HFM TALENTINDEX

Part of the ASSESSIO GROUP

Big Five

Participant
John Example

Client
HFMtalentindex

Created on
02-03-2021

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Introduction

The Big Five (B5) report provides an indication of John Example's personality, based on the five widely used 'Big Five' domains: Task-oriented, Extraversion, Interest, People-oriented, and Sensitivity. The scores in this report are based on his responses to the HFMtalentindex personality measurement: a questionnaire, specifically designed to analyse relevant personality traits. The personality traits measured provide insight into the personal character traits responsible for John Example's behaviour. Based on these character traits, it is possible to make an assessment of the kind of behaviour he will display in practice.

When using this report, it is important to keep the following in mind:
1. The report is generated by HFMtalentindex' rule-based expert system, meaning that the measurement is performed in a highly objective and accurate manner. The system generates results based on a combination of the expertise of experienced organisational psychologists and extensive scientific research.

2. The scores in the report were determined by comparing John Example's response pattern to that of an extensive norm group of people, representing a variety of professional roles in various sectors. The report shows how John Example's scores compare to the average scores of the norm group.

3. The report is based on the answers provided by John Example regarding himself. This means that the measurement is based on John Example's self-image. It is therefore important to compare the results in the report with other sources of information, such as (previous) work experiences and results, an interview with John Example, his CV and references, if applicable.

Report structure

The B5 report consists of four components. The first provides a graphical overview of John Example's scores on the Big Five domains, and a short explanation of what a high or low score means. In the second part, you can read what John Example's scores on the personality domains and facets mean for his attitude towards life, how this translates to his work behaviour and the way in which he interacts with others. Part three includes a graphical overview of John Example's scores on all personality domains and facets. The report concludes with a few tips on how to handle any deviating scores.

This report shows how John Example scores in comparison with the selected norm population. Some of John Example's scores are displayed on a nine-point scale. Each point on the scale corresponds to a part of a normal distribution (a stanine) that shows how often these results occur in the norm population. The more extreme the score, the less often it occurs.

Most people (54%) have an average score (stanines 4, 5 and 6 combined). The stanine scores 4, 5 and 6 can be explained as slightly below average, average and slightly above average. Just under a quarter of people (23%) have a high score (stanines 7, 8 and 9 combined). These stanine scores can be explained as clearly above average, far above average and very high. Also less than a quarter of people have a low score. The stanine scores 1, 2 and 3 can be explained as very low, far below average and clearly below average.
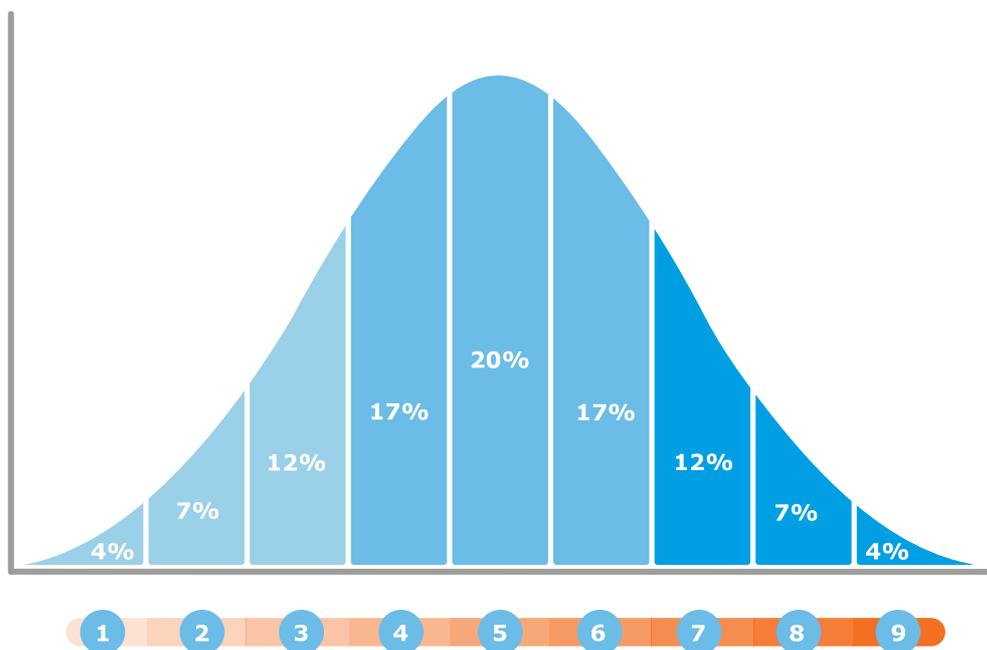
1. Graphical profile Big Five domains

