

## OCEAN 50

### *Measuring the 'Big 5' Factors of Personality*

Personal Profile Report for  
Test Participant

11 September 2011



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## Introduction

### The Importance of Self-Awareness

An important factor in achieving success at work, and in life in general, is the ability to have a high level of self-awareness. As you grow in self-awareness, you will be able to understand, better, why you feel as you feel and behave as you behave. These valuable insights provide us with opportunity to reflect on and, importantly, recognise and accept 'who we are' as individuals.

Understanding and accepting 'who we are' are two essential ingredients to building a successful career and can help us to make considered choices about changing any unhelpful or limiting behaviours, and, importantly, leveraging our natural strengths.

Without a high level of self-awareness, an individual can derail because they may fail to recognise, for example, the impact that their style and behaviour can have on others, or because they may overuse or overly rely on their strengths which, in certain situations, can be like a double-edged sword.

### The Big 5 Factors – the building blocks of personality

Psychologists noticed as long ago as the 1930's that their research and analysis of human behaviour identified five basic personality traits that form the fundamental building blocks of 'who we are.' However, it wasn't until the 1980s that a number of researchers began to reach a consensus – that you could capture most of the broad-level variations in human behaviour using these so-called 'Big 5' factors.

It is important to note that each of these five traits forms a continuum – a range between two extremes. In the real world, most people lie somewhere between the two polar ends of each dimension.

The 'Big Five' theory is one of the most highly tested and universally accepted explanations of personality that exists today.

## OCEAN 50 – measuring the 'Big 5' Factors

OCEAN 50 has been developed to measure the 'Big 5' factors of personality. These are:

- **Openness to experience:** Being curious, adventurous, original, imaginative, creative, intellectual, interested in art, and open to new ideas and possibilities.
- **Conscientiousness:** Being organised, systematic, self-disciplined, achievement-orientated, structured, thoughtful, dutiful, dependable, and punctual.
- **Extraversion:** Being outgoing, enthusiastic, energetic, talkative, emotionally expressive, and sociable, stimulated by social situations and being around others.
- **Agreeableness:** Being friendly, warm, trusting, tolerant, compassionate, altruistic, cooperative, empathetic, sensitive, and kind.
- **emotional resilience:** Being stable, confident, controlled, secure, resilient, able to cope with ambiguity and uncertainty, stress-free, and calm.



## Personality, Behaviour and Personal Success

*Personality = behaviour = success*

*'Who you are directly affects how you interact with the world which, in turn, impacts on the outcomes you achieve.'*

Personality traits have a direct impact on our effectiveness and performance. Research shows that between 20% to 25% of an individual's effectiveness in a job is attributable to his/her personality – the characteristic patterns of behaviour and ways of thinking that determine a person's unique way of interacting with the environment. Our personal effectiveness is not so much about **what** we do, but more about **how** we do it – how we act, how we communicate, and how we interact with others.

### Your OCEAN 50 Results

The **OCEAN 50** questionnaire asked you for your opinions about your attitude, behaviour, and preferences in typical everyday life situations. **OCEAN 50** is not a test, there are no 'right' or 'wrong' answers, no 'good' or 'bad' behaviours, just personal preferences. As with any self-assessment, the results contained in this report reflect your answers. It is up to you to decide how accurate they are, and how relevant they are to your current situation.

Always remember that behavior involves an interaction between a person's underlying personality and situational variables. The situation that a person finds himself or herself in plays a major role in how the person reacts. However, in most cases, people offer responses that are consistent with their underlying personality traits.

These dimensions represent broad areas of personality. Research has demonstrated that these groupings of characteristics tend to occur together in many people. For example, individuals who are sociable tend to be talkative. However, these traits do not always occur together. Personality is a complex and varied subject and each person may display behaviors across several of these dimensions.

From this picture of 'who you are' as person, your **OCEAN 50** Personal Profile Report will help you to develop your awareness and understanding of how you are likely to feel or behave in different work and daily life situations. You will then be able to translate this learning into strategies and tactics for self-management and achieving personal success.

