learning, problem-solving, and creativity, which can have important implications for personal and professional growth and development.

Individuals who are “open to experience” tend to be intellectually curious, creative and imaginative. In other words, it refers to a sense of curiosity, open-mindedness, and acceptance of novel experiences.

Score



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Openness to Experience



Score Description



Somewhat open to new experiences and ideas.

At times enjoys trying new things and exploring different perspectives, and at times is somewhat cautious or reserved in approach.

Moderately appreciates art, music, and literature.

Has a general curiosity about the world around.

Reasonably open minded and less likely to constantly seek out novelty or experience discomfort with routine or conventionality.

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Conscientiousness



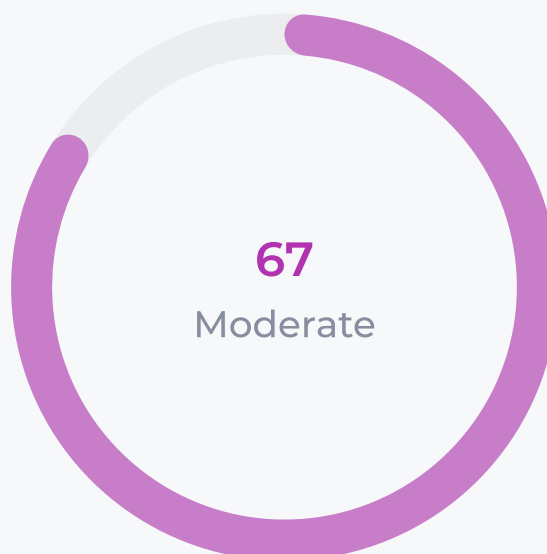
What is Conscientiousness



Conscientiousness is an important aspect of personality that influences a wide range of behaviors and outcomes, from work performance and academic achievement to health and well-being.

Individuals who are Conscientious are expected to have the propensity to follow socially prescribed norms for impulse control. They are goal-directed, planful, and are able to delay gratification. They are achievement driven and are characterized by strong self-discipline. They do a lot of long-term planning and are focused on accomplishing their goals.

Score



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Conscientiousness



Score Description



Characterized by a heightened focus on planning, attention to detail, and a strong work ethic, which can lead to success in academic, professional, and personal pursuits.

Is highly dependable and trustworthy, and highly likely to excel in situations that require self-discipline and perseverance.

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Extraversion



What is Extraversion?

An important aspect of personality that plays a role in how individuals interact with others and navigate the world around them.

Individuals with Extraversion personality traits are characterized by excitability, sociability, talkativeness, assertiveness, high amounts of emotional expressiveness, enthusiasm and action orientation.

Score



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Extraversion



Score Description



Generally enjoys social interactions and is moderately comfortable in social situations.

May at times enjoy spending time with others, and is more likely to seek some privacy.

Tries to strike a balance between being outgoing and being introspective, and is likely to enjoy a variety of activities that allow one to be both social and solitary.

Is somewhat able to express oneself in group settings.

More likely to not feel the need to always be the center of attention.

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Agreeableness



What is Agreeableness?

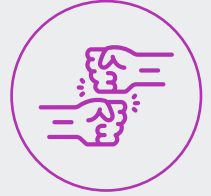
The extent to which individuals are cooperative, empathetic, and compassionate in their interactions with others. Individuals with this personality trait display attributes such as trust, altruism, kindness, affection, and other prosocial behaviours.

Score



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Agreeableness



Score Description



Is somewhat cooperative, empathetic and considerate of other's feelings, and is also likely to be able to assert oneself when necessary.

Is somewhat able to offer constructive criticism or express disagreement in a respectful manner.

Is generally able to balance one's own needs with those of others, and is somewhat likely to maintain positive relationships without compromising one's own values or goals.

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Natural Reactions



What is Natural Reactions?

Refers to attributes of being Emotionally Stable, and having good control over their natural reactions and emotions by giving just the right amount of reaction. Such individuals are highly aware and confident about themselves.

Score



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Natural Reactions



Score Description



Is generally emotionally stable and resilient.

Is somewhat able to manage stress and adversity.

Is likely to experience negative emotions or become overwhelmed by challenging situations.

Has some level of optimism and confidence in one's abilities.

Is somewhat resilient to setbacks and disappointments, with some time and support to recover.

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Detailed Scores

Insights into the deeper analysis of the scores on each of the major factors by understanding and analyzing the competencies within each major factor respectively.

Openness to Experience



Competencies

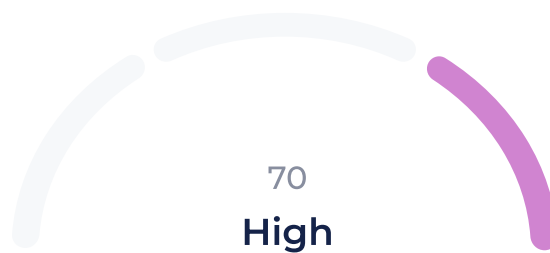


Intellectual Curiosity

Definition

The innate desire and drive to seek out knowledge, ask questions, and explore new ideas and perspectives. It is a mindset that values learning and growth for its own sake, rather than for any external rewards or benefits. The curiosity to know more about what is happening around. It is a zeal to increase one's knowledge of events.

Score



Score Description



Is always deeply engaged in the happenings of the world around.

Always approaches new experiences with an open and inquisitive mind.

Is constantly willing to challenge one's own beliefs, and actively seeks out opportunities to expand one's knowledge and understanding.

Is highly adept at critical thinking and is extremely inquisitive.

Always tries to understand the underlying causes of problems which leads to the most effective solutions at the workplace.

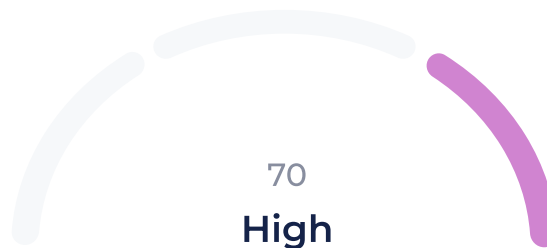
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Creativity

Definition

The tendency to have an active imagination. The ability to creatively express oneself and think outside the box. It is the ability to generate multiple and varied ideas, and to analyze those ideas to select the most promising one.

Score



Score Description



Consistently generates innovative ideas and unique solutions.

Is always keen to participate in discussions and explore various topics and learn about various possibilities.

Is extremely comfortable in taking risks.

Has a very active imagination that always brings a unique perspective to every situation.

Is highly efficient in learning new things and always comes up with out-of-the-box solutions.

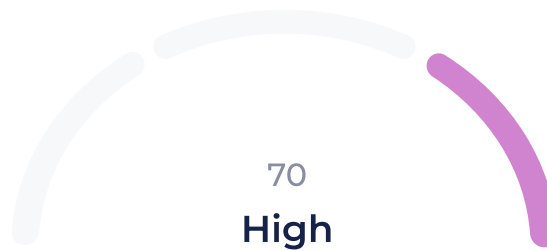
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Artistic Interest

Definition

The tendency to appreciate art, beauty, artistic interests, and artistic people. It refers to a strong attraction, preference, or inclination towards art, aesthetics, and creative expressions. The tendency to enjoy engaging with different forms of art and finding pleasure and inspiration in creative processes.

Score



Score Description



Has a very vivid imagination and is always able to visualize and create new ideas and concepts, which often leads one to produce innovative and unique works of art.