Below, you can see a graphical representation of John Example's score on each of the Big Five domains. For each domain, the meaning of either a low or a high score will be briefly discussed.

Task-oriented

People with low scores mostly have a calm, relaxed approach towards their tasks and goals. They have less desire for achievement. Apart from that, people with low scores are often more flexible and are able to switch between matters easier because they aren't as strongly involved in things. People with high scores feel that it is important to do things well and work hard to finish matters. They are less easily distracted and handle engagements more conscientiously.

7

Extraversion

People with low scores generally have a solitary nature. They seek out the company of others less actively and enjoy quietly working alone. People with high scores enjoy being in other people's company. They are more exuberant, talkative and more often put themselves forward.

5

Interest

People with low scores mostly focus their interest on a limited number of areas. They value fixed habits and usually prefer the known and familiar to the new and uncertain. People with high scores are inspired by all sorts of matters. They enjoy experiencing new things and going (deeply) into new issues all the time: they become bored otherwise.

7

People-oriented

People with low scores are more oriented towards their own interests than those of others. They are often competitive and less emotionally involved with the troubles of others. On the other hand, people with high scores are strongly oriented towards the interests and feelings of others. They will do a lot for others and are usually more caring and helpful.

9

Sensitivity

People with low scores are generally not very sensitive to signals that can lead to negative feelings. They feel calm and try to approach things rationally. People with high scores are more alert to the things that happen in their environment that can lead to negative feelings. As a result, they can feel uncomfortable more often.

9

2. Textual explanation of the Big Five scores

Below, you can read what John Example's scores on the Big Five domains mean for the way in which he approaches life, his work and how he interacts with others.

Task-oriented   **Clearly above average**

John Example is keen on performing well and he is willing to work hard to do so. He is often very critical about his own performance. This makes him doubt whether he always has control of the things he has to do. At times, he finds it somewhat difficult to get started, but once he does, his approach to work is generally fairly disciplined.

He always thinks carefully before making a decision and getting things in motion. He sticks to the chosen direction and he sometimes finds it difficult to deal with unexpected deviations. He really likes order and structure and will try to handle matters systematically. He thinks it is important to stick to commitments and rules, even when they don't really suit his purposes.

Extraversion   **Average**

John Example enjoys working as a team, but he also frequently feels the need to do things alone. John Example doesn't easily become exuberant and may seem quite reserved as a result. He has an open demeanour and quickly feels at ease around others.

John Example doesn't really feel that it is important to step into the limelight, but he does want his input to be taken seriously. John Example loves experiencing exciting things on a regular basis and he enjoys taking certain risks. He has enough energy to take matters on, but he doesn't need to be constantly on the go.

Interest   **Clearly above average**

He enjoys experiencing new things sometimes, as long as the basis from which he works remains familiar. John Example feels that it is important to maintain a sound balance between theory and practice. The theory may fascinate him, but not without a practical significance. In certain areas, he holds clear convictions and values. However, he accepts that others may hold different opinions.

John Example considers his emotions and the way in which he experiences things to be very important. He uses his feelings to test decisions. He has a large imagination and enjoys using it. He really enjoys spending time on matters such as art, culture and music.