Your **OCEAN 50** results are contained in pages 5 to 15 of this report.

For each of the five traits, a description is given for the behavioural characteristics that are likely to be demonstrated by low and high scorers on each of the five scales. These behavioural tendencies have been shown by extensive research to be characteristic of low and high scorers on each scale. Some of these behavioural tendencies you will recognise as applying to you; others you may not recognise as applying to you. Some characteristics will apply to you, whilst others may not; depending where on the scale your score falls. Remember, there is no right or wrong, just preferences for behaving in a certain way in our interactions with the world around us.



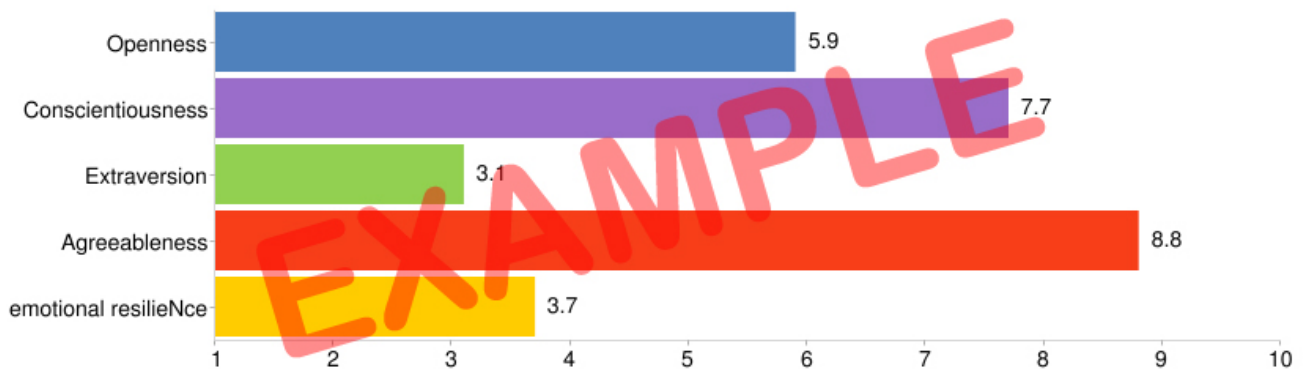
## Understanding your OCEAN 50 results – what do the bar charts represent?

### OCEAN 50 Personal Profile bar chart

The OCEAN 50 Personal Profile bar chart shown below is an *example*; it was *not* constructed using your response data.

The OCEAN 50 Personal Profile bar chart provides an overview of your scores on five dimensions of personality measured by this questionnaire. Each of the five bars represents one of the 'Big 5' personality traits.

**Example:** Your OCEAN 50 Personal Profile



The number at the end of each bar of the chart represents your actual score for that particular trait.

### The Single Trait bar charts

The Single Trait bar chart shown below is an *example*; it was not constructed using your response data.

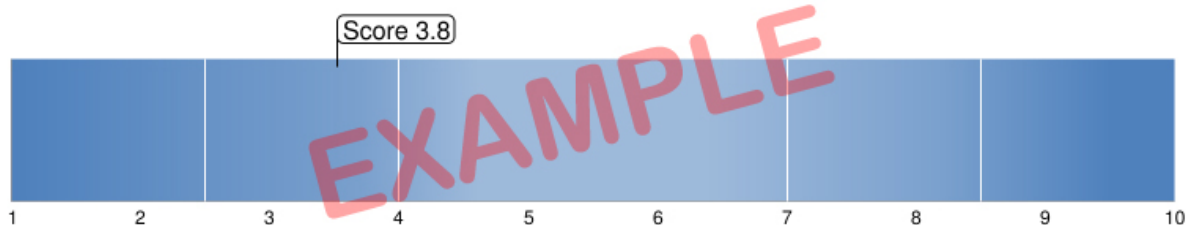
Your report contains five Single Trait bar charts showing your scores for each one of the 'Big 5' traits.

