



REPORT

BIGGER PICTURE | CLIENT

Maxi Musterfrau

Jan 29, 2019

B5N

SALUTATORY GREETING

Interpretation of the report

The procedure measures the five personality dimensions openness, conscientiousness, extraversion, agreeableness and dealing with stress. The five personality dimensions are represented by a total of 42 personality facets and thus allow a detailed and precise analysis of the occupational personality traits. All personality facets and their individual characteristics of the test person are first clearly presented in scale format. This overview is followed by the evaluation of all personality facets and their characteristics in text format.

It should be noted that higher values do not mean a higher fit. Rather, the result should be interpreted in the light of the test person's current professional situation.

Norm sample

All results are reported with regard to a norm sample. The individual procedural results of the test person are compared with the norm sample and the personal characteristics are classified according to the measured dimensions. High dimension values are therefore always mean that the test person attributes a trait to himself/herself to a greater extent than the average of the persons in the norm sample.

Self-rating vs. other-rating

Please note that the results reflect the self-image of the test person and that it may be useful to add external assessments. In general, the self-image and the external image converge only to a small to medium extent. Thus they offer together more information than alone.

Measurement accuracies

Psychological methods of aptitude diagnostics have different measurement accuracies. Similar to a scale, the accuracy of the measurement is not perfect. Therefore, the results are reported in ranges. These take into account any fluctuations due to measurement inaccuracy.

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Summary

Openness			
Originality	pragmatic, prefers approved methods		intentive, thoughtful
Openness to activities	passive, prefers routine		cosmopolitan, creative, active, interested
Power of judgement	subjective, close-minded		mediator in case of problems, objective, open-minded
Openness to literature	little interest in literature		interested in literature
Openness to arts	little interest in arts		interested in arts
Need for cognition	prefers fast and clear explanations		likes to analyze and reflect
Curiosity	prefers clarity, weighs up new information		inquisitive, enjoys learning something new
Openness to feelings	finds it difficult to access his/her own and others' feelings		open, conscious handling of feelings
Typical intellectual engagement	tries to avoid complicated tasks, has little confidence		clever, feels confident about his/her own apprehension
Conscientiousness			
Industriousness			
Delegation of responsibility	delegates responsibility when necessary; errors are no disturbing factors		perfectionistic, likes to keep track of everything
Persistence	resigns quickly, undecided		focused, persistent, goal-oriented
Self-control	impulsive		thoughtful
Task scheduling	starts the working week without an explicit plan		plans the working week in detail
Goal orientation	timid, passive working behavior		ambitious, manages a great amount of work easily
Diligence	listens to his/her gut feeling, risks errors		pays attention to every detail, avoids errors
Sense of order	untidy, unstructured working method		orderly, organized
Workload	prefers little workload		prefers high workload
Tendency to tackle tasks directly	procrastinates, resigns fast		completes tasks quickly and promptly
Extraversion			
Self confidence	inhibited, reserved, shy, uncertain		self confident, authentic appearance
Thirst for adventure	prefers safety, careful		adventurous, gets involved in risky situations
Sociability	secluded, prefers a quiet atmosphere		outgoing, sociable
Optimism	serious, factual, strict		optimistic, enjoys working
Assertiveness	compliant, respectful, obedient		assertive, authoritarian, likes to lead
Talkativeness	reserved		communicative
Humor	controlled, set		humorous, entertaining
Gregariousness	prefers working on projects on his/her own		prefers team work
Energy	prefers a calm working day with few appointments		prefers an eventful working day, active
Agreeableness			
Esteem	inconsiderate, indifferent		active listener, respectful, polite, appreciative
Consideration	power-focused, abusive, forgives others hard		benevolent, consiliatory
Competitive orientation	prefers competition		finds competition unimportant
Need to be liked	likes to criticise, tells his/her own thoughts		does not like to criticise others, adapts himself/herself
Search for support	lone fighter, shows no uncertainties		seeks support in case of problems, admits uncertainties
Trust	suspicious, controls the current state after delegating work		compromises, trusts colleagues
Little exertion of influence	influences others		does not influence others
Selflessness	own success is central, imprudent		helpful, cooperative, obliging
Dealing with Stress			
Low irritability	irritable, tends to be irascible		calm, balanced
Assuredness	gives up faster than others, negatively minded		hopeful, positively minded
Carefreeness	unrelaxed, anxious		relaxed, unconcerned, does not fear changes
Serenity	unflexible, stiff		adaptable, confident
Willpower	sluggish, haphazard, finds it hard to get motivated		does not get discouraged, passionate
Emotional regulation	very emotional, shows negative feelings authentically		can regulate negative emotions, does not show them openly
Modesty	prioritizes praise highly, egoistic		modest, does not need praise

