



**PARADIGM**  
PERSONALITY LABS

# WORKPLACE

BIG FIVE PROFILE™

**Trait Report**

A Customized Report for: Sample English

Date: 11/15/2021



[www.paradigmpersonality.com](http://www.paradigmpersonality.com)

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# INTRODUCTION

Welcome to your WorkPlace Big Five Profile™ Trait Report. Use this report and work with a certified WorkPlace professional to learn:

- Your work-centered behavioral tendencies under the most reliable framework for understanding personality, the Big Five Model.
- How to apply these results to best organize your work life, enhance your productivity, orient for success in your inter- and intrapersonal interactions, and increase your professional satisfaction.

## Personality Matters

Putting personality first is a natural step to understanding who you are in the world of work. Your personality says a lot about how you approach work, how you relate to colleagues, and what you find appealing.

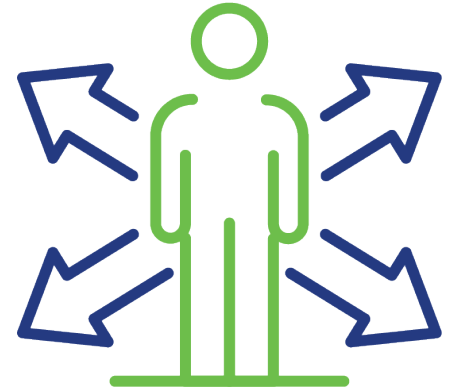
We all find some tasks naturally energizing while others leave us feeling drained and disengaged. And, what works for you may not necessarily work for someone else. Your report will help you identify the contexts and activities that fit you best, so you can achieve your career goals, understand others, and expand your influence at work.



## Context Matters

Your WorkPlace Big Five Profile™ supertrait scores and 23 subtrait scores are based on your questionnaire responses. These scores tell you where you lie on a given trait continuum relative to other people in your norm group.

We add in another layer of understanding with Trait Variance. This describes the degree to which your behaviors are consistent or somewhat flexible according to context. For example, you may take a more perfectionistic approach on projects you find more interesting or important.



There are three indicators of **Trait Variance**:

1

### CONSISTENT



Your behaviors are consistent across situations.

2

### SITUATIONAL



Your behaviors show some variance across situations.

3

### FLEXIBLE



Your behaviors show considerable variance across situations.

## HOW TO USE THIS REPORT

Review the following Your Results section with a certified WorkPlace consultant or the Paradigm feedback webinar to learn how to accurately interpret your scores. Use the questions and tools in the Making Meaning section to help you apply this information to your professional life. Reflect how this information relates back to you at work. Take notes and ask questions as you go.

## N NEED FOR STABILITY

THE DEGREE TO WHICH WE RESPOND TO STRESS

47

RESILIENT (N-)

RESPONSIVE (N=)

REACTIVE (N+)

RESPONSIVE: Normally tends to be calm, secure, and steady. Some surprises, pressures, difficult situations, and stressful circumstances can lead to some worry, anger, discouragement, or other stressful responses. Has a moderate threshold for handling workplace stress.

## E EXTRAVERSION

THE DEGREE TO WHICH WE TOLERATE SENSORY STIMULATION FROM PEOPLE / SITUATIONS

32

INTROVERT (E-)

AMBIVERT (E=)

EXTRAVERT (E+)

INTROVERT: Prefers working alone. Typically, is a serious, skeptical, quiet, private person who may prefer writing to talking. Enjoys handling individual assignments without interruptions. May come across to others as cool, aloof, or hard to read. May also appear to be a loner. Prefers work environment with very little sensory stimulation and away from the action.

## O ORIGINALITY

THE DEGREE TO WHICH WE ARE OPEN TO NEW EXPERIENCES / NEW WAYS OF DOING THINGS

39

PRESERVER (O-)

MODERATE (O=)

EXPLORER (O+)

PRESERVER: Tends to possess expert knowledge about a job, topic, or subject. Tends to be down-to-earth with a here-and-now view of the present. Approach to work is practical, tactical, and efficient. Comfortable with repetitive kinds of activity in the job. Could be viewed as conservative, too narrow in thinking, set in ways, or rigid. Prefers tried-and-true, traditional methods.

## A ACCOMMODATION

THE DEGREE TO WHICH WE DEFER TO OTHERS

54

CHALLENGER (A-)

NEGOTIATOR (A=)

ADAPTER (A+)

NEGOTIATOR: Tends to shift between competitive and cooperative situations fairly easily, usually pushing for a "win-win" strategy. Has a clear sense of personal identity, neither dependent nor independent. Works well either as a team member or as an independent. At worst, might be regarded as "sitting on the fence" between opposite views while trying to help both sides compromise.