People-oriented   **Very high**

John Example feels quite involved with other people. That is why he usually enjoys helping others feel comfortable. He doesn't have a particularly modest nature, but he will definitely not come across as immodest to others. He finds conflict and confrontation hard to deal with. If others disagree with him, he would rather avoid the conflict than try to justify himself.

John Example trusts that most people have good intentions and that they can be trusted on their word. John Example quite easily feels sympathetic and concerned about others. He has a rather caring nature. He doesn't enjoy bending the truth to serve his own interest. However, if it serves his purpose to do so, he probably will.
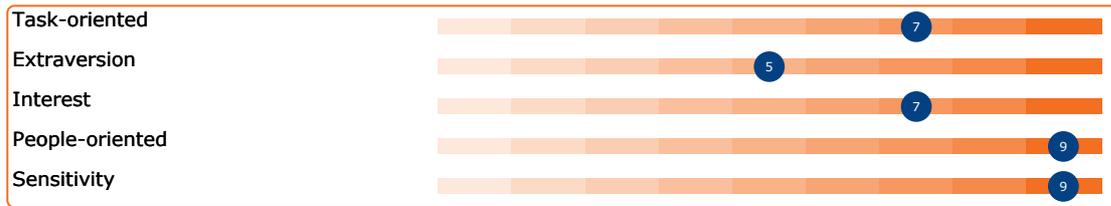
Sensitivity   **Very high**

John Example can become agitated, annoyed or angry quite easily. He often feels
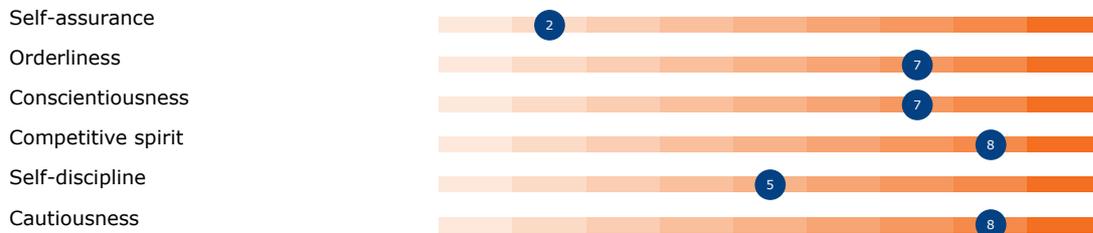pressured. It is difficult for him to deal with this effectively.

John Example can worry rather quickly about the things he experiences, and he
may feel restless and tense as a result. He quite easily feels judged by others. This
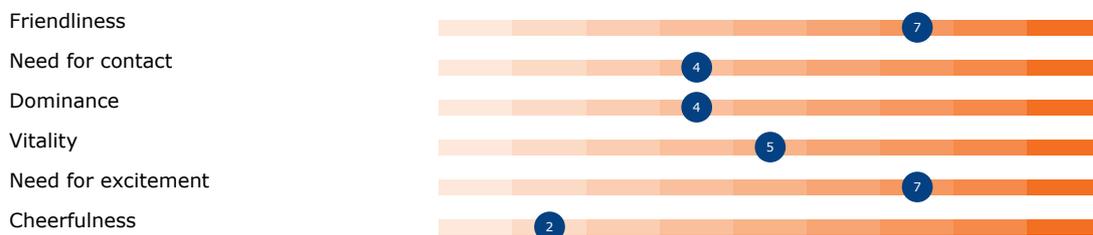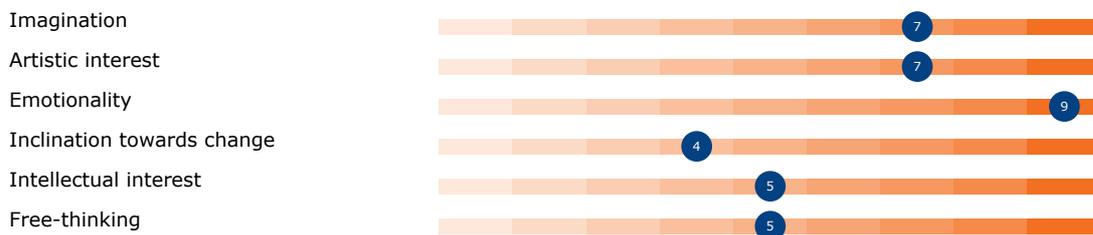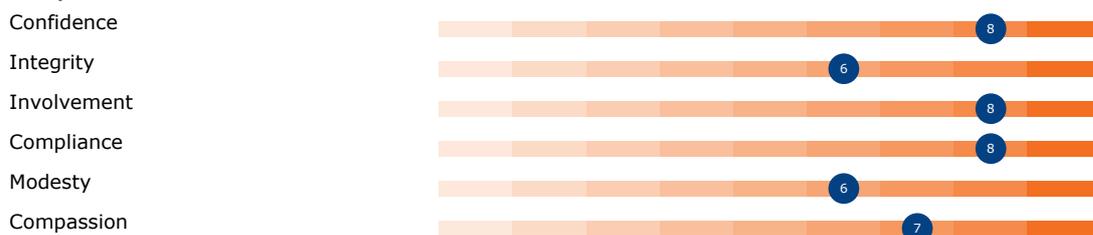can make it difficult for him to act assertively.

