

# REPORT **PERSONALITY TEST**

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**Age:** 29  
**Education level:** university  
**Reference group:** Respondents in self-analysis setting  
**Test date:** 4-08-2016



# 1. Introduction

## 1.1 Report

This report consists of four sections. The first section briefly explains the theoretical background of the test. Your personality profile is discussed in the second section based on your scores for the five personality traits of the Big Five theory. In the third section, whether combinations of the five personality traits result in additional key personality traits is reviewed. The last section explains the meaning of the test and how the results can be interpreted or used.

## 1.2 Theoretical background

The list of all of the personality traits that can be measured with the questionnaires is exceptionally long. Virtually effortlessly, more than fifty traits can be found that have been researched by test developers and psychologists. All of these traits, however, are derived from the five main personality traits. This test refers to these five traits as Emotional stability, Extraversion, Conscientiousness, Friendliness and Openness. Professional literature also refers to these as the Big Five. These are the five traits that can be found in numerous personality tests. Some personality tests consist of six, seven or even more personality traits. In these tests, one of the five main traits is often subdivided. As you read the results of your test, you will understand exactly what each personality trait stands for.

To one extent or another, all of the traits listed above affect the way people deal with or respond to others. High, low or average scores on personality traits all have their own advantages and disadvantages depending on the situation or the people involved in the interaction. An accommodating person, for example, will be liked by many people. By contrast, a critical person will not be liked very well by some people. However, the critical individual will not be easily brushed aside.

Tests in which the Big Five personality traits are measured provide insight into your primary personality traits *in relation to other relevant people*. This is rather essential. Take a person's height, for example. With a height of six feet, the average Dutch person will seem like a giant in Japan. The same types of phenomena also affect the personality. The extent of your Extraversion, for example, is another relative score: you are an extravert to a certain extent in comparison to others. Sadly, many free tests are available on the Internet that do not provide results based on a comparison between you and the right reference group. The person who made up the test has decided what is considered a high or a low score: developing a standard is time consuming and expensive. This personality test provides excellent insight into your personality, particularly in relation to the average Dutch person.

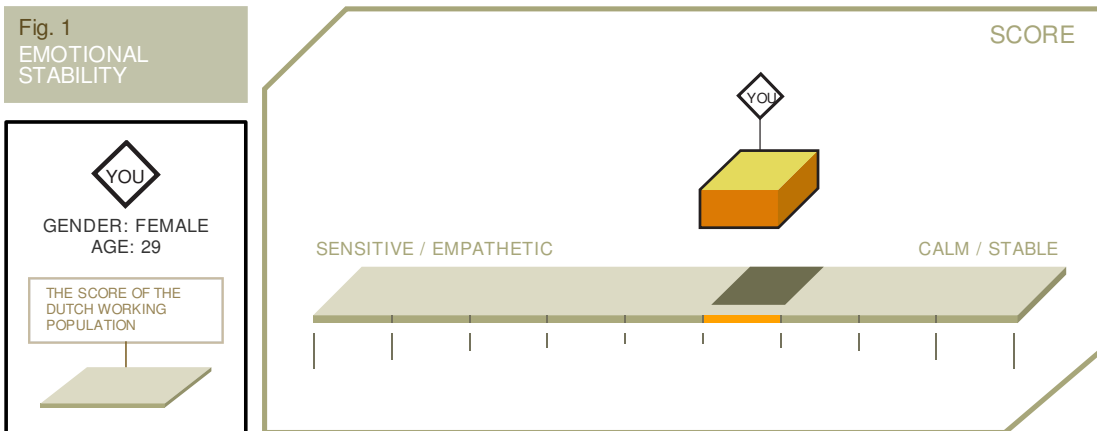
## 2. Introduction to your scores

Your personality is described based on five personality traits: Emotional stability, Extraversion, Conscientiousness, Friendliness and Openness. Each personality trait has two extremes. The meaning of the two extremes is explained to the left and right of the scale with your score. If your score is more to the left on the scale, the words on the left apply more to you. If your score is more to the right, the words on the right are more applicable. If your score is in the middle, the words on both sides apply to some degree. Scores to the left of the middle are called low or below-average scores. Scores to the right of the middle are above-average or high. An average score means that your score for that particular personality trait is generally the same as the average for the reference group. Statistical analysis is used to calculate the extent to which your scores differ from the average score. Qualifications like low, below-average, average or high are not results that can be considered good or poor. Some situations call for a certain trait while the same trait is not appreciated in other situations. A person who is usually calm and collected will generally suffer little from stress. Others may consider that person to be unenthusiastic or unsympathetic.

