

# WorkPlace Big Five Profile™: Job Fit Worksheet



Mark an “X” on the grey rows below where you believe there is a “best fit” between the trait and the demands of your job.



**N: Need for Stability**  
(N1: Worry, N2: Intensity, N3: Interpretation, N4: Rebound Time)

## Resilient

## Responsive

## Reactive

-  Cool, rational, at ease
-  Lack concern, low sense of urgency



-  Alert, expressive, high sense of urgency
-  Rumination, difficulty down-regulating stress response



**E: Extraversion**  
(E1: Warmth, E2: Sociability, E3: Energy Mode, E4: Taking Charge, E5: Trust of Others, E6: Tact)

## Introvert

## Ambivert

## Extravert

-  Quiet, works well independently, reflective, allows space and time for others to participate, little need for “spotlight”
-  Loner, enigmatic, low energy, avoids taking charge of leading others, cool and aloof



-  Enthusiastic, shares emotions, people-oriented, comfortable with a lot of “action”, high energy
-  Overbearing, center-of-attention, outspoken to the point of dominating conversation



**O: Originality**  
(O1: Imagination, O2: Complexity, O3: Change)

## Preserver

## Moderate

## Explorer

-  Attentive to details, likes implementation, possesses expert knowledge (knows what works based on experience and tradition), practical, efficient, down-to-earth
-  Conservative approach, narrow perspective, resists change



-  Open to change, future-oriented, imaginative, curious, strategic, inventive, prefers complexity
-  Impractical, easily bored, change for the sake of change



**A: Accommodation**  
(A1: Others’ Needs, A2: Agreement, A3: Humility, A4: Reserve)

## Challenger

## Negotiator

## Adapter

-  Tough, competitive, persistent, challenges status quo, independent, willing to go at it alone
-  Self-focused, aggressive, win at all cost, skeptical, not a team player



-  Tolerant, agreeable, accepting. Promotes harmony, team player
-  Naïve, acquiescent, dependent, conflict averse,



**C: Consolidation**  
(C1: Perfectionism, C2: Organization, C3: Drive, C4: Concentration, C5: Methodicalness, C6: Detail)

## Flexible

## Balanced

## Focused

-  Flexible, task-switcher, spontaneous, comfortable with ambiguity, able to “make do” with less, rules=guidelines
-  Distractible (and distracting to others), disorganized, irresponsible, unproductive

-  Focused, planful, disciplined, sequential, dependable, rules=rules
-  Demanding, rigid, compulsive, over-driven/ambitious