Openness

The dimension Openness covers a wide range of characteristics. This includes, for example, openness to fantasy, openness to aesthetics and openness to feelings. People differ in these characteristics. People with high values in Openness are characterized by a high appreciation for new experiences, prefer variety, are inquisitive, creative, imaginative and independent in their judgement. They have diverse cultural interests and are interested in public events (Dehne, M. & Schupp, J. 2007).

People with low values in Openness appear conventional to other people. They are persistent, tradition-conscious, afraid of new things and often seem one-sided (Fehr, T. 2006).

I
Compared to the norm sample, the person does not describe himself/herself as very clever or original. In the working environment, he/she rarely appears particularly reflective, interested and emotionally aware. He/She has no interest in questioning existing processes in order to try out new unconventional methods, as he/she prefers conventional methods that have proven themselves. In addition, he/she rarely has the desire to understand facts to the core and to acquire new knowledge.

II
Compared to the norm sample, the person does not describe himself/herself as more clever or original than others. In the working environment, he/she rather rarely appears reflected, interested and emotionally conscious. He/She is less interested in questioning existing processes in order to try out new unconventional methods, as he/she usually prefers conventional methods that have proven themselves. He/She tries to understand very important issues to the core. For this he/she also acquires necessary new knowledge.

III
In comparison to the norm sample, the person describes himself/herself as just as clever and original as others. In the working environment, he/she sometimes appears reflected, interested and emotionally aware. From time to time he/she also questions existing processes to try out new unconventional methods, but does not necessarily insist on discarding old methods once they have proven their worth. In general, he/she is quite inquisitive and interested in accompanying explanations.

IV
In comparison to the norm sample, the person describes himself/herself as clever and original. In the working environment, he/she appears quite reflective, interested and emotionally aware. He/She often questions existing processes in order to try out new unconventional methods and is usually looking for accompanying explanations. He/She is also quite inquisitive.

V
In comparison to the norm sample, the person describes himself/herself as very clever and original. In the working environment he/she appears very reflective, interested and emotionally aware. He/She almost always questions existing processes in order to try out new unconventional methods and is always on the lookout for accompanying explanations. He/She is also very inquisitive.

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Originality

- I The person does not consider himself/herself to be particularly imaginative and therefore does not think that he/she represents a great added value for his/her environment. It is extremely rare for him/her to have surprising ideas or ask questions that none of his/her colleagues would ask. He/She doesn't enjoy coming up with new individual and original solutions.
-
- II The person does not necessarily consider himself/herself to be particularly resourceful and therefore tends not to think that he/she represents a great added value for his/her environment. It is rare for him/her to have surprising ideas or ask questions that none of his/her colleagues would ask. He/She has little pleasure in finding new individual and original solutions.
-
- III The person considers himself/herself to be somewhat imaginative, but thinks that he/she represents just as much added value for his/her environment as others. Now and then he/she has surprising ideas and asks questions that almost none of his/her colleagues would ask. From time to time he/she enjoys coming up with new individual and original solutions.
-
- IV The person is quite convinced that he/she is imaginative and thus represents added value for his/her environment. This is characterised by the fact that he/she regularly has surprising ideas and asks questions that none of his/her colleagues would ask. In addition, he/she often enjoys coming up with new individual and original solutions.
-
- V The person is convinced that he/she is extremely imaginative and thus represents a great added value for his/her environment. This is characterised by the fact that he/she often has surprising ideas and asks questions that none of his/her colleagues would ask. He/She also really enjoys coming up with new individual and original solutions.