Has a very keen eye for detail and an ability to notice subtleties that others might miss.

Has a heightened sensitivity to beauty and aesthetics.

Possesses a very strong desire to create and express oneself and one's concepts in an artistic manner.

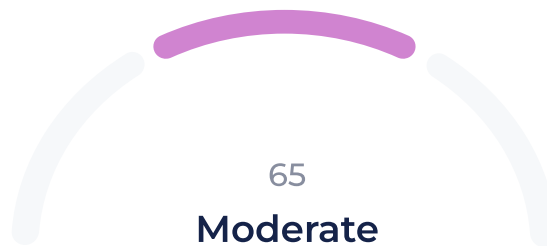
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Learning Agility

Definition

The tendency to continuously improve one's skill set. The ability and willingness to learn from new and challenging experiences, adapt to changing situations, and apply one's knowledge and skills in different contexts. The ability to accept mistakes and seek help for improvement.

Score



Score Description



Is often able to navigate through change and uncertainty, and can adapt to changing situations with some effort.

Is more likely to rely on existing skills and knowledge, and may need more encouragement to take on newer challenges.

Is somewhat interested in staying up-to-date with new trends and technologies.

At times takes calculated risks and recognizes that mistakes are a part of the learning process.

Generally welcomes feedback and is usually open to seeking help when required to improve.

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Willingness to Experiment

Definition

The tendency to be open and eager to try new things, take risks, and explore different possibilities. Finding familiarity and routine boring. It involves a willingness to step outside one's comfort zone, challenge established norms and assumptions, and experiment with new ideas, approaches, and behaviours.

Score



Score Description



Is moderately open to trying new approaches and exploring different possibilities and more likely to be comfortable with routines and familiarity.

May at times come up with innovative and improved methods of working.

Is not likely to be risk averse and may at times show willingness to experiment and explore.

Somewhat tries to create one's own path instead of following the status quo.

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Tolerance for Diversity

Definition

The tendency to challenge authority, convention, and traditional values, along with the willingness to accept and respect differences. It involves a mindset of inclusivity, empathy, and openness, which recognizes and values the unique perspectives, experiences, and identities of others.

Score



Score Description



Is likely to have an open and accepting attitude towards individuals from all backgrounds, cultures and beliefs.

Is somewhat comfortable working in diverse teams and collaborating with different people.

May at times understand different perspectives and generally tends to treat everyone as equals.

Somewhat avoids stereotypes and may not always let biases cloud one's judgement of others.

May occasionally take some effort to ensure a positive and inclusive work environment to make everyone feel valued and respected.

Often responds appropriately and respectfully to instances of discrimination or intolerance.

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Conscientiousness



Competencies



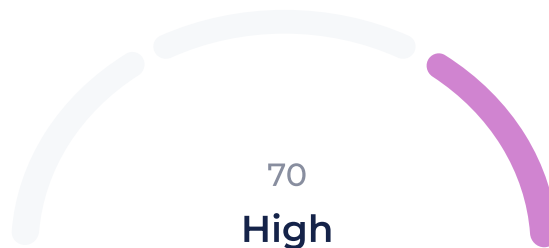
Key	Low 1 - 55	Moderate 56 - 69	High 70 - 100
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Planning and Organizing

Definition

The ability to establish goals, develop strategies, allocate resources, and coordinate tasks and activities in order to achieve desired outcomes. It involves a systematic and proactive approach to managing time, tasks, and projects, which aims to optimize efficiency, effectiveness, and productivity.

Score



Score Description



Is highly skilled at setting clear goals and creating effective plans to achieve them.

Is extremely efficient at prioritizing tasks, managing time, and making use of available resources in order to optimize productivity.

Has an excellent ability to create and maintain detailed roadmaps and always finishes tasks on time.

Is very proactive at anticipating hurdles and efficiently deals with unexpected challenges.

Always has an alternative ready if things don't go as planned.

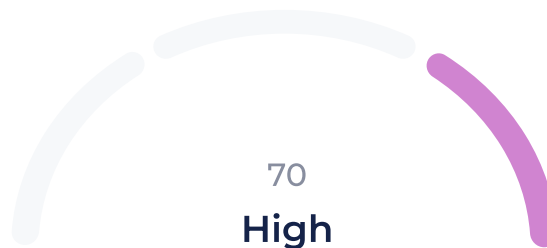
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Sense of Responsibility

Definition

The tendency of being aware and accountable for one's actions, decisions, and obligations. The willingness to take ownership and make a positive contribution to surroundings and the environment. It involves a moral and ethical commitment to uphold one's duties and obligations, and to act in a trustworthy and reliable manner.

Score



Score Description



Often takes onus of tasks and obligations. Is somewhat dependable and reliable, and may often follow through on commitments.

Is somewhat able to deliver within deadlines.

May at times demonstrate certain work and professional ethics.

May accept some degree of responsibility for one's own actions.

Is reasonably thorough and may at times double-check one's work to ensure accuracy.

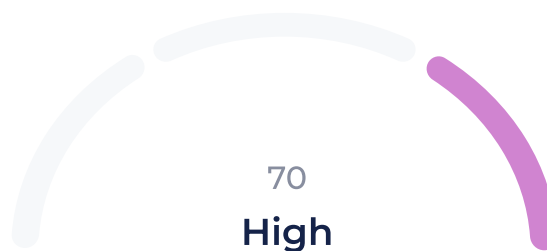
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Deliberation

Definition

The tendency to carefully consider and evaluate different options, perspectives, and information in order to make a thoughtful and informed decision. It involves a systematic and critical approach to decision-making, which aims to weigh the pros and cons of various choices, and to identify the best course of action based on the evaluated judgment and evidence.

Score



Score Description



Is likely to struggle with reasoning skills and may require additional guidance or support to approach problems analytically and logically.

May have difficulty in effectively weighing the pros and cons of various alternatives before finalizing a particular course of action.

May require additional support or guidance in effectively communicating the rationale behind one's decisions.

May exhibit a tendency towards impulsivity.

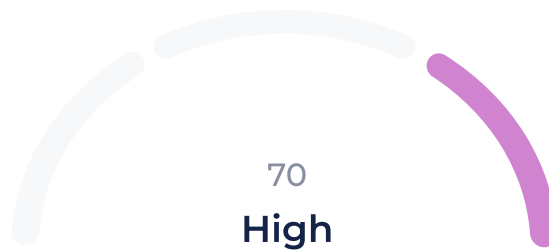
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Achievement Striving

Definition

The tendency to strive hard to achieve excellence and personally meaningful goals. It involves setting ambitious goals and working hard to achieve them, with a persistent drive to improve one's skills, knowledge, and competence.

Score



Score Description



Has a very strong drive and passion for one's work. Is always looking for ways to push oneself to new heights.

Seeks out opportunities to challenge oneself.

Regularly takes on ambitious projects that allows one to grow both personally and professionally.

Consistently takes the necessary action and stays committed to the target even in the face of obstacles.

Never gives in to temptations or distractions if they interfere with the end goal.

Is highly capable of reading current situations efficiently and ensuring all the necessary resources are available.

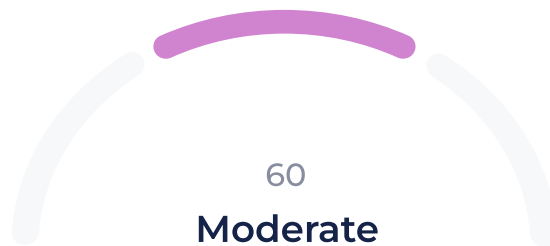
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Persistence

Definition

The tendency to persist with and complete tasks, especially difficult or unpleasant ones. Being able to demonstrate 'willpower' and resisting urges and distractions. The ability to manage emotions and stay positive and resilient, even in the face of failure or disappointment.