The Single Trait bar chart shows where your score for that particular trait lies on the continuum running from low to high, representing scores from 1 to 10 respectively.

The black line on the graph shows the position of your score on the continuum.

Your score for that particular trait is shown immediately below the bar chart.

### Example: Your Openness to experience result



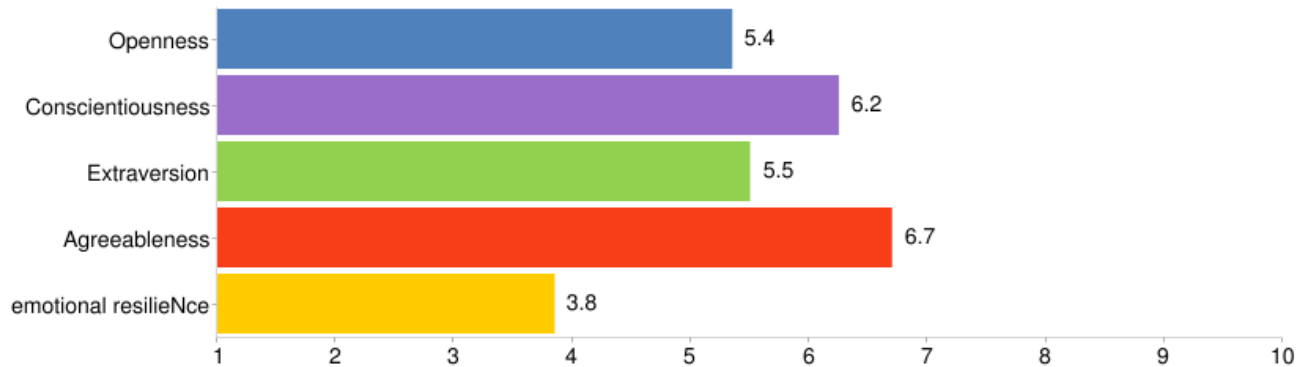
Your score on the **Openness to experience** scale is 3.8.



## Your OCEAN 50 Personal Profile

OCEAN 50 personal profile is shown in the bar chart below.

This bar chart provides an overview of your scores on five dimensions of personality measured by the OCEAN 50 questionnaire.



The number at the end of each bar of the chart represents your actual score for that particular trait.

Always remember that behavior involves an interaction between a person's underlying personality and situational variables. The situation that a person finds himself or herself in plays a major role in how the person reacts. However, in most cases, people offer responses that are consistent with their underlying personality traits.

Your scores for each of the five factors are shown in the series of single trait bar charts in the following pages together with a description of the typical characteristics of individuals with high or low scores for that particular trait.



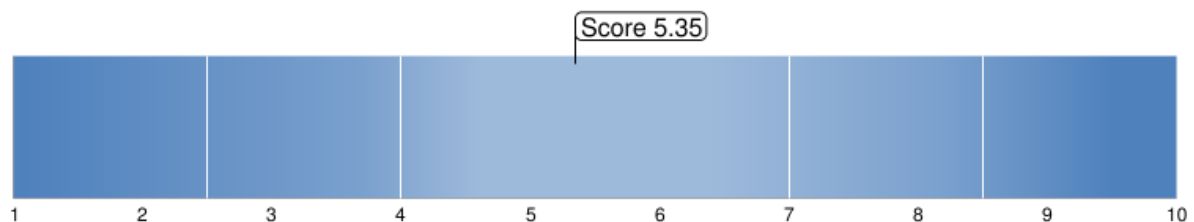
## Openness to experience

The **Openness to experience** trait distinguishes imaginative, creative people from down-to-earth, conventional types.

People who are open to experience are intellectually curious, appreciative of art, and more aware of their feelings. They are adventurous, imaginative, are interested in unusual ideas, and seek a wide variety of experience. They have a preference for the big picture and readily accept change and innovation.

People with low scores on **Openness to experience** tend to have more conventional, traditional interests. They prefer the plain, straightforward and obvious, rather than the complex, ambiguous, and subtle. They are practical and down to earth with a here and now view of the world. Their approach to work is efficient and they often possess expert knowledge about their particular interest.