Openness to activities

- I The person describes himself/herself as closed to new things. He/She prefers to rely on proven routines instead of getting to know new things. He/She is only enthusiastic about a few activities and finds it difficult to be creative.
-
- II The person describes himself/herself as relatively closed to new things. He/She usually prefers to rely on proven routines instead of getting to know new things. He/She only is enthusiastic about a few activities and it is not very easy for him/her to be creative.
-
- III The person describes himself/herself as rather cosmopolitan and quite interested in learning something new. He/She is interested in different activities and it is quite easy for him/her to be creative.
-
- IV The person describes himself/herself as cosmopolitan and interested in learning something new. He/She is enthusiastic about different activities and likes to live out his/her creativity from time to time.
-
- V The person describes himself/herself as very cosmopolitan and extremely interested in learning something new. He/She is enthusiastic about a wide range of activities and likes to live out his/her creativity.

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Power of judgement

- I The person finds it difficult to change perspectives and deviate from his/her own point of view. He/She also has difficulty finding alternatives to resolve conflicts. As a result, he/she is a less good conflict mediator than others.
-
- II The person finds it somewhat more difficult to change perspectives and deviate from his/her own point of view. It is also sometimes difficult for him/her to come up with alternatives to resolve conflicts. As a result, he/she is a rather less good conflict mediator than others.
-
- III The person is able to change perspectives and deviate from his/her own point of view in order to encounter other views relatively openly and neutrally. He/She describes him- or herself as a mediator just as good as the norm sample. Usually he/she also recognizes alternatives to resolving conflicts.
-
- IV It is quite easy for the person to act as an advisor, to change perspectives and to encounter different opinions and views openly and objectively. Thus he/she acts as a good mediator in conflicts and recognizes relatively quickly realizable alternatives for the solution of these conflicts.
-
- V It is very easy for the person to act as an advisor, to change perspectives and to encounter different opinions and views openly and objectively. In this way, he/she acts as a very good mediator in conflicts and quickly recognises feasible alternatives for resolving these conflicts.

Openness to literature

- I The person does not enjoy reading, regardless of the genre. He/She does not share her personal impressions of books he/she has read and is very reluctant to discuss them.
-
- II Reading does not give the person much pleasure, regardless of the genre. He/She rarely shares her personal impressions of books he/she has read and is rather reluctant to discuss them.
-
- III Reading usually gives the person pleasure, regardless of the genre. From time to time he/she likes to share his/her personal impressions about books that he/she has read and occasionally gets involved in discussions about them.
-
- IV Reading gives the person great pleasure, no matter what genre it is. He/She likes to share his/her personal impressions about books he/she has read and also gets involved in discussions about them.
-
- V Reading gives the person very great pleasure, regardless of the genre. He/She likes to share his/her personal impressions about books he/she has read and is very open to discussions about them.

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Openness to arts

- I The person describes himself/herself as not very interested in art. He/She attends very rarely art exhibitions, museums and other performances because he/she is not interested in dealing with art in any form. When he/she deals with works of art, he/she does not look for their emotional aspects.
-
- II The person describes himself/herself as rather less interested in art. He/She rarely visits art exhibitions, museums and other performances because he/she is less interested in dealing with art in any form. When he/she deals with works of art, he/she does rarely look for their emotional aspects.
-
- III The person describes himself/herself as just as interested in art as others. From time to time he/she visits art exhibitions, museums and other performances, as it is usually a pleasure for him/her to deal with art in any form. He/She also looks at the emotional aspects of the artworks from time to time.
-
- IV The person describes himself/herself as interested in art. He/She likes to visit exhibitions, museums and other performances because he/she enjoys dealing with art in any form. He/She also likes to look at the emotional aspects of the artworks.
-
- V The person describes himself/herself as extremely interested in art. He/She likes to visit exhibitions, museums and other performances because it gives him/her pleasure to deal with art in any form and to study it. He/She is especially passionate about the emotional aspects of the artworks.

