



CENTER FOR
APPLIED COGNITIVE STUDIES

A Customized Report for:
Sample Person

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WorkPlace BIG FIVE PROFILE™

4.0

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-- (7%) | - (24%) | = (38%) | + (24%) | ++ (7%)

N: NEED FOR STABILITY

THE DEGREE TO WHICH WE RESPOND TO STRESS



RESILIENT (N-): Tends to handle stressful workplace situations in a 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 (N=): 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. May need a moment to get over a crisis before resuming regular activities or moving into problem-solving mode.

REACTIVE (N+): Tends to respond in an alert, concerned, attentive, or excitable way. May experience workplace stress more than others or serve as the group's conscience. May accept responsibility for problems caused by others. Under stress, could be perceived as anxious, tense, angry, discouraged, or worried. May need to recover before resuming work or solving problems.

N1: WORRY

THE AMOUNT OF CONCERN WE EXPERIENCE



Low Worry (N1-)
At ease most of the time

Medium Worry (N1=)
Some concern from time to time

High Worry (N1+)
Frequently worries

N2: INTENSITY

HOW FREQUENTLY WE EXPERIENCE ANGER



Low Intensity (N2-)
Usually calm

Medium Intensity (N2=)
Occasionally heated

High Intensity (N2+)
Quicker temper

N3: INTERPRETATION

HOW WE EXPLAIN SITUATIONS



Low Interpretation (N3-)
More optimistic

Medium Interpretation (N3=)
Realistic explanations

High Interpretation (N3+)
Less optimistic

N4: REBOUND TIME

THE AMOUNT OF TIME WE REQUIRE TO GET OVER STRESS



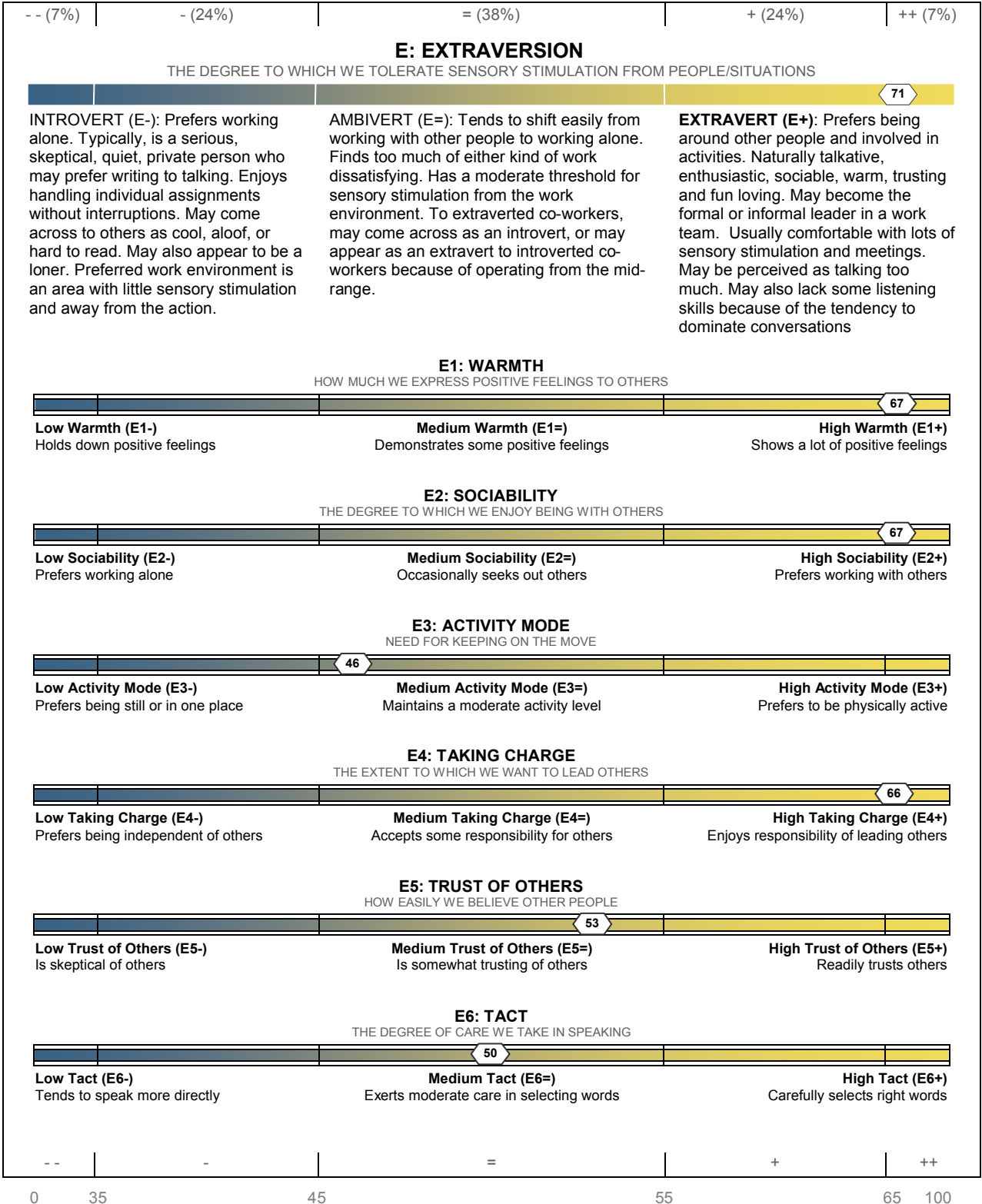
Low Rebound Time (N4-)
Rapid rebound time