### Your Openness to experience result



Your score on the **Openness to experience** scale is 5.35.

A description is for the behavioural characteristics that are likely to be demonstrated by **low** and **high** scorers on the **Openness to experience** scale is given on the following page.

### What if my score falls in the mid-zone?

If your result is in the mid-zone you may not have a clear preference for the more strongly observed behaviours of the high or low results. Your response will be situational and you will demonstrate a flexible attitude to this trait which would be influenced by the environment you find yourself in. You have an ability to adapt to differing situation and will consider your response according to your assessment of the best solution. You may find it valuable to consider both the high and low descriptions below, and consider if, in fact, you do have a preference for certain aspects of this trait.

People with a mid-zone **Openness to experience** score tend to be middle-of-the-road and somewhat down-to-earth. They prefer a balance of simplicity and complexity, and like a mixture of the old and new. They will consider new ways of doing something if convincing evidence is available. They are not usually known for being particularly creative or curious, however their creativity or curiosity can surface from time to time, and they may adopt or build on what they perceive as good ideas from others. They appreciate both innovation and efficiency, however neither to an extreme extent.



## Characteristics of People with Low and High Scores for Openness to experience

### Low scores

- Practical and down-to-earth, prefers tasks and situations that are straightforward, familiar and unambiguous.
- Prefer the here and now view of the present.
- Attentive to detail and implements plans in an organised systematic way.
- Conventional – will follow the rules.
- Sceptical about new approaches – prefer tried and tested traditional methods.
- Provide a rational perspective on things.
- Tend to possess expert knowledge and bring expertise to areas of interest.
- In teamwork will focus attention on what can be achieved in reality.
- Create structure and process; implement plans.
- Possess organisational skill – practical, tactical and efficient.

### High scores

- Highly imaginative.
- Enjoy the arts.
- Interested in the arts and aesthetic beauty.
- Enjoy abstract ideas, theory and concepts.
- Intellectually curious, reflective, question the World.
- Seek to challenge current values and ways of doing things.
- Like to experience many different things – seek variety in their lives.
- Have the ability to be very flexible.
- Readily accept change and innovation.
- Tend to have a more liberal outlook, broader minded.
- Create new plans.

## Things to Watch Out For

### People with low scores for Openness to experience:

- May be resistant to change.
- Can ignore or discount feelings in self and others.
- Can be viewed as conservative, too narrow in thinking, set in ways, or inflexible.

### People with high scores for Openness to experience:

- Can sometimes be perceived as impractical or unrealistic.
- Can be rebellious.
- Can be easily bored.
- May come up with too many novel ideas.



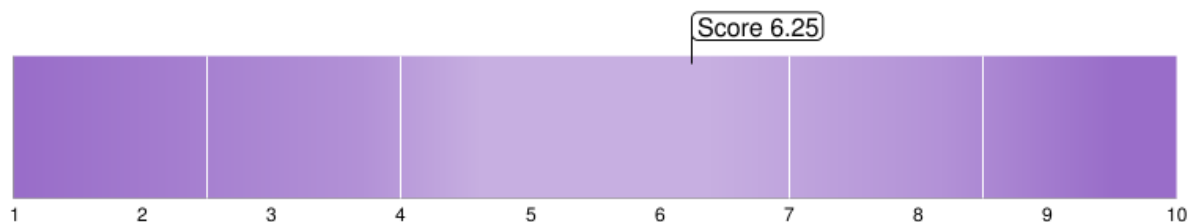
## Conscientiousness

The **Conscientiousness** trait distinguishes individuals who are industrious, focused, disciplined, and dependable, with people who are more relaxed, flexible, spontaneous, and open-ended in their approach to work and life in general.

**Conscientiousness** is a measure of an individual's capacity to control impulses and remain focused; to remain attentive despite potential distractions.

