



PARADIGM
PERSONALITY LABS

WORKPLACE

BIG FIVE PROFILE™

Consultant's Report

A Customized report for: XYZ

April 1 2022

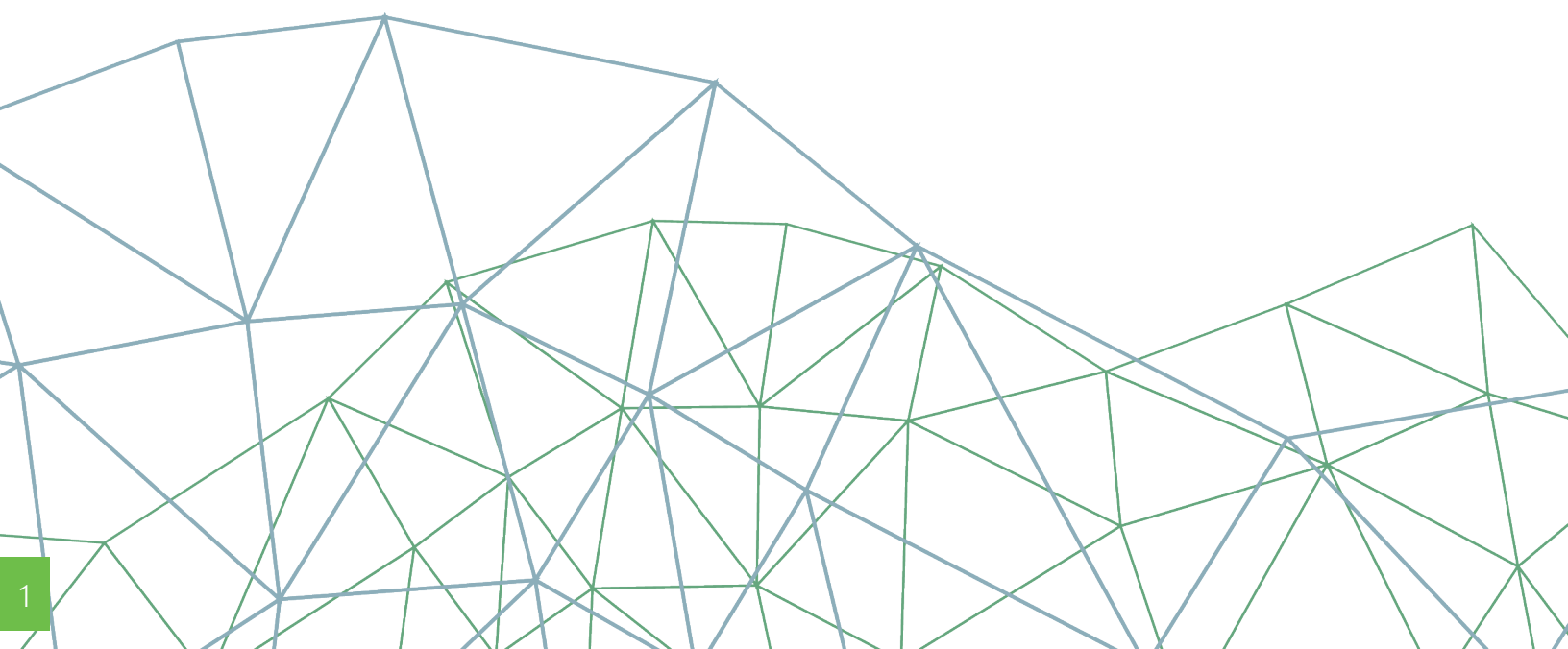
INTRODUCTION

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

N	Need For Stability	50		E	Extraversion	45	
N1	Worry	50		E1	Warmth	53	
N2	Intensity	50		E2	Sociability	50	
N3	Interpretation	45		E3	Energy Mode	41	
N4	Rebound Time	57		E4	Taking Charge	47	
				E5	Trust of Others	41	
				E6	Tact	48	
O	Originality	51		A	Accommodation	53	
O1	Imagination	56		A1	Others' Needs	48	
O2	Complexity	49		A2	Agreement	51	
O3	Change	43		A3	Humility	49	
				A4	Reserve	62	
C	Consolidation	57		<div style="border: 1px solid green; padding: 5px;"> <p>LEGEND</p> <ul style="list-style-type: none">  Consistent (extremely consistent)  Situational (somewhat inconsistent)  Flexible (extremely inconsistent) </div>			
C1	Perfectionism	54					
C2	Organization	53					
C3	Drive	53					
C4	Concentration	52					
C5	Methodicalness	59					
C6	Detail	57					

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

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