Paradigm Personality Labs

WorkPlace Big Five Profile™

Trait Report

A CUSTOMIZED REPORT FOR:

English Sample

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Introduction

Welcome to your WorkPlace Big Five Profile™ Trait Report. Use this report and work with a certified WorkPlace professional to learn:

Your work-centered behavioral tendencies under the most reliable framework for understanding personality, the Big Five Model.

How to apply these results to best organize your work life, enhance your productivity, orient for success in your inter- and intrapersonal interactions, and increase your professional satisfaction.

Personality Matters

Putting personality first is a natural step to understanding who you are in the world of work. Your personality says a lot about how you approach work, how you relate to colleagues, and what you find appealing.

We all find some tasks naturally energizing while others leave us feeling drained and disengaged. And, what works for you may not necessarily work for someone else. Your report will help you identify the contexts and activities that fit you best, so you can achieve your career goals, understand others, and expand your influence at work.

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Context Matters

Your WorkPlace Big Five Profile™ supertrait scores and 23 subtrait scores are based on your questionnaire responses. These scores tell you where you lie on a given trait continuum relative to other people in your norm group.

We add in another layer of understanding with Trait Variance. This describes the degree to which your behaviors are consistent or somewhat flexible according to context. For example, you may take a more perfectionistic approach on projects you find more interesting or important.

There are three indicators of **Trait Variance:**

1 Consistent

Your behaviors are consistent across situations.

2 Situational

Your behaviors show some variance across situations.

3 Flexible

Your behaviors show considerable variance across situations.

How to Use This Report

Review the following **Your Results** section with a certified WorkPlace consultant or the Paradigm feedback webinar to learn how to accurately interpret your scores. Use the questions and tools in the **Making Meaning** section to help you apply this information to your professional life. Reflect how this information relates back to you at work. Take notes and ask questions as you go.

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N Need for Stability

THE DEGREE TO WHICH WE RESPOND TO STRESS

53

RESILIENT (N-) | RESPONSIVE (N=) | REACTIVE (N+)

RESPONSIVE: 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.

E Extraversion

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

38

INTROVERT (E-) | AMBIVERT (E=) | EXTRAVERT (E+)

INTROVERT: Prefers working alone. Typically, is a 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.

O Originality

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

41

PRESERVER (O-) | MODERATE (O=) | EXPLORER (O+)

PRESERVER: 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.

A Accommodation

THE DEGREE TO WHICH WE DEFER TO OTHERS

51

CHALLENGER (A-) | NEGOTIATOR (A=) | ADAPTER (A+)

NEGOTIATOR: 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.

C Consolidation

THE DEGREE TO WHICH WE PUSH TOWARDS GOALS

44

FLEXIBLE (C-) | BALANCED (C=) | FOCUSED (C+)

FLEXIBLE: 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.

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N Need for Stability

THE DEGREE TO WHICH WE RESPOND TO STRESS

53

RESILIENT (N-) | RESPONSIVE (N=) | REACTIVE (N+)

RESILIENT

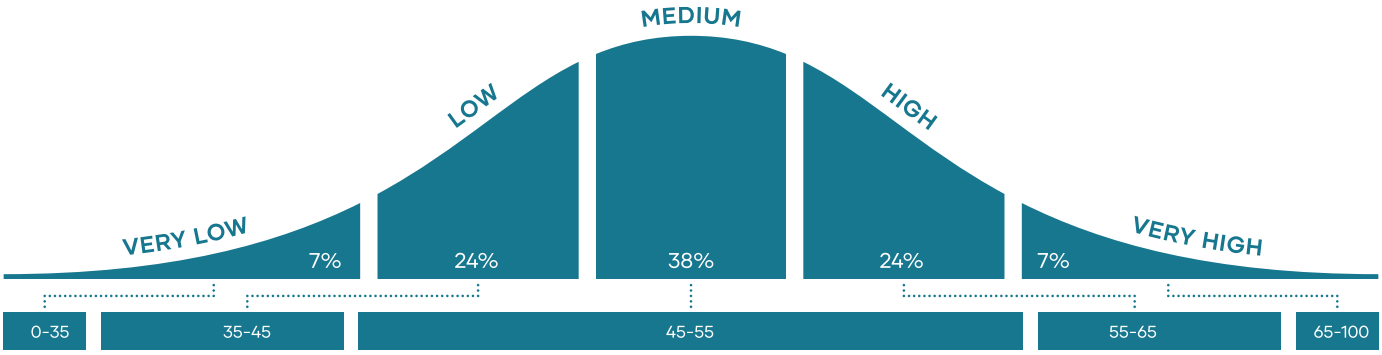
Tends to handle stressful workplace situations in calm, steady, and secure way. Usually stress-free, managing with few difficulties even when stress occurs. Moves into problem-solving mode rapidly and proceeds in a rational, analytical way. May appear too relaxed, uncaring, insensitive, unaware. May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

