

REPORT
**DUTCH
PERSONALITY TEST**

Respondent:	J. de Vries (voorbeeld)
Email:	jdevries@example.com
Gender:	female
Age:	29
Education level:	university
Reference group:	Working population of the Netherlands
Test date:	4-08-2016

1. Introduction

Scientific research on personality shows that personality falls into five major domains, each defined by six traits or facet scales. Rather than making direct statements about what type of person one is, these tests assess the level of certain personality traits compared to those of the comparison sample.

1.1 Interpreting the scores

When reading this report, two things should be kept in mind. First, it is important to realize that scores on a personality test are neither absolutely good nor bad. A particular level on any trait will probably be neutral or irrelevant for a great many activities, be helpful for accomplishing some things, and even detrimental for accomplishing other things. Average scores usually indicate flexibility.

Secondly, the scores show you where you are relative to the comparison sample of other people who have taken this test (here, the Dutch working population).

1.2 Reading the report

This report classifies your position on each of the thirty scales. The definition of each scale explains what trait is identified and measured. Each scale also has a label that makes it easier to discuss the results with others. In order to understand the meaning of a certain scale, you should read its definition, which is based upon different positions on a scale.

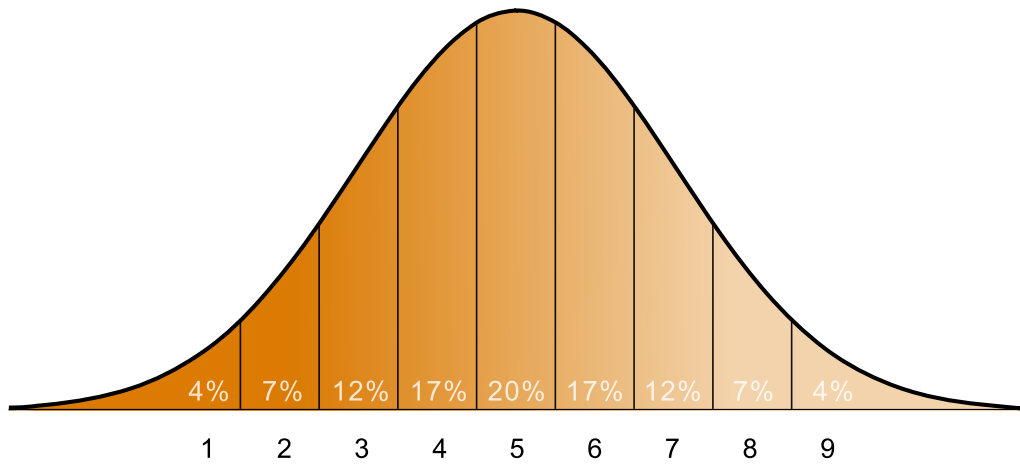
The positions are indicated by a score. A position on the left of a scale indicates you scored below average relative to the comparison sample. Likewise, a position to the right of the scale indicates a score above average.

Your score on each of the five major domains is illustrated in a graph. For each domain, some results on scientific research are mentioned.

Be advised that this test is a direct translation of the Dutch version and you are compared to the Dutch working population who took the test in Dutch. Cultural differences and specific connotations that might have been 'lost in translation' may affect the accuracy of this report.

1.3 Interpretation of scores

The figure below is an example of the distribution of the scores of the entire comparison sample on a random scale. The distribution is divided into nine separate units (stanines), each comprising a certain percentage of the scores. The fifth unit represents 20 per cent of the respondents with an average score. A stanine score of 1 indicates a relative position that's 'very low' (only 4%), indicating that 96% of the comparison sample scored higher on this scale.



In this report, the stanines have been labeled with certain expressions (see below). For instance, when your score for a certain scale falls in stanine 4, you scored 'just below average'.

Position	Textual labels
1	very low
2	low
3	below average
4	just below average
5	average
6	just above average
7	above average
8	high
9	very high

2. Scores on the scales and dimensions

Your scores on each of the thirty scales of this test are explained below. The scales are all part of five major domains. For each domain, you'll first see a description of the domain, accompanied by a graph indicating your position on the domain. Next, each scale that comprises the domain is briefly explained.

