



# WORKPLACE

BIG FIVE PROFILE™

## Narrator Report

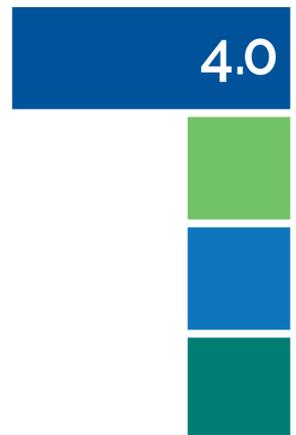
**A Customized Report for:** Sample Person

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# PART ONE:

BASED ON THE 28 TRAIT SCORES

## N: NEED FOR STABILITY

When crises, emergencies, interruptions, and other potential stressors happen at work, you often handle these situations in a calm, steady, and secure way. In fact, you appear to be able to handle much more stress than two-thirds of the workforce. What is stressful to many others, you will normally take in stride with minimal disruption of your personal effectiveness.

### N1: WORRY

Many of your associates likely know you as someone who calmly awaits whatever the outcomes may be, and not as a worrier. You frequently exhibit a calm, cool, and collected demeanor. Every now and then, some situation will transpire that causes you some anxiety.

### N2: INTENSITY

Under normal work circumstances, your associates rarely if ever see you give any sign of having a strong temper. But that is not to say that you do not get moderately angry or upset on occasion. You show more anger than some, and less anger than others.

### N3: INTERPRETATION

In addition, you are more optimistic than a majority of the workforce. You are often confident in the favorable outcome of many situations, as you tend to feel both in control and able to personally influence the outcome.

### N4: REBOUND TIME

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

## E: EXTRAVERSION

You typically avoid quiet situations as well as noisy ones, preferring instead to be around a moderate level of activity.

### E1: WARMTH

You enjoy a small amount of chit-chat with other associates and limit the number of close relationships at work. Generally speaking, your co-workers will get less personal information from you than from other co-workers, and they will rarely see you responding emotionally to daily events.

### E2: SOCIABILITY

With respect to your orientation toward other people, you tend to avoid both solitude and crowds, preferring instead to be around a small to moderate group of people, such as family, friends, or work associates. Extremely solitary situations would be uncomfortable, as well as large assemblies of people such as trade shows and conventions.

### E3: ACTIVITY MODE

The quality of your work energy appears to come in bursts, such that you can go full tilt (fast and physically engaging) for a short period of time, then followed by a change of pace (slower and less physically engaging).

### E4: TAKING CHARGE

As a general rule, you feel comfortable taking on the responsibility for directing or coordinating the work of others, and many of your associates will know you as a 'take charge' kind of person. Leadership is a mantle that is natural for you.

### E5: TRUST OF OTHERS

When your associates make commitments, promises, and other agreements, you are sometimes skeptical, assuming that they may be over promising or insincere and may require follow-up to insure follow-through.

### E6: TACT

You are typically good at handling people, and one way you do this is by putting appropriate 'spin' on matters that might otherwise be hurtful or combative.

## O: ORIGINALITY

Typically comfortable working at the theoretical or abstract level, you accept the uncertain and unknown with open arms. While you do not necessarily embrace change for change's sake, you certainly are open to putting new ideas and suggestions on the table for consideration.

### O1: IMAGINATION

Your associates likely know you as someone with a moderate amount of imagination--more visionary and with more ideas than some associates, but not as visionary and full of ideas as others.

### O2: COMPLEXITY

Your interests are more likely to be spread over a wide variety of areas, with some resistance on your part to focusing in depth on any one specific field--people are likely to know you more as a generalist than as a specialist.

### O3: CHANGE

People will not know you as a creature of habit, but rather they will see you as someone who prefers when possible to explore the new and different, whether in social options or work processes. While you are not necessarily in favor of change for change's sake, you are typically comfortable with most any reasonable change.

### O4: SCOPE

You are comfortable working with a moderate amount of detail, such that some of your associates are much more comfortable spending time working with the details, while others have more need than you do to also be able to think and work in terms of the big picture.

## A: ACCOMMODATION

Your associates likely know you as someone who exhibits a balanced give-and-take in everyday work affairs, inasmuch as you enjoy winning some of your arguments, but are also comfortable allowing others to win their share also.

### A1: OTHERS' NEEDS

Your outlook towards power in organizations suggests that you value the input, opinions, and needs of your associates, and genuinely wish them the opportunity to get their needs met, as well as your own.

### A2: AGREEMENT

You have a moderately strong need to win, and usually can make the unpopular decisions that may be necessary for winning. You naturally engage in competitive or conflict situations, feel comfortable in the role of persuading or convincing others, and do not typically back off from the debate. May be, or may have been, something of a rebel or a nonconformist.

### A3: HUMILITY

When credit and praise are handed out, you are uncomfortable. On some rare occasions you may accept credit, but you are even then likely to feel uncomfortable--your humility leads you to point to others who deserve equal or more credit.

