



 ***Connector*** **BIG FIVE PERSONALITY**

*Personal report of
B. Smit*

PEOPLE IMPROVE PERFORMANCE

Details of participant

Name B. Smit
Date of birth 12 July 1964
Gender Male

Test data

Test date 15 December 2009
Test number 16781.60278
Profile ConnectorP Bert Smit

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Connector

You have before you the Connector report on personality. The Connector is a test series that maps out the a person's suitability for a job. One of the components of the Connector relates to personality.

Personality

Personality tells something about the behavior that typifies a person in comparison to others. The way in which the participant will deal with people and situations in the intended job is determined by his/her personality, among other things.

Explanation of the page 'Test Report Personality'

The Connector Big Five Personality reports on the so-called 'Big Five' personality factors. This Big Five model describes the differences between people efficiently and completely. It deals sequentially with the following Big Five personality factors:

- **Need for stability:** the degree to which we respond emotionally to setbacks.
- **Extraversion:** the degree to which we actively maintain contact with others.
- **Openness:** the degree to which we search for new experiences and new ideas.
- **Accommodation:** the degree to which we put other people's interests above our own.
- **Conscientiousness:** the degree to which we are organized and purposeful.

On the 'Personality Test Report' page, each personality factor is represented in the form of a bar. This bar is subdivided into scores and corresponding percentile ranks.

Significance of the test scores

The participant's scores are compared with the scores of a norm group. A norm group is a group of persons who are comparable to the participant in a certain respect. The scores are expressed in so-called t-scores. These t-scores are above the bar. A t-score of 50 gives the average of the norm group. Approximately seven percent of the norm group have a t-score lower than 35. Seven percent have a t-score of 65 or higher. Twenty-four percent of the norm group score between 35 and 45. Another twenty-four percent of the norm group score between 55 and 65. The remaining 38 percent have a score between 45 and 55.

For example: a score of about 45 means that approximately one third of the norm group have a lower score and approximately two thirds a higher score than the participant.

There are five texts under each bar. Each text describes the behavior that can be expected of someone who has a t-score in this area of the bar. The text that applies to the participant is marked.

Self-Image

Under the personality profile, there is an addition scale entitled '**Self-Image**'. People's self-images differ from the images they wish to create for others. Some strongly relegate their own qualities to the background, unlike others who place their own qualities precisely in the foreground. In the Connector Big Five Personality, this tendency is measured by the Self-Image scale and once again compared to the norm group by a t-score. Participations who score below 45 do not easily make positive statements about themselves. On the other hand, participants with a score above 55 do in fact do this easily. Be alert to this when discussing the test report.

Personality Test Report

Need for Stability

7%	24%	38%	24%	7%
Seldom worries about workload or setbacks. Responds calmly and deliberately. Has confidence in a solution.	Usually approaches things in a matter-of-fact way, also when faced with setbacks. Recovers quickly from a setback and focuses on solutions rather than problems.	Is generally calm with a normal workload. Can respond emotionally to problems, but then quickly refocuses on the solution.	Easily takes problems personally and is not quick to focus on the solution. Is less convinced of his/her own ability.	Gets emotional when faced with problems and keeps on worrying for a long time. Quick to doubt his/her own ability.

Extraversion

7%	24%	38%	24%	7%
Is reserved in contacts. Likes to work quietly by him/herself. Avoids a leadership role. Seldom expresses his/her own opinion.	Keeps contacts business-like. Prefers to work alone rather than in a group. Easily gives others priority in work and discussions.	Occasionally expresses him/herself personally in business contacts. Only takes the lead when necessary. Expresses his/her own opinion now and then.	Helps to initiate personal contacts at and away from work. Regularly takes on a leadership role. Easily expresses his/her own opinion.	Quick to make personal contacts at and away from work. Takes a leadership role in groups and expresses his/her opinion directly.

Openness

7%	24%	38%	24%	7%
Keeps to existing working methods. Prefers simple solutions. Adopts majority opinions.	Usually chooses the status quo over innovation and simplicity over complexity. Rarely expresses a minority opinion.	Alternates between a preference for the status quo and for change. Likes a certain amount of complexity and now and then contributes innovative views.	Regularly thinks of new concepts and applications. Takes a broad and varied approach. Regularly comes up with original opinions and arguments.	Is constantly renewing concepts and applications. Takes a complex approach. Expresses his/her own opinions and arguments.

Accommodation

7%	24%	38%	24%	7%
Stands right up for his/her own needs and interests. Sees others as competitors and is quick to start a conflict.	Safeguards his/her own needs and interests above those of others. Does not avoid conflicts and easily continues debating at the expense of a compromise.	Maintains a balance between his/her own needs and interests and those of others. Helps to find a workable compromise in the event of a conflict.	Keeps a close eye on the needs and interests of others, sometimes at the expense of his/her own interest. Trusts others as long as there is no proof to the contrary.	Gives the needs and interests of others priority over his/her own needs and interests. Takes others at their word and takes careful account of their responses.