RESPONSIVE

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

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



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N1: Worry

THE AMOUNT OF CONCERN WE EXPERIENCE

MEDIUM WORRY: Some concerns from time to time

53

You tend to calmly await some outcomes and worry about others. Whether you worry or remain cool and confident depends on the perceived uncertainty involved and on the importance you attach to the situation. For example, you might worry more or less while awaiting the outcome of a business proposal than while awaiting the arrival of your new boss.

N2: Intensity

HOW FREQUENTLY WE EXPERIENCE STRONG EMOTIONS

HIGH INTENSITY: frequently experiences strong emotions

58

Individuals with your score tend to feel intense and impassioned emotions. These tendencies probably reveal themselves when you perceive a need to defend a situation or a group, act as a barometer of justice, or want to ensure accountability.

N3: Interpretation

HOW WE VIEW SITUATIONS

MEDIUM INTERPRETATION: Moderate confidence

54

You tend to show a balance of confidence and doubt when evaluating situations. Some situations bring out your realistic side, thinking that you can create positive impact. In others, you may possess less confidence.

N4: Rebound Time

THE AMOUNT OF TIME WE REQUIRE TO GET OVER STRESS

LOW REBOUND TIME: Bounces back quickly

43

Once a setback or crisis is over, it generally takes you less time to recover than it does most others. You can pick up and carry on after you take a small amount of time to personally recover and put things in order.

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E Extraversion

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

38

INTROVERT (E-) | AMBIVERT (E=) | EXTRAVERT (E+)

INTROVERT

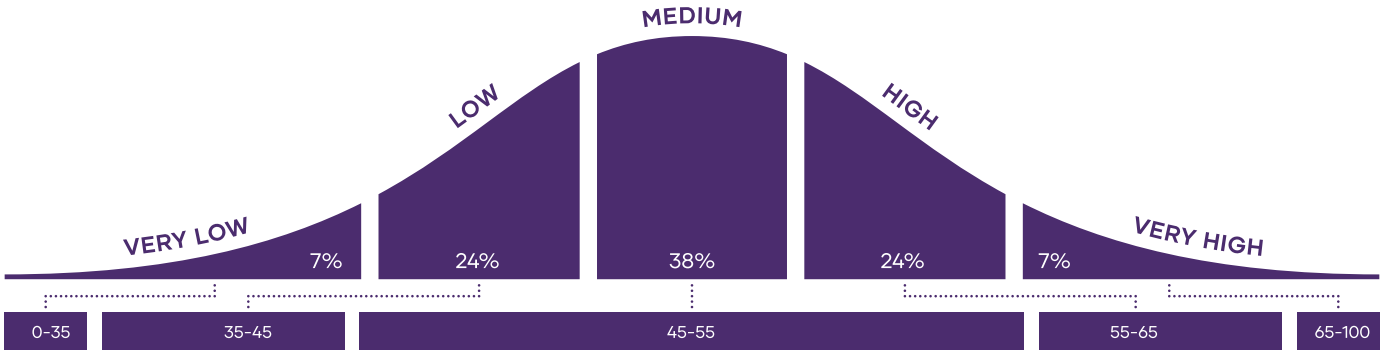
Prefers working alone. Typically, is a serious, skeptical, quiet, private person who may prefer writing to talking. Enjoys handling individual assignments without interruptions. May come across to others as cool, aloof, or hard to read. May also appear to be a loner. Prefers work environment with very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

AMBIVERT

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 midrange.

EXTRAVERT

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.