## C CONSOLIDATION

THE DEGREE TO WHICH WE PUSH TOWARDS GOALS

48

FLEXIBLE (C-)

BALANCED (C=)

FOCUSED (C+)

BALANCED: Tends to keep both work demands and personal needs in good balance. Mind typically operates like both a parallel processor and like a serial processor, both switching tracks and proceeding linearly. Probably more ambitious than a Flexible, yet probably more prone to enjoy leisure than a Focused. Occasionally, able to interrupt focus on goals with some spontaneous diversions.



# NEED FOR STABILITY

## THE DEGREE TO WHICH WE RESPOND TO STRESS



47



### RESILIENT

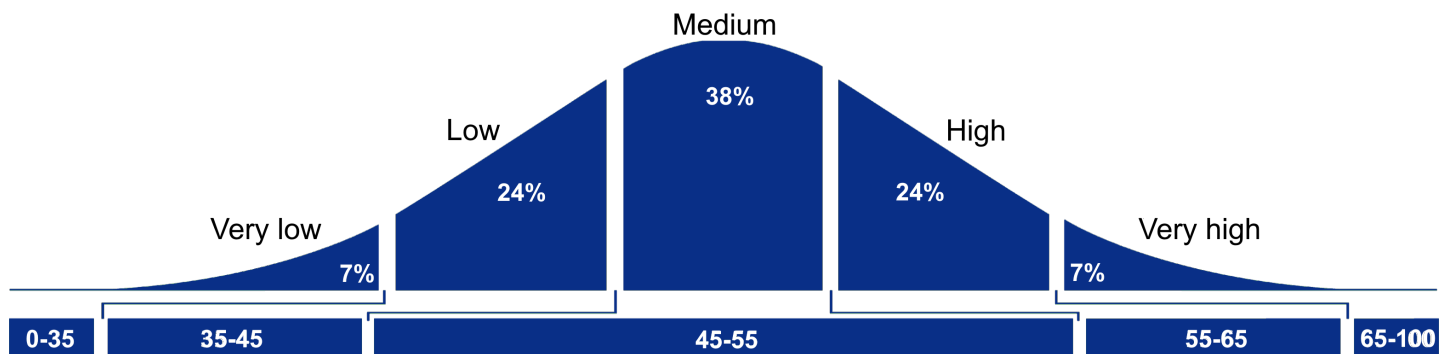
Tends to handle stressful workplace situations in calm, steady, and secure way. Usually stress-free, managing with few difficulties even when stress occurs. Moves into problem-solving mode rapidly and proceeds in a rational, analytical way. May appear too relaxed, uncaring, insensitive, unaware. May not interpret or view critical problems or stressful situations seriously enough.

### RESPONSIVE

Normally tends to be calm, secure, and steady. Some surprises, pressures, difficult situations, and stressful circumstances can lead to some worry, anger, discouragement, or other stressful responses. Has a moderate threshold for handling workplace stress.

### REACTIVE

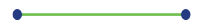
Tends to respond in alert, concerned, attentive, or excitable way. May experience workplace stress more than others and often serve as group's conscience. May accept responsibility for problems caused by others. Under stress, could be perceived as anxious.



## N1: WORRY

The amount of concern we experience

**LOW WORRY: At ease most of the time**



23

You almost always feel and appear calm, cool, and collected. Your colleagues probably know you as someone who calmly awaits whatever the outcomes may be and not as a worrier.

## N2: INTENSITY

How frequently we experience strong emotions

**HIGH INTENSITY: frequently experiences strong emotions**



67

Individuals with your score often feel angry and impassioned, and are more likely than 65% of the working population to show these feelings. These tendencies probably reveal themselves when you perceive a need to defend a situation or a group, act as a barometer of justice, or want to ensure accountability.

## N3: INTERPRETATION

How we view situations

**LOW INTERPRETATION: More optimistic**



36

You expect most situations to have favorable outcomes. Your score suggests that you tend to focus on the positive aspects of most situations and that you are often confident in your ability to influence a positive outcome.

## N4: REBOUND TIME

The amount of time we require to get over stress

**HIGH REBOUND TIME: Needs time to bounce back**



71

Once a setback or crisis is over, it takes you more time and effort to process your emotions and more effort to get beyond the situation than most of the workforce requires. You are likely to problem-solve to avoid repeating such crisis situations. You need exercise, escape, or some other activity, including taking time away from work, to get your mind off the situation and to settle back to a less stressed state.

