



Personal Characteristics Inventory

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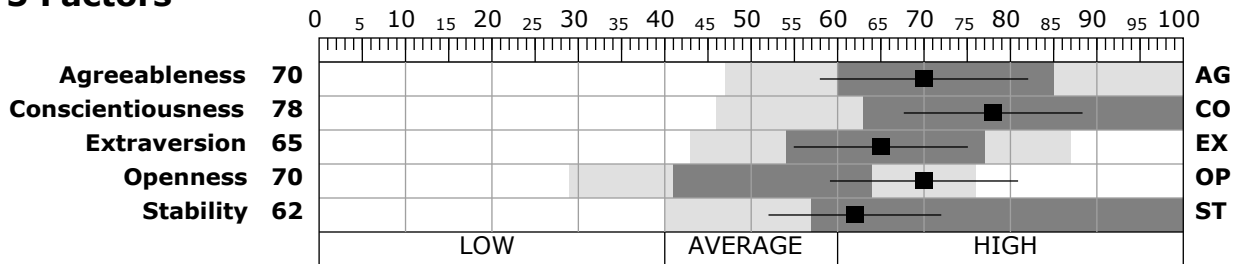
Results For:

Sample Sample

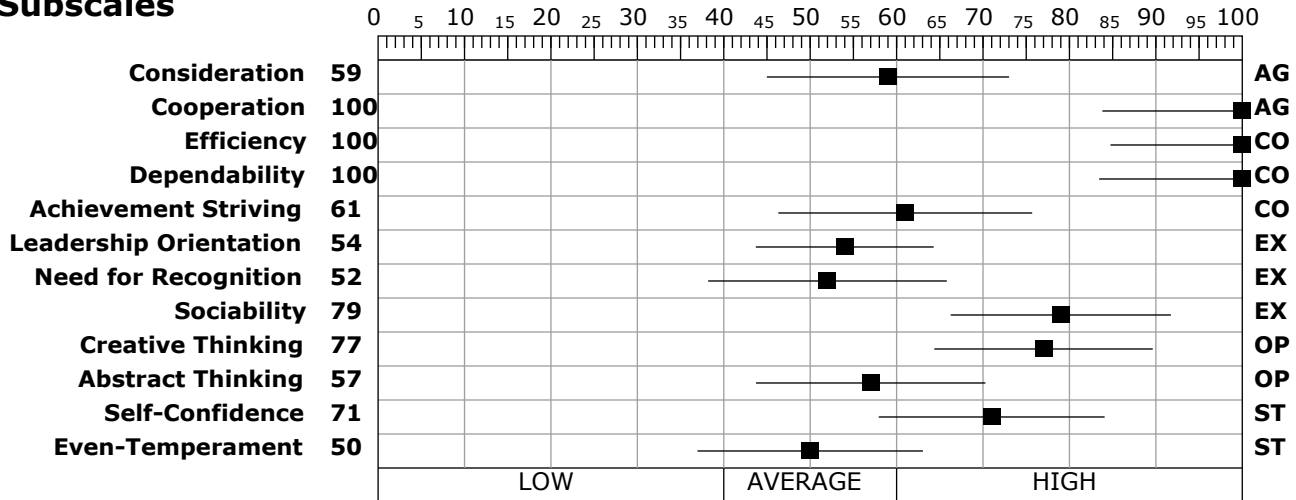
ApplicantID: 111111111

Summary Report Dental Hygienist

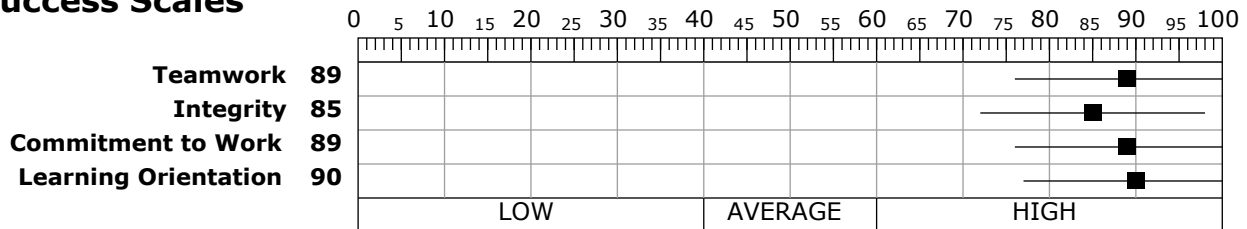
Big 5 Factors



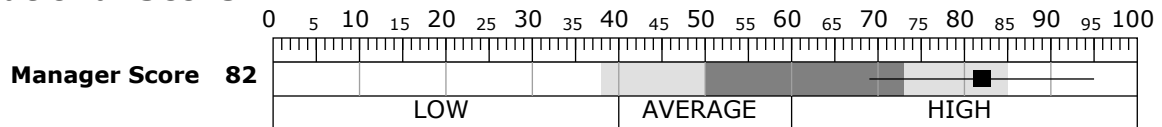
Subscales



Success Scales



Occupational Score

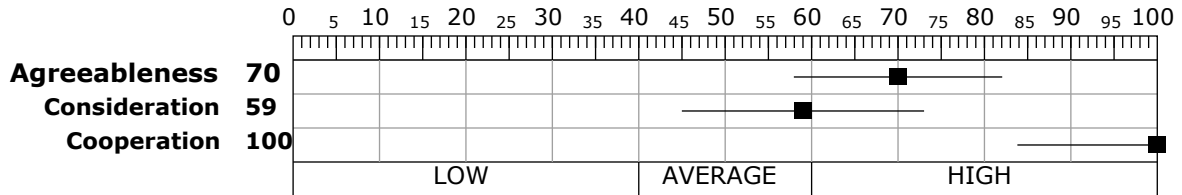


Accuracy Indices

	R.S	%ile	Interpretation
Self-Presentation	18	33	Within Range
Response Pattern	Agree 74	55	Within Range
	Neutral 21	66	Within Range
	Disagree 53	35	Within Range
Infrequency	5	65	Within Range

Agreeableness

The Agreeableness scale measure the tendency to be helpful and sensitive to the feelings of others. The Agreeableness scale is derived from the cooperation and consideration subscales.



Sally Denning received a high score on the Agreeableness scale. High scoring individuals tend to be cooperative, helpful, altruistic, trusting and good-natured. They are also considerate, generous, tolerant, forgiving, and sensitive to the feelings of others. They will often be comfortable in positions involving customer service and teamwork.

Summary: Usually courteous, cooperative and sympathetic to the needs of others. May need support when firmness is required.

Consideration

Sally Denning scored in the average range of the Consideration scale. Individuals with average scores are generally kind, and sensitive to the feelings and welfare of others. They are generally forgiving, but at times may be cold and aloof.