Score



Score Description



Possesses moderate willpower and resilience to continue with tasks until the desired outcome is achieved.

Is occasionally focused and motivated and tends to not easily give up.

Has the tendency to ensure that most tasks are completed inspite of difficulties or challenges.

Is sometimes able to bounce back from failures, learn from them, and move forward with some determination.

Is somewhat dependable and reliable, and may at times be trusted to follow through with professional and work commitments.

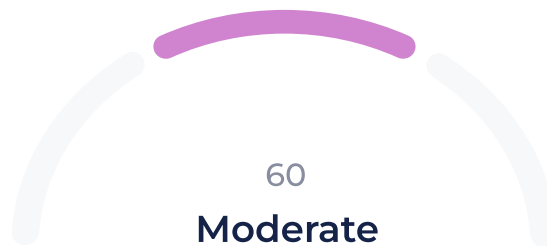
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Proactivity

Definition

The tendency to anticipate challenges and take action to prevent or mitigate them, before they become more significant problems. The ability to identify and seize opportunities for growth and improvement, and take steps to capitalize on them. Taking initiative to make things happen or create a positive change.

Score



Score Description



Is somewhat capable of identifying and creating opportunities for oneself.

May at times come up with new initiatives, ideas and plans.

Is sometimes able to identify and address potential issues.

Somewhat likely to stay ahead of the curve and show partial proactivity towards organisational and professional growth.

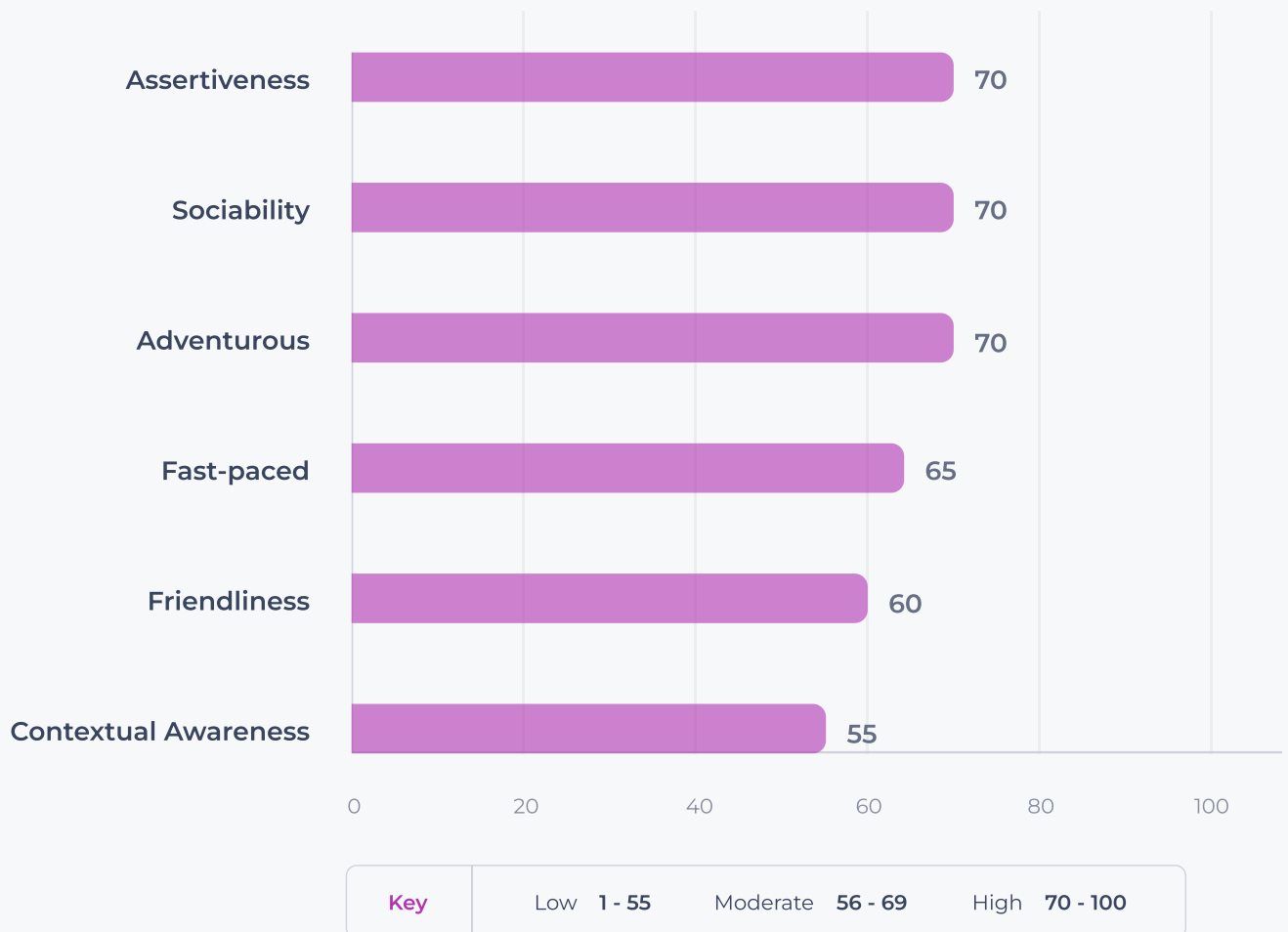
Occasionally exceeds expectations by putting in extra effort and time to achieve results.

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Extraversion



Competencies

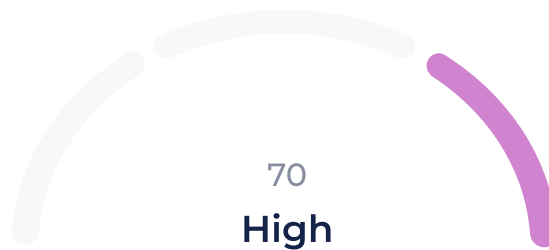


Assertiveness

Definition

The tendency to be in charge and direct the activities of others. It also involves being able to take a stand for one's views, beliefs, and decisions. It is the tendency to express one's thoughts, feelings, and needs in a clear, honest, and respectful manner, while also considering the rights and feelings of others. It is the ability to stand up for oneself, and assert boundaries in a non-threatening way.

Score



Score Description



Has an exceptional ability to communicate one's opinions in a firm and respectful manner.

Is highly skilled at standing up for one's own needs and defending oneself in an extremely self-assured way.

Always tends to initiate and engage in productive discussions by clearly articulating one's viewpoints and actively listening to others.

Clearly conveys oneself while delegating tasks, discussing expectations and providing feedback at work

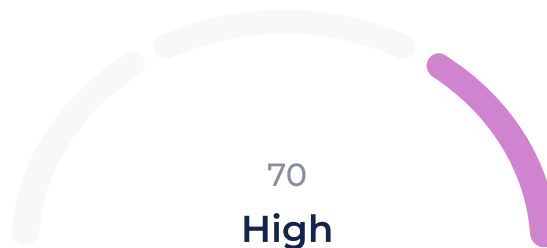
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Sociability

Definition

The tendency to find the company of others pleasant, stimulating, and rewarding. Being able to enjoy the excitement of crowds, spend time with others, and the tendency to actively seek out opportunities for socializing and building new relationships.