Medium Rebound Time (N4=)
Moderate rebound time

High Rebound Time (N4+)
Longer rebound time

-- | - | = | + | ++

0 35 45 55 65 100



-- (7%) | - (24%) | = (38%) | + (24%) | ++ (7%)

O: ORIGINALITY

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



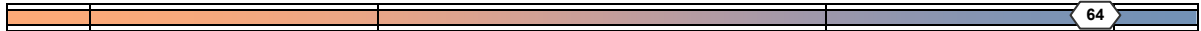
PRESERVER (O-): Tends to possess expert knowledge about a job, topic, or subject. Tends to be down-to-earth with a here-and-now view of the present. Approach to work is practical, tactical, and efficient. Comfortable with repetitive kinds of activity in the job. Could be viewed as conservative, too narrow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

MODERATE (O=): 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 then expand upon a good idea from someone else. Appreciates both innovation and efficiency, but neither one to the extreme.

EXPLORER (O+): 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



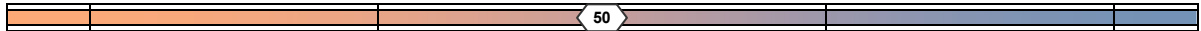
Low Imagination (O1-)
 Implements plans

Medium Imagination (O1=)
 Creates and implements equally

High Imagination (O1+)
 Creates new plans and ideas

O2: COMPLEXITY

THE DEGREE TO WHICH WE MAKE THINGS COMPLEX



Low Complexity (O2-)
 Prefers simplicity

Medium Complexity (O2=)
 Balance of simplicity and complexity

High Complexity (O2+)
 Seeks complexity

O3: CHANGE

HOW EASILY WE ACCEPT CHANGE



Low Change (O3-)
 Wants to maintain existing methods

Medium Change(O3=)
 Is somewhat accepting of changes

