



**PARADIGM**  
PERSONALITY LABS

# WORKPLACE

BIG FIVE PROFILE™

## Consultant's Report

A Customized Report For: Sample Person

Date: 3/24/2022

# INTRODUCTION

## WorkPlace Big Five Profile™ Consultant's Report
































The Consultant's Report is intended to support the Consultant in his/her interpretation of the WorkPlace Big Five Profile™ Trait Report and the Trait Capacitor Report. It provides additional information on Trait Variance, Response Set Bias, Item Responses, and the recommended HRO strategy for the Trait Capacity Scores. The information can help you consider more detailed aspects of the individual's trait scores and gauge their behavioral imprint with more precision. It will also help you identify key discussion points that help individuals gain deeper insights from their WorkPlace reports and support more robust debrief sessions. The insights can also be used to design action plans that fit the individual's natural style and provide input for target interviewing.

## How to Use This Report

The first section contains Trait Variance indices for the 5 Supertraits and 23 Subtraits. They describe the degree to which an individual's behaviors are stable or somewhat flexible according to context. The second section indicates whether there is Evidence of Response Set Bias. Most of the time this will say "None." If you see any of the other possible descriptions, please refer to the Professional Manual for guidance before interpreting the WorkPlace reports with the individual. The third section contains the individual's item responses for each question in the assessment. These can be used along with Appendix A in the Professional Manual if the individual would like to discuss a particular score in detail. Finally, if an individual receives a Trait Capacitor Report, there will be a third section included in the Consultant's Report that contains the summary of their Trait Capacity Scores for competencies. You will find the Human Resource Optimization (HRO) Strategy for each competency measured, based on the Trait Capacity Score and on performance levels for each competency. For further information on any of these sections, please refer to the WorkPlace Big Five Profile™ Professional Manual.



## INDIVIDUAL TRAIT SCORES

<b>N</b>	<b>Need For Stability</b>	<b>51</b>		<b>E</b>	<b>Extraversion</b>	<b>30</b>	
N1	Worry	44		E1	Warmth	46	
N2	Intensity	66		E2	Sociability	31	
N3	Interpretation	45		E3	Energy Mode	35	
N4	Rebound Time	53		E4	Taking Charge	35	
				E5	Trust of Others	33	
				E6	Tact	44	
<b>O</b>	<b>Originality</b>	<b>44</b>		<b>A</b>	<b>Accommodation</b>	<b>36</b>	
O1	Imagination	53		A1	Others' Needs	39	
O2	Complexity	42		A2	Agreement	47	
O3	Change	38		A3	Humility	40	
				A4	Reserve	37	
<b>C</b>	<b>Consolidation</b>	<b>42</b>		<div style="border: 1px solid green; padding: 5px;"> <p style="text-align: center; margin: 0;"><b>LEGEND</b></p> <ul style="list-style-type: none"> <li> Consistent (extremely consistent)</li> <li> Situational (somewhat inconsistent)</li> <li> Flexible (extremely inconsistent)</li> </ul> </div>			
C1	Perfectionism	44					
C2	Organization	51					
C3	Drive	56					
C4	Concentration	49					
C5	Methodicalness	29					
C6	Detail	37					

NOTE: **Trait Variance** reflects the degree to which the answers to all items for a given trait are highly similar ("**Consistent**"), somewhat varied ("**Situational**"), or highly varied and including both extremes ("**Flexible**").

EVIDENCE OF RESPONSE SET BIAS: **Tendency to Use a Response Category Repeatedly**

**Tendency to Use a Response Category Repeatedly ("stuck-in-a-rut-saying").** This response set occurs when the respondent selects the same option for 55 or more of the 93 items (60% of the assessment; approximately 1% of respondents), has a tendency to repeat the same response for consecutive items (approximately 1% of respondents), or selects the same response for 10 or more items in a row (approximately 1% of respondents).

## INDIVIDUAL ITEM RESPONSES

1.	-2	25.	1	49.	-1	73.	2
2.	-2	26.	1	50.	-1	74.	-2
3.	-2	27.	1	51.	-1	75.	-2
4.	-2	28.	1	52.	-1	76.	-2
5.	-2	29.	1	53.	0	77.	-2
6.	-2	30.	1	54.	0	78.	-2
7.	-2	31.	1	55.	0	79.	-2
8.	-2	32.	2	56.	0	80.	-2
9.	-2	33.	2	57.	0	81.	-1
10.	-2	34.	2	58.	0	82.	-1
11.	-1	35.	2	59.	0	83.	-1
12.	-1	36.	2	60.	1	84.	-1
13.	-1	37.	2	61.	1	85.	-1
14.	-1	38.	2	62.	1	86.	0
15.	-1	39.	2	63.	1	87.	0
16.	-1	40.	-2	64.	1	88.	1
17.	-1	41.	-2	65.	1	89.	1
18.	0	42.	-2	66.	1	90.	2
19.	0	43.	-2	67.	2	91.	2
20.	0	44.	-2	68.	2	92.	0
21.	0	45.	-2	69.	2	93.	0
22.	0	46.	-1	70.	2		
23.	0	47.	-1	71.	2		
24.	0	48.	-1	72.	2		

### LEGEND

- Definitely Not True = -2
- Not Very True = -1
- Situational = 0
- True = 1
- Very True = 2

## Competency Report Summary

Competency	Energy	Summary Fit
Action Focus		Outside Comfort Zone
Capacity for Systems Thinking		Outside Comfort Zone
Collaboration		Outside Comfort Zone
Customer Focus		Outside Comfort Zone
Delegation		Somewhat Natural
Effective Communication		Outside Comfort Zone
Engaging Others		Outside Comfort Zone
Follow Through		Outside Comfort Zone
Innovation		Outside Comfort Zone
Leadership		Somewhat Natural
Learning Agility		Outside Comfort Zone
Navigating Ambiguity		Outside Comfort Zone
People Development		Outside Comfort Zone
Performance Focus		Outside Comfort Zone
Presentation		Outside Comfort Zone
Sales Focus		Somewhat Natural
Self-Directed		Natural
Stakeholder Management		Somewhat Natural
Strategic Decision Making		Outside Comfort Zone
Talent Insight		Outside Comfort Zone
Vision		Somewhat Natural