Score



Score Description



Is extremely sociable and thoroughly enjoys spending time with others, finding other people's company pleasurable and fulfilling.

Always communicates with clarity and genuineness.

Is constantly seeking out opportunities for networking and building new relationships.

Proactively takes initiatives to organize social events or activities that increase collaboration at the workplace.

Can easily adapt to different social situations and is always at ease in large groups of people.

Exhibits a high level of confidence in initiating conversations and approaching others, demonstrating effective communication skills.

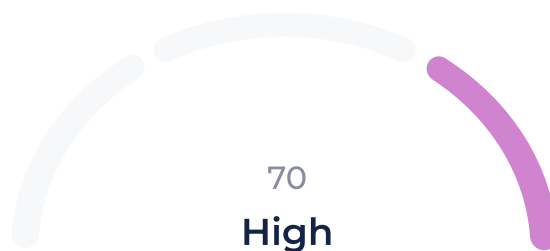
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Adventurous

Definition

The tendency to seek high levels of stimulation, take risks and try new experiences, particularly those that are exciting, daring, or unconventional. Getting easily bored and being comfortable with exciting things to pursue. Is open-minded and curious, and enjoys exploring new ideas, cultures, and perspectives.

Score



Score Description



Is extremely passionate about trying new things and taking risks.

Tends to thrive in situations that are very challenging and exciting.

Has remarkable tolerance for uncertainty and ambiguity.

Enjoys working on projects that constantly push one's boundaries.

Is highly energetic and prefers a fast-paced and dynamic work environment.

Marked by very high levels of energy and enthusiasm for one's work.

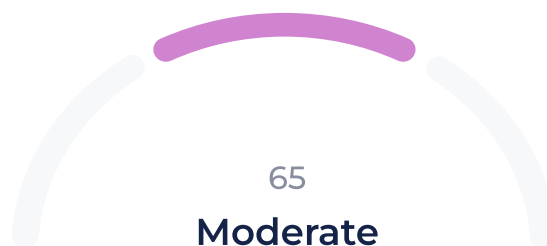
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Fast-paced

Definition

The tendency to prefer a fast-paced and busy life. The ability to think quickly, make rapid decisions, and act decisively. Partaking in many activities, and being quick, energetic and vigorous.

Score



Score Description



Occasionally thinks on one's feet, makes somewhat quick decisions and at times takes prompt action.

May require some time to pivot from plans that seem ineffective or unsuccessful.

Sometimes prefers to engage in multiple activities, as long as it does not feel overwhelming.

Has fairly good time management skills which often helps one achieve goals in a timely manner.

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Friendliness

Definition

The tendency to be kind, amiable, helpful, and supportive towards others. Treating others with respect, empathy, and consideration, and taking an interest in their well-being. Is approachable, welcoming, and easy to talk to, which can help create positive social interactions and build meaningful relationships.

Score



Score Description



Is generally warm and welcoming towards others. Somewhat approachable and likely to make others feel comfortable and at ease in one's presence.

Displays a tendency to enjoy getting to know other people and may occasionally connect with them.

Often maintains a supportive and friendly demeanour in challenging situations, which may at times boost team morale, promote cooperation and reduce tension and conflict among team members.

May at times be willing to support those who are struggling at work. Occasionally appreciates the contributions of others.

Is somewhat respectful and courteous to others, even when there are disagreements or differences of opinion.

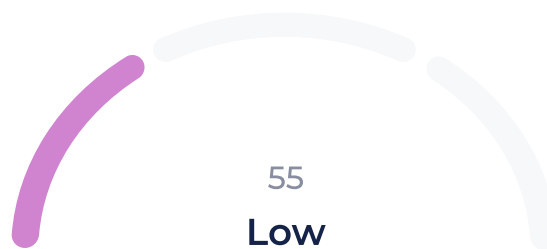
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Contextual Awareness

Definition

The ability to understand and interpret the context in which one is operating. This includes being aware of the physical, social, cultural, and environmental factors that influence a situation. It is the tendency to be vigilant of one's surroundings, and being able to adjust one's behaviour as per the need of the situation.

Score



Score Description



Is not very alert or observant of the surroundings and may notice changes only when pointed out by others.

May have the tendency to miss out on subtle and important changes which may affect the outcome of a situation or decision.

May require additional effort and time to adapt to different conditions at work.

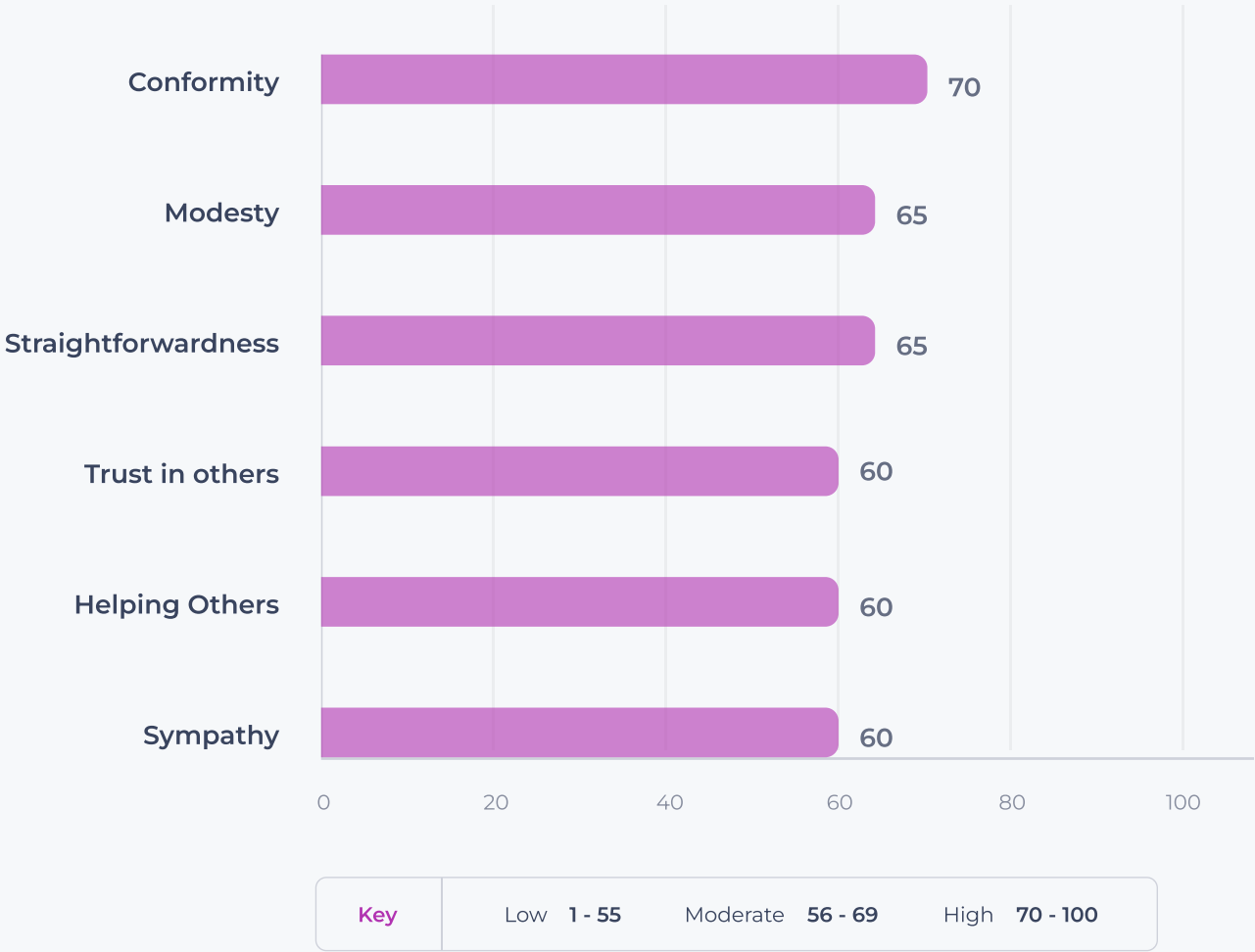
Trusts others to catch errors and inconsistencies in projects, documents, or processes.

