



Personal Characteristics Inventory

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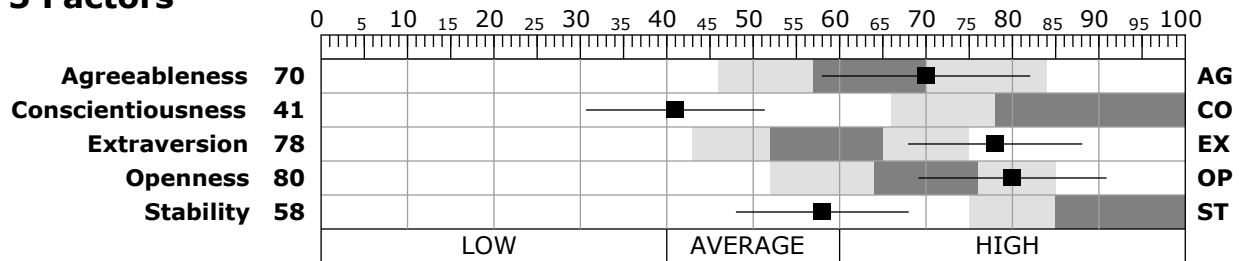
Results For:

Date Taken: 3/15/2020

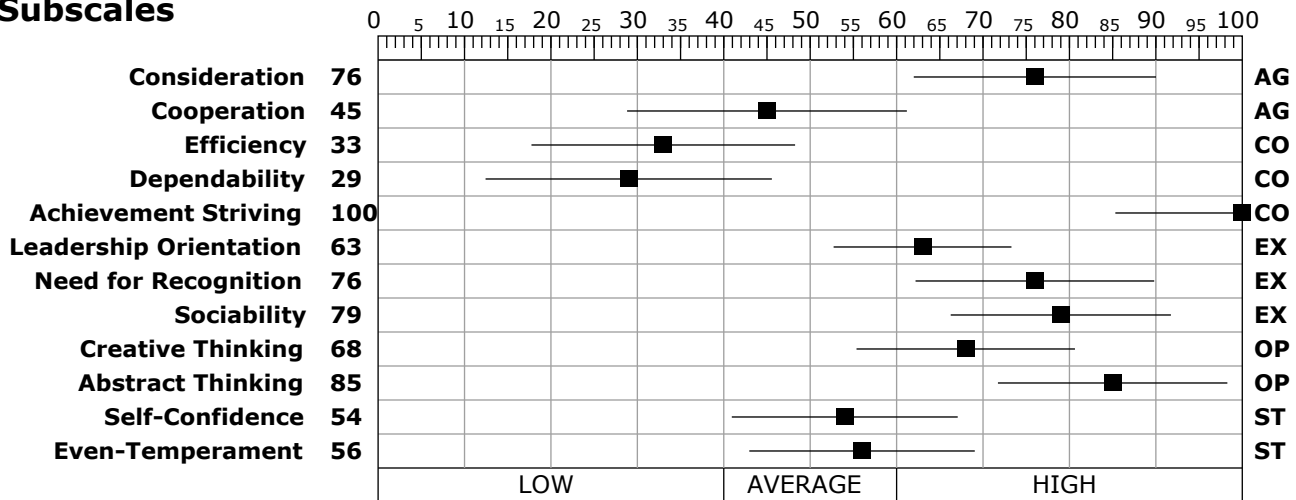
ApplicantID:

Summary Report Project Manager

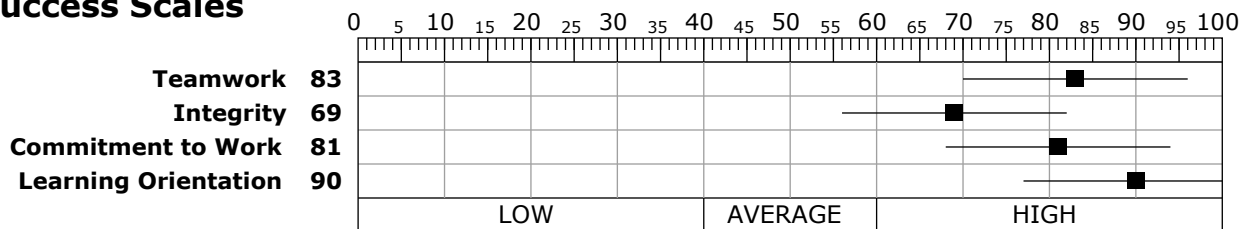
Big 5 Factors



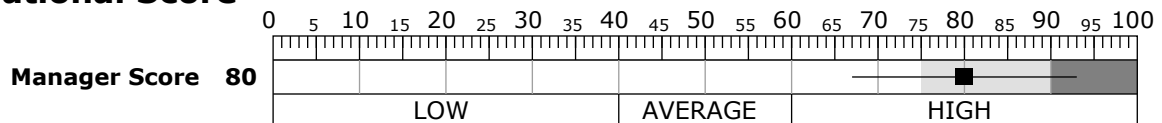
Subscales



Success Scales



Occupational Score

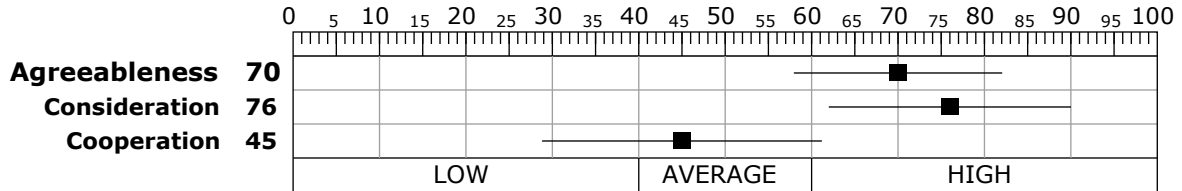


Accuracy Indices

	R.S	%ile	Interpretation
Self-Presentation	22	61	Within Range
Response Pattern	Agree 73	51	Within Range
	Neutral 18	61	Within Range
	Disagree 57	47	Within Range
Infrequency	3	45	Within Range

Agreeableness

The Agreeableness scale measure the tendency to be helpful and sensitive to the feelings of others. The Agreeableness scale is derived from the cooperation and consideration subscales.



received a high score on the Agreeableness scale. High scoring individuals tend to be cooperative, helpful, altruistic, trusting and good-natured. They are also considerate, generous, tolerant, forgiving, and sensitive to the feelings of others. They will often be comfortable in positions involving customer service and teamwork.

Summary: Usually courteous, cooperative and sympathetic to the needs of others. May need support when firmness is required.

Consideration

scored in the high range of the Consideration scale. Individuals with high scores tend to be seen as sensitive to the feelings of others and tend to anticipate their needs. They may be described as kind, empathetic, supportive, appreciative, tolerant, forgiving and straightforward in their dealings with others.

Summary: Usually generous, supportive, caring, anticipates others' needs. Very likely to work well with customers or other employees.

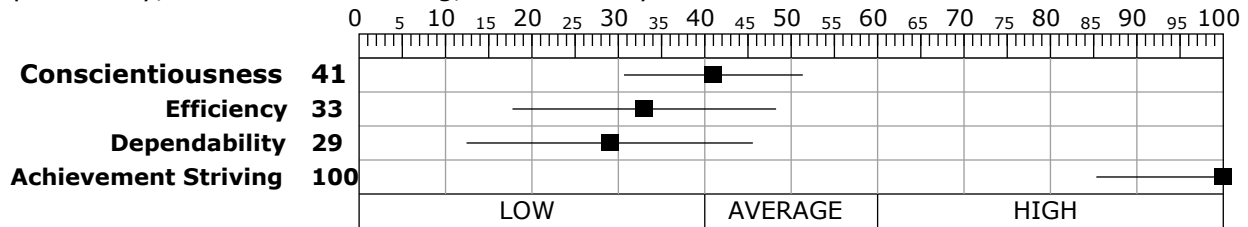
Cooperation

scored in the average range of the Cooperation scale. Individuals with average scores tend to get along well with others. They are generally helpful, but, when difficulties arise, they may become more self-focused and critical.

Summary: Generally helpful, usually works well with others. May be unwilling to help others when under stress.

Conscientiousness

The Conscientiousness scale measures an individual's tendency to be hardworking, dependable, prudent, efficient, and achievement striving. The Conscientiousness scale is derived from the Dependability, Achievement Striving, and Efficiency subscales.



received an average score on the Conscientiousness scale. Average scoring individuals tend to be prudent, reliable workers who follow through on tasks and projects. Generally, they are moderately self-motivated, organized and hardworking when they have interest in the task. There may be occasions when they bend the rules. They may be satisfied with only modest accomplishments.

