



PARADIGM
PERSONALITY LABS

WORKPLACE

BIG FIVE PROFILE™

Consultant's Report

A Customized Report For: Sample English

Date: 11/15/2021

INTRODUCTION

WorkPlace Big Five Profile™ Consultant's Report
































The Consultant's Report is intended to support the Consultant in his/her interpretation of the WorkPlace Big Five Profile™ Trait Report and the Trait Capacitor Report. It provides additional information on Trait Variance, Response Set Bias, Item Responses, and the recommended HRO strategy for the Trait Capacity Scores. The information can help you consider more detailed aspects of the individual's trait scores and gauge their behavioral imprint with more precision. It will also help you identify key discussion points that help individuals gain deeper insights from their WorkPlace reports and support more robust debrief sessions. The insights can also be used to design action plans that fit the individual's natural style and provide input for target interviewing.

How to Use This Report

The first section contains Trait Variance indices for the 5 Supertraits and 23 Subtraits. They describe the degree to which an individual's behaviors are stable or somewhat flexible according to context. The second section indicates whether there is Evidence of Response Set Bias. Most of the time this will say "None." If you see any of the other possible descriptions, please refer to the Professional Manual for guidance before interpreting the WorkPlace reports with the individual. The third section contains the individual's item responses for each question in the assessment. These can be used along with Appendix A in the Professional Manual if the individual would like to discuss a particular score in detail. Finally, if an individual receives a Trait Capacitor Report, there will be a third section included in the Consultant's Report that contains the summary of their Trait Capacity Scores for competencies. You will find the Human Resource Optimization (HRO) Strategy for each competency measured, based on the Trait Capacity Score and on performance levels for each competency. For further information on any of these sections, please refer to the WorkPlace Big Five Profile™ Professional Manual.



INDIVIDUAL TRAIT SCORES

N	Need For Stability	47		E	Extraversion	32	
N1	Worry	23		E1	Warmth	65	
N2	Intensity	67		E2	Sociability	31	
N3	Interpretation	36		E3	Energy Mode	43	
N4	Rebound Time	71		E4	Taking Charge	18	
				E5	Trust of Others	41	
				E6	Tact	18	
O	Originality	39		A	Accommodation	54	
O1	Imagination	70		A1	Others' Needs	63	
O2	Complexity	12		A2	Agreement	52	
O3	Change	32		A3	Humility	40	
				A4	Reserve	56	
C	Consolidation	48		<div style="border: 1px solid green; padding: 5px;"> <p>LEGEND</p> <ul style="list-style-type: none">  Consistent (extremely consistent)  Situational (somewhat inconsistent)  Flexible (extremely inconsistent) </div>			
C1	Perfectionism	43					
C2	Organization	66					
C3	Drive	27					
C4	Concentration	58					
C5	Methodicalness	41					
C6	Detail	54					

NOTE: **Trait Variance** reflects the degree to which the answers to all items for a given trait are highly similar ("**Consistent**"), somewhat varied ("**Situational**"), or highly varied and including both extremes ("**Flexible**").

EVIDENCE OF RESPONSE SET BIAS: **Tendency to Disagree, Tendency to Use Extremes, Tendency to Use a Response Category Repeatedly**

Tendency to Disagree ("nay-saying"). This response set occurs when the respondent disagrees or strongly disagrees with 44 or more of the 93 items. Approximately 1% of the norm group disagree to that extent.

Tendency to Use Extremes ("all-or-nothing-saying"). This response set occurs when the respondent strongly agrees or strongly disagrees (the two extreme options) with 61 or more of the 93 items. Approximately 1% of the norm group select these extreme outside positions to that extent.

Tendency to Use a Response Category Repeatedly ("stuck-in-a-rut-saying"). This response set occurs when the respondent selects the same option for 55 or more of the 93 items (60% of the assessment; approximately 1% respondents), has a tendency to repeat the same response for consecutive items (approximately 1% of respondents), or selects the same response for 10 or more items in a row (approximately 1% of respondents).

INDIVIDUAL ITEM RESPONSES

1.	-2	25.	-2	49.	-2	73.	2
2.	-2	26.	-2	50.	-2	74.	2
3.	-2	27.	-2	51.	-2	75.	2
4.	-2	28.	-2	52.	-2	76.	2
5.	-2	29.	-2	53.	-2	77.	2
6.	-2	30.	-2	54.	-2	78.	2
7.	-2	31.	-2	55.	-2	79.	2
8.	-2	32.	-2	56.	-2	80.	2
9.	-2	33.	-2	57.	-2	81.	2
10.	-2	34.	-2	58.	2	82.	2
11.	-2	35.	-2	59.	2	83.	2
12.	-2	36.	-2	60.	2	84.	2
13.	-2	37.	-2	61.	2	85.	2
14.	-2	38.	-2	62.	2	86.	2
15.	-2	39.	-2	63.	2	87.	2
16.	-2	40.	-2	64.	2	88.	2
17.	-2	41.	-2	65.	2	89.	2
18.	-2	42.	-2	66.	2	90.	2
19.	-2	43.	-2	67.	2	91.	2
20.	-2	44.	-2	68.	2	92.	2
21.	-2	45.	-2	69.	2	93.	2
22.	-2	46.	-2	70.	2		
23.	-2	47.	-2	71.	2		
24.	-2	48.	-2	72.	2		