Need for cognition

- I The person has little enthusiasm for analyzing things in depth in order to understand them. Therefore, he/she is not interested in going through different topics in detail. Reflecting on his/her own behavior in order to better understand himself/herself is not important to him/her.
-
- II The person is less enthusiastic about analyzing things in depth in order to understand them. That's why he/she doesn't care too much about going through different topics in detail. Reflecting on his/her own behavior in order to better understand him/herself is less important to him/her.
-
- III The person analyzes things from time to time more profoundly to understand them. To do this, he/she sometimes likes to think about different topics. He/She also reflects from time to time on his/her own behavior in order to better understand him/herself.
-
- IV The person enjoys analyzing things more deeply and understanding them. That's why he/she likes to think about different topics and let them go through his/her mind. Reflecting on his/her own behavior in order to better understand him/herself is important to him/her as well.
-
- V The person has great enthusiasm for analyzing things in depth and understanding them. Therefore, he/she attaches great importance to thinking and reflecting extensively on various topics. It is also very important for him/her to reflect on his/her own behavior in order to better understand himself/herself.

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Curiosity

- I The person does not describe himself/herself as inquisitive and curious and has little interest in expanding his/her knowledge. Learning new things does not inspire him/her much.
- II The person does not describe himself/herself as particularly inquisitive and curious and has rather less interest in expanding his/her knowledge. Learning new things doesn't inspire him/her very much.
- III The person describes himself/herself as averagely inquisitive and curious. From time to time he/she is interested in expanding his/her knowledge. Occasionally he/she would like to learn something new in order to further his/her education.
- IV The person describes himself/herself as inquisitive and curious. He/She is interested in expanding his/her knowledge and likes to learn new things. He/She is often on the lookout for something new to learn and to learn more.
- V The person describes himself/herself as extremely inquisitive and curious. He/She is very interested in expanding his knowledge on an ongoing basis. He/She enjoys learning new things and is always on the lookout for new things to learn and learn.

Openness to feelings

- I The person describes himself/herself as being insensitive. He/She hardly perceives his/her own emotional reactions and does not pay much attention to his/her feelings, which he/she does not share with others as well. He/She has very little interest in the feelings and emotional reactions of others.
- II The person describes himself/herself as rather insensitive. He/She rarely actively perceives his/her own emotional reactions and does not pay so much attention to his/her feelings. He/She rarely shares them with other people. His/Her interest in the development of other people's feelings and emotional reactions is rather low.
- III The person describes himself/herself as just as sensitive as others. He/She perceives her own emotions and usually deals with his/her feelings, which he/she shares from time to time with other people. He/She is interested in how feelings and emotional reactions of other people originate.
- IV The person describes himself/herself as sensitive. He/She consciously perceives his/her own emotions and usually deals with them openly - regardless of whether they are positive or negative. He/She also has a good understanding of how other people's feelings and emotional reactions arise.
- V The person describes himself/herself as extremely sensitive. He/She perceives his/her own emotions very consciously and deals with them very openly - regardless of whether they are positive or negative. He/She also has a strong understanding of how other people's feelings and emotional reactions arise.