# E **EXTRAVERSION**

## THE DEGREE TO WHICH WE TOLERATE SENSORY STIMULATION FROM PEOPLE / SITUATIONS



32

**INTROVERT (E-)**

**AMBIVERT (E=)**

**EXTRAVERT (E+)**

### INTROVERT

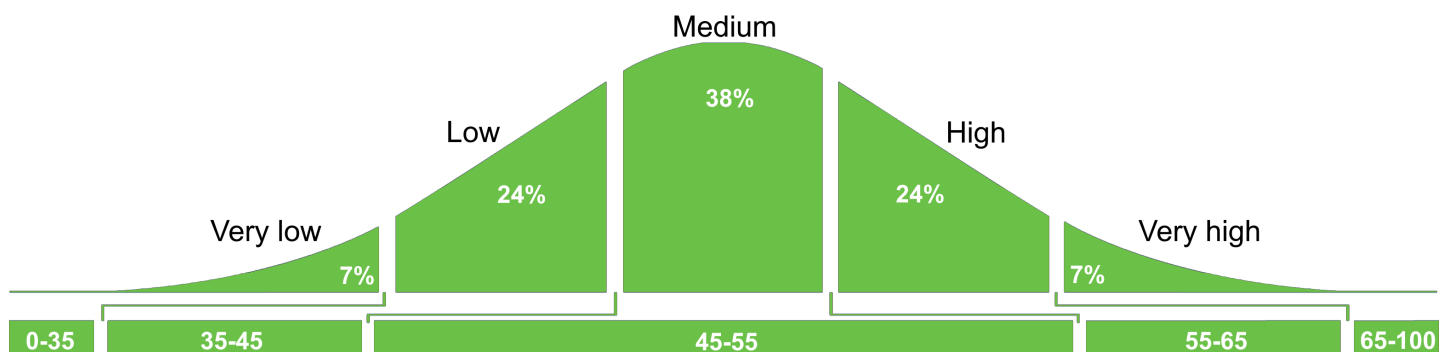
Prefers working alone. Typically, is a serious, skeptical, quiet, private person who may prefer writing to talking. Enjoys handling individual assignments without interruptions. May come across to others as cool, aloof, or hard to read. May also appear to be a loner. Prefers work environment with very little sensory stimulation and away from the action.

### AMBIVERT

Tends to shift easily from working with other people to working alone. Finds too much of either kind of work dissatisfying. Has a moderate threshold for sensory stimulation from the work environment. To extraverts, may come across as an introvert or may appear as an extravert to introverted co-workers because of operating from the midrange.

### EXTRAVERT

Prefers being around other people and involved in activities. Naturally talkative, enthusiastic, sociable, warm, trusting, and fun-loving. May become the formal or informal leader in a work team. Usually comfortable with lots of sensory stimulation and meetings. May be perceived as talking too much. May also lack some listening skills because of tendency to dominate conversations.





## E1: WARMTH

How much we express positive feelings to others

**HIGH WARMTH:** Shows a lot of positive feelings



65

You are a warm and animated person who expresses warmth through enthusiasm and smiles. You probably are energized by developing friendships with colleagues and are comfortable sharing your emotions with them.

## E2: SOCIABILITY

The degree to which we enjoy being with others

**LOW SOCIABILITY:** Prefers working alone



31

As a general rule, solitary work energizes you. It is not that you dislike other people, but rather that your battery for working with others drains relatively quickly. People with your score typically prefer written communication. You are unlikely to be the one who initiates conferences and meetings.

## E3: ENERGY MODE

Need for keeping on the move

**LOW ENERGY MODE:** Prefers being still or in one place



43

You typically prefer activities that are more sedentary or stationary, such as desk work. You probably stay in one place for longer periods of time without the need to be out and about. Low activity level is not related to low mental energy.

## E4: TAKING CHARGE

The extent to which we want to lead others

**LOW TAKING CHARGE:** Prefers being independent of others



18

Your sense of personal independence leaves you resisting leadership roles where you must take responsibility for directing the work of others.

## E5: TRUST OF OTHERS

How easily we believe other people

**LOW TRUST OF OTHERS:** Is skeptical of others



41

When your colleagues make commitments, promises, and other agreements, you are more likely than not to be guarded and skeptical. You probably require ample follow-up to ensure follow-through.

## E6: TACT

The degree of care we take in speaking

**LOW TACT:** Speaks without special regard for consequences



18

You tend to “tell it like it is,” and prefer objective, plain language rather than sugar-coating or putting spin on things. At your best, you come across as honest, straightforward, and direct, and, at worst, blunt or harsh.