**Conscientiousness**, with its links to planning, dependability and goal-focused, achievement-orientated characteristics, is considered to be a reliable personality predictor of overall job performance and success. In general, the higher **Conscientious** score you have, the better you will do, other things being equal. However, this can be mediated by a number of factors, such as the personality requirements of specific types of job and your scores on individual aspects of the trait.

### Your Conscientiousness result



Your score on the **Conscientiousness** scale is 6.25.

A description is for the behavioural characteristics that are likely to be demonstrated by **low** and **high** scorers on the **Conscientiousness** scale is given on the following page.

### What if my score falls in the mid-zone?

If your result is in the mid-zone you may not have a clear preference for the more strongly observed behaviours of the high or low results. Your response will be situational and you will demonstrate a flexible attitude to this trait which would be influenced by the environment you find yourself in. You have an ability to adapt to differing situation and will consider your response according to your assessment of the best solution. You may find it valuable to consider both the high and low descriptions below, and consider if, in fact, you do have a preference for certain aspects of this trait.

People with a mid-zone **Conscientiousness** score are, generally, well-prepared and confident. They tend to maintain a good work-life balance; however they tend to enjoy leisure time and activities to a greater degree than a person with a high score. They are serious about being successful and are likely to be more ambitious than a person with a low score. They can shift between tasks before completion and may feel, on occasions, feel comfortable interrupting their focus on goals with some spontaneous diversions.



## Characteristics of People with Low and High Scores for Conscientiousness

### Low scores

- Relaxed, laid back.
- A low need to continually refine or perfect things.
- Comfortable with little formal organisation or structure.
- Focused on the here and now – the immediate and near-term.
- Less goal-orientated; satisfied with current levels of achievement.
- Spontaneous, impulsive, responsive to triggers; not inclined to live their lives according to plans, schedules, and to-do lists. Makes hasty decisions.
- Able to multi-task easily – shift easily between activities or tasks.
- Often perceived by others as exciting, due to their impulsive nature.

### High scores

- Hard working, focused, well-organised, reliable and self disciplined.
- Are guided by conscience – reliable Goal-orientated.
- Driven to achieve success.
- A perfectionist – a continual need to refine things.
- Focus on completing one task before moving on to another.
- Plans; thinks things through carefully before acting.
- Able to concentrate for long periods of time.
- Are thorough, and pay great attention to detail, leading to high levels of accuracy.
- A high scorer needs to be careful that they do not become controlling; in leadership positions they may monitor their subordinates closely, sometimes reluctant to delegate tasks.

## Things to Watch Out For

### People with low scores for Conscientiousness:

- May be too easily distracted and, as a result, procrastinate.
- May be perceived by others as being too casual about obligations or commitments, unorganised, or irresponsible.
- May pay insufficient attention to detail.
- May take decisions too hastily without thinking things through sufficiently before taking action.
- May come across to others as unprepared.
- May struggle to meet deadlines.

### People with high scores for Conscientiousness:

- May be perceived by others as overly-demanding or stubborn.
- May struggle if something isn't planned properly.
- May be perceived as a workaholic or a perfectionist.
- Other aspects of life may suffer as a result of their strong focus on work.
- Need to be careful that they do not become overly-controlling.



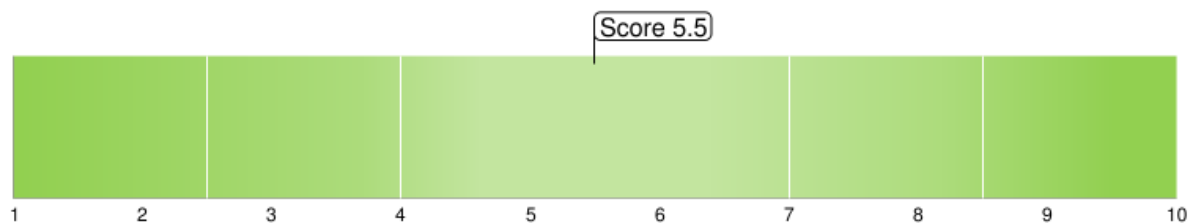
## Extraversion

The **Extraversion** trait distinguishes individuals who tend to be outgoing and gregarious – people who like to focus on the outer world and gain energy from interacting with the world around them – with people who prefer to be less outgoing – people who focus their attention inwardly and gain energy from reflecting on their inner world of thoughts and feelings.