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E1: Warmth

HOW MUCH WE EXPRESS POSITIVE FEELINGS TO OTHERS

LOW WARMTH: Holds down positive feelings

38

You tend to enjoy a small amount of casual conversation with associates and limit the number of close relationships at work. Generally, you do not share much personal information and only share surface emotions with colleagues.

E2: Sociability

THE DEGREE TO WHICH WE ENJOY BEING WITH OTHERS

MEDIUM SOCIABILITY: Occasionally seeks out others

50

You tend to prefer a balance of group work and solitary work. In terms of work communication, you seek a mix of emails, phone calls and meetings, and find excessive amounts of any of them draining. You make the first move for face-to-face contact in some situations, and hold back in others.

E3: Energy Mode

DESIRED LEVEL OF PACE

MEDIUM ENERGY MODE: Maintains a moderate pace

47

Your pace at work appears to come in bursts. You tend to be energized by finding a balance between a fast and engaging pace and a more relaxed pace.

E4: Taking Charge

THE EXTENT TO WHICH WE WANT TO LEAD OTHERS

LOW TAKING CHARGE: Prefers being independent of others

43

You generally prefer being independent rather than taking on leadership roles where you must take responsibility for directing the work of others.

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E5: Trust of Others

HOW EASILY WE BELIEVE OTHER PEOPLE

MEDIUM TRUST OF OTHERS: Is somewhat trusting of others

45

Your trust of colleagues appears to be situational, such that you trust some and not others, or some colleagues in one kind of situation and not in others. You are fairly comfortable taking people at their word, but may need prior evidence of trustworthiness.

E6: Tact

THE DEGREE OF CARE WE TAKE IN SPEAKING

LOW TACT: Speaks without special regard for consequences

32

You tend to "tell it like it is," and prefer objective, plain language rather than sugar-coating or putting spin on things. At your best, you come across as honest, straightforward, and direct, and, at worst, blunt or harsh.

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Originality

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

41

PRESERVER (O-) | MODERATE (O=) | EXPLORER (O+)

PRESERVER

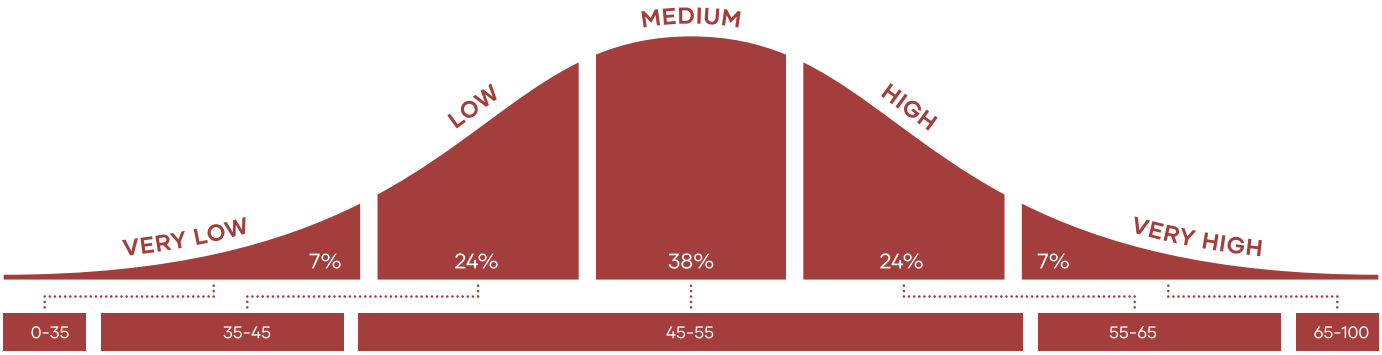
Tends to possess expert knowledge about a job, topic, or subject. Tends to be down-to-earth with a here-and-now view of the present. Approach to work is practical, tactical, and efficient. Comfortable with repetitive kinds of activity in the job. Could be viewed as conservative, too narrow in thinking,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

MODERATE

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

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.



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O1: Imagination

OUR PREFERENCE FOR INVENTING PLANS AND IDEAS

MEDIUM IMAGINATION: Creates and Implements Equally

48

You have the ability to flex your imagination to find creative solutions and novel strategic approaches. You also can take a more practical path to your work by focusing on tactical aspects. Neither behavior is extreme.

