



# WorkPlace Big Five Profile™



## Need for Stability

THE DEGREE TO WHICH WE RESPOND TO STRESS

### RESILIENT (N-)

Tends to handle stressful workplace situations in calm, steady, and secure way. Usually stress-free, managing with few difficulties even when stress occurs. Moves into problem-solving mode rapidly and proceeds in a rational, analytical way. May appear too relaxed, uncaring, insensitive, unaware. May not interpret or view critical problems or stressful situations seriously enough.

### RESPONSIVE (N=)

Normally tends to be calm, secure, and steady. Some surprises, pressures, difficult situations, and stressful circumstances can lead to some worry, anger, discouragement, or other stressful responses. Has a moderate threshold for handling workplace stress.

### REACTIVE (N+)

Tends to respond in alert, concerned, attentive, or excitable way. May experience workplace stress more than others and often serves as group's conscience. May accept responsibility for problems caused by others. Under stress, could be perceived as anxious.



## Extraversion

THE DEGREE TO WHICH WE TOLERATE SENSORY STIMULATION FROM PEOPLE / SITUATIONS

### INTROVERT (E-)

Prefers working alone. Typically, is serious, skeptical, quiet, private person who may prefer writing to talking. Enjoys handling individual assignments without interruptions. May come across to others as cool, aloof, or hard to read. May also appear to be a loner. Prefers work environment with very little sensory stimulation and away from the action.

### AMBIVERT (E=)

Tends to shift easily from working with other people to working alone. Finds too much of either kind of work dissatisfying. Has a moderate threshold for sensory stimulation from the work environment. To extraverts, may come across as an introvert or may appear as an extravert to introverted co-workers because of operating from the mid-range.

### EXTRAVERT (E+)

Prefers being around other people and involved in activities. Naturally talkative, enthusiastic, sociable, warm, trusting, and fun-loving. May become the formal or informal leader in a work team. Usually comfortable with lots of sensory stimulation and meetings. May be perceived as talking too much. May also lack some listening skills because of tendency to dominate conversations.



## Originality

THE DEGREE TO WHICH WE ARE OPEN TO NEW EXPERIENCES / NEW WAYS OF DOING THINGS

### PRESERVER (O-)

Tends to possess expert knowledge about a job, topic, or subject. Tends to be down-to-earth with a here-and-now view of the present. Approach to work is practical, tactical, and efficient. Comfortable with repetitive kinds of activity in the job. Could be viewed as conservative, too narrow in thinking, set in ways, or rigid. Prefers tried-and-true, traditional methods.

### MODERATE (O=)

Tends to be middle of the road and somewhat down-to-earth, but will consider new ways of doing something if convincing evidence is available. Not usually known for creativity or curiosity, but they can surface. May adopt and then expand upon a good idea from someone else. Appreciates both innovation and efficiency, but neither one to the extreme.

### EXPLORER (O+)

Tends to have a variety of interests. Likes cutting edge technology and strategic ideas. Seeks new experiences, and thinks about the future. May describe self as a strategic thinker, creative, imaginative, or artistic. Is probably more liberal than most and enjoys theory and concepts. May be perceived as impractical and easily bored.



## Accommodation

THE DEGREE TO WHICH WE DEFER TO OTHERS

### CHALLENGER (A-)

Tends to relate to others by being expressive, tough, guarded, persistent, competitive, or aggressive. Often independent in thought, asking tough questions to protect self-interest and to make sure of being right or winning. May not accept information without checking. Could come across to others as hostile, rude, self-centered, hard-headed, or not a team player.

### NEGOTIATOR (A=)

Tends to shift between competitive and cooperative situations fairly easily, usually pushing for a "win-win" strategy. Has a clear sense of personal identity, neither dependent nor independent. Works well either as a team member or as an independent. At worst, might be regarded as "sitting on the fence" between opposite views while trying to help both sides compromise.

### ADAPTER (A+)

Tends to relate to others' authority by being tolerant, agreeable, and accepting. Often defers to others and is seen as helpful, easily moved, promoting harmony, and a team player. Typically, allows others to "win" or be right more than allowing self. At times, may come across to others as naive, submissive, conflict averse, dependent, or unprincipled (because of yielding a position).



## Consolidation

THE DEGREE TO WHICH WE PUSH TOWARDS GOALS

### FLEXIBLE (C-)

Tends to approach goals in a relaxed, spontaneous, and open-ended fashion. Easily capable of multi-tasking and being involved in many projects and goals at the same time. Mind may be like a parallel processor, able to switch tracks on the run. May be a procrastinator. At times, could be perceived as casual about responsibilities, unorganized, or less productive than others.

### BALANCED (C=)

Tends to keep both work demands and personal needs in good balance. Mind typically operates like both a parallel processor and like a serial processor, both switching tracks and proceeding linearly. Probably more ambitious than a Flexible, yet probably more prone to enjoy leisure than a Focused. Occasionally, able to interrupt focus on goal with some spontaneous diversions.

### FOCUSED (C+)

Tends to work towards goals in an industrious, disciplined, and dependable fashion. Mind may be like a serial processor, proceeding in a linear, sequential manner. Has a strong will to achieve, doing so with preparation and organization. Consolidates time in pursuit of established goals. May be perceived as a workaholic, overbearing, compulsive, meticulous, stubborn, or inflexible.