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Agreeableness



Competencies



Trust in Others

Definition

The tendency to assume that most people are fair, honest, and have good intentions. Being able to take people at face value and willing to forgive and forget. It refers to the belief or confidence that people are reliable, honest and competent.

Score



Score Description



Is somewhat trusting of others and may at times have some doubts or reservations about others' intentions.

Is moderately willing to delegate tasks or rely on others without fear of being let down.

May micromanage tasks at times. Is often able to collaborate and works well in teams.

Trusts other people's abilities and expertise to a certain extent and also ensures that one is aware and overseeing the overall task.

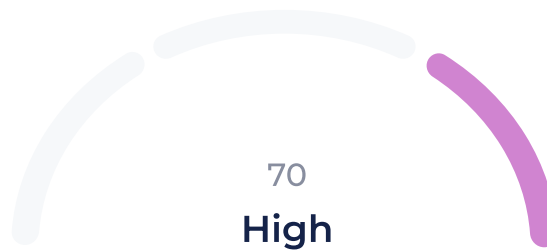
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Conformity

Definition

The tendency to compromise one's ideas, beliefs, perceptions, and needs in order to get along with others. Disliking confrontations and trying to get along with everyone at work. It refers to the act of adjusting one's thoughts, beliefs, attitudes, or behaviours to align with the norms or expectations of a group or a team.

Score



Score Description



Always adjusts one's thoughts and behaviours to align with the expectations of the group.

Is highly adaptable and flexible in one's approach to work.

Places great value in others' feedback and readily modifies one's own work to meet the group's needs.

Is extremely efficient at finding solutions to conflicts that work for everyone.

Always strives to maintain harmony and a positive working relationship with colleagues and avoids disagreements.

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Helping Others

Definition

The tendency to help other people and finding it genuinely rewarding. Being able to think that doing things for others is a form of self-fulfilment, rather than self-sacrifice. It refers to engaging in acts of kindness, generosity, or service in order to assist, support, or improve the well-being of others.

Score



Score Description



Finds it somewhat fulfilling to help others and moderately responsive and prompt in providing assistance.

Is often respectful and patient when working with those who need help. Occasionally collaborates with colleagues and may at times be willing to lend a hand without being asked or expecting anything in return.

May partially share knowledge and skills with others and finds some level of satisfaction in doing so.

May occasionally offer guidance and support to new hires or less experienced team members.

Is somewhat likely to take on additional work to help the team achieve goals.

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Sympathy

Definition

The tendency to be tender-hearted and compassionate towards others. Empathizing with others and being emotionally supportive by acknowledging and recognizing the other person's emotional state, and expressing concern, care, and support.

Score



Score Description



Has some ability to understand others' experiences and emotions.

May sometimes make an effort to provide emotional support and comfort to those in need.

May at times try to understand other people by putting oneself in their shoes.

Often manages dealing with challenging people and situations by acknowledging and understanding other's feelings.

Is somewhat willing to contribute to create a safe and inclusive workplace where all colleagues feel valued and respected.

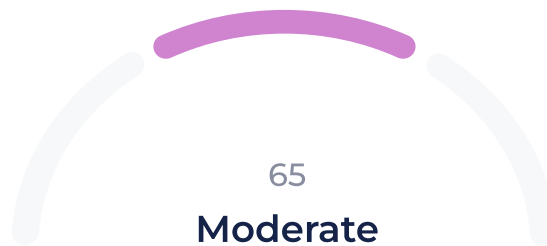
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Modesty

Definition

The tendency to be unassuming and humble, without being boastful about one's abilities, achievements, or possessions. Not lacking in self-confidence or self-esteem, and never putting others down to make oneself feel better.

Score



Score Description



Is somewhat humble and has the tendency to highlight one's achievements.

Is willing to share credit with others and recognizes their contributions to a project or task, without downplaying one's contributions.

Has a balanced view of one's abilities and often prefers to let one's work speak for itself.

Is receptive to feedback and willing to learn from others.

Generally treats everyone with kindness and respect, regardless of rank or position.

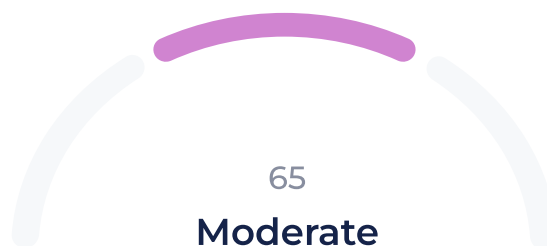
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Straightforwardness

Definition

The tendency to see no need for pretense or manipulation when dealing with others. Being candid, frank, genuine and open, and avoiding indirectness, ambiguity, or deception in interactions with others. It refers to the willingness to speak one's mind, share opinions and thoughts, and address conflicts or issues directly and transparently.

Score



Score Description



Is partially honest and direct while interacting with others at work.

Somewhat values transparency and encourages open communication within the team.

Tries to effectively get straight to the point during discussions without getting distracted with unnecessary details.

May at times hold back from speaking what's on one's mind.

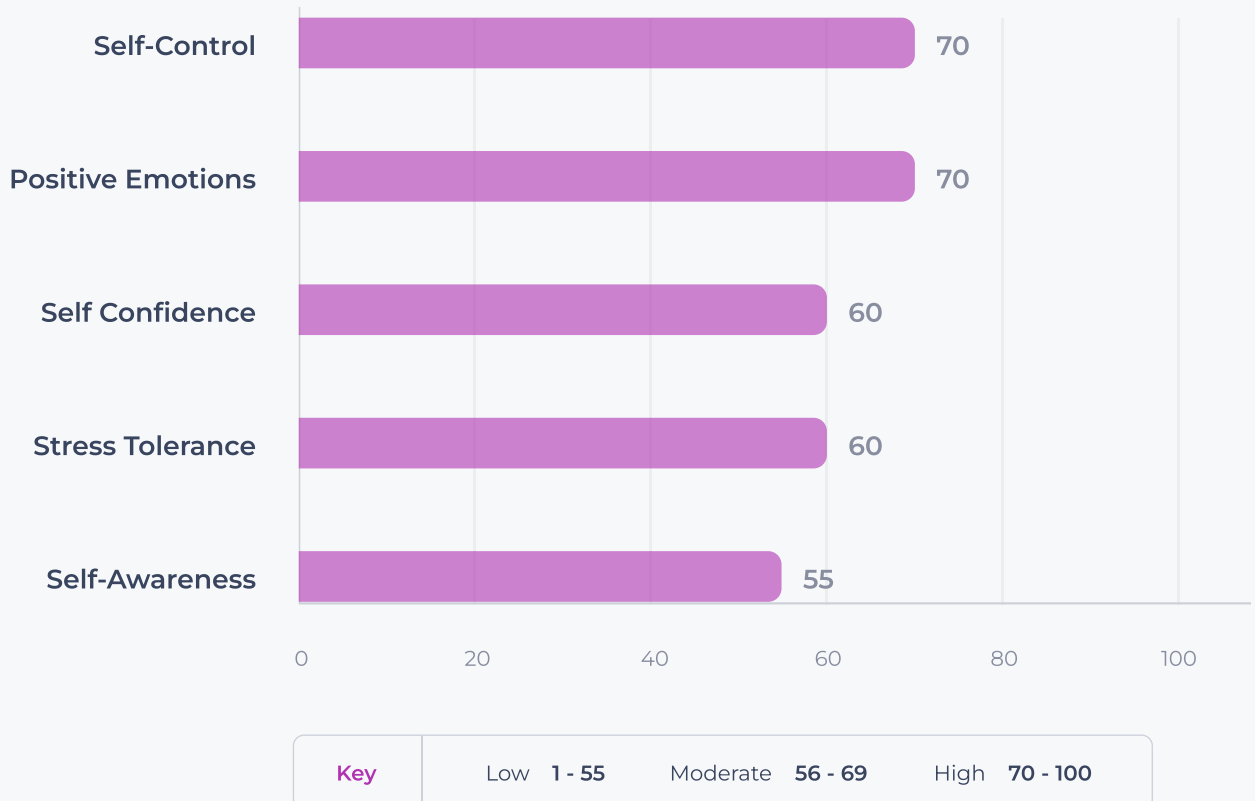
Usually provides feedback to others in a clear and respectful manner.