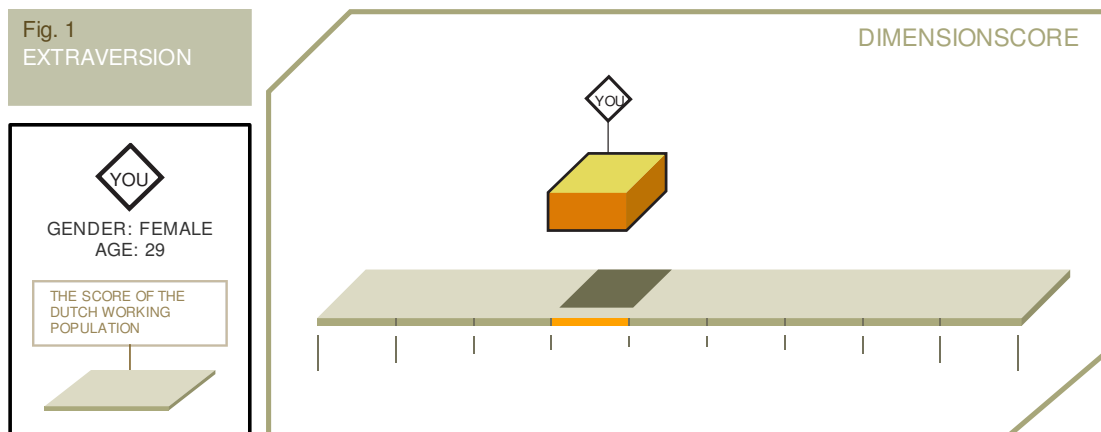
The five broad personality domains are 'Extraversion', 'Neuroticism', 'Conscientiousness', 'Agreeableness' and 'Openness to experience'.

2.1 'Extraversion'

The scales of 'Extraversion' are 'Friendliness', 'Gregariousness', 'Assertiveness', 'Activity level', 'Excitement seeking' and 'Cheerfulness'.

People high in 'Extraversion' are more engaged with the external world and others than low scorers, who tend to be more quiet and reserved.

On average, men and women have equal scores on this domain. There is also no correlation between age and 'Extraversion'. On average, lower educated people tend to score only slightly lower than higher educated respondents, but this difference is very small. With respect to the comparison group you scored just below average on this dimension.



Your scores on the scales of the dimension 'Extraversion' are below.

2.1.1 'Friendliness'

Friendliness reflects the level of accessibility and the ability to approach others. Low scorers are often perceived as reserved and feeling uncomfortable around other people. High scorers are perceived as warm and easy-going. With respect to the comparison group you scored average on this scale.

2.1.2 'Gregariousness'

Gregarious individuals enjoy being with other people and like large crowds and parties. Low scorers have a greater need for privacy and time to themselves. With respect to the comparison group you scored above average on this scale.

2.1.3 'Assertiveness'

Assertive people like to take charge and direct the activities of others. They tend to be leaders in groups. Low scorers prefer others to take control and avoid drawing attention to themselves. With respect to the comparison group you scored average on this scale.

2.1.4 'Activity level'

Active individuals lead fast-paced, busy lives. People who score lower on this scale follow a slower pace and react less quickly. With respect to the comparison group you scored just below average on this scale.

2.1.5 'Excitement-seeking'

Excitement-seeking involves the need for excitement and adventure. High scorers seek thrills and are even likely to take risks, while low scorers are averse to thrill seeking and avoid hustle and bustle. With respect to the comparison group you scored low on this scale.

2.1.6 'Cheerfulness'

This scales reflects a person's positive mood. Individuals who score average or high on this scale tend to describe themselves as cheerful and happy. Low scorers can be perceived by others as very serious persons. With respect to the comparison group you scored below average on this scale.