High Change (O3+)
 Readily accepts changes and innovations

O4: SCOPE

OUR TOLERANCE FOR HANDLING DETAILS

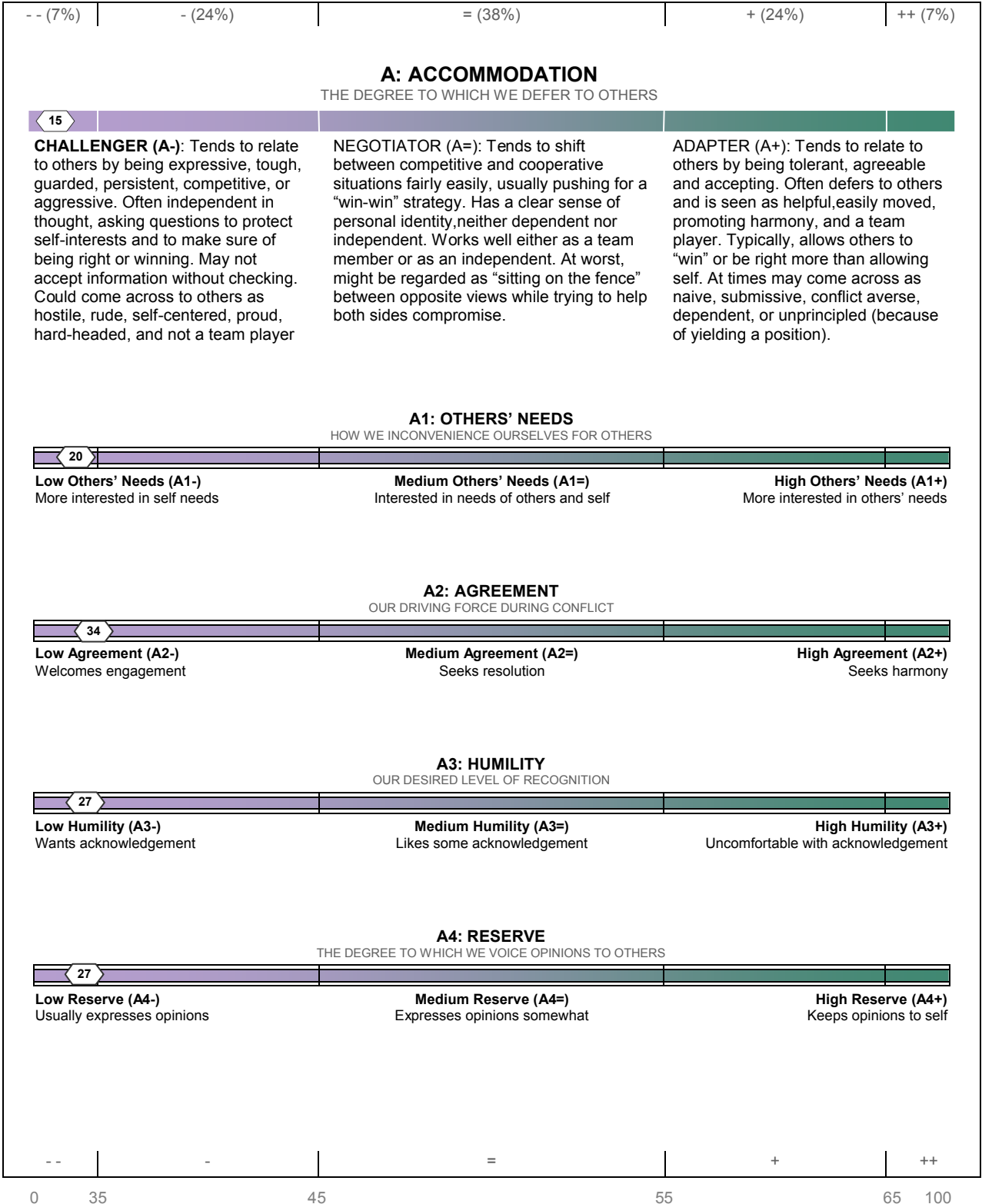


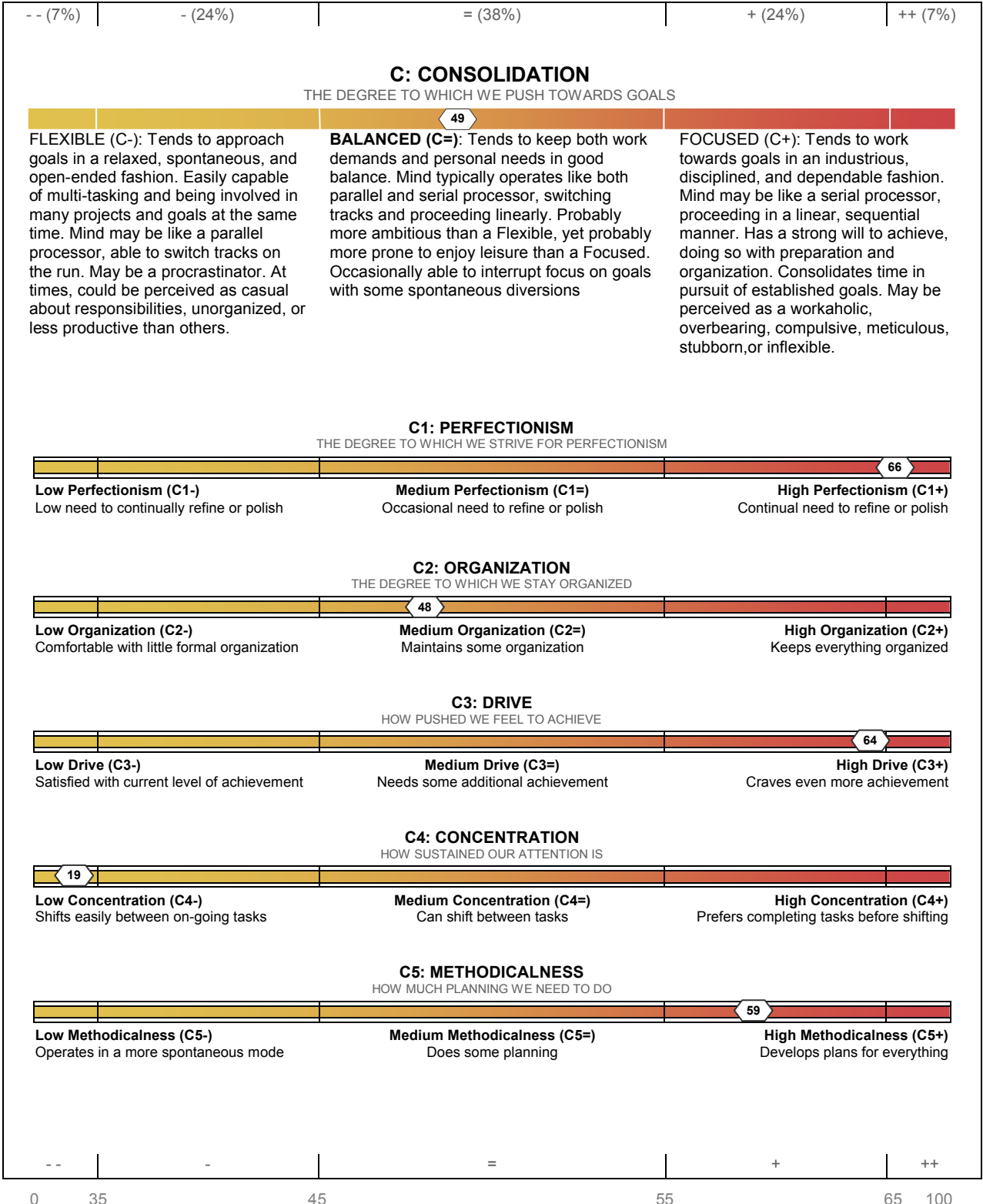
Low Scope (O4-)
 Attentive to details

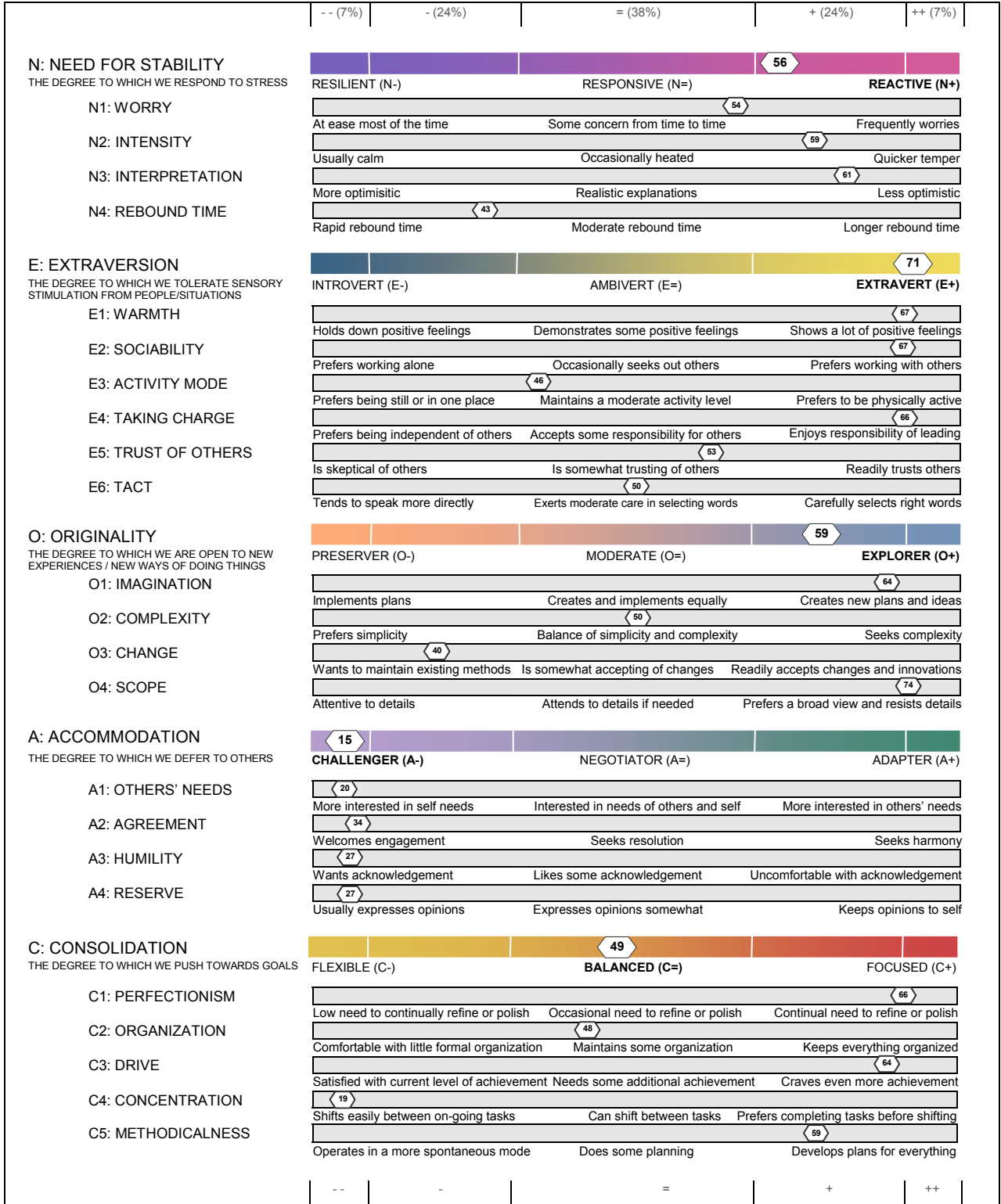
Medium Scope (O4=)
 Attends to details if needed

High Scope (O4+)
 Prefers a broad view and resists details

-- | - | = | + | ++
 0 35 45 55 65 100







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