Summary: Generally prudent, reliable and moderately self-motivated. Typically a modest need for accomplishment and adherence to rules.

Efficiency

scored in the low range of the Efficiency scale. Individuals with low scores may be characterized as disorganized, spontaneous or even haphazard in their work style. They may not be perceived as punctual or disciplined. They tend toward haste in decision-making and work tasks. They are disorganized and often have difficulty meeting deadlines.

Summary: Likely to have a disorganized, spur of the moment style. May act without planning and miss important deadlines.

Dependability

scored in the low range of the Dependability scale. Individuals with low scores may be characterized as taking a casual attitude toward their work commitments. In general, they place little value on follow-through and thoroughness of detail. They may find it difficult to stick with routine schedules and tasks. They may be irresponsible in their adherence to rules and policies.

Summary: Likely to have a casual attitude toward work, dislikes routine and follow-through. May disregard procedures or rules and cannot be counted on to get things done.

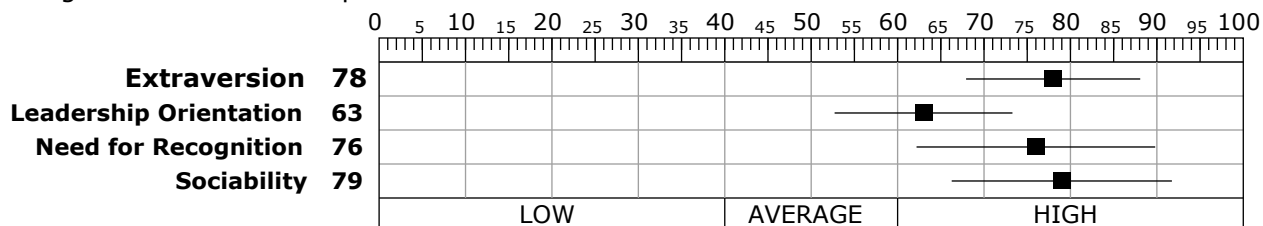
Achievement Striving

scored in the high range of the Achievement Striving scale. Individuals with high scores may be characterized as hardworking, persistent and very goal-oriented. They tend to approach work seriously and strive to improve on past performance. They are generally self-disciplined and can be counted upon to put in the extra effort to get the job done well.

Summary: Tends to be highly goal-oriented, hardworking, and self-disciplined.

Extraversion

The Extraversion scale measure the tendency to be sociable, gregarious, assertive, adventurous, ambitious and status seeking. The Extraversion scale is derived from the Sociability, Need for Recognition and Leadership Orientation subscales.



received a high score on the Extraversion scale. High scoring individuals are typically described as sociable, friendly, open and optimistic. They are generally outspoken, energetic and ambitious. They tend to be dominant, persuasive and comfortable taking the initiative or functioning in a leadership role. They may be egotistical and self-promoting at times, and may talk too much, rather than being a good listener.

Summary: Tends to be friendly, outspoken, sociable, persuasive and energetic. Generally comfortable in a leadership role, may be somewhat egotistical.

Leadership Orientation

scored in the high range of the Leadership Orientation scale. Individuals with high scores tend to seek out opportunities to take the lead and achieve success. They may be dominant, persuasive, energetic, and focused on obtaining wealth or status.

Summary: Usually ambitious, persuasive, self-driven to attain social status.

Need For Recognition

scored in the high range of the Need for Recognition scale. Individuals with high scores tend to seek out opportunities to be the center of attention. They may be spontaneous, outspoken and comfortable taking risks. They tend to be able to take strong measures because they are not afraid to provide criticism or do what it takes to get the job done. They may also be egotistical and easily bored.

Summary: Likely to be attention-seeking, spontaneous, comfortable taking risks. May be egotistical or self-promoting.