### A4: RESERVE

When given the opportunity to express your true opinions, you are likely to express them to a moderate degree. As a consequence, if your feelings are strong, the full force of your feeling may not be apparent. Sometimes your associates will not be aware of just how strongly you feel about an issue.

## C: CONSOLIDATION

Your overall approach to work could be characterized as focused on goals, organized, disciplined, and ambitious. Your associates likely know you as a serial processor, preferring to focus on the top priority. In general, you feel in control of how things will turn out (known as Internal Locus of Control).

### C1: PERFECTIONISM

In addition, you tend to be something of a perfectionist who expects perfect results in most endeavors.

### C2: ORGANIZATION

Your associates probably know you as a 'neatnik' who likes to keep everything in its place, and who typically gets organized before starting on a task.

### C3: DRIVE

Your moderate level of ambition in your chosen field marks you as a person whose goals reflect a need for balance in all areas of your life.

### C4: CONCENTRATION

With respect to how you focus on the task of the moment, you concentrate naturally without allowing yourself to be distracted (i. e. , excellent impulse control), and find it natural, and preferable, to stick with a task until it is completed.

### C5: METHODOCALNESS

Finally, you are more methodical than the vast majority of the workforce, preferring to organize and stick to a method or plan, rather than leaving yourself to be spontaneous in responding to the need, interest, or priority of the moment.

# PART TWO:

"This section is divided into the following themes: career, emotional intelligence, independence, leadership, personal characteristics, relationships, safety and health, values, and work habits.

Most of these interpretive comments are based on blends of traits (i.e. two or more traits that interact to produce the behavior). However, some are based on single traits, but are placed in this section (and not in Part One, with the other single trait interpretations) because they relate to a specific theme presented here."

## Career

"Your calm, curious, and disciplined nature makes it likely that you would be successful working in a foreign country. When assigned to a tour of duty working overseas in foreign lands, you are more likely than many others to actually complete your assignment, mostly out of a curiosity about the unknown. Your career is more likely than not characterized by endurance, in that you tend to be persistent, determined, tireless, and energetic."

## Emotional Intelligence

"Your lower score on N suggests that you tend to flourish in high stress situations and bounce back quickly from adversity or crisis, having little trouble keeping negative emotions under control. On the other hand, you may tend to underreact when things are awry, which can give the impression that you are unaware of problems. Your ambiverted score indicates that you are situational with regard to the positive emotions, showing more warmth and interpersonal relatability in some situations and less in others. You exhibit moderate self-regard and tend to be more realistic, rather than clearly optimistic or pessimistic. Your higher score on O suggests that you are more flexible, more prone to problem-solving, and more optimistic, with your greater curiosity making you more comfortable with the novel and unknown. Your midrange score on A indicates that you tend to be comfortable in the role of facilitating the complex interplay of personal and others' needs in negotiations, discussions, and other interpersonal situations. Your higher score on C suggests that you are prone to engage in problem solving, showing grit in persevering in the pursuit of your goals, and effective impulse control."

## Independence

"Your lower score on N suggests you exhibit higher levels of independence, in that your imperturbability makes you less needful of nurturance and other social resources. Your ambiverted score indicates you are situational with respect to the need for independence, preferring to act independent of structure in some situations but not in others. Your higher score on O suggests that you tend to be more of an independent thinker who follows your curiosity in exploring the uncharted, different, and complex. Your midrange score on A indicates that you are somewhat situational with respect to your independence in relationships, deferring to others in some circumstances and being more independent in others. Your higher score on C suggests you are independent only in the sense that you tend to pursue a goal until it is achieved. However, that goal may or may not be the result of your independent thinking. It is just that you are so focused on your goal that you appear to be independent of other distractions. On the other hand, you can be dependent on your goal pursuit in and of itself for life to have meaning."

## Leadership

## Need for Stability Leadership Characteristics

"As a leader you are calm, cool, and collected when needed, recovering quickly from crises. This inspires confidence with subordinates that you are durable and will prevail."

## Extraversion Leadership Characteristics

"Ambiverted leaders are of two types: one that is "purely ambiverted," and who likes neither solitude nor crowds, but rather something in-between, like being around family, friends, or work associates, and another type that is a "polarized ambivert," who likes solitude on the one hand, and lots of people and activity on the other. You appear to be more of the former, with a preference for small assemblies of people with fewer extremes. You could likely excel in a workplace culture that is not strongly extraverted. In other words, sales, training, and hospitality cultures could be problematic for you, by demanding more sociability, enthusiasm, and activity from you than feels natural."

## Originality Leadership Characteristics

"You possess an amount of imagination appropriate for anticipating future needs and focusing on strategy. You should be comfortable handling theory, complexity and uncertainty associated with the problems that leaders must deal with. You embrace change when the situation calls for it."

## Accommodation Leadership Characteristics

"As a leader, you tend to be situational with respect to dealing with dominance challenges: defer to others in some situations, and stand up to others in other situations. Sometimes tough, sometimes tender; sometimes proud, sometimes humble; sometimes competitive, sometimes submissive."