**Extraversion** is a measure of an individual's capacity for social interaction. People with higher scores on **Extraversion** seek social interaction, they are talkative, enthusiastic, and tend to be energised when around other people.

Lower scores on **Extraversion** will indicate a preference for more inward reflection and someone who enjoys some time alone or with a few close friends. These people tend to be more deliberate and cautious in their approach.

### Your Extraversion result



Your score on the **Extraversion** scale is 5.5.

A description is for the behavioural characteristics that are likely to be demonstrated by **low** and **high** scorers on the **Extraversion** scale is given on the following page.

### What if my score falls in the mid-zone?

If your result is in the mid-zone you may not have a clear preference for the more strongly observed behaviours of the high or low results. Your response will be situational and you will demonstrate a flexible attitude to this trait which would be influenced by the environment you find yourself in. You have an ability to adapt to differing situation and will consider your response according to your assessment of the best solution. You may find it valuable to consider both the high and low descriptions below, and consider if, in fact, you do have a preference for certain aspects of this trait.

People with mid-zone **Extraversion** scores mix well yet enjoy some privacy; they tend to shift easily from interacting and working with others to working alone. They enjoy sensory stimulation and maintain a moderate activity level. Operating in the mid-zone, they may come across as an introvert to more extrovert colleagues; conversely, they may come across as an extrovert to more introverted colleagues. They tend to be somewhat trusting of others, and engage without expressed enthusiasm.



## Characteristics of People with Low and High Scores for Extraversion

### Low scores

- Reserved, formal, private.
- More deliberate, leisurely pace.
- Learn and work out ideas by reflection and analysis.
- Focus in depth on their interests.
- Are drawn to their inner world.
- Prefer quiet concentration, working alone.
- Are persistent, can sustain interest over long periods of time.
- Are diligent and conscientious; concerned with getting things right; careful with details.
- Prefer written communication.
- Develop well thought out arguments and solutions.
- Like to think things through before responding.
- Make decisions independently of others.
- Sceptical of others; take time to trust others.
- Keep opinions to themselves.

### High scores

- Are outgoing, warm, friendly, sociable, fun-loving, talkative, and expressive.
- Fast paced.
- In tune with the external environment.
- Prefer being around people and involved in group activities.
- Adapt quickly to new situations and people; enjoy new ideas and change.
- Speak up; are ready to take the initiative in work and relationships.
- Learn and work out ideas through doing or talking them through with others.
- Optimistic – express positive feelings.
- Look for simple solutions.
- Communicate openly with others, and with energy and enthusiasm.
- Are persuasive face-to-face communicators, able to influence others through their warmth and enthusiasm.
- Readily trusting of others.

## Things to Watch Out For

### People with low scores for Extraversion:

- May think too much without acting; can appear to be too slow to make a decision.
- May not speak up, especially in larger groups.
- May be slow to get involved in new situations and opportunities.
- Can be slow to connect to people; take time to build trusting relationships with others.
- May take longer to complete tasks.
- Can be perceived as stubborn and obstinate.

### People with high scores for Extraversion:

- Often act too quickly without thinking things through – may make decisions on insufficient information.
- Can be easily bored.
- May talk but not listen.
- Prefer to avoid too much detail and complicated procedures.
- Can often be impatient with long slow processes.
- Can be intolerant and quick to judge.
- May need to moderate overly-expressive language.