2.2 'Neuroticism'

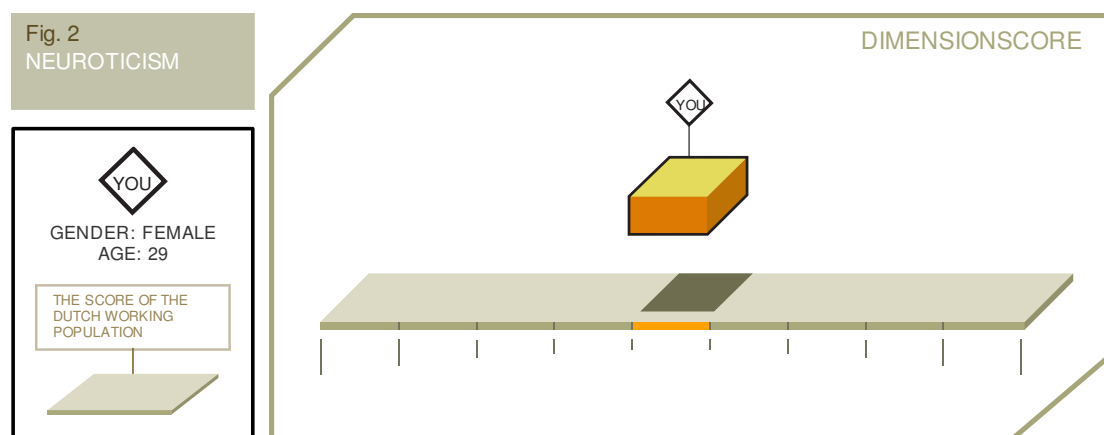
This domain covers the scales 'Anxiety', 'Anger', 'Depression', 'Self-consciousness', 'Immoderation' and 'Vulnerability'.

Sensitive individuals score higher on this dimension.

In general, women tend to score slightly higher on this domain than men. However, with the exception of the scores on 'Depression' - where the difference between men and women is to be neglected - the average score on this domain is only very modestly related to gender (1 stanine at most).

Lower educated people score slightly higher on 'Neuroticism' than higher educated people. This effect is visible on all underlying scales of this domain.

Age impacts the scores on some scales of 'Neuroticism'. Scores on 'Anxiety' and 'Self-consciousness' appear to decrease with age. There is also a clear correlation between the scores on 'Depression' and age. The score on 'Depression' decreases with age. With respect to the comparison group you scored average on this dimension.



Your scores on the scales of the dimension 'Neuroticism' are below.

2.2.1 'Anxiety'

High scorers on this scale tend to worry more than low scorers and find it hard to put their mind at rest. Individuals who score very low on this scale are generally relaxed and fearless. With respect to the comparison group you scored just below average on this scale.

2.2.2 'Anger'

Anger deals with the tendency to lose one's temper and to feel angry. Individuals who score average or low on this scale are able to keep calm, while high scorers get angry and irritated more easily. With respect to the comparison group you scored just below average on this scale.

2.2.3 'Depression '

People who score very high on this scale describe themselves as gloomy or depressed in comparison with others. Low scorers and people who score average usually feel more comfortable with themselves. With respect to the comparison group you scored average on this scale.

2.2.4 'Self-consciousness'

This scale involves the fear of doing things wrong and the sense of embarrassment. Self-conscious individuals are more reserved and are more easily embarrassed than low scorers on this scale. With respect to the comparison group you scored just above average on this scale.

2.2.5 'Immoderation'

Immoderation covers the ability to resist urges and cravings. High scorers are tempted more easily than low scorers. With respect to the comparison group you scored just above average on this scale.

2.2.6 'Vulnerability'

