

PERSONALITY INVENTORY (PI)

The PI is a personality assessment based on the most widely accepted system for classifying personality: the "Big Five" personality traits. Scores for each scale are expressed as percentile rankings, and reflect how each test-taker rates for a given trait, compared to all other test-takers. It is important to note that, as with other personality tests, there are no "high" or "low" scores on the PI; rather, people with certain traits will tend to perform better at certain jobs. For example, a person with a score of 90th percentile in extraversion is more extraverted than 90% of the population (or more introverted than only 10%), and this may be an asset or a liability, depending on the nature of the job.

CANDIDATE INFORMATION

Name: **Jane Sample**

Position: Accountant

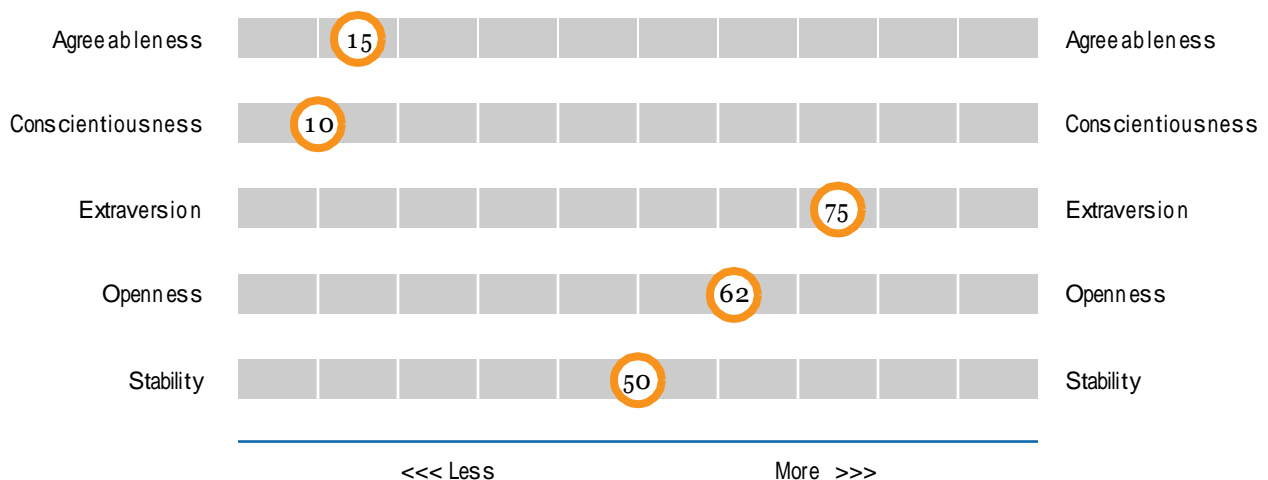
Test Date: Jan 19, 2013

Test Event ID: CRI-1054-KTVW

RESULTS SNAPSHOT

- Skeptical and objective in evaluating others
- Laid-back, spontaneous
- Outgoing and extraverted
- Assertive, outspoken, and likely to seek leadership
- Sociable and gregarious
- Generally conventional but not averse to exploring new things
- Imaginative and creative
- Generally even-tempered

RESULTS SUMMARY



AGREEABLENESS

The agreeableness scale measures an individual's tendencies with respect to social harmony and getting along with others.

Those with low agreeableness scores tend to be more skeptical about the motives of others, and are less inclined to be accommodating to other people in order to foster social harmony. **Because such individuals are often better equipped than highly agreeable individuals to make tough, objective decisions, they are generally well suited to positions that require objective, disciplined problem solving; these positions could include managerial positions, judges, lawyers, scientists, and soldiers, and traders. Similarly, a low agreeableness score can also be an asset in a sales or executive position,** because highly cooperative salespeople/executives will often be too willing to accommodate others and therefore not best represent the company's interest in dealings with customers or partners.

Because less agreeable people can at times be uncooperative or even unfriendly, individuals **with low agreeableness are generally NOT well suited to customer service, and can run into problems when working in team-based environments.**

CONSCIENTIOUSNESS

The conscientiousness scale measures an individual's tendency with respect to being careful, deliberate, self-disciplined, organized, hard-working, and dependable.

Those with low scores in conscientiousness tend to be more laid-back and less goal-oriented than others with higher scores. Individuals with low conscientiousness scores can also be impulsive and less prone to plan things out in advance, and tend to be less organized than others. In non-work settings, they are often seen as fun-loving and colorful, but in a work environment low scores in conscientiousness can correspond with a lack of reliability.

Although conscientiousness has been linked to success at work across all job families, evidence suggests that conscientiousness is more predictive of success for lower-level positions that require careful, deliberate work, than it is for leadership and higher-level managerial positions that place a premium on seeing the "big picture."

EXTRAVERSION

The extraversion scale reflects an individual's tendency with respect to being gregarious, sociable, energetic, assertive, and comfortable in the company of others.

Individuals with high scores on the extraversion scale tend to be outgoing, outspoken and gregarious. They are comfortable in social settings, and enjoy the company of others. They also make friends easily and enjoy meeting people and talking to strangers. They are also generally more assertive and prone to seek leadership roles than are introverts. **Extraverts are well suited to work in jobs that require frequent social interactions, such as sales, marketing, and public relations.**

Extraverts may NOT perform as well in jobs that require working alone for extended periods of time, or in which it is essential to work on tasks alone without being distracted by co-workers.

OPENNESS

The openness scale measures the extent to which an individual is imaginative and creative, as opposed to down to earth and conventional.

Such individuals are generally practical and down to earth, but can on occasion be interested in abstract ideas. While not averse to experimenting, such individuals often prefer conventional approaches and routines. People who score in the middle range are generally able to strike a balance between being detail-oriented and not losing sight of the "big picture."

Most research shows, however, that across most job types openness is the least predictive of job performance of the Big Five factors: the correlation between an individual's level of openness and subsequent job performance is generally low. It is therefore recommended that the openness scale should generally NOT be used for employee selection purposes; rather, its primary utility is that it can be used to inform training and placement decisions, and to provide further insight into a person's behavioral tendencies.

STABILITY

The stability/neuroticism scale measures the extent to which an individual is prone to experience negative emotional states, such as anxiety, depression or guilt.

Individuals who score in the middle range on this scale are generally even-tempered and calm, though they may sometimes respond emotionally to events when under stressful conditions. They are generally considered to be composed and are not overly excitable. People who score in the middle range for stability do not generally worry too much about how others perceive them, and are able to accept constructive criticism from others.

INTERVIEW GUIDE

Agreeableness

When a person scores in the low range for a job that would seem to require a high score, sample interview questions might include:

1. How would you handle a situation in which you really did not get along with a co-worker, with whom you had to work closely?
2. Describe a conflict that you have experienced working as part of a team, and how you resolved it.
3. Have you ever grown frustrated or angry with a customer, and how would you deal with a situation in which a customer was being unreasonably demanding?

Conscientiousness

When a person scores in the low range on the conscientiousness scale, sample interview questions might include:

1. What important goals did you achieve at your previous job, or in the past year?
2. How do you feel you will help this company achieve its goals? Why do you want to work for this company?

Extraversion

When a person scores in the high range for a job that would seem to favor a low score, sample interview questions might include:

1. Do you feel you perform best working alone or as part of a team, and why?