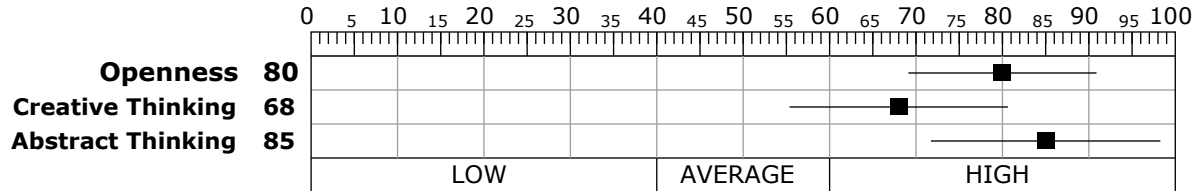
Sociability

scored in the high range of the Sociability scale. Individuals with high scores tend to enjoy large gatherings, meeting new people, striking up conversations and expressing their opinions. They are generally friendly and optimistic and may make friends easily.

Summary: Usually outgoing, talkative and optimistic. May enjoy large events and meeting new people.

Openness

The Openness scale measures the tendency of an individual to be imaginative, philosophical, cultured, curious, polished, original, broadminded, intelligent, and artistically sensitive. The Openness scale is derived from the Abstract Thinking and Creative Thinking subscales.



received a high score on the Openness scale. High scoring individuals are generally intellectually curious and comfortable working with abstract ideas. They tend to enjoy working on difficult problems and developing creative solutions. They may prefer variety and change in their work and be open to new approaches. They are likely to be unconventional, creative, clever and broadminded.

Summary: Usually intellectual, broadminded and enjoys developing creative solutions to difficult problems.

Creative Thinking

scored in the high range of the Creative Thinking scale. Individuals with high scores tend to be imaginative, unconventional and independent in their ideas. They tend to prefer unstructured, flexible environments in which they can experiment with new things and formulate creative solutions.

Summary: Tend to be creative developers and problem solvers. May experiment with original ideas.

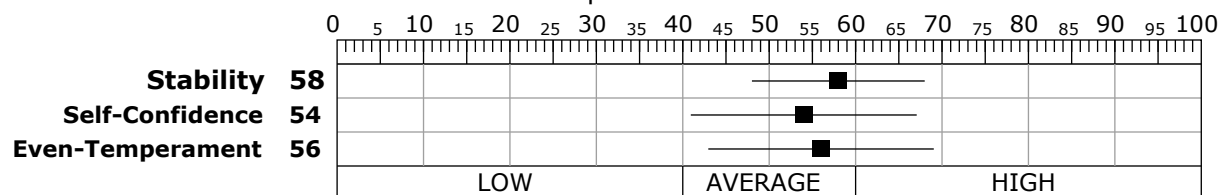
Abstract Thinking

scored in the high range of the Abstract Thinking scale. Individuals with high scores tend to tackle problems that require a great deal of reasoning and without obvious solutions. They are generally curious, analytical and introspective. They tend to enjoy philosophical discussions and can assimilate information from a variety of sources.

Summary: Typically intelligent, analytical problem solver, may assimilate information and develop solutions based upon overall objectives.

Stability

The Stability scale measures the individual's self-concept. This scale sheds light on how an individual is likely to respond when faced with changing or stressful circumstances. The Stability scale is derived from the Self-Confidence and Even-Temperament subscales.



received an average score on the Stability scale. Average scoring individuals are likely to be even-tempered with adequate confidence that they can handle stressful situations and adapt to change at work. Generally, they do not focus on things that might go wrong, they maintain their poise, and have a steadying influence on co-workers. When a situation presents itself that is more difficult than they can handle, they may display frustration or defensiveness.

Summary: Generally confident and even-tempered. May not deal with workplace stress effectively.

Self-Confidence

scored in the average range of the Self-Confidence scale. Individuals with average scores may be described as secure and confident. They may be somewhat sensitive to criticism. Generally, they cope well in stressful situations, but may experience self-doubt if things do not go well.

Summary: Generally self-confident and secure. Extremely stressful situations may cause self-doubt.

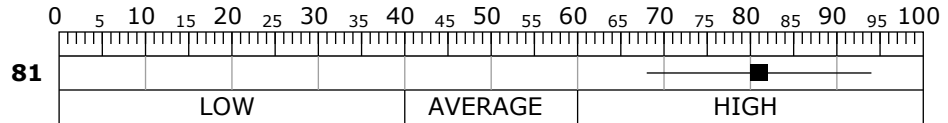
Even Temperament

scored in the average range on the Even-Temperament scale. Individuals with average scores tend to take things as they come. When highly valued personal expectations and external realities do not match, they may become frustrated and annoyed.