# ORIGINALITY

**THE DEGREE TO WHICH WE ARE OPEN TO NEW EXPERIENCES / NEW WAYS OF DOING THINGS**



**39**



## PRESERVER

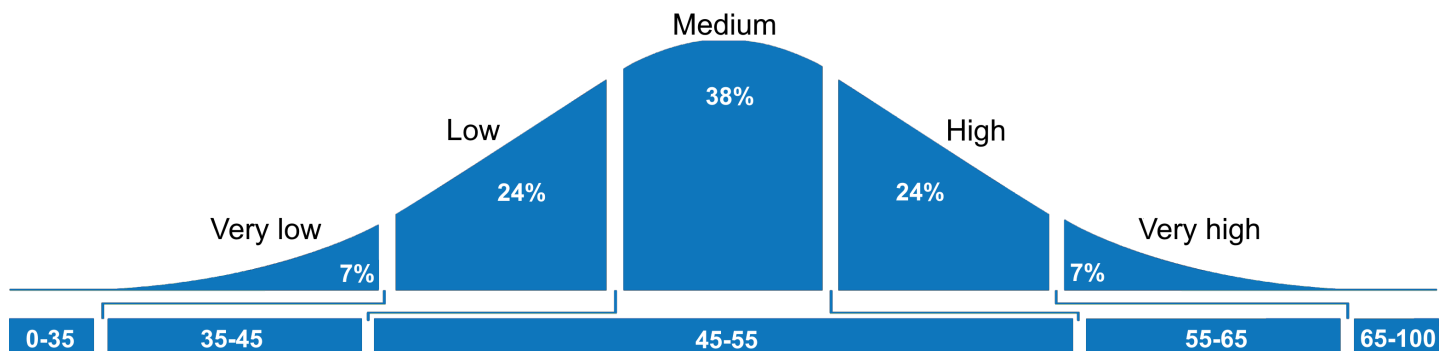
Tends to possess expert knowledge about a job, topic, or subject. Tends to be down-to-earth with a here-and-now view of the present. Approach to work is practical, tactical, and efficient. Comfortable with repetitive kinds of activity in the job. Could be viewed as conservative, too narrow in thinking, set in ways, or rigid. Prefers tried-and-true, traditional methods.

## MODERATE

Tends to be middle of the road and somewhat down-to-earth, but will consider new ways of doing something if convincing evidence is available. Not usually known for creativity or curiosity, but they can surface. May adopt and then expand upon a good idea from someone else. Appreciates both innovation and efficiency, but neither one to the extreme.

## EXPLORER

Tends to have a variety of interests. Likes cutting edge technology and strategic ideas. Seeks new experiences, and thinks about the future. May describe self as a strategic thinker, creative, imaginative, or artistic. Is probably more liberal than most and enjoys theory and concepts. May be perceived as impractical and easily bored.



## O1: IMAGINATION

Our preference for inventing plans and ideas

**HIGH IMAGINATION:** Creates new plans and ideas



70

Your imagination is very active, making it draining to focus on the here-and-now aspects of your role. This results in a strong preference for designing, dreaming up, strategizing, and creating, rather than doing, implementing, or planning the tactical details.

## O2: COMPLEXITY

The degree to which we make things complex

**LOW COMPLEXITY:** Prefers simplicity



12

You strongly prefer simple solutions and direct approaches. Your interests probably are focused in one or two areas, and you tend to acquire depth of knowledge in those areas rather than exploring the vast range of other fields.

## O3: CHANGE

How easily we accept change

**LOW CHANGE:** Wants to maintain existing methods



32

You strongly tend to rely on established systems, policies, and way of doing things. Changes can feel unnecessary and disruptive to you, and you find comfort and practicality in the familiar. Unless your accustomed ways aren't working, you probably see little need to modify them.

# A ACCOMMODATION

## THE DEGREE TO WHICH WE DEFER TO OTHERS



54



### CHALLENGER

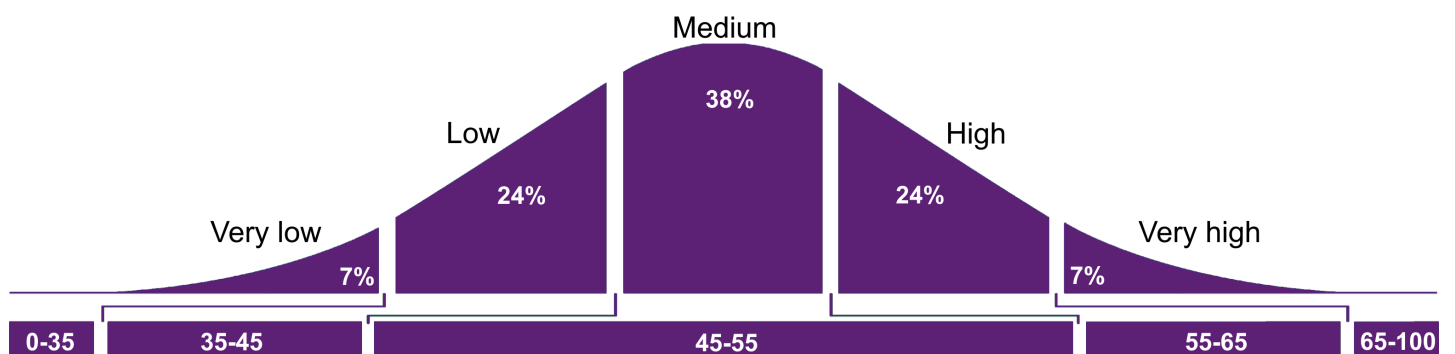
Tends to relate to others by being expressive, tough, guarded, persistent, competitive, or aggressive. Often independent in thought, asking tough questions to protect self-interests and to make sure of being right or winning. May not accept information without checking. Could come across to others as hostile, rude, self-centered, hard-headed, or not a team player.