O2: Complexity

THE DEGREE TO WHICH WE MAKE THINGS COMPLEX

LOW COMPLEXITY: Prefers simplicity

42

You prefer simple solutions and direct approaches. Your interests probably are focused in one or two areas, and you tend to acquire depth of knowledge in those areas rather than exploring the vast range of other fields.

O3: Change

HOW EASILY WE ACCEPT CHANGE

LOW CHANGE: Wants to maintain existing methods

38

You tend to rely on established systems, policies, and ways of doing things. Changes can feel unnecessary and disruptive to you, and you find comfort and practicality in the familiar. Unless your accustomed ways aren't working, you usually don't modify them.

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A Accommodation

THE DEGREE TO WHICH WE DEFER TO OTHERS

51

CHALLENGER (A-) | NEGOTIATOR (A=) | ADAPTER (A+)

CHALLENGER

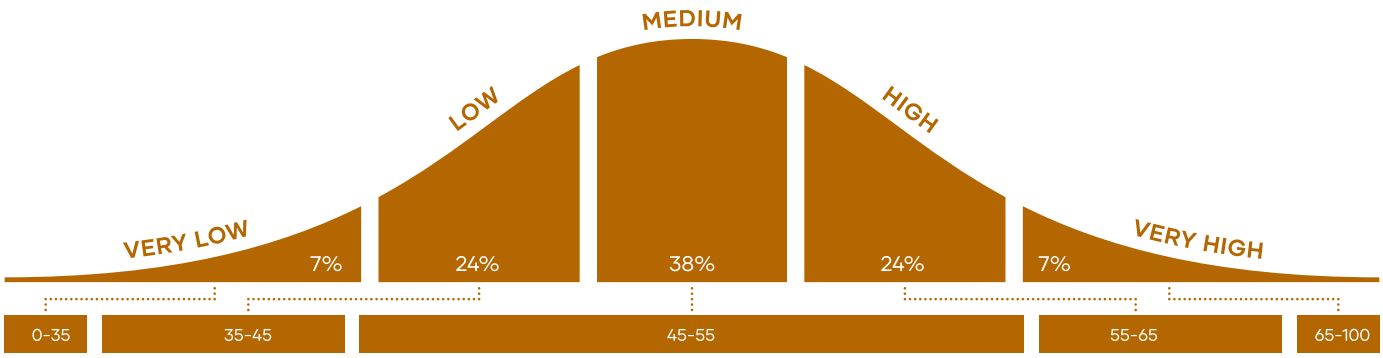
Tends to relate to others by being expressive, tough, guarded, persistent, competitive, or aggressive. Often independent in thought, asking tough questions to protect self-interests and to make sure of being right or winning. May not accept information without checking. Could come across to others as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

NEGOTIATOR

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

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 to do so. At times, may come across to others as naïve, submissive, conflict averse, dependent, or unprincipled (because of yielding a position).



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A1: Others' Needs

HOW WE INCONVENIENCE OURSELVES FOR OTHERS

MEDIUM OTHERS' NEEDS: Interested in needs of others and self

45

You tend to balance your workplace agenda and needs with those of others. You probably place greater emphasis and value on the input and needs of your associates, in some situations, and place greater emphasis on your own needs in other situations.

A2: Agreement

OUR DRIVING FORCE DURING CONFLICT

HIGH AGREEMENT: Seeks harmony

64

Your need for working relationships to be harmonious takes precedence in instances of actual or perceived disagreement or debate. You typically yield in competitive or conflict situations to avoid the potential for disharmony or bad feelings in others.

A3: Humility

OUR DESIRED LEVEL OF RECOGNITION

MEDIUM HUMILITY: Likes some acknowledgment

49

When credit and praise are handed out, you are as likely to be uncomfortable as comfortable. You can readily take credit when appropriate in some situations, but in others you show humility and point to others as deserving of equal or more credit.

A4: Reserve

THE DEGREE TO WHICH WE VOICE OPINIONS TO OTHERS

LOW RESERVE: Usually expresses opinions

44

You tend to express your opinions with alacrity, and few must try to read your mind. You tend to feel very comfortable presenting to groups of any size, with minimal preparation or advance notice.