3. Big Five profile

Task-oriented	7
Extraversion	5
Interest	7
People-oriented	9
Sensitivity	9

Task-oriented

Self-assurance	2
Orderliness	7
Conscientiousness	7
Competitive spirit	8
Self-discipline	5
Cautiousness	8

Extraversion

Friendliness	7
Need for contact	4
Dominance	4
Vitality	5
Need for excitement	7
Cheerfulness	2

Interest

Imagination	7
Artistic interest	7
Emotionality	9
Inclination towards change	4
Intellectual interest	5
Free-thinking	5

People-oriented

Confidence	8
Integrity	6
Involvement	8
Compliance	8
Modesty	6
Compassion	7

Sensitivity

Nervousness	7
Anger	7
Embarrassment	8
Sensitivity to pressure	9

Social desirability

The HFMtalentindex personality measurement is checked for socially desirable answering tendencies, by the inclusion of control questions. We distinguish between two types of social desirability, which will be discussed here.

Self-deception

A high score (2 or 3) on self-deception indicates that the participant unconsciously overestimates the effectiveness of his actions and his way of thinking. The participant runs the risk of overestimating himself and may have a rather unrealistic impression of how effective his own actions are. Participants who score high on the self-deception assessment often have difficulty identifying their own weak points.

Tips for discussing the report

When discussing the report, we recommend that you ask these participants about any feedback they may have received from those around them. By assessing this feedback, you may be able to break loose from the possibly distorted perception of the participant. You can do so by asking specific practical examples. For example, you can use the following questions: what are the strong points you are complimented on by your current supervisor? What are the improvement areas? What qualities do your colleagues appreciate you for? On what issues do you sometimes clash with colleagues? What do your subordinates identify as positive about your managerial style? What do they see as points requiring your attention?

Impression management

A high score (2 or 3) on impression management indicates that the participant consciously reports desirable behaviour and suppresses undesirable behaviour. This is the most obvious and conscious form of social desirability. The participant purposefully paints a picture of himself that is too positive. There is a risk that those participants were looking for the answers they thought to be the 'right answers' when completing the questionnaire.

Tips for discussing the report

When discussing the report, we recommend that you continue asking about the participant's strong points emerging from the report. We recommend that you also use specific practical examples for this purpose. It often clarifies matters if the participant has to describe a situation in which something went well, and a similar situation in which the participant was less successful. How were these situations different from one another? In the event of high scores on this point, watch out for so-called 'positive weak points', such as 'people might even say I work too hard'.

A high score on one or both of the social desirability scales doesn't mean that the report is worthless. It indicates that you must be attentive to possible misrepresentations. The above explanation and tips may help you test the perception.

Self-deception	1
Impression management	1