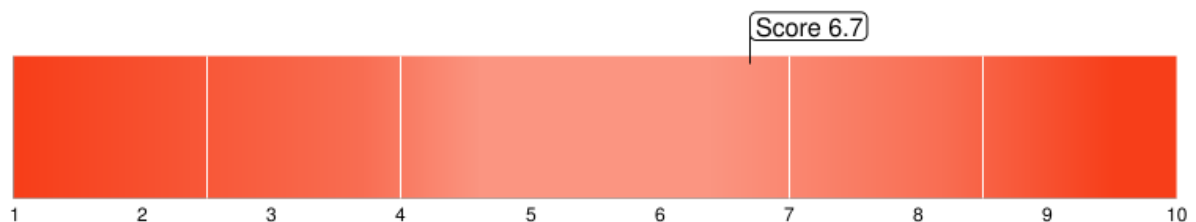
## Agreeableness

The **Agreeableness** trait is a measure of the extent that people are accommodating and defer to others – take others' views into consideration in preference to pursuing self-interest.

People with higher **Agreeableness** scores tend to relate to others by being tolerant, agreeable, and accepting. Such people are seen as helpful, cooperative, and harmonious team players. They are easily moved and, typically, will allow others to 'win' rather than stand their ground and argue their point.

In contrast, people with low scores on **Agreeableness** are often seen by others as competitive, challenging, tough, and, sometimes, aggressive. They typically will ask questions to protect their position or opinions. They are not natural team players, being often independent in their thoughts.

### Your Agreeableness result



Your score on the **Agreeableness** scale is 6.7.

A description is for the behavioural characteristics that are likely to be demonstrated by **low** and **high** scorers on the **Agreeableness** scale is given on the following page.

### What if my score falls in the mid-zone?

If your result is in the mid-zone you may not have a clear preference for the more strongly observed behaviours of the high or low results. Your response will be situational and you will demonstrate a flexible attitude to this trait which would be influenced by the environment you find yourself in. You have an ability to adapt to differing situation and will consider your response according to your assessment of the best solution. You may find it valuable to consider both the high and low descriptions below, and consider if, in fact, you do have a preference for certain aspects of this trait.

People with mid-zone **Agreeableness** scores prefer compromise and tend to shift between competitive and cooperative situations fairly easily, usually pushing for a 'win-win' outcome. They have a clear sense of personal identity, neither dependent nor independent. They are comfortable working either as a team member or an independent contributor.



## Characteristics of People with Low and High Scores for Agreeableness

### Low scores

- Tough, competitive.
- Task-orientated.
- Direct, factual, to-the-point communication.
- Strongly defend their position; openly challenge and question.
- Independent in thought; confident about own ideas and decisions with little need to validate with others.
- Comfortable with conflict and disagreement.
- Not afraid to take unpopular decisions.
- Expressive, use forceful gestures and body language, direct eye contact.
- Not afraid to make views and opinions known.
- Want acknowledgement.
- Enjoy being out front.
- Cynical, sceptical.

### High scores

- Personable, friendly, easy-going, unpretentious.
- Tolerant, agreeable, accepting, accommodating.
- Altruistic, service-orientated drive – helpful.
- Empathic – interest in the needs and concerns of others.
- Defer to others – sacrifice own needs.
- Cooperative, collaborative – team player.
- Generous with their time.
- Prefer harmony – dislike conflict and disagreement.
- Tactful and diplomatic; keep opinions to themselves.
- Humble, dislike acknowledgement, especially in public.
- Don't seek the spotlight – comfortable working in the background.
- Comfortable with routine and following processes established by others.
- Trusting of others.

## Things to Watch Out For

### People with low scores for Agreeableness:

- Can be impatient.
- May be seen as uncaring and insensitive towards others.
- May be perceived as self-centred, not a team player.
- May be seen as overly-aggressive – can make less assertive people feel intimidated.

### People with high scores for Agreeableness:

- May take on too much; their unselfish behaviour doing things for others can sometimes lead to them to default on delivering on his/her own commitments in a timely manner.
- May lose the respect of others who see them as naive or overly-submissive.
- May give a disproportionate amount of time and attention to relationships with people.