Your scores are calculated in relation to the adult Dutch population. A distinction is made between people who have done the test to gain more personal insight and those who have done it for an assessment or job interview. In general, people who do a test to gain personal insight are more critical of themselves than those doing it for an assessment or job interview. It is important to compare your scores with the correct reference group as this will affect your results. You indicated that you took this test to gain more insight into your personality. Your scores were therefore determined based on a reference group of people who completed the test for the same reason.

# Emotional stability

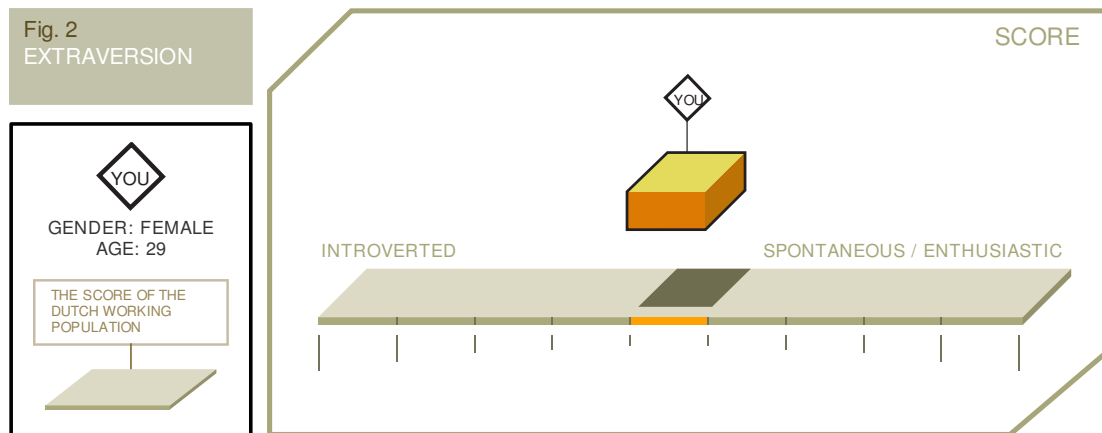
This personality trait pertains to the extent to which a person is sensitive to stimuli in the environment and needs to have certainty and stability.



Your score on this trait is just above average. This means that in comparison with others, you are generally reasonably calm. When others are stressed, you tend to keep your cool. You are not very easily annoyed or insulted. You are less sensitive to what others think of you. Thus you are relatively untroubled by shame or anger. You are also not easily discouraged. As a result, you appear to be somewhat controlled and satisfied. You are sometimes known as indifferent: a person who can be unmoved and cold-blooded. This can work to your disadvantage, however, when many people around you are enthusiastic or despondent. In such situations, your calm may be interpreted as insensitivity or a lack of enthusiasm. You get along well with more stable personality types: people known to be cool-headed. You sometimes find it more difficult to deal with people who are nervous or whiny.

# Extraversion

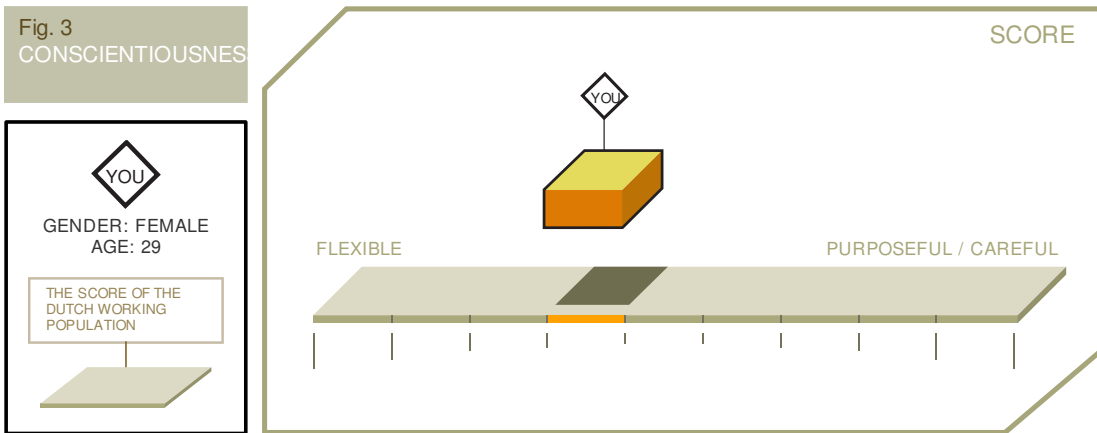
This personality trait pertains to the need for social stimuli. It sketches the extent to which a person goes looking for action, for the place where things are happening, or tends to avoid disturbances.