Summary: Generally kind and considerate but may be protective of own feelings.

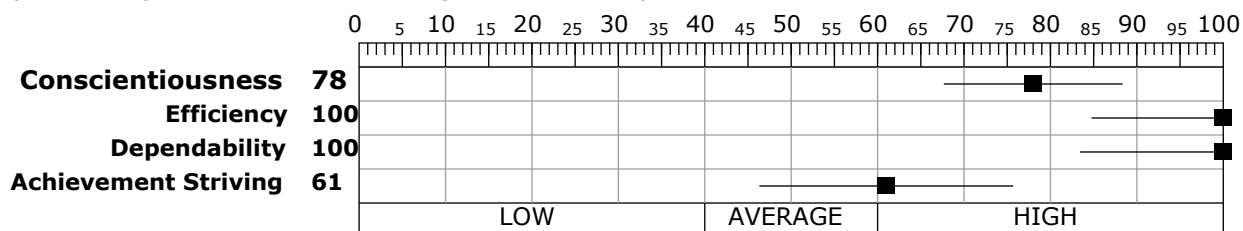
Cooperation

Sally Denning scored in the high range of the Cooperation scale. Individuals with high scores tend to enjoy working with others and helping others. They can be generous, trusting and carry an attitude of forgive and forget. They commonly show genuine interest in others and find it satisfying to help them.

Summary: Usually enjoys helping others. Likely to work well on teams.

Conscientiousness

The Conscientiousness scale measures an individual's tendency to be hardworking, dependable, prudent, efficient, and achievement striving. The Conscientiousness scale is derived from the Dependability, Achievement Striving, and Efficiency subscales.



Sally Denning received a high score on the Conscientiousness scale. High scoring individuals tend to be hardworking, organized, persistent, responsible and dependable. In general, they attend to details and approach their work methodically. Continuous improvement usually provides a sense of achievement. They are usually punctual, self-motivated, goal-oriented, self-disciplined, rule abiding and practical. They tend to be conventional in their approach, not spontaneous. At times, they may appear to be inflexible and insensitive because of their preference for following rules and standard operating procedures.