## Consolidation Leadership Characteristics

"As a leader, you tend to stay organized with minimal effort; disciplined, ambitious, naturally stay focused on immediate and long term priorities and goals; appropriately cautious in decision making; have high standards for self and others; likely to show a slight imbalance in favor of professional/career over personal life."

## Other Leadership Themes

"Tend to make faster decisions, especially by picking the most important dimension and making a choice based on that dimension. You likely demonstrate excellent so-called "executive mental abilities," including planning, organizing, deciding, and problem solving."

## Personal Characteristics

"Persons with your calm, rational, disciplined, and focused profile are normally so-called "morning people," with a tendency to rise on average a couple of hours earlier than many others. However, that is not an absolute rule. Certain circumstances can influence you towards a later time for rising. Your calm and curious nature tends to make you something of a risk-taker with a reputation for being venturesome. The higher your O score, generally the larger your vocabulary and the more years of education you have had (or wish to pursue). You naturally seek to understand a variety of kinds of knowledge and enjoy attempting to synthesize diverse forms of information in an attempt to satisfy your intellectual curiosity."

## Relationships

"Your lower score on N suggests you feel fewer negative emotions in relationships and express even fewer. Hence it is important to check within from time to time in order to avoid communicating indifference to others. Your ambiverted score indicates that you are situational in your need for solitude and being around other people and typically prefer to allot roughly equal time for each. Your higher score on O suggests that you need a steady diet of novelty and exploration in your relationships, and, failing that, you may seek it elsewhere. While you may risk boredom by being in relationships with persons lower in O, you nonetheless can benefit from the reality orientation of lower O's. Your midrange score on A indicates that you defer to your partner in some situations while standing up to them in others. Overall, you will be comfortable negotiating win-win outcomes with your various relations. Your higher score on C suggests that you are neat, punctual, orderly, and focused on goals and as such can be a source of mutual irritation with partners who are more casual and spontaneous. You should take time to understand, accept, and have clear expectations with significant others in this regard."

## Safety and Health

"Your lower score on N suggests that you engage in few if any behaviors that would put you at risk either safety- or health-wise, as your rational function is difficult to disrupt. Your ambiverted score indicates that you are situational with respect to behaviors that entail health and safety risks, as some situations encourage your proneness for excitability and impulsivity while other situations do not. Your higher score on O suggests that you are generally curious, explorative, and venturesome, and these kinds of behaviors frequently lead to activities that pose health and safety risks. Your midrange score on A indicates that you are situational with respect to the kinds of behaviors that put health and safety at risk, with some situations finding you more prone to follow the rules and be obedient, while other situations find you more defiant and prone to ignore the rules. Your higher score on C associates you with focus, discipline, organization, and methodicalness, all of which tend to place one at minimal risk for behaviors that would jeopardize health or safety."

## Values

Values that typically fit with your trait profile:

## Helping

"The focus here is on the needs of others, from simply appreciating what is unique in other people to providing money, time, and energy to those that need it. Attempts to include others whenever possible and builds bridges to those who've become isolated. Places a priority on doing one's share of public service. Tends to be valued by persons who are focused equally on needs of self and others, moderately assertive, and uninterested in being number one."

## Aesthetics

"Beauty reigns, in all of its forms: great painting, well-crafted writing, elegant dance, the rawness of unadorned nature, profound classical music. The arts are dominant throughout one's life, and museums of all kinds are high on one's priorities. Tends to be valued by persons who are more introverted, less warm and enthusiastic, and moderately accommodating."

## Activity

"The key here is staying busy and avoiding boredom and idleness. One is always doing something and at the same time looking forward to the item on the schedule. Having lots of activities going on in one's life is essential. Tends to be valued by persons who take charge, are ambitious, and are moderately organized."

## Competition

"Winning is everything—doing it better and faster than others and endeavoring never to come in second or less. Being the dominant force is crucial, including a tendency to getting back or even with those who have held one back. Tends to be valued by persons who take charge, are skeptical, moderately original and open to experience, moderately imaginative, challenging, competitive, highly consolidated, perfectionist, ambitious, and moderately organized."

## Stability

"Valuing stability entails maintaining a balance between resources allocated to work and home life. As such, acquiring increasing personal wealth tends to take a back seat to being a part of a like-minded community, being reliable, and honoring one's past and traditions. Tends to be valued by persons who are calm and slow to anger, moderately active, moderately interested in taking charge, and moderate to high in focus on the needs of others."

## Work Habits

"You are more likely than not to adhere consistently to the steps of a plan or method, and thus are seldom likely to procrastinate, unless the plan itself calls for it. You are likely the kind of person who puts forth a great deal of effort to achieve challenging goals that are not quickly attained; along the way, you typically respond appropriately to competition. When trying to solve a problem, you are likely to try to set up some kind of experiment in order to determine whether your analysis of causes and solutions is accurate."