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C Consolidation

THE DEGREE TO WHICH WE PUSH TOWARDS GOALS

44

FLEXIBLE (C-) | BALANCED (C=) | FOCUSED (C+)

FLEXIBLE

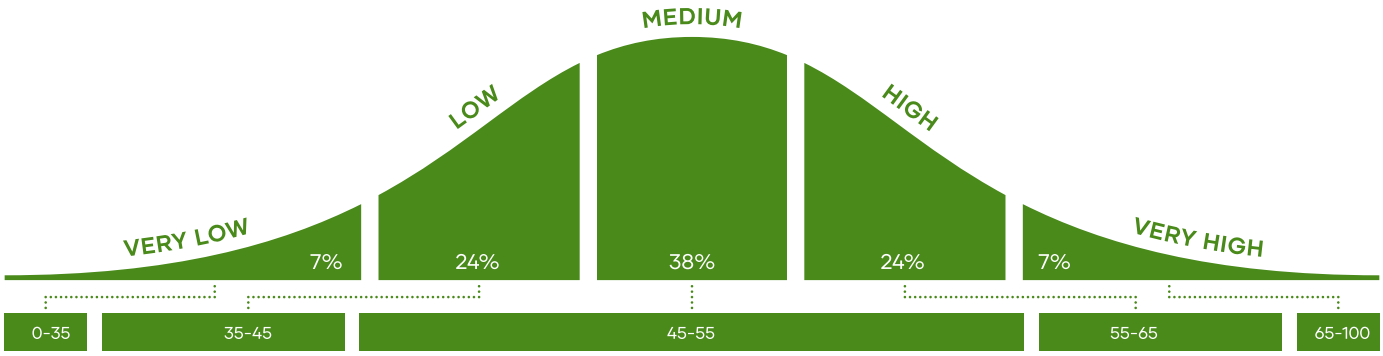
Tends to approach goals in a relaxed, spontaneous, and open-ended fashion. Easily capable of multi-tasking and being involved in many projects and goals at the same time. Mind may be like a parallel processor, able to switch tracks on the run. May be a procrastinator. At times, could be perceived as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

BALANCED

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 goals with some spontaneous diversions.

FOCUSED

Tends to work toward 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.



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C1: Perfectionism

THE DEGREE TO WHICH WE STRIVE FOR PERFECTIONISM

LOW PERFECTIONISM: Low need to continually refine or polish

44

You are usually comfortable with less than perfect results, and often embrace the "good enough" standard. Perfection probably feels like a lofty goal to you. Instead, you focus your efforts on the quantity of work produced.

C2: Organization

THE DEGREE TO WHICH WE STAY ORGANIZED

MEDIUM ORGANIZATION: Maintains some organization

45

You are moderately organized -- you keep some things in their place, and allow others to remain unorganized. You probably approach organization and tidiness differently according to the situation or topic. For example, you may spend more time organizing files for projects that are higher in visibility.

C3: Drive

HOW PUSHED WE FEEL TO ACHIEVE

MEDIUM DRIVE: Needs some additional achievement

47

You focus energy on goals in some areas of your work and private life, and not on others. You are ambitious and aim high in some areas, but probably are markedly less ambitious in other areas. This could be a function of what you value, or the specific context.

C4: Concentration

HOW SUSTAINED OUR ATTENTION IS

MEDIUM CONCENTRATION: Can shift between tasks

46

Your level of concentration appears to depend on the task, situation, and the priority. You appear to exhibit a balance between concentration and distractibility, sustaining your attention for longer periods, and switching tasks for other periods.

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C5: Methodicalness

HOW MUCH PLANNING WE NEED TO DO

MEDIUM METHODICALNESS: Does some planning

48

Your approach to planning seems to be situational, meaning that you evaluate approaches based on the overall context and adjust where you see fit. You probably prefer to have some degree of freedom to follow the priority of the moment at times, while you tend to follow the usual structured workflows and project plans at other times. You may deviate from plans that do not seem to be working.

C6: Detail

OUR TOLERANCE FOR HANDLING DETAILS

MEDIUM DETAIL: Attends to details if needed

47

You probably are comfortable both working with details and the big picture. You tend to be equally comfortable with facts and theories, shifting your focus depending on the situation and its importance to you. This style may support you in flexing between your various work tasks.