Summary: Usually hardworking, dependable, punctual, efficient and highly self-motivated. At times, may be perceived as inflexible and insensitive.

Efficiency

Sally Denning scored in the high range of the Efficiency scale. Individuals with high scores tend to be neat, orderly, organized and punctual. In general, they plan work in advance and have the self-discipline to consider the details carefully before choosing a course of action.

Summary: Usually organized, disciplined and careful in their approach to work.

Dependability

Sally Denning scored in the high range of the Dependability scale. Individuals with high scores tend to be reliable, responsible, and thorough in their work. Generally, they follow-through on commitments and can be counted on to get the job done. They tend to be prudent and cautious when making decisions.

Summary: Usually reliable, responsible and thorough. May be counted upon to get the job done.

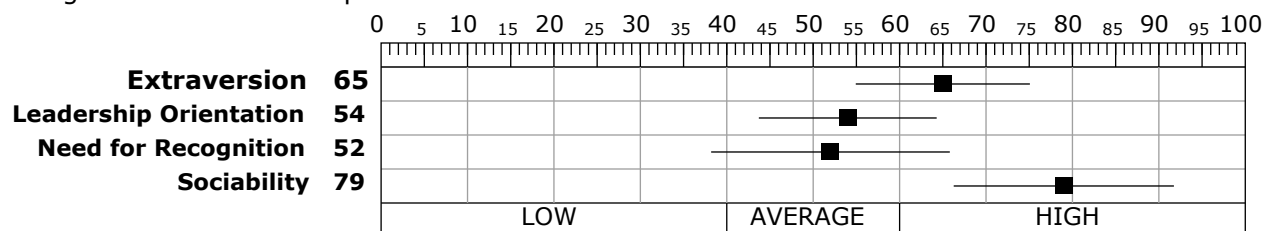
Achievement Striving

Sally Denning scored in the high range of the Achievement Striving scale. Individuals with high scores may be characterized as hardworking, persistent and very goal-oriented. They tend to approach work seriously and strive to improve on past performance. They are generally self-disciplined and can be counted upon to put in the extra effort to get the job done well.

Summary: Tends to be highly goal-oriented, hardworking, and self-disciplined.

Extraversion

The Extraversion scale measure the tendency to be sociable, gregarious, assertive, adventurous, ambitious and status seeking. The Extraversion scale is derived from the Sociability, Need for Recognition and Leadership Orientation subscales.



Sally Denning received a high score on the Extraversion scale. High scoring individuals are typically described as sociable, friendly, open and optimistic. They are generally outspoken, energetic and ambitious. They tend to be dominant, persuasive and comfortable taking the initiative or functioning in a leadership role. They may be egotistical and self-promoting at times, and may talk too much, rather than being a good listener.

Summary: Tends to be friendly, outspoken, sociable, persuasive and energetic. Generally comfortable in a leadership role, may be somewhat egotistical.

Leadership Orientation

Sally Denning scored in the average range of the Leadership Orientation scale. Individuals with average scores may not be described as natural leaders, but may take charge and become a group leader to get the job done. At other times, they may prefer to follow, rather than lead. They may be somewhat ambitious and desire success.

Summary: Commonly somewhat ambitious, may become a leader under proper circumstances.

Need For Recognition

Sally Denning scored in the average range of the Need for Recognition scale. Individuals with average scores may be described as moderately sociable and comfortable with public attention. They tend not to be self-promoting and may be uncomfortable when they are recognized in a large public setting. They may be direct in speaking their mind when required.

Summary: Generally comfortable in social situations, but avoids self-promotion. May be direct when necessary.

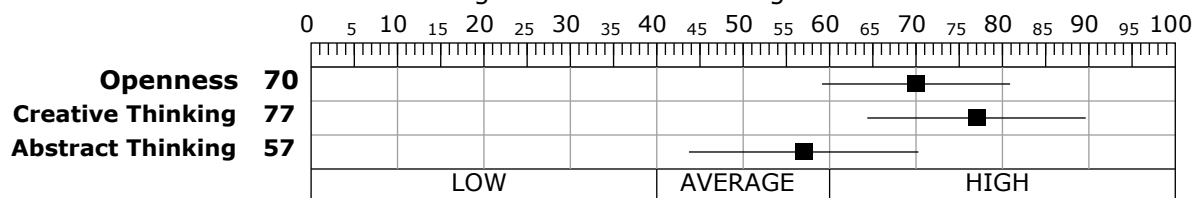
Sociability

Sally Denning scored in the high range of the Sociability scale. Individuals with high scores tend to enjoy large gatherings, meeting new people, striking up conversations and expressing their opinions. They are generally friendly and optimistic and may make friends easily.