### NEGOTIATOR

Tends to shift between competitive and cooperative situations fairly easily, usually pushing for a “win-win” strategy. Has a clear sense of personal identity, neither dependent nor independent. Works well either as a team member or as an independent. At worst, might be regarded as “sitting on the fence” between opposite views while trying to help both sides compromise.

### ADAPTER

Tends to relate to others’ authority by being tolerant, agreeable, and accepting. Often defers to others and is seen as helpful, easily moved, promoting harmony, and a team player. Typically, allows others to “win” or be right more than allowing self to do so. At times, may come across to others as naïve, submissive, conflict averse, dependent, or unprincipled (because of yielding a position).



## A1: OTHERS' NEEDS

How we inconvenience ourselves for others

**HIGH OTHERS' NEEDS:** More interested in others' needs



63

You tend to prioritize the workplace agendas and needs of others over your own. You probably put aside or even cancel your agenda and priorities at times, so that you can focus on those of your colleagues. Your behavior in this regard can come from a place of care, a desire to be helpful, or because you believe that others' workplace needs align with overall business goals.

## A2: AGREEMENT

Our driving force during conflict

**MEDIUM AGREEMENT:** Seeks resolution



52

You tend to adjust your approach to conflict, competition, and debate according to the situation. You find it necessary or natural to be persuasive, debate a topic, or win at times, while you are guided by a need to preserve harmony and adopt a stance that is more yielding at other times.

## A3: HUMILITY

Our desired level of recognition

**LOW HUMILITY:** Wants acknowledgment



40

You are more likely than not to be energized by credit and praise, and you feel comfortable receiving accolades for your accomplishments. You take appropriate pride in what you do and who you are, but can show humility when necessary.

## A4: RESERVE

The degree to which we voice opinions to others

**HIGH RESERVE:** Keeps opinions to self



56

You are likely to keep strong feelings and opinions to yourself when you have them. You may feel safe to express your opinions on some occasions, but normally you tend to hold them back. You are not typically comfortable with public speaking and presentations, and find it necessary to do a lot of advance preparation beforehand.



# CONSOLIDATION

## THE DEGREE TO WHICH WE PUSH TOWARDS GOALS



48

**FLEXIBLE (C-)**

**BALANCED (C=)**

**FOCUSED (C+)**

### FLEXIBLE

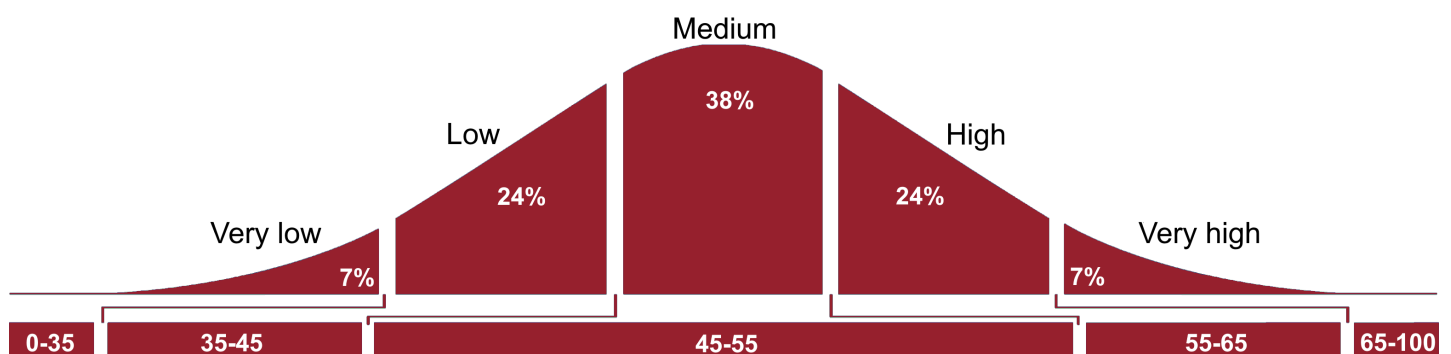
Tends to approach goals in a relaxed, spontaneous, and open-ended fashion. Easily capable of multi-tasking and being involved in many projects and goals at the same time. Mind may be like a parallel processor, able to switch tracks on the run. May be a procrastinator. At times, could be perceived as casual about responsibilities, unorganized, or less productive than others.

### BALANCED

Tends to keep both work demands and personal needs in good balance. Mind typically operates like both a parallel processor and like a serial processor, both switching tracks and proceeding linearly. Probably more ambitious than a Flexible, yet probably more prone to enjoy leisure than a Focused. Occasionally, able to interrupt focus on goals with some spontaneous diversions.