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Typical intellectual engagement

- | | |
|-----|--|
| I | The person describes himself/herself as less receptive than others and is therefore less convinced of his/her mental abilities. He/She does not necessarily consider himself/herself to be clever or as someone with an extraordinary perceptive faculty. This is characterized by the fact that he/she finds it difficult to deal with large amounts of information and complex tasks. |
| II | The person describes himself/herself as rather less receptive than others and is therefore less convinced of his/her mental abilities. He/She mostly doesn't see himself/herself as necessarily clever or as someone with an extraordinary perceptive faculty. This is characterized by the fact that it is not very easy for him/her to deal with large amounts of information and complex tasks. |
| III | The person describes himself/herself as just as receptive as the norm sample and is accordingly convinced of his/her mental abilities. He/She considers himself/herself to be as clever as others and as someone who has equal perceptive faculties as others. This is demonstrated, for example, by the fact that he/she usually manages to deal with large amounts of information and complex tasks. |
| IV | The person describes himself/herself as receptive and is generally convinced of his/her mental abilities. He/She considers himself/herself to be quite clever and as someone with a quick grasp. This is characterized by the fact that it is quite easy for him/her to deal with large amounts of information and complex tasks. |
| V | The person describes himself/herself as very receptive and is convinced of his/her mental abilities. He/She considers himself/herself to be clever and as someone with a very quick grasp. This is characterized by the fact that it is very easy for him/her to deal with large amounts of information and complex tasks. |

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Conscientiousness

People with high values in conscientiousness are orderly, reliable, hard working, disciplined, punctual, meticulous, ambitious and systematic. They are able to focus on tasks and hide information that is not related to the task at hand. People with high levels are more likely to experience successful careers, but also tend to be workaholic and compulsive at work.

People with low values, on the other hand, tend to be careless, unorganized, distracted, unreliable and indifferent. They are easily distracted and open to irritation.

NOTE: Like the other Big Five, the domain of Conscientiousness is a hierarchical construct. Here, however, there is a peculiarity. Between the domain and the facets there is an intermediate level, a so-called aspect. This aspect is called Industriousness. Numerous studies show that this aspect in particular is related to professional success.

I
The person describes himself/herself as little determined. He/She is often satisfied with mediocrity and sets low standards for himself/herself as well as for his/her colleagues and superiors. He/She rarely has the desire to make things perfect. He/She seldom defines his/her plan for work in advance and pursues his/her goals with less commitment than others. Compared to the norm sample, he/she describes himself/herself as less persistent and determined to accomplish his/her tasks.

II
The person describes himself/herself as rather less determined. He/She is usually satisfied with mediocrity and sets somewhat lower standards for himself/herself as well as for his/her colleagues and superiors. He/She only sometimes has the desire to do things perfectly. He/She rarely sets his/her work plan in advance and pursues his/her goals with a slightly lower commitment than others. Compared to the norm sample, he/she describes himself/herself as slightly less persistent and determined to perform his/her tasks.

III
The person describes himself/herself as just as determined as others. He/She sets a certain standard for himself/herself as well as for his/her colleagues and superiors and occasionally has the desire to do things perfectly. He/She tends to define his/her plan for work in advance and follows the implementation of his/her goals with sufficient commitment. Compared to the norm sample, he/she is just as persistent and determined to perform his/her tasks as others.

IV
The person describes himself/herself as quite determined. He/She very rarely satisfies himself/herself with mediocrity and sets high standards for himself/herself as well as for his/her colleagues and superiors, sometimes even to the point of perfectionism. He/She likes to define his/her work plan in advance and is usually committed to achieving his/her goals. Compared to the norm sample, he/she is more persistent and more determined to fulfil his/her tasks.

V
The person describes himself/herself as very determined. He/She never satisfies himself/herself with mediocrity and sets very high standards for himself/herself as well as for his/her colleagues and superiors, even to the point of perfectionism. He/She likes to define his/her work plan well in advance and is very committed to achieving his/her goals. Compared to the norm sample, he/she is very persistent and determined to fulfil his/her tasks.

