

Personality Insight

Taken by: **Ollie Ryder-Green**

Date taken: **01 June 2020**

	Low				High
Extraversion					
Agreeableness					
Emotional stability					
Conscientiousness					
Openness					

YOUR RESULTS:

Extraversion					
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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					
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You have scored in the mid-range for Agreeableness, which means you are likely to enjoy team working, but you will challenge others and voice your views when you feel strongly about an issue. On less important issues, you may be willing to compromise and go along with the thoughts of others.

Tips

- You may wish to look at roles where team-working, being helpful and considerate at work is valued. A role where consultation and collaboration are important.
- You may wish to seek out 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, ensure that you hold your own in any group activities, e.g. group discussions, and that you assert your views willingly even if you eventually compromise to enable the group to reach a shared decision.
- Look for organisations where consensus working and/or fellowship are valued and building good relationships is paramount, but where there is also a strong leader giving direction.

Emotional stability					
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You have scored in the mid-range for Emotional Stability, which means that you are likely to cope with some pressure and stress in your life and still be effective. This may change if you are put under undue stress and pressure. As you are average for Emotional Stability you may find you are aware of your own and other's feelings at work, but tend not to get overwhelmed by them.

Tips

- You may do well as a manager, balancing the sensitivity required to work with others with the tough approach sometimes required. Ask about the opportunities to take on more responsibility for others.
- It is likely that you cope well with pressure up to a certain point at which it can feel overwhelming. So if you are preparing for an interview make sure that you leave enough time to prepare fully so that the balance does not tip and you can portray yourself at your best.

- If you are attending an assessment centre/extended interview ensure that you display the balance you have between being in control of your emotions and the ability to pick up the rise in emotions in others.
- Think about where the balance for you lies in coping with pressure. If you prefer to remain calm and collected, think about how high pressured the environment might be. Identify jobs and careers that value an ability to stay positive under difficult challenges, but which don't reach crisis level.

Conscientiousness

You have scored in the middle range on Conscientiousness, which means you are likely to be task focused, but flexible in your approach depending on the priority you allocate to the activity. You may be organised in some areas of your life, but leave other things to chance.

Tips

- When job hunting, consider to what extent the end result may be more important than the process of getting there. Consider roles that have some focus on compliance and regulation, but not too much. Do these activities exist in your organisation?
- If you are preparing for an interview, consider how much preparation you want to do for the interview. Ensure that you do not over prepare e.g. over-rehearse 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, 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.
- Consider roles with the amount of self-discipline, regulation and an emphasis on achieving results on time and to budget that would suit you. You are 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.