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Natural Reactions



Competencies

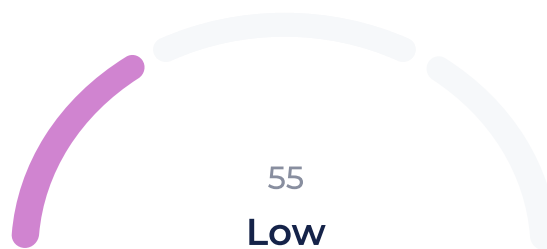


Self-Awareness

Definition

The tendency to regularly do introspection and have good access to and awareness of one's feelings. It is the ability to recognize and understand one's own thoughts, emotions, behaviours, and characteristics. This includes having a clear and accurate perception of one's strengths, weaknesses, values, and beliefs, as well as an awareness of how these factors may influence one's behaviour and interactions with others.

Score



Score Description



Less likely to understand one's own thoughts, feelings, and behaviors.

Rarely pays attention to how one's feelings may affect one's interactions with others.

May not be fully aware of one's strengths and weaknesses at work.

Highly unlikely to recognize what causes one to feel certain emotions at the workplace and what their impact is on work performance.

May seek constant evaluation of oneself and one's work from others.

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Self Confidence

Definition

The tendency to trust one's own abilities, qualities, and judgments. It involves having a positive self-image and a sense of self-worth, as well as feeling competent and capable in one's actions and decisions to accomplish things. Being able to be at ease with oneself and one's identity.

Score



Score Description



Displays a moderate level of conviction in one's words and actions.

May at times undermine oneself at work. Is somewhat self-assured and expresses oneself in a balanced manner.

May have the tendency to seek validation from others in order to seek reassurance about one's work.

Somewhat comfortable in expressing one's thoughts and ideas at work.

Is frequently willing to take action when necessary.

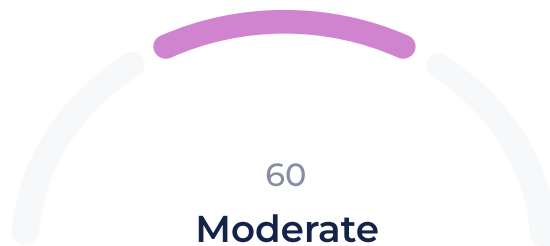
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Stress Tolerance

Definition

The tendency to cope with and effectively manage stressors, such as challenging situations, pressure, and uncertainty in the environment . It involves being able to remain calm and focused in the face of stress, and to adapt and respond effectively to changing circumstances.

Score



Score Description



Is somewhat efficient at managing stress and dealing with challenges.

Is at times able to remain calm, composed and focused in high pressure situations.

Generally maintains a positive attitude and can manage crisis to some extent.

Is occasionally able to distance oneself from stressful situations to achieve organizational goals.

Is reasonably skilled at staying focused and productive while handling multiple tasks simultaneously.

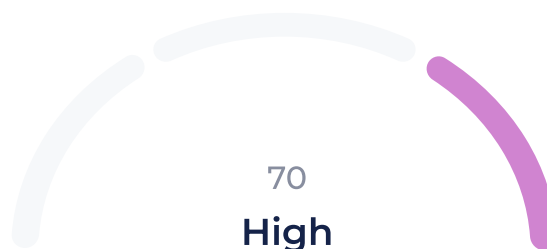
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Self-Control

Definition

The ability to manage and control one's emotions, thoughts, feelings, and behaviours in order to achieve goals, maintain social norms, and avoid impulsive actions and emotional reactions. Being able to stay calm when handling problems and reacting with just the right amount of emotional reaction. Being able to delay gratification, resist temptation, and override automatic or habitual responses.

Score



Score Description



Demonstrates exceptional command over one's emotions and behaviour. Is rarely impulsive and is always consistent in making rational and well-informed decisions.

Maintains composure and professionalism in challenging situations.

Shows a remarkable ability to delay gratification.

Always avoids procrastination to successfully achieve long- term goals.

Demonstrates a capacity for thoughtful reflection before responding, which displays a deliberate and measured communication style.

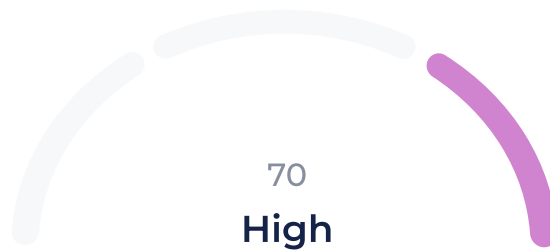
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Positive Emotions

Definition

The tendency to have a natural inclination towards a range of positive feelings and emotions, including happiness, enthusiasm, optimism and joy. It refers to the ability to experience joy in simple things and maintain a positive outlook even in challenging situations.

Score



Score Description



Has a very high inclination towards experiencing and expressing positive emotions.

Is extremely receptive to positivity and highly efficient in keeping the environment uplifted and optimistic.

Tends to appreciate the good in other people and is always grounded and grateful for any help one receives.

Is highly energetic and enthusiastic, which inspires and motivates those around.

Is highly efficient in coping with setbacks and challenges and has a strong belief that one can overcome every obstacle.

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Workplace Behaviour

Insights into how the candidate will behave or interact in the workplace. This potential behaviour will be relatively persistent no matter which team/ department/ organization the test-taker is a part of

Your Workplace Behaviour at a glance



Workplace Behaviour Insights

Openness to Experience






Competencies	Insight	Description
Tolerance for Diversity	Is accommodating	Will recognize and acknowledge diversity in the workplace and be willing to learn from colleagues having varied experiences.
Learning Agility	Is quick	Will grasp new concepts and will be able to apply them to a variety of situations, adapting to changing work demands quickly.