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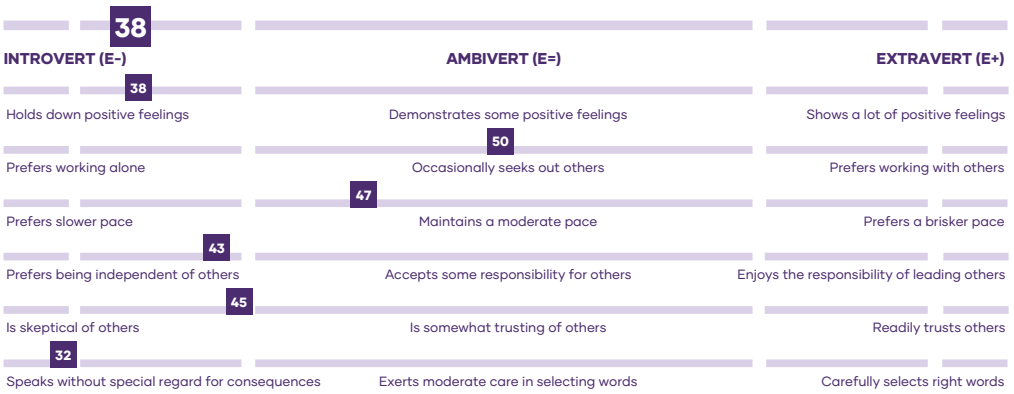
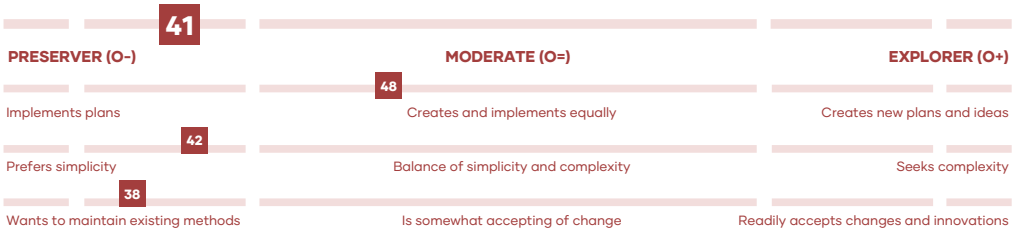
N Need for Stability

E Extraversion

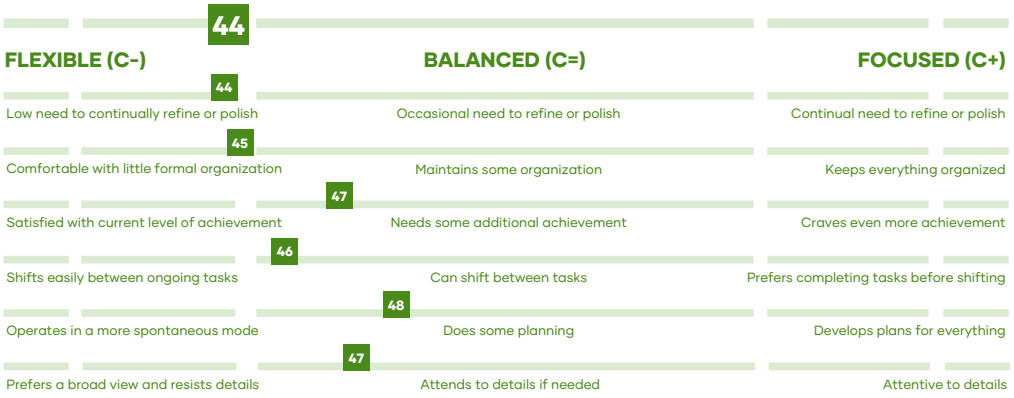


O Originality



A Accommodation

C Consolidation



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Making Meaning

Now that you've reviewed your WorkPlace Big Five Profile™ report, it's time to reflect on these insights and connect the dots in your work life.

Your personality informs your communication style, optimal career path, and work preferences; it's the difference between energizing achievement and draining overwhelm at work. But, like many things, personality is neither black nor white, good nor bad. Rather, each aspect of your personality comes with both opportunities and challenges. When you respect and appreciate both your personality and the diverse personalities of others, you will see the benefits at work.

Why?

Because aligning your natural preferences with your career allows you to sustain the energy required to succeed, day after day and year after year. You tend to excel without effort, quickly find better solutions, and remain internally motivated. In the long run, you'll stay mentally sharp and emotionally fulfilled.