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CONSCIENTIOUSNESS

Industriousness

- I Compared to the norm sample, the person describes himself/herself as less persistent and determined in the pursuit of his/her tasks and goals. He/She rarely plans in advance and is easily distracted compared to others. When he/she faces challenges, he/she quickly gives up.
-
- II Compared to the norm sample, the person describes himself/herself as rather less persistent and determined in the pursuit of his/her tasks and goals. He/She rarely plans in advance and is sometimes more easily distracted than others. When he/she faces challenges, he/she tends to give up more quickly.
-
- III The person describes himself/herself as just as persistent and determined in the pursuit of his/her tasks and goals as the norm sample. He/She likes to plan in advance from time to time and is relatively focused and determined. In general, he/she wants to achieve a good result and seldom gives up when challenges arise.
-
- IV Compared to the norm sample, the person describes himself/herself as somewhat more persistent and determined in the pursuit of his/her tasks and goals. He/She likes to plan in advance and is usually focused and determined. In general, he/she wants to achieve the best possible results and remains very persistent even in the face of challenges.
-
- V Compared to the norm sample, the person describes himself/herself as more persistent and determined in the pursuit of his/her tasks and goals. He/She likes to plan in advance and is focused and determined. He/She wants to achieve the best possible results and persists even in the face of challenges.

Delegation of responsibility

- I It is not important for the person to be in authority at work and in projects. He/She does not pay attention to whether his/her employees, colleagues and superiors perform his/her tasks perfectly. In addition, he/she does not strive to outdo others to be the best.
-
- II It is not very important to the person to be in charge at work and in projects. He/She rarely pays attention to whether his employees, colleagues and superiors perform their tasks perfectly. He/She also tends not to strive to outdo others to be the best.
-
- III The person prefers to sometimes be in charge of work and projects. It is sufficient for him/her if his/her employees, colleagues and superiors perform their tasks well. From time to time, he/she wants to outdo others to be better than himself/herself.
-
- IV It is quite important for the person to be in charge at work and in projects. He/She usually makes sure that her employees, colleagues and superiors almost always perform their tasks perfectly. He/She sometimes wants to outperform others and be better than them.
-
- V It is very important for the person to be in charge at work and in projects. He/She makes sure that her employees, colleagues and superiors always perform their tasks perfectly. He/She also wants to outperform others and strives to be the best.

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CONSCIENTIOUSNESS

Persistence

- I It is not as important to the person as it is to others to always focus on his/her professional tasks and goals. He/She is more easily discouraged by resistance than others, which is why he/she tends to change projects than to complete one.
-
- II It is rather less important to the person than to others to focus on his/her professional tasks and goals. He/She is a bit more easily discouraged by resistance than others, which is why he/she tends to change projects rather than always finish one.
-
- III It is just as important to the person as it is to the norm sample to complete his/her professional tasks and goals in a focused manner. He/She sometimes gets discouraged by resistance and sometimes not, but he/she still tries to reach his/her goal afterwards.
-
- IV It is important for the person to complete his/her professional tasks and goals in a focused manner. He/She is rarely disturbed by resistance and never loses sight of his/ her goal. If he/she is interested in something, he/she usually sticks to it.
-
- V It is extremely important for the person to always focus on his/her professional tasks and goals. He/She does not allow himself/herself to be disturbed by resistance and does not lose sight of his/her goal. If he/she is interested in something, he/she sticks to it.

Self-control

- I It is not important for the person to reconsider decisions before making them. He/She sometimes reacts impulsively and from the gut. It happens that he/she gets distracted and then rushes or reacts hastily.
-
- II It is less important for the person to reconsider decisions before making them. He/She sometimes reacts impulsively and from the gut. In some cases, he/she is distracted and then somewhat rushes or reacts hastily.
-
- III It is important for the person to briefly reconsider decisions before making them, but does not spend too much time on them either. He/She usually tries to avoid impulsive reactions. He/She is seldom distracted and usually concentrates on an upcoming decision.
-
- IV It is important for the person not to make decisions until he/she has thought about them. He/She tries to avoid impulsive reactions whenever it is possible. He/She also finds it quite easy to concentrate on an upcoming decision and rarely allows himself/herself to be distracted.
-
- V It is very important for the person not to make decisions until he/she has thought about them well. He/She avoids impulsive reactions as far as possible. In this context it is also very easy for him/her to concentrate on an upcoming decision and not to be distracted by anything or anyone.