### FOCUSED

Tends to work toward goals in an industrious, disciplined, and dependable fashion. Mind may be like a serial processor, proceeding in a linear, sequential manner. Has a strong will to achieve, doing so with preparation and organization. Consolidates time in pursuit of established goals. May be perceived as a workaholic, overbearing, compulsive, meticulous, stubborn, or inflexible.



## C1: PERFECTIONISM

The degree to which we strive for perfectionism

**LOW PERFECTIONISM:** Low need to continually refine or polish



43

You are usually comfortable with less than perfect results, and often embrace the “good enough” standard. Perfection probably feels like a lofty goal to you. Instead, you focus your efforts on the quantity of work produced.

## C2: ORGANIZATION

The degree to which we stay organized

**HIGH ORGANIZATION:** Keeps everything organized



66

You are highly likely to have a tidy work space and to keep everything in its place. You probably find disorganization distracting and cannot work amid clutter or without formal filing systems and documentation.

## C3: DRIVE

How pushed we feel to achieve

**LOW DRIVE:** Satisfied with current level of achievement



27

Your natural tendency is to live your life around your roles, not your goals. This means that, while you may enjoy getting really good at what you do, it is not that important for you to attain a high degree of professional status.

## C4: CONCENTRATION

How sustained our attention is

**HIGH CONCENTRATION:** Prefers completing tasks before shifting



58

You appear to concentrate naturally and are not easily swayed by distractions. You normally find it natural and energizing to stick with a single task until it is completed.



## **C5: METHODOCALNESS**

How much planning we need to do

**LOW METHODOCALNESS: Operates in a more spontaneous mode**



41

You appear to plan less than much of the workforce. You prefer to remain relatively free to follow the priority of the moment, rather than following structured workflows and project plans. You probably also deviate from a plan that does not seem to be working.

## **C6: DETAIL**

Our tolerance for handling details

**MEDIUM DETAIL: Attends to details if needed**

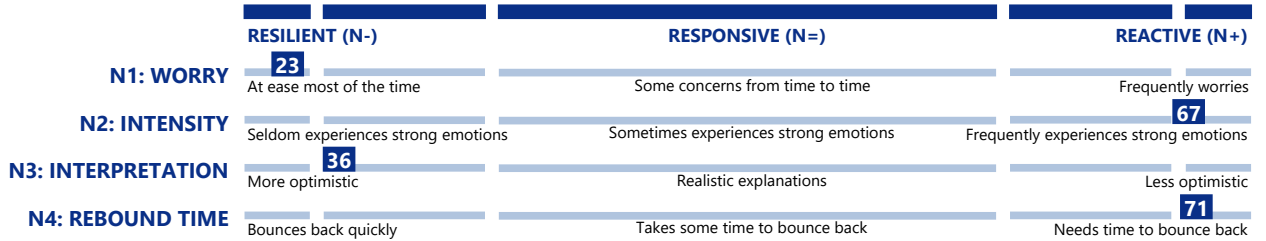


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You probably are comfortable both working with details and the big picture. You tend to be equally comfortable with facts and theories, shifting your focus depending on the situation and its importance to you. This style may support you in flexing between your various work tasks.