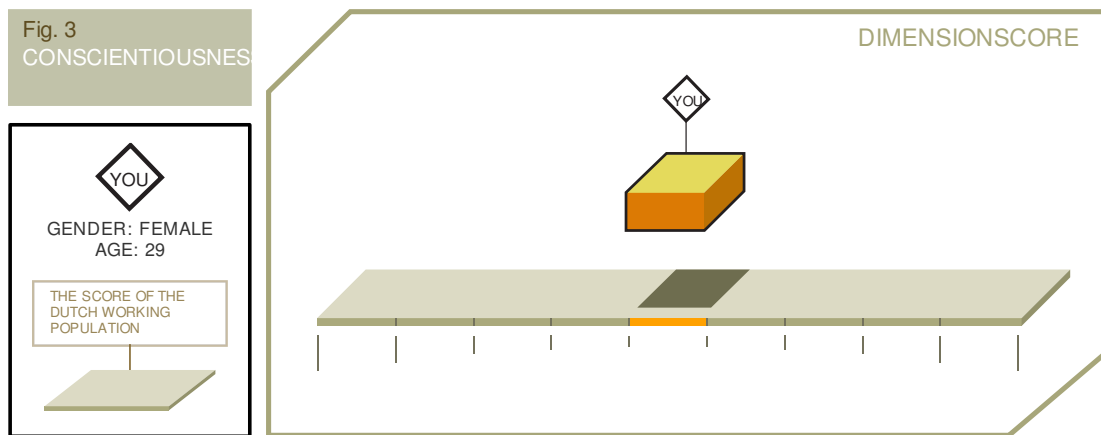
This scale involves the ability to stay calm under pressure. Low scorers on this scale are able to keep calm in every situation, whereas high scorers tend to be more unbalanced in stressful situations. With respect to the comparison group you scored just below average on this scale.

2.3 'Conscientiousness'

This domain covers the scales 'Self-efficacy', 'Orderliness', 'Dutifulness', 'Achievement striving', 'Self-discipline' and 'Cautiousness'.

'Conscientiousness' concerns the way a person deals with the tasks and duties one is faced with. The positive effect of a high or low score depends on the task or job one is involved in.

There is no significant correlation between gender and the overall score on this domain or on any of the underlying scales. Lower educated people score slightly lower on 'Conscientiousness'. Older people score slightly higher on all scales of this dimension, most clearly in 'Achievement-striving' and especially in 'Self-discipline'. With respect to the comparison group you scored average on this dimension.



Your scores on the scales of the dimension 'Conscientiousness' are below.

2.3.1 'Self-efficacy'

Self-efficacy describes how people think of their ability to effectively accomplish things. When faced with a task, high scorers are more confident and focused than low scorers. With respect to the comparison group you scored average on this scale.

2.3.2 'Orderliness'

This scale covers the extent to which a person judges himself as being orderly and well organized. High scorers like to work according to routines and schedules, whereas low scorers describe themselves as being disorganized or even sloppy. With respect to the comparison group you scored average on this scale.

2.3.3 'Dutifulness'

This scale reflects the strength of a person's sense of duty and obligation. Average and high scorers on this scale have a strong sense of obligation; low scorers may not feel the need to always be strict or to obey the rules. With respect to the comparison group you scored just above average on this scale.

2.3.4 'Achievement-striving'

Achievement striving involves one's drive to work hard to achieve a goal and to be goal-directed. High scorers work harder than they are expected to and are more demanding than those who score low on this scale. With respect to the comparison group you scored low on this scale.

2.3.5 'Self-discipline'

This scale refers to one's ability to start a task on their own initiative. Low scorers indicate they sometimes find it difficult to get down to work, while high scorers usually get chores done right away. With respect to the comparison group you scored just below average on this scale.

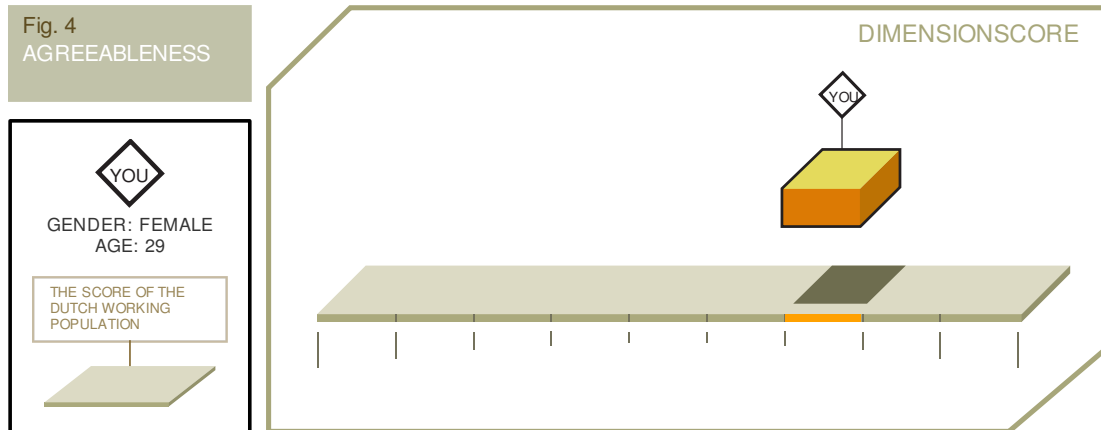
2.3.6 'Cautiousness'