Your score on this trait is average. You are equally fond of having fun with others and being alone. In general, you are energetic but not overenthusiastic. You like your privacy but also do well in groups. At parties or in a group, you do not feel a need for attention. If asked or if there is a reason to do so, you will voice your opinion. You do not feel the need to be busy all the time, but you are also not one to simply relax. You feel comfortable with people who are not afraid to take the initiative when the situation arises. But you can also deal with people who are more introverted or who crave attention. You enjoy contact with others, but this is not essential. You can appear to be both hesitant and spontaneous. In principle, an average score on this scale makes you open to both those who are reserved and extroverts.

# Conscientiousness

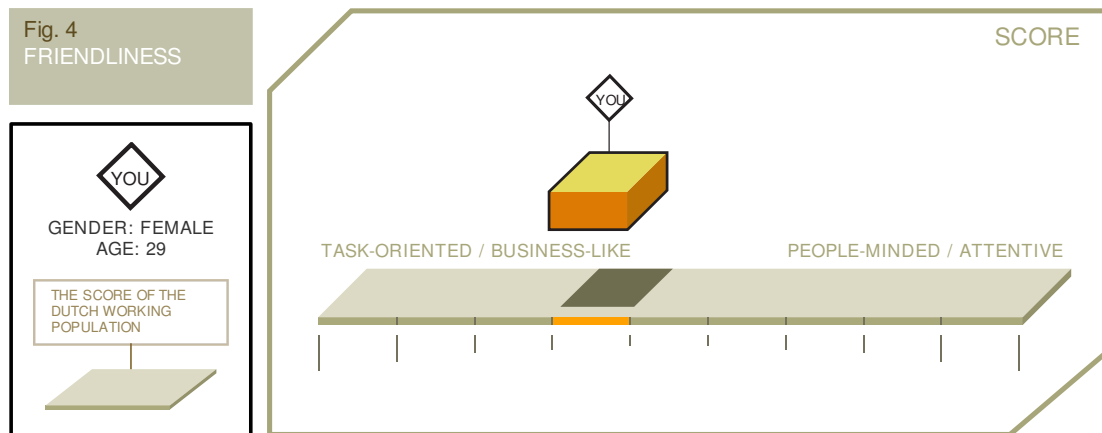
This personality trait pertains to purposefulness. It reflects the extent to which a person is focused, or flexible instead. This scale is also called singleness of purpose.



Your score on this trait is just below average. You are capable of taking whatever life brings. Sometimes you seem to be careless. You can be relaxed and spontaneous. However, you are sometimes less organized than others as a result. You tend to avoid obligations. Your actions are sometimes more intuitive: based on feelings rather than on what has been agreed or is considered appropriate. As a result, sometimes you appear to be somewhat disorganized and therefore easily distracted. Thus sometimes you need to be careful of forgetting things or losing understanding of the big picture. Others will sometimes consider you to be lazy or uncaring. However, this also means that you can be flexible. In general, you prefer to be with people who take life as it comes. You generally have more difficulty dealing with people who are cautious, exact or somewhat prudent. You do not always feel at ease in a more structured, extremely orderly environment.

# Friendliness

This personality trait pertains to attentiveness and people mindedness. It indicates the extent to which a person is interested in other people, and how affable the person is. A lower score points to a more business-like and functional approach.