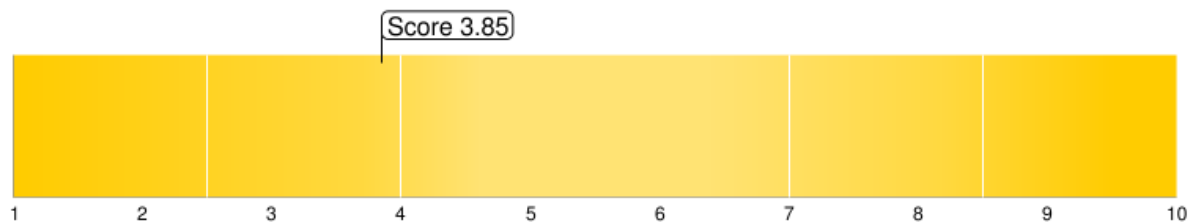
## emotional resilieNce

The **emotional resilieNce** scale measures the degree to which people respond to stress and distinguishes between people who are resilient, less emotionally reactive and are less likely to be easily upset, and people who experience negative emotions such as anxiety and anger.

With high levels of **emotional resilieNce** people are resilient, less easily upset and are, generally, emotionally stable. They have the ability to recover fairly quickly from setbacks and tend to look for the positive aspects of situations. They tend to be calm, free from negative feelings, and, in general, take life as it comes. They will face up to difficulties and will experience lower levels of stress than low scorers.

People with low scores on **emotional resilieNce** are more likely to interpret ordinary situations as threatening, and minor frustrations as hopelessly difficult. Their negative emotional reactions tend to persist for unusually long periods of time, which means they often find it difficult to see the positive. This difficulty with emotional regulation can diminish the ability of an individual scoring low on **emotional resilieNce** to think clearly, make rational decisions, and cope effectively with stress.

### Your emotional resilieNce result



Your score on the **emotional resilieNce** scale is 3.85.

A description of the behavioural characteristics that are likely to be demonstrated by **low** and **high** scorers on the **emotional resilieNce** scale is given on the following page.

### What if my score falls in the mid-zone?

If your result is in the mid-zone you may not have a clear preference for the more strongly observed behaviours of the high or low results. Your response will be situational and you will demonstrate a flexible attitude to this trait which would be influenced by the environment you find yourself in. You have an ability to adapt to differing situations and will consider your response according to your assessment of the best solution. You may find it valuable to consider both the high and low descriptions below, and consider if, in fact, you do have a preference for certain aspects of this trait.

People with mid-zone **emotional resilieNce** scores tend to be calm, secure and steady. Some surprises, pressures, emergencies, and difficult situations can lead to worry, anger, or other stressful responses. They may need time to get over crises before resuming regular activities.



## Characteristics of People with Low and High Scores for emotional resilience

### Low scores

- Have difficulty coping, feel vulnerable, often experience stress.
- Often experience rapid mood swings.
- Excitable – easily tempted.
- Easily discouraged or irritated.
- Can be easily upset.
- Quick to feel anger.
- Frequently worry about things.
- Often look on the negative side – focus on negative explanations.
- Can become derailed by stress and worry.
- Apprehensive as difficult or problematic situations get closer.
- More easily embarrassed.

### High scores

- Resilient – handle stress and crises well.
- Relaxed, calm, unconcerned.
- Face up to difficulties – take a calm, rational view of difficult situations.
- Not excitable – resists urges easily.
- Composed, slow to anger.
- Prefer to see the positive side of situations – focus on optimistic explanations.
- Look for solutions to problems.
- Recover from setbacks quickly.
- Tend not to overly worry about things.
- Difficult to embarrass.

## Things to Watch Out For

### People with low scores for emotional resilience:

- May lack confidence and not make impact.
- May avoid difficult situations.
- Can be unpredictable in their response or reaction to a situation.
- May take things too personally.
- May not think rationally or logically, take rational decisions.
- Can often turn moderate difficulties into disasters.
- May not actively participate for fear of failure.

### People with high scores for emotional resilience:

- Can come across as too laid-back, unaware.
- May not interpret or view critical problems seriously enough.
- May be perceived as uncaring, insensitive.
- May take unnecessary risks.
- May have an unrealistic belief that they can solve all problems.
- May not be in tune with others concerns.