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Workplace Behaviour Insights

Openness to Experience



 Competencies	 Insight	 Description
Intellectual Curiosity	Is a knowledge seeker	Will use thought-provoking questions and will seek out information to deepen one's understanding of the task at hand.
Creativity	Is an innovator	Will use one's imagination and originality to develop practical and novel approaches to work-related problems.
Artistic Interests	Is detail-oriented	Will strike a balance between creativity and working with established systems and processes.
Willingness to Experiment	Is curious	Will show interest in understanding novel concepts and ideas, and will experiment with different approaches to find the most effective solution.

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Workplace Behaviour Insights

Conscientiousness






 Competencies	 Insight	 Description
Persistence	Is diligent	Will work consistently towards goals without giving up easily, while remaining adaptable and open to different approaches.
Proactivity	Is proactive	Will seek new ways to improve and innovate, even when there are no obvious problems to solve.

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Workplace Behaviour Insights

Conscientiousness



 Competencies	 Insight	 Description
Planning & Organizing	Is meticulous	Will create detailed plans and strategies to achieve goals and objectives in a timely and efficient manner.
Sense of Responsibility	Is dependable	Will take responsibility for one's deliverables and will complete tasks on time, ensuring that commitments made to others are fulfilled.
Deliberation	Is decisive	Will think through every minute detail of a plan and will consider the potential outcome of every decision before taking action.
Achievement Striving	Is an achiever	Will set challenging goals for oneself and strive relentlessly to achieve them, constantly seeking opportunities to improve one's performance.

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Workplace Behaviour Insights

Extraversion






 Competencies	 Insight	 Description
Assertiveness	Is assertive	Will effectively communicate one's ideas confidently, take charge and direct the activities of others.
Contextual Awareness	Is preoccupied	Will focus extensively only on the task at hand and will miss out on important situational changes.

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Workplace Behaviour Insights

Extraversion






 Competencies	 Insight	 Description
Friendliness	Is welcoming	Will engage in conversation and build relationships with colleagues while maintaining a friendly demeanour.
Sociability	Is outgoing	Will enthusiastically seek social interactions with colleagues and clients and will build personal connections with others on the job.
Adventurous	Is daring	Will challenge oneself to try new things and explore unfamiliar areas at work.
Fast Paced	Is efficient	Will work well under pressure and complete tasks on time while maintaining the quality and standard of one's work.

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Workplace Behaviour Insights

Agreeableness






 Competencies	 Insight	 Description
Modesty	Is humble	Will accept praise with grace and will acknowledge others' contribution in projects.
Straight-forwardness	Is balanced	Will communicate feedback effectively, to ensure that the message is conveyed clearly and sensitively.

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Workplace Behaviour Insights

Agreeableness



 Competencies	 Insight	 Description
Trust in others	Is cooperative	Will work effectively in teams and will build trusting working relationships with colleagues.
Helping others	Is helpful	Will go above and beyond to support team members and will offer assistance or lend a hand without being asked.
Conformity	Is conforming	Will ensure harmony and cooperation among team members by prioritizing the needs and goals of the majority.
Sympathy	Is considerate	Will dedicate time to listen to and understand other people's feelings and viewpoints when making decisions and providing feedback.

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Workplace Behaviour Insights

Natural Reaction



Competencies



Insight



Description

Stress Tolerance

Is tolerant
to stress




Will manage work related crises, challenges, and difficult people by thinking calmly about all possible alternatives.

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Workplace Behaviour Insights

Natural Reaction



 Competencies	 Insight	 Description
Self Awareness	Is indifferent and dependent	Will not be inclined to figure out the rationale behind one's behaviour and interactions at the workplace and will depend on others for feedback about one's behaviour and work.
Self Control	Is disciplined	Will not give in to any distractions that may hinder work performance or deliverables.
Positive Emotions	Is an optimist	Will maintain a positive outlook during challenges, remain hopeful and will approach situations with enthusiasm.
Self Confidence	Is confident	Will express one's ideas and opinions with conviction while also considering others' viewpoints.

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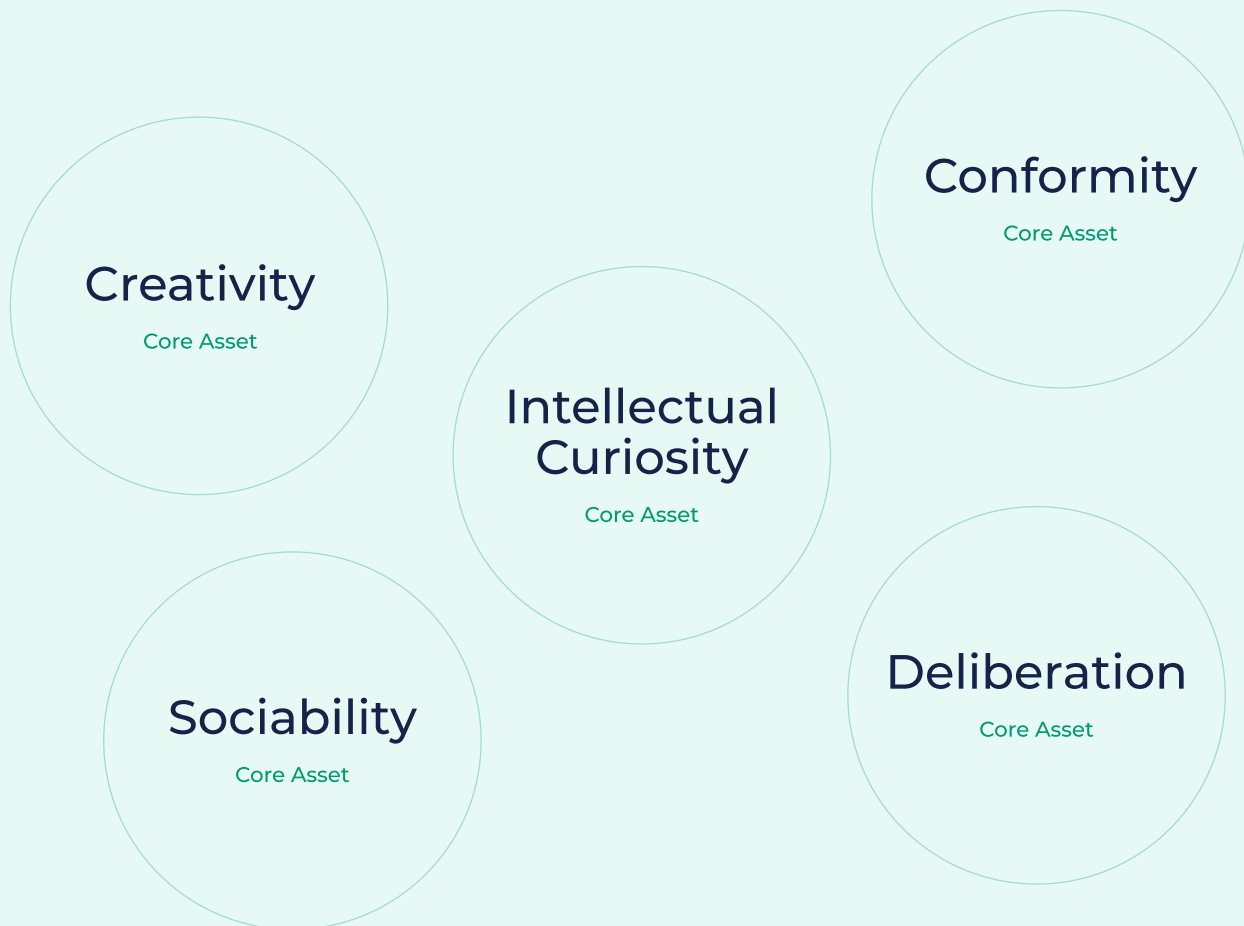
Occupational Insights

Get to know the the test taker's

1. Assets: Highest scoring competencies.
2. Challenge areas: Lowest scoring competencies.
3. How to leverage this person: Recommendations: to maximise the test-taker's potential.
4. What kind of work environment the test taker is likely to thrive in: To keep the test-taker engaged and motivated.