Summary: Usually handles normal situations well, may react negatively when reality does not meet important expectations.

Commitment To Work

The individual's tendency to focus their time and energy on behaviors that are consistent with work goals.

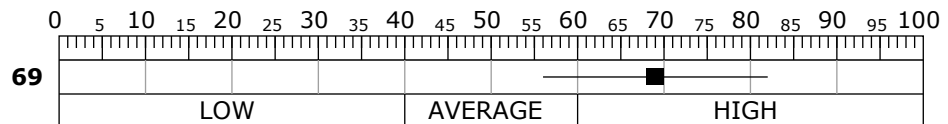


scored in the high range of the Commitment to Work scale.

The Commitment to Work Scale provides insight into how an individual's personality is likely to impact their level of commitment to work. The Commitment to Work Scale is derived from numerous validation studies linking personality to job performance and turnover (voluntary and involuntary). Conscientiousness and Stability, in particular, were found to be key drivers of employee performance and turnover.

Integrity

The individual's tendency to avoid counterproductive activity and engage in positive behaviors that serve the common goals of the organization.

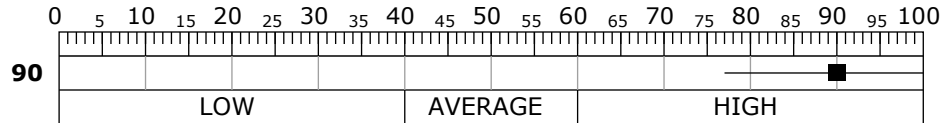


scored in the high range of the Integrity scale.

The Integrity Scale provides insight into how an individual's personality is likely to impact their tendency to avoid counterproductive activity and engage in positive citizenship behaviors that serve the common good. The Integrity Scale is derived from research and validation studies investigating the relationship between personality characteristics and integrity. Conscientiousness, Agreeableness, and Stability in particular, were found to be key drivers of employee integrity.

Learning Orientation

The individual's tendency to seek activities that require the acquisition of new knowledge and skills.

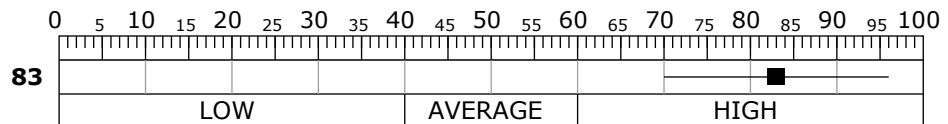


scored in the high range of the Learning Orientation scale.

The Learning Orientation Scale provides insight into how an individual's personality is likely to impact their willingness to engage in activities to acquire knowledge, skills and behaviors, and their willingness to learn new methods and procedures to improve job effectiveness. Research supports the use of Openness, Conscientiousness, and Extraversion as valid predictors of training performance.

Teamwork

The individual's ability to work well with others and display behaviors that support group efforts.

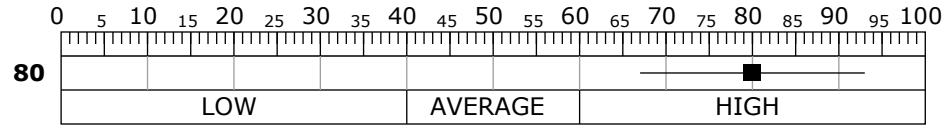


scored in the high range of the Teamwork scale.

The Teamwork Scale assesses the overall level of fit between the individual's personality and job requirements for positions involving work on teams with some responsibility for self-management. The Teamwork Scale is derived from numerous validation studies linking personality to supervisor ratings of job performance and the viability of the team over time. Agreeableness, Conscientiousness, and Stability, in particular, were found to be key drivers of successful performance in a team setting, with Agreeableness serving as the most critical factor.

Manager Score

The overall level of fit between the individual's personality and the job requirements for a Manager position.



scored in the high range of the Manager scale.

The Manager Scale assesses the overall level of fit between the individual's personality and job requirements for managerial positions. The Manager Scale is derived from numerous validation studies linking personality to supervisor ratings of job performance. Conscientiousness and Extraversion, in particular, were found to be key drivers of managerial performance, with Conscientiousness serving as the most critical factor.