Help or Hinder?

Certain aspects of your personality fit well with some roles or tasks while others do not. This means the same trait that helps you in one situation may hinder you in another. For example, someone with a high Concentration (C4) score will tend to excel when working on deadline-intensive projects. However, this same trait could hinder that person when there are competing priorities requiring repeated shifts in focus. It is important to understand personality fit is not a measure of performance. Rather, it is a measure of the trait energy you bring to specific roles and tasks at work.

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Reflect on the following:

Which of your subtraits potentially helps you the most in doing your work and how?

Subtrait score	How this subtrait helps you in your work

Which of your subtraits potentially hinders or concerns you the most in doing your work and how?

Subtrait score	How this subtrait hinders you in your work

What Energizes You?

Your score on each trait can also indicate how certain situations affect you or drive you past your threshold of energy. When you hit your threshold, you tend to start to feel drained. Other situations may charge you up and give you energy.

For example, does the idea of a big party with lots of new people, loud music, and dancing into the night sound like fun or like something you'd want to avoid? By looking at your subtrait scores, someone could probably predict your answer.

Understanding this and how your WorkPlace subtrait scores relate to reaching your threshold will help you choose better situations from the start. It will also help you adjust your activities as needed to better handle the wide range of demands we all face at work.

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With the principles of trait energy in mind, draw some mental lines between your supertrait scores and how naturally energizing or draining you find certain behaviors and situations. The mere awareness of how these activities interact with your unique personality can help you create simple but powerful, individualized energy management strategies.

For example, those scoring lower in Sociability (E2) might find meetings to be somewhat draining. They may, therefore, choose to bundle meetings within a fixed period of the day and leave the rest of the day free for more naturally energizing, solitary work. Alternatively, they may choose to schedule meetings around extended periods of isolated work in order to recharge throughout the day.

What is important is not the specific solution but understanding you can intentionally design the flow of your activities to maximize trait energy and the likelihood of success and fulfillment.

Reflect on the following:

Which of your subtrait scores energizes you the most in your current role and how?

Subtrait score	How this subtrait energizes you in your work

Which of your subtrait scores drains you in your current role and how?

Subtrait score	How this subtrait drains you in your work

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In Relation to Others

Now, let's shift perspective from yourself to your interactions with others at work. When you have similar scores to a colleague, it can ease your stress. For example, if you and a coworker are both high in Perfectionism (C1), you may find you can rely on him or her to think through all the details on a highly important project. Yet, that same high Perfectionism score could also cause a strain if either of you is focused on different or competing details.

Different scores can also create conflict and misunderstanding. Sticking with the example, if you are high in Perfectionism, you may see reviews and refinement as necessary. A less perfectionistic colleague, on the other hand, may see "perfect" as getting in the way of good enough. But these differences also present an opportunity. It might be very easy to split workloads, for instance, with you serving in a final review role and your lower Perfectionism coworker supporting with early reviews.

You may not always know the scores of your colleagues, of course, but knowing how you score on the subtrait dimensions will help you clearly communicate and coordinate your preferred approaches to workplace collaboration. It will also help you appreciate and collectively leverage the diversity of personalities in your organization.

Reflect on the following:

Where can you appreciate others' personality differences and work with them more effectively?
Think of a work situation where your score on a selected subtrait differs from your colleague and the benefits of this diversity.

Situation

Subtrait	Your subtrait score	Your colleague's subtrait score

How both subtrait scores help in this situation

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Where could you change your thinking in order to appreciate others' personality differences so you can work with them more effectively?

Think of a work situation where your score on a selected subtrait differs from your colleague and it creates a challenge. How can you shift your perspective to help bridge the gap with personality awareness?

Situation

Subtrait	Your subtrait score	Your colleague's subtrait score

How both subtrait scores create difficulty in this situation

Knowing your subtrait score differences, what can you both do to create understanding and accomplish your objectives?

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Finally, the WorkPlace is a psychological tool and is best interpreted by a trained professional.
Please make notes on your reflections and share them with your WorkPlace certified consultant.

What about your scores would you like to discuss with your WorkPlace certified consultant?

Scan me to share your WorkPlace Big Five Profile™ experience.

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