Cautiousness describes the disposition to think thoroughly before acting. High scorers take their time when making decisions, while low scorers are more impulsive and may act without deliberating. With respect to the comparison group you scored high on this scale.

2.4 'Agreeableness'

This domain covers the following scales: 'Trust', 'Morality', 'Altruism', 'Cooperation', 'Modesty' and 'Sympathy'.

Low scorers tend to be more direct and objective than high scorers. Women usually score slightly higher on this domain than men, primarily because of higher scores on 'Morality' and 'Sympathy'. The score on this domain shows no correlation with education. Age does seem to effect the score on 'Cooperation', with older people scoring slightly higher. With respect to the comparison group you scored above average on this dimension.



Your scores on the scales of the dimension 'Agreeableness' are below.

2.4.1 'Trust'

This scale concerns a person's trust in others and their intentions. A person with high trust assumes that people are fair and honest, and believes that everything will turn out all right. For people who score lower it is less self-evident to trust others and to believe in humanity. With respect to the comparison group you scored above average on this scale.

2.4.2 'Morality'

Morality describes a person's integrity and frankness when approaching others. Very low scorers usually don't see much harm in manipulating others to achieve a goal. Average and high scorers on the other hand see no need for pretence and are sincere and candid. With respect to the comparison group you scored above average on this scale.

2.4.3 'Altruism'

Altruistic people are more concerned with other people's well-being than others. However, this does not imply that individuals who score low on this scale are not willing to help others; they just tend to be less active in tending to other people's desires and well-being. With respect to the comparison group you scored just above average on this scale.

2.4.4 'Cooperation'

Those who score below average on cooperation are sometimes considered argumentative or perhaps even tough. Individuals who score high on this scale are more willing to compromise and avoid confrontations. With respect to the comparison group you scored just above average on this scale.

2.4.5 'Modesty'

High scores on this scale do not like to draw attention to themselves. They are less likely to emphasize their qualities and are usually modest by nature. Low scorers will more easily describe themselves in a positive way. With respect to the comparison group you scored above average on this scale.

2.4.6 'Sympathy'

People who score average or high on this scale are tenderhearted and compassionate, whereas low scorers have a stronger belief that everybody should fight their own battles. With respect to the comparison group you scored average on this scale.

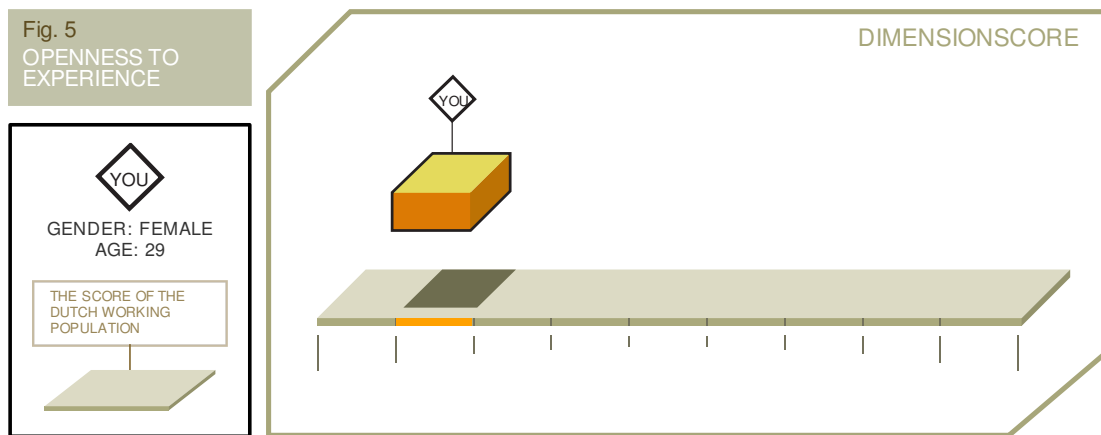
2.5 'Openness to experience'