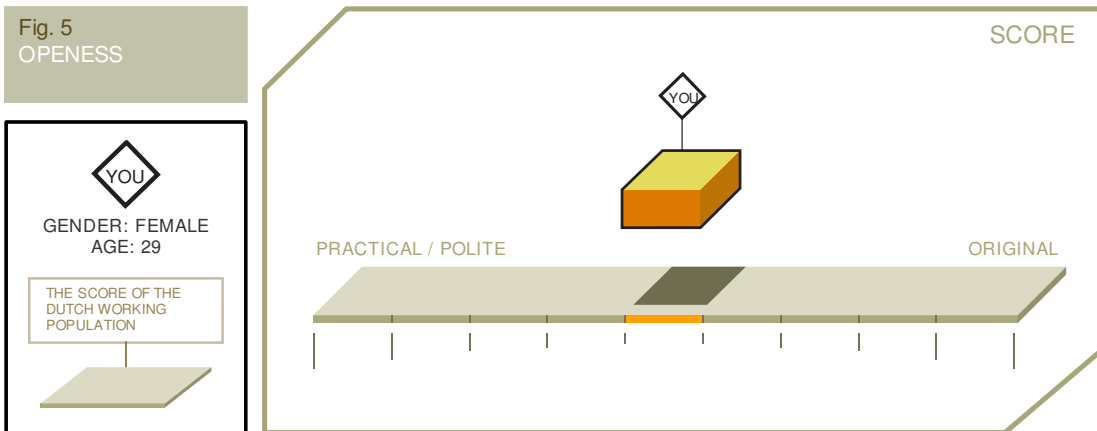


Your score on this trait is just below average. In comparison to others, you can be relatively direct. You approach others sometimes in a business-like and sometimes in a somewhat functional manner. As a result, you may leave the impression of being detached. In comparison with others, you are sometimes strong-willed. This means that you are a person who can be competitive. You are not always the first to quickly or spontaneously help others with their personal problems. You can appear to be somewhat stubborn and business-like. In the worst case, this may make you seem less nice. However, people can also respect or appreciate you for your direct and outspoken attitude. In general, you get along well with people who, like yourself, are unafraid to be independent and can be straightforward. It is usually more difficult for you to deal with people who tend to be extremely mild or who try to be indirect.



# Openness

This personality trait pertains to originality and intellect. It is related to the extent to which a person searches for new insights, or has a more practical, routine-like attitude.



Your score on this trait is average. Part of you is highly practical. Why make things difficult? But every now and then, with due cause, you will break away from routines or fixed patterns and be open to new ideas, or want to discuss things. You like challenges and enjoy exchanging views. But finding new ideas and experiences does not always have central focus in your life. In general, you focus on the here and now, but are willing to try something new if necessary or intriguing. Thus your approach is pragmatic. Many people appreciate the fact that you are not constantly wondering whether things can be done differently or better. By nature, you get along well with people who are original without simply refusing to maintain the status quo.

### 3. Key personality types

In this section, whether combinations of personality traits will result in an additional key trait is reviewed. You have seen your score for each of the main traits for the Big Five. The score was assessed in terms of (extremely) high, (just) above-average, average, (just) below-average or (extremely) low. Combining the non-average scores results in key personality types that significantly add to your five personality traits. A personality type can be used to summarize your personality based on your scores for the Big Five. A person with an extremely high score for Emotional stability and an extremely high score for Extraversion can also be extremely decisive. This person will be relatively unaffected by stress while also being the type to easily take charge. A person who scores *above average* for these personality traits but not *extremely high* has this personality type to a somewhat lesser degree. The personality type is then applicable *clearly* or *depending on the situation* rather than *extremely clearly*

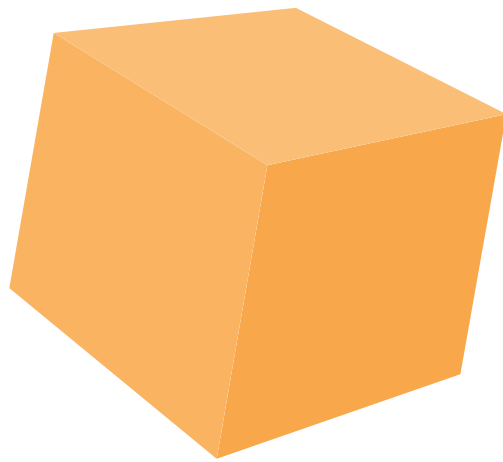
Your scores for four of the five scales in the Big Five were average, meaning that none of the personality types can supply additional and meaningful information. This means that your personality profile is rather average. The advantage of an average profile is that in terms of personality, you feel at ease in many situations and many consider you to be a pleasant individual. As a result, you are generally relatively flexible and easy to deal with. People with more extreme scores will generally place more specific demands on their environment and will not feel equally at ease in any situation. People with a more balanced personality, like you, are not as troubled by that.

## 4. Summary

Some people are naturally more modest while others gladly sing their own praises. Because this report reflects how you see yourself, the results may have been influenced in a certain direction. You can also have someone else who knows you relatively well complete the test about you. Differences as compared to the test you completed for yourself may say something about your self-image or the way you show yourself to others.

Personality traits are generally considered to be relatively constant over the course of time. It is therefore wiser to look at the traits that you have and how they can be used to your advantage than to try to change a trait. That is much more difficult if not impossible, and requires relatively much more energy. Moreover, a certain trait that is less desirable in some situations can be highly advantageous in another situation, work or otherwise. The challenge is finding a hobby, study, partner, and home or work environment that is the best suited to your personality. The better the *fit* between your environment and your personality, the more at ease you will be and the better you will feel. This can be translated into happiness, success or pleasant relationships with others.

Lastly, it should be noted that this test measures five of your personality traits. A person's personality cannot, however, be completely expressed in five traits. Each individual is too unique to determine exactly how his or her personality works merely based on a list of questions. This test gives you the vocabulary with which you can look at yourself in comparison to others and learn from that comparison. In other words, understand that the test summarizes your personality without an ultimate total judgment. That is theoretically nearly impossible to do.



(Jouw bedrijfsnaam hier)

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