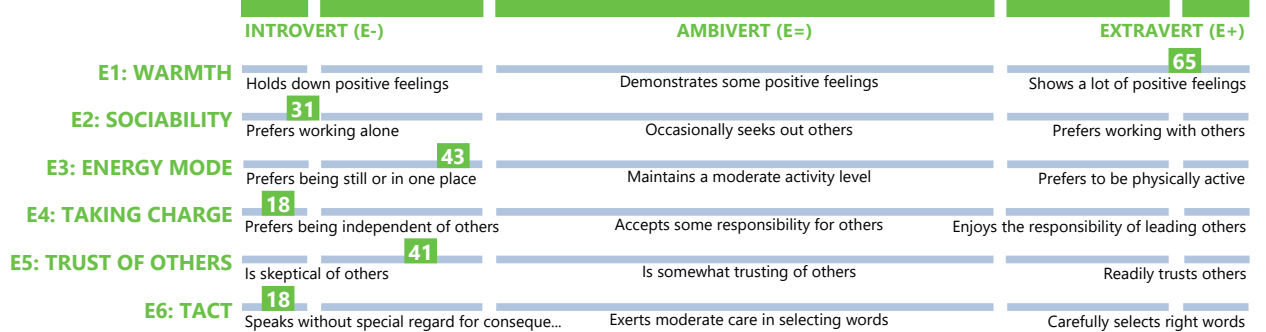
## N NEED FOR STABILITY

47



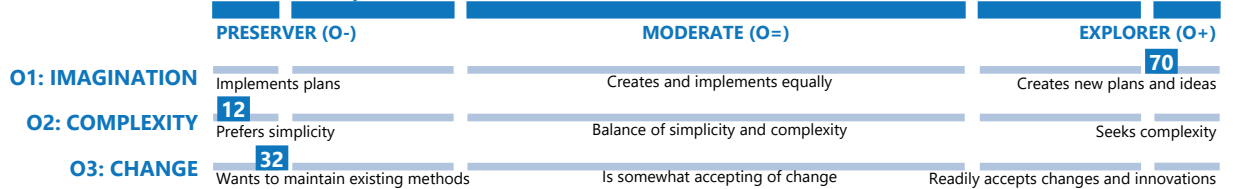
## E EXTRAVERSION

32



## O ORIGINALITY

39



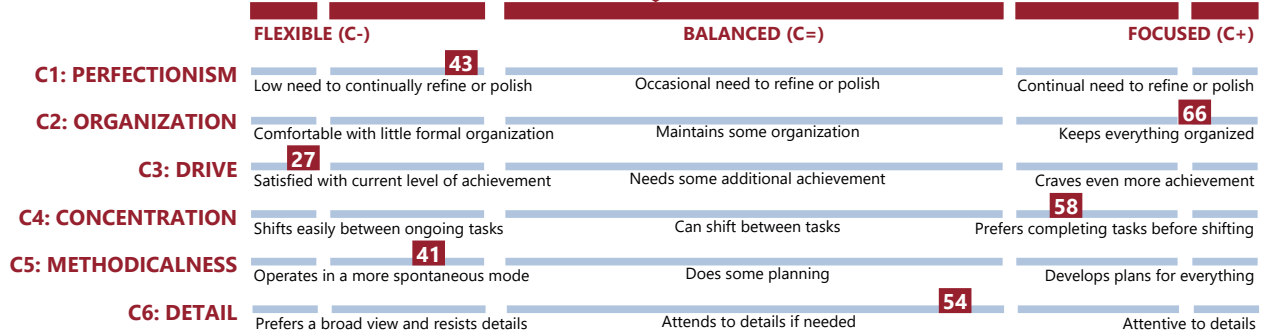
## A ACCOMMODATION

54



## C CONSOLIDATION

48



# MAKING MEANING



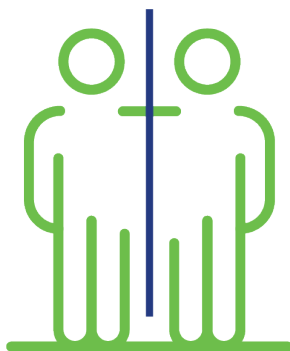
Now that you've reviewed your WorkPlace Big Five Profile™ report, it's time to reflect on these insights and connect the dots in your work life.

Your personality informs your communication style, optimal career path, and work preferences; it's the difference between energizing achievement and draining overwhelm at work. But, like many things, personality is neither black nor white, good nor bad. Rather, each aspect of your personality comes with both opportunities and challenges. When you respect and appreciate both your personality and the diverse personalities of others, you will see the benefits at work.

## Why?

Because aligning your natural preferences with your career allows you to sustain the energy required to succeed, day after day and year after year. You tend to excel without effort, quickly find better solutions, and remain internally motivated. In the long run, you'll stay mentally sharp and emotionally fulfilled.

## Help or Hinder?



Certain aspects of your personality fit well with some roles or tasks while others do not. This means the same trait that helps you in one situation may hinder you in another. For example, someone with a high Concentration (C4) score will tend to excel when working on deadline-intensive projects. However, this same trait could hinder that person when there are competing priorities requiring repeated shifts in focus. It is important to understand personality fit is not a measure of performance. Rather, it is a measure of the trait energy you bring to specific roles and tasks at work.

## Reflect on the following:

*Which of your subtraits potentially helps you the most in doing your work and how?*

Subtrait score	How this subtrait helps you in your work

*Which of your subtraits potentially hinders or concerns you the most in doing your work and how?*

Subtrait score	How this subtrait hinders you in your work

## What Energizes You?



Your score on each trait can also indicate how certain situations affect you or drive you past your threshold of energy. When you hit your threshold, you tend to start to feel drained. Other situations may charge you up and give you energy.

For example, does the idea of a big party with lots of new people, loud music, and dancing into the night sound like fun or like something you'd want to avoid? By looking at your subtrait scores, someone could probably predict your answer.

Understanding this and how your WorkPlace subtrait scores relate to reaching your threshold will help you choose better situations from the start. It will also help you adjust your activities as needed to better handle the wide range of demands we all face at work.

With the principles of trait energy in mind, draw some mental lines between your supertrait scores and how naturally energizing or draining you find certain behaviors and situations. The mere awareness of how these activities interact with your unique personality can help you create simple but powerful, individualized energy management strategies.

For example, those scoring lower in Sociability (E2) might find meetings to be somewhat draining. They may, therefore, choose to bundle meetings within a fixed period of the day and leave the rest of the day free for more naturally energizing, solitary work. Alternatively, they may choose to schedule meetings around extended periods of isolated work in order to recharge throughout the day.

