

**Extroversion**

Score : 5 pts.

5 - 7 pts.

**Feedback:** You are moderate in extroversion.

**Agreeableness**

Score : 8 pts.

8 - 10 pts.

**Feedback:** You are high in agreeableness.

**Conscientiousness**

Score : 7 pts.

5 - 7 pts.

**Feedback:** You are moderate in conscientiousness.

**Emotional stability**

Score : 6 pts.

5 - 7 pts.

**Feedback:** You are moderate in emotional stability.

**Openness to experience**

Score : 8 pts.

8 - 10 pts.

**Feedback:** You are high in openness to experience.

**Interpreting the Result**

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Personality measurement can be fun and informative—but it can also be challenging if the results are not as you might expect. There has been a great deal of research and thought given to how best to categorize persons in personality terms. Much of this research and writing has coalesced around the view that the most helpful categorization scheme involves five dimensions of personality. These have come to be known as “The Big Five.”

**Extroversion** – Persons who score high on this dimension tend to be outgoing, talkative, sociable, and assertive. Research has shown that people in sales (think of a coach who recruits college athletes or a car sales person) tend to be more successful if they are on the high end of the extroversion scale. Likewise, managers tend to be more successful if they behave in extroverted ways. In contrast, persons who score low on extroversion (introverts) tend to like more solitary activities such as doing office support, research and development work, working with data, and so on.

**Agreeableness** – Persons who score high on this dimension tend to be trusting, good-natured, cooperative, and soft-hearted. Surprisingly, while all of us would like to have work colleagues who are agreeable, research shows agreeableness is less connected to general work success than are extroversion and conscientiousness. Of course, this does not mean you should not work at being as agreeable as you can be!

**Conscientiousness** – Persons who score high on this dimension tend to be dependable, responsible, achievement-oriented, and persistent. Research shows people who score high in conscientiousness tend to be more successful in all types of employment settings than their less conscientious co-workers. It is easy to see why. What employer would want to hire someone who sees themselves not always prepared (item 5) or someone who does not pay attention to details (item 6)? If your score on this dimension is not as high as you would like, you can expect a high payoff from working on becoming stronger in this area.

**Emotional stability** – Persons who score high on emotional stability tend to be relaxed, secure, and unworried. In contrast, persons who score low tend to experience more highs and lows in terms of their emotional life. Research shows this dimension has less to do with success at work than extroversion and emotional stability.

**Openness to experience** – Persons who score high on this dimension tend to be intellectual, imaginative, curious, and broadminded. Research shows there is not a strong relationship between scores on this dimension and success at work. However, certain types of jobs are certainly better fits for people who are strong in this area. For example, people who have to work across cultures are likely to be more successful if they are more open to experience because it is easier for them to imagine that people are different from them without having to draw conclusions about whether these differences are good or bad.

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