This domain concerns scales such as 'Imagination', 'Artistic interest', 'Emotionality', 'Adventurousness', 'Intellect' and 'Liberalism'.

To get an in-depth understanding of this domain, you should read the meaning of the underlying scales. With the exception of the scores on 'Emotionality' -where women score slightly higher than men- the overall score of men and women on this domain is equal.

Higher educated people score slightly higher on 'Intellect' than lower educated people.

Age has no significant effect on the scores on this domain. With respect to the comparison group you scored low on this dimension.



Your scores on the scales of the dimension 'Openness to experience' are below.

2.5.1 'Imagination'

High scorers on this scale like to use their imagination and let their mind wonder off. Low scorers are less oriented towards fantasy. With respect to the comparison group you scored extremely low on this scale.

2.5.2 'Artistic interest'

This scale covers an individual's interest in and appreciation of natural and artificial beauty. Low scorers express less aesthetic sensitivity and interest in art, while high scorers love the beauty of art and nature. With respect to the comparison group you scored low on this scale.

2.5.3 'Emotionality'

This scale involves the access and awareness of one's feelings. High scorers are more aware of their own feelings and emotions and those of others than low scorers. With respect to the comparison group you scored below average on this scale.

2.5.4 'Adventurousness'

Adventurous people are eager to try new activities and experience different things. Low scorers may feel uncomfortable with change and prefer familiar routines. With respect to the comparison group you scored just below average on this scale.

2.5.5 'Intellect'

High scorers on this scale like reading difficult materials. They are also more interested in abstract ideas than low scorers. With respect to the comparison group you scored average on this scale.

2.5.6 'Liberalism'

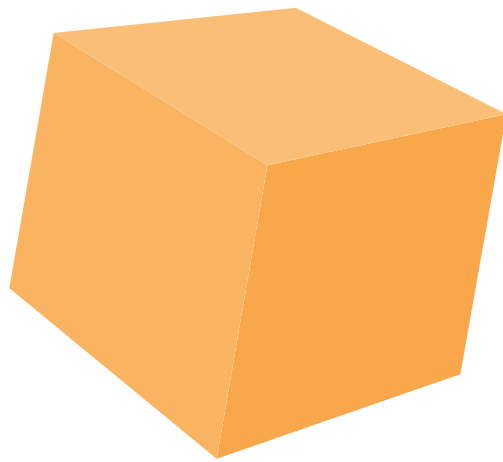
Low scorers on this scale are more conservative towards crime prevention and less eager to challenge authority than more liberal individuals. With respect to the comparison group you scored average on this scale.

3. A final thought

Some people have more self-esteem than others. As this report reflects your own assessment of your traits, the results might therefore be biased. Your scores are not only relative to those of the comparison sample; they also depend on your own assessment.

The scores on personality traits appear to be reliable over time. Rather than trying to change yourself, you should evaluate how you can exploit your virtues in your own interest, which is a much more challenging task. Moreover, as explained before, a particular level on any scale might be irrelevant for a great many activities, but essential for achieving other goals. You should find hobbies, a study, partner and/or a (professional) environment that matches best with who you are. The higher the match, the happier you will be. And the happier you are, the more success you will have and the more you will achieve in life.

In this test, many different traits and aspects of personality have been evaluated. But personality is more than merely a sum of scores on different traits. Each human being is unique and it takes more than just a sample of questions to understand what kind of person you are. Instead of making any judgments, this test only summarizes your personality based on the thirty different aspects mentioned in this report.



(Jouw bedrijfsnaam hier)

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