What is important is not the specific solution but understanding you can intentionally design the flow of your activities to maximize trait energy and the likelihood of success and fulfillment.

### Reflect on the following:

*Which of your subtrait scores energizes you the most in your current role and how?*

Subtrait score	How this subtrait energizes you in your work
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*Which of your subtrait scores drains you in your current role and how?*

Subtrait score	How this subtrait drains you in your work
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# In Relation to Others



Now, let's shift perspective from yourself to your interactions with others at work. When you have similar scores to a colleague, it can ease your stress. For example, if you and a coworker are both high in Perfectionism (C1), you may find you can rely on him or her to think through all the details on a highly important project. Yet, that same high Perfectionism score could also cause a strain if either of you is focused on different or competing details.

Different scores can also create conflict and misunderstanding. Sticking with the example, if you are high in Perfectionism, you may see reviews and refinement as necessary. A less perfectionistic colleague, on the other hand, may see "perfect" as getting in the way of good enough. But these differences also present an opportunity. It might be very easy to split workloads, for instance, with you serving in a final review role and your lower Perfectionism coworker supporting with early reviews.

You may not always know the scores of your colleagues, of course, but knowing how you score on the subtrait dimensions will help you clearly communicate and coordinate your preferred approaches to workplace collaboration. It will also help you appreciate and collectively leverage the diversity of personalities in your organization.

## Reflect on the following:

*Where can you appreciate others' personality differences and work with them more effectively?*

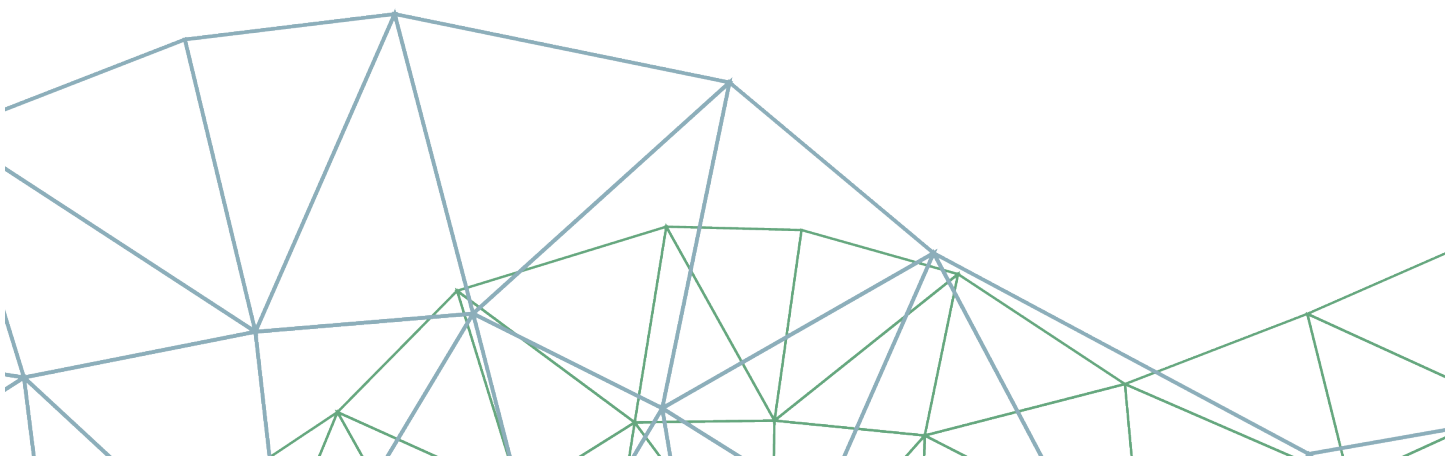
Think of a work situation where your score on a selected subtrait differs from your colleague and the benefits of this diversity.

<b>Situation</b>	
<b>Subtrait</b>	
<b>Your subtrait score</b>	
<b>Your colleague's subtrait score</b>	
<b>How both subtrait scores help in this situation</b>	

*Where could you change your thinking in order to appreciate others' personality differences so you can work with them more effectively?*

Think of a work situation where your score on a selected subtrait differs from your colleague and it creates a challenge. How can you shift your perspective to help bridge the gap with personality awareness?

<b>Situation</b>	
<b>Subtrait</b>	
<b>Your subtrait score</b>	
<b>Your colleague's subtrait score</b>	
<b>How both subtrait scores create difficulty in this situation</b>	
<b>Knowing your subtrait score differences, what can you both do to create understanding and accomplish your objectives?</b>	



Finally, the WorkPlace is a psychological tool and is best interpreted by a trained professional. Please make notes on your reflections and share them with your WorkPlace certified consultant.

**What about your scores would you like to discuss with your WorkPlace certified consultant?**

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