Summary: Usually outgoing, talkative and optimistic. May enjoy large events and meeting new people.

Openness

The Openness scale measures the tendency of an individual to be imaginative, philosophical, cultured, curious, polished, original, broadminded, intelligent, and artistically sensitive. The Openness scale is derived from the Abstract Thinking and Creative Thinking subscales.



Sally Denning received a high score on the Openness scale. High scoring individuals are generally intellectually curious and comfortable working with abstract ideas. They tend to enjoy working on difficult problems and developing creative solutions. They may prefer variety and change in their work and be open to new approaches. They are likely to be unconventional, creative, clever and broadminded.

Summary: Usually intellectual, broadminded and enjoys developing creative solutions to difficult problems.

Creative Thinking

Sally Denning scored in the high range of the Creative Thinking scale. Individuals with high scores tend to be imaginative, unconventional and independent in their ideas. They tend to prefer unstructured, flexible environments in which they can experiment with new things and formulate creative solutions.

Summary: Tend to be creative developers and problem solvers. May experiment with original ideas.

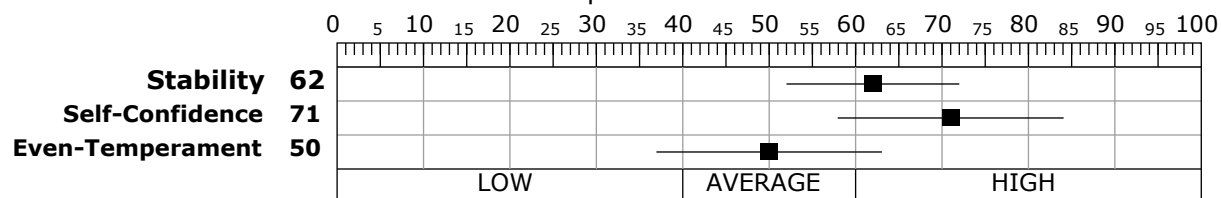
Abstract Thinking

Sally Denning scored in the average range of the Abstract Thinking scale. Individuals with average scores may be comfortable challenging the status quo on occasion, although they tend to be more comfortable following standard operating procedures. They prefer to deal with well-defined problems, but may be open to alternate methods and solutions. They sometimes pursue difficult concepts and ideas.

Summary: Generally prefers routine, but potentially open to looking for new solutions.

Stability

The Stability scale measures the individual's self-concept. This scale sheds light on how an individual is likely to respond when faced with changing or stressful circumstances. The Stability scale is derived from the Self-Confidence and Even-Temperament subscales.



Sally Denning received a high score on the Stability scale. High scoring individuals are generally self-confident and likely to be even-tempered. They tend to be seen as controlled and not easily excitable, which has a steadying influence on others. As a result, they tend to perform well in novel or difficult situations and recover quickly from embarrassment. At times, they may appear to lack of interest. They can usually accept constructive criticism, but may not always accurately perceive their own developmental needs.

Summary: Usually self-confident and even-tempered. Due to calm demeanor, may be perceived as lacking interest or passion.

Self-Confidence

Sally Denning scored in the high range of the Self-Confidence scale. Individuals with high scores may be characterized as secure, confident, resilient, able to accept criticism, comfortable in social situations, and able to cope well in novel or difficult circumstances. They tend to trust their own thoughts and feelings and do not worry about how others may perceive them.

Summary: Usually self-assured, secure, and accepting of constructive criticism.

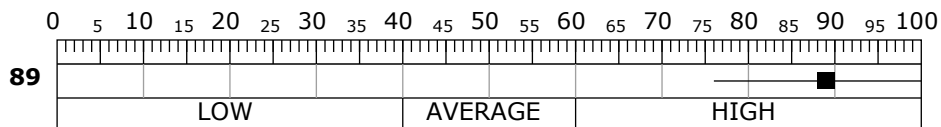
Even Temperament

Sally Denning scored in the average range on the Even-Temperament scale. Individuals with average scores tend to take things as they come. When highly valued personal expectations and external realities do not match, they may become frustrated and annoyed.