Conscientiousness

7%	24%	38%	24%	7%
Is satisfied with a minimum objective to be achieved. Does not often work according to plan or structure and is easily distracted. Has hardly any need for improvement.	Sets easily achievable goals for him/herself. Does very little planning and structuring. Sometimes gets distracted. Only carries out necessary improvements.	Sets realistic goals for him/herself. Plans and structures where really necessary. Usually concentrates well on a task. Is alert to what could be done better.	Makes efforts to achieve challenging goals. Plans and structures the work with foresight. Works to improve his/her position. Is not easily distracted when concentrating on work.	Makes every effort for the highest achievable goals. Plans and structures in detail and with foresight. Aims at maximum improvement of his/her position. Highly concentrated on work.

Self-Image

7%	24%	38%	24%	7%
Strongly relegates his/her own qualities to the background. May therefore find it difficult to make positive statements about him/herself.	Relegates his/her qualities somewhat to the background. Is not quick to make positive statements about him/herself.	Uses his/her qualities realistically in the work. Therefore has no particular difficulty in being honest about him/herself, with respect to positive as well as negative aspects.	Places his/her own qualities somewhat in the foreground. Is not quick to make negative statements about him/herself.	Places his/her own qualities strongly in the foreground. May therefore find it difficult to make negative statements about him/herself.

Competences

A competence describes a combination of knowledge, skills and behavior that is important to successfully achieve results in a certain field. Within the Connector Big Five Personality, a profile is selected of competences that are important for achieving results within the intended job. On the basis of the Connector Big Five Personality, it can be indicated for each competence how easily someone with a certain personality profile can display or develop this competence.

Explanation of the page 'Competence Test Report'

On the 'Competence Test Report' page, first a definition is given of each competence. Then an indication is given of the ease with which this participant, given his/her personality profile, can display or develop this competence.

Three categories are used:

- **Easy:** someone with the personality profile described on the 'Personality Test Report' page will be able to display or (further) develop this competence easily.
- **Takes some effort:** someone with the personality profile described on the 'Personality Test Report' page will be able to display or (further) develop this competence with some effort.
- **Difficult:** someone with the personality profile described on the 'Personality Test Report' page will be able to display or (further) develop this competence with relatively a lot of difficulty.

Significance of the test scores

This advice does **not** indicate whether or not the participant has mastered the relevant competence. It **does**, however, indicate whether this competence fits in with the participant's personality. A competence that fits in well with the participant's personality profile will be easy for the participant to develop. On the other hand, a competence that does not fit in well with the participant's personality will be hard for the participant to develop. In this context, it is important that during a behavior-related interview, the extent is examined to which the participant has nevertheless learned to master a competence that is difficult to develop, or whether this participant still has to develop a competence that takes some effort. Bear in mind that it will always cost someone more energy and attention to display a competence that does not fit in well with his/her personality than to display a competence that fits in well with his/her personality. Even if someone has indeed learned to master this competence.

Confidentiality

Test data are treated with the utmost confidentiality. In doing so, PiCompany follows the guidelines of the Nederlands Instituut van Psychologen (NIP) [the Dutch association of psychologists], see: www.psynip.nl, as well as those of 4TP (www.4tp.nl).

Competences Test Report

Competence	Definition	Developability on the basis of personality
Entrepreneurship	Recognizing market opportunities for both current and new products/services and considering them in a businesslike manner; taking risks to achieve a business advantage.	Easy
Market orientation	Demonstrating that one is well informed about market and technological developments.	Difficult
Customer orientation	Investigating customer wishes and needs and acting accordingly; anticipating customer needs; giving high priority to service and customer satisfaction.	Easy
Networking	Constructing relationships and networks which are useful in achieving objectives; making effective use of informal networks to get things done.	Easy
Problem analysis	Identifying problems; recognizing significant information; making connections between data; tracing possible causes of problems; investigating relevant data.	Difficult
Listening	Attentive listening, as demonstrated by the capacity to pick up significant information from verbal communications; continuing to ask questions; investigating reactions.	Difficult
Sensitivity	Showing oneself to be aware of other people and the environment and of one's own influence on both. Behavior reflecting recognition of the feelings of others.	Takes some effort
Persuasiveness	Attempting to persuade others to adopt a certain standpoint and trying to come to agreement by making use of appropriate arguments and methods.	Easy
Impact	Making and maintaining a favorable first impression on others; inspiring confidence in others.	Easy
Behavioral flexibility	Modifying one's behavior to reach a set goal when problems or opportunities arise.	Easy