LEGEND

- Definitely Not True = -2
- Not Very True = -1
- Situational = 0
- True = 1
- Very True = 2

TRAIT CAPACITY REPORT SUMMARY

Competency:	Overall Fit:	Interpretation:	HRO Strategy: High Performance	HRO Strategy: Low Performance
Action Orientation	5	Somewhat Natural	Caution	Develop with Support
Adherence to Policy	8	Natural	Capitalize	Develop
Ambiguity & Paradox, Comfort with	3	Draining	Caution	Compensate
Ambition	4	Draining	Caution	Compensate
Analytical Thinking	2	Outside Comfort Zone	Caution	Compensate
Basic Leadership Orientation	5	Somewhat Natural	Caution	Develop with Support
Business Acumen	6	Somewhat Natural	Caution	Develop with Support
Competitiveness	6	Somewhat Natural	Caution	Develop with Support
Creativity	4	Draining	Caution	Compensate
Customer Service Orientation	6	Somewhat Natural	Caution	Develop with Support
Decision Making Skills	4	Draining	Caution	Compensate
Delegation	4	Draining	Caution	Compensate
Development Of Personnel	5	Somewhat Natural	Caution	Develop with Support
Diplomacy	5	Somewhat Natural	Caution	Develop with Support
Diversity, Comfort with	7	Natural	Capitalize	Develop
Entrepreneurship	5	Somewhat Natural	Caution	Develop with Support
Facilitation	8	Natural	Capitalize	Develop
Flexibility	6	Somewhat Natural	Caution	Develop with Support
Follow Through	4	Draining	Caution	Compensate
Future Orientation/Visionary Outlook	4	Draining	Caution	Compensate
Hiring And Staffing	8	Natural	Capitalize	Develop
Humor	4	Draining	Caution	Compensate
Independently, Comfort working	5	Somewhat Natural	Caution	Develop with Support
Informing Others	4	Draining	Caution	Compensate
Innovation, Comfort with	4	Draining	Caution	Compensate
Keyboarding Accuracy	4	Draining	Caution	Compensate
Listening	5	Somewhat Natural	Caution	Develop with Support
Managing Through Systems	4	Draining	Caution	Compensate
Meeting Management	6	Somewhat Natural	Caution	Develop with Support

TRAIT CAPACITY REPORT SUMMARY

Competency:	Overall Fit:	Interpretation:	HRO Strategy: High Performance	HRO Strategy: Low Performance
Motivation Of Others	5	Somewhat Natural	Caution	Develop with Support
Numerical Accuracy	4	Draining	Caution	Compensate
Objectivity	5	Somewhat Natural	Caution	Develop with Support
Optimism	4	Draining	Caution	Compensate
Organization	7	Natural	Capitalize	Develop
Overseas Work Success, Likelihood of	6	Somewhat Natural	Caution	Develop with Support
Paperwork, Comfort with	6	Somewhat Natural	Caution	Develop with Support
Performance Focus	4	Draining	Caution	Compensate
Planning	4	Draining	Caution	Compensate
Political Savvy	8	Natural	Capitalize	Develop
Presentation Skills	4	Draining	Caution	Compensate
Quality Orientation	7	Natural	Capitalize	Develop
Range of Perspective And Interests	4	Draining	Caution	Compensate
Reliability and Consistency	6	Somewhat Natural	Caution	Develop with Support
Responsibility Acceptance	4	Draining	Caution	Compensate
Risk Taking	5	Somewhat Natural	Caution	Develop with Support
Safety Orientation	6	Somewhat Natural	Caution	Develop with Support
Sales Orientation	4	Draining	Caution	Compensate
Self Confidence	4	Draining	Caution	Compensate
Self Control	8	Natural	Capitalize	Develop
Self Development	4	Draining	Caution	Compensate
Teamwork & Cooperation	6	Somewhat Natural	Caution	Develop with Support
Technical Learning	4	Draining	Caution	Compensate
Work/Life Balance	6	Somewhat Natural	Caution	Develop with Support
Written Communications	4	Draining	Caution	Compensate

TRAIT CAPACITY REPORT SUMMARY

INTERPRETATION GUIDE

Overall Fit:

Energizing = 9 - 10

Natural = 7 - 8

Somewhat Natural = 5 - 6

Draining = 3 - 4

Outside Comfort Zone = 1 - 2

Strategy:

Performing Competency Well:

- Capitalize = 7-10
- Caution = 1-6

Not Performing Competency Well:

- Develop = 7-10
- Develop with Support = 5-6
- Compensate = 1-4