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CONSCIENTIOUSNESS

Task scheduling

- I The person does not find it necessary to draw up precise plans for the tasks to be performed. Therefore it often happens that he/she is not optimally prepared in professional situations (e.g. meetings).
- II The person does not find it particularly necessary to draw up precise plans for the tasks to be performed. Therefore, from time to time he/she may not be optimally prepared in professional situations (e.g. meetings).
- III It is usually important for the person to start prepared into the working week or a project. For this reason, he/she usually makes a plan with important tasks and accordingly adheres to it.
- IV It is important for the person to start prepared into the working week or a project. For this reason, he/she often makes a plan with tasks to be performed and usually sticks to it.
- V It is very important for the person to start the working week or a project well prepared. For this reason, he/she always makes a plan with all the tasks and strictly adheres to it.

Goal orientation

- I The person does not describe himself/herself as ambitious. He/She works quite timidly and often invests too little time in the work, thus creating less and not achieving as challenging goals as others.
- II The person describes himself/herself as not particularly ambitious. He/She usually works quite timidly and sometimes invests too little time in the work, thus creating less and not achieving such challenging goals as others.
- III The person describes himself/herself as averagely ambitious. He/She usually manages to accomplish a lot of work and to motivate himself/herself sufficiently for it. To achieve certain goals, he/she works just as hard and ambitiously as others.
- IV The person describes himself/herself as ambitious. He/She finds it quite easy to accomplish a lot of work and to motivate himself/herself. He/She usually works hard and ambitious to achieve his/her goals.
- V The person describes himself/herself as extremely ambitious. He/She finds it very easy to accomplish large amounts of work and to motivate himself/herself. He/She works very hard and ambitious to achieve his/her goals.

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CONSCIENTIOUSNESS

Diligence

- I The person does not describe himself/herself as careful compared to the norm sample. He/She attaches little importance to adhering to facts, figures and specifications. In addition, it is not important to him/her to think carefully about what he/she says in order to avoid mistakes. He/She prefers to listen to his/her gut feeling.
-
- II The person describes himself/herself as not very careful compared to the norm sample. He/She attaches less importance to adhering to facts, figures and specifications. It is also less important to him/her to think carefully about what he/she says in order to avoid mistakes. He/She usually prefers to listen to his/her gut feeling.
-
- III The person often works correctly and usually attaches importance to adhering to facts, figures and specifications. It is generally important to him/her to make as few mistakes as possible in everyday professional life. He/She often thinks about what he/she wants to say in order to avoid mistakes and rarely listens to his/her gut feeling.
-
- IV The person works correctly and attaches rather great importance to adhering to facts, figures and specifications. It is also important to him/her to make as few mistakes as possible in his/her daily work. He/She thinks carefully about what he/she wants to say before speaking and usually takes precautions before making important decisions.
-
- V The person works very correctly and attaches great importance to adhering to facts, figures and guidelines. It is also very important to him/her not to make any mistakes in his/her daily work. He/She thinks very carefully about what he/she wants to say before speaking and takes precautions before making important decisions.