Summary: Usually handles normal situations well, may react negatively when reality does not meet important expectations.

Commitment To Work

The individual's tendency to focus their time and energy on behaviors that are consistent with work goals.

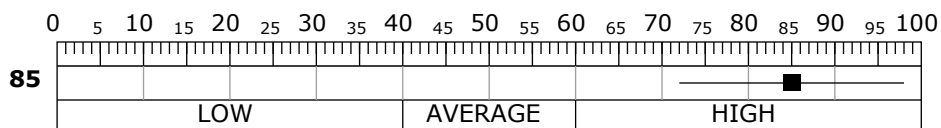


Sally Denning scored in the high range of the Commitment to Work scale.

The Commitment to Work Scale provides insight into how an individual's personality is likely to impact their level of commitment to work. The Commitment to Work Scale is derived from numerous validation studies linking personality to job performance and turnover (voluntary and involuntary). Conscientiousness and Stability, in particular, were found to be key drivers of employee performance and turnover.

Integrity

The individual's tendency to avoid counterproductive activity and engage in positive behaviors that serve the common goals of the organization.

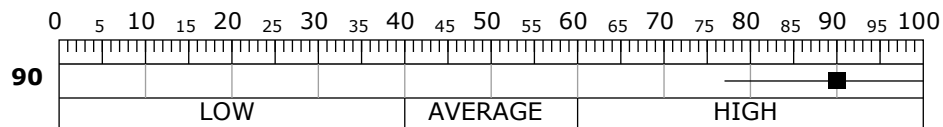


Sally Denning scored in the high range of the Integrity scale.

The Integrity Scale provides insight into how an individual's personality is likely to impact their tendency to avoid counterproductive activity and engage in positive citizenship behaviors that serve the common good. The Integrity Scale is derived from research and validation studies investigating the relationship between personality characteristics and integrity. Conscientiousness, Agreeableness, and Stability in particular, were found to be key drivers of employee integrity.

Learning Orientation

The individual's tendency to seek activities that require the acquisition of new knowledge and skills.

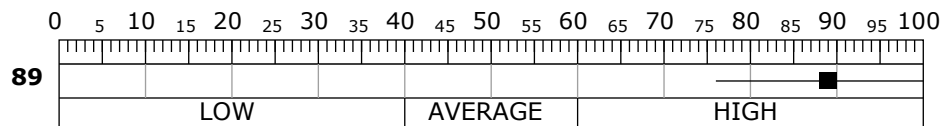


Sally Denning scored in the high range of the Learning Orientation scale.

The Learning Orientation Scale provides insight into how an individual's personality is likely to impact their willingness to engage in activities to acquire knowledge, skills and behaviors, and their willingness to learn new methods and procedures to improve job effectiveness. Research supports the use of Openness, Conscientiousness, and Extraversion as valid predictors of training performance.

Teamwork

The individual's ability to work well with others and display behaviors that support group efforts.

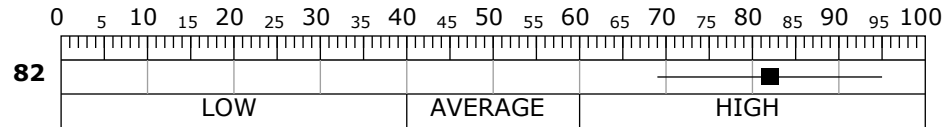


Sally Denning scored in the high range of the Teamwork scale.

The Teamwork Scale assesses the overall level of fit between the individual's personality and job requirements for positions involving work on teams with some responsibility for self-management. The Teamwork Scale is derived from numerous validation studies linking personality to supervisor ratings of job performance and the viability of the team over time. Agreeableness, Conscientiousness, and Stability, in particular, were found to be key drivers of successful performance in a team setting, with Agreeableness serving as the most critical factor.

Manager Score

The overall level of fit between the individual's personality and the job requirements for a Manager position.



Sally Denning scored in the high range of the Manager scale.

The Manager Scale assesses the overall level of fit between the individual's personality and job requirements for managerial positions. The Manager Scale is derived from numerous validation studies linking personality to supervisor ratings of job performance. Conscientiousness and Extraversion, in particular, were found to be key drivers of managerial performance, with Conscientiousness serving as the most critical factor.