Assets

Highest scoring competencies



Core Assets: Highest scoring competencies and key strengths.

Moderate Assets: Areas with potential for improvement to become key strength.

Core Asset

Creativity

What is Creativity?



The tendency to have an active imagination. The ability to creatively express oneself and think outside the box. It is the ability to generate multiple and varied ideas, and to analyze those ideas to select the most promising one.

Identified Strengths



- Active imagination
- Unique perspective
- Eagerness to learn new things
- Out-of-the-box solutions

How to leverage your skills



Encourage creativity and imagination by rewarding.

Create room for discussions and involve in ideation sessions.

Assign more of design related tasks.

Avoid delegating structured and monotonous tasks.

Thriving Workplace Environment



A fun and creative work environment that fosters innovation, encourages unconventional thinking, personal expression and embraces a culture of experimentation. A setting that provides freedom and autonomy and values out-of-the-box ideas

Core Asset

Deliberation

What is Deliberation?



The tendency to carefully consider and evaluate different options, perspectives, and information in order to make a thoughtful and informed decision. It involves a systematic and critical approach to decision-making, which aims to weigh the pros and cons of various choices, and to identify the best course of action based on the evaluated judgment and evidence.

Identified Strengths



- > Reasoning skills
- > Thoroughness
- > Effective communication
- > Active listening

How to leverage your skills



Leverage in in-depth scrutiny and evaluation tasks.

Seek inputs in important decisions.

Entrust with drafting and proofreading proposals and contracts.

Assign more of post project review and root cause analysis tasks.

Avoid rushing one into making hasty decisions.

Thriving Workplace Environment



An attentive work environment that promotes critical thinking and gives space and time for brain storming. One that rewards attention to detail and a systematic approach to problem-solving.

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Core Asset

Sociability

What is Sociability?



The tendency to find the company of others pleasant, stimulating, and rewarding. Being able to enjoy the excitement of crowds, spend time with others, and the tendency to actively seek out opportunities for socializing and building new relationships.

Identified Strengths



- Social confidence
- Clarity and genuineness in communication
- Approachable demeanor

How to leverage your skills



Leverage as spokesperson for organizational initiatives.

Include in networking events.

Utilize approachable demeanor in onboarding, training or grievance redressal tasks.

Avoid isolating by giving solitary or independent tasks.

Thriving Workplace Environment



An engaging work environment that promotes social interactions and opportunities for relationship building. One that places high value on team orientation and gives chances to make social appearances and interactions.

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Core Asset

Conformity

What is Conformity?



The tendency to compromise one's ideas, beliefs, perceptions, and needs in order to get along with others. Disliking confrontations and trying to get along with everyone at work. It refers to the act of adjusting one's thoughts, beliefs, attitudes, or behaviours to align with the norms or expectations of a group or a team.

Identified Strengths



- Adaptability
- Interest in shared goals
- Cooperative nature

How to leverage your skills



Assign supervisory tasks for teams that undergo restructuring, mergers, or other significant organizational changes.

Assign tasks that have clearly defined rules, instructions and established procedures.

Avoid giving decision making responsibility in tie-breaking scenarios.

Thriving Workplace Environment



An adhering work environment that prioritizes structure, rules, and following established protocols. A place where there is consistency and uniformity in work processes.

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Core Asset

Intellectual Curiosity

What is intellectual Curiosity?



The innate desire and drive to seek out knowledge, ask questions, and explore new ideas and perspectives. It is a mindset that values learning and growth for its own sake, rather than for any external rewards or benefits. The curiosity to know more about what is happening around. It is a zeal to increase one's knowledge of events.

Identified Strengths



- Critical thinking
- Inquisitiveness
- Problem Solving

How to leverage your skills



Assign brain storming and market research tasks.

Allow exploration by giving autonomy

Provide opportunities for upskilling and self-directed learning by offering access to relevant training programs.

Avoid limiting by providing detailed instructions.

Thriving Workplace Environment



A stimulating and challenging work environment that encourages independent thinking along with continuous learning. A creative space where free flow of communication among employees, sharing knowledge, opinions, and ideas is highly valued.

Challenge Areas

Lowest scoring competencies



Core challenge Areas: Lowest scoring competencies and areas that require immediate intervention

Moderate Challenge Areas: Identified moderate areas for improvement to prevent potential performance challenges.

Core Challenge

Contextual Awareness

What is Contextual Awareness?



The ability to understand and interpret the context in which one is operating. This includes being aware of the physical, social, cultural, and environmental factors that influence a situation. It is the tendency to be vigilant of one's surroundings, and being able to adjust one's behaviour as per the need of the situation.

Identified Challenge Areas



- Difficulty in adapting.
- Absentmindedness.
- Tendency to miss details.

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Moderate Challenge

Persistence

What is Persistence?



The tendency to persist with and complete tasks, especially difficult or unpleasant ones. Being able to demonstrate 'willpower' and resisting urges and distractions. The ability to manage emotions and stay positive and resilient, even in the face of failure or disappointment.

Identified Challenge Areas



- Limited focus and motivation
- Reduced resilience
- Easy distractions

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Moderate Challenge

Proactivity

What is Proactivity?



The tendency to anticipate challenges and take action to prevent or mitigate them, before they become more significant problems. The ability to identify and seize opportunities for growth and improvement, and take steps to capitalize on them. Taking initiative to make things happen or create a positive change.

Identified Challenge Areas



- Lack of initiative
- Laid back attitude
- Inactiveness
- Dependence on external encouragement

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Moderate Challenge

Tolerance for Diversity

What is Tolerance for Diversity?



The tendency to challenge authority, convention, and traditional values, along with the willingness to accept and respect differences. It involves a mindset of inclusivity, empathy, and openness, which recognizes and values the unique perspectives, experiences, and identities of others.

Identified Challenge Areas



- > Limited acceptance of different perspectives
- > Prone to judgement and bias
- > Close-mindedness

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Core Challenge

Self Awareness

What is Self Awareness?



The tendency to regularly do introspection and have good access to and awareness of one's feelings. It is the ability to recognize and understand one's own thoughts, emotions, behaviors, and characteristics. This includes having a clear and accurate perception of one's strengths, weaknesses, values, and beliefs, as well as an awareness of how these factors may influence one's behavior and interactions with others.

Identified Challenge Areas



- > Emotional blindspots
- > Limited self reflection
- > Colored self perception

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Motivating Factors

Insights into Top 2 Major Factors that keep the test-taker motivated for optimal performance.

Top Motivating Factor 1

Openness to Experience



Is motivated by:



Opportunities to experience novelty and variety in tasks.

Engaging in creative activities.

Tackling challenges and coming up with new ideas.

Opportunities to create something new.

Beauty and aesthetics.

Top Motivating Factor 2

Conscientiousness



Is motivated by:



Being delegated responsibilities for planning.

Working with clear timelines.

Discipline in work and routine.

Challenges and opportunities to prove oneself.

Opportunities to take charge.

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