Sense of order

- I The person describes himself/herself as untidy and disorganized. It is not important to him/her that his/her workplace is always tidy and sorted. He/She is more unsystematic in his/her handling of documents and materials than others, which often makes it difficult for him/her to find things again.
-
- II The person describes himself/herself as rather untidy and disorganized. It is less important to him/her that his/her workplace is always tidy and sorted. He/She is somewhat more unsystematic in his/her handling of documents and materials than others, which sometimes makes it difficult for him/her to find things again.
-
- III The person describes himself/herself as mostly tidy and organized. It is usually important to him/her to keep his/her workplace tidy and clear. With his/her documents and materials, he/she proceeds in a somewhat systematic manner, whereby he/she usually finds things quickly.
-
- IV The person describes himself/herself as tidy and organized. It is important to him/her to keep his/her workplace tidy and clear. He/She is quite systematic in his/her handling of documents and materials, which usually helps him/her to find things quickly.
-
- V The person describes himself/herself as being very tidy and organized. It is extremely important to him/her to keep his/her workplace tidy and sorted at all times. He/She is very systematic in his/her handling of documents and materials, which enables him/her to find things quickly.

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CONSCIENTIOUSNESS

Workload

- I The person works less compared to the norm sample and has less to do. This gives him/her more time for other things. This is partly due to the fact that he/she does not complete his/her tasks exactly.
- II Compared to the norm sample, the person works rather less and usually has less to do. This gives him/her more time for other things. This is partly due to the fact that he/she does not always complete his/her tasks exactly.
- III The person works as much as the norm sample and has to do sometimes more and sometimes less. Every once in a while he/she therefore has time for other things. In general, he/she does her tasks exactly.
- IV The person works a lot and almost always has something to do. Therefore he/she has hardly any time for other things. This is partly due to the fact that no matter how much he/she has to do, he/she does his/her job exactly.
- V The person works a lot and always has something to do. Therefore there is no time for distractions. This is partly due to the fact that, no matter how much he/she has to do, he/she always does his/her job very accurately.

Tendency to tackle tasks directly

- I When a task or project is on the agenda, the person takes much longer than others to motivate himself/herself to start working on it. Because he/she also needs more time than others to complete tasks, he/she finds it difficult to deal with many things simultaneously. Short-term problems or difficulties tend to keep him/her away from work, which is why he/she tends to avoid dealing with them.
- II When a task or project is on the agenda, it takes the person a little longer than others to motivate himself/herself to start working on it. Since she also needs a little more time than others to complete tasks, he/she finds it more difficult to deal with many things at once. Short-term problems or difficulties tend to keep him/her away from work, which is why he/she often tends to avoid dealing with them.
- III When a task or a project is on the agenda, the person can motivate himself/herself for the start of processing just as well as others. He/She usually completes tasks promptly and rather quickly, which is why he/she usually gets along well when several things are due at the same time. Short-term problems or difficulties can sometimes keep him/her away from work a little longer, but he/she is motivated to deal with them anyway.
- IV When a task or project is on the agenda, the person can usually hardly wait to start working on it. Because he/she completes most tasks promptly and quickly, he/she can cope quite well with a lot of things that have to be done at the same time. Even short-term problems or difficulties rarely worry him/her.
- V When a task or project is on the agenda, the person cannot wait to start working on it. Since he/she always processes all tasks immediately and quickly, he/she can also cope well when there are many things to do at the same time. Even short-term problems or difficulties do not worry him/her.

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Extraversion

People with high values in Extraversion orient themselves strongly towards feasible and external conditions. They are sociable, optimistic, cheerful, assertive, have a high level of legal awareness and, due to their pragmatism, temporarily appear impersonal and unfeeling to others. Scientific studies have shown that Extraversion is primarily associated with success in sales jobs (Conte & Gintoft, 2005). In addition, successful managers are also more likely to be characterized by extraversion (Bono & Judge, 2004; Zhao, 2006). Finally, it shows that work performance and job satisfaction generally correlate with extraversion (Lim, B. & Ployhart, R., 2004).

People with low values in the area of Extraversion like to deal with theories, are reserved, quiet, shy, strive for harmony and consistency and are rather withdrawn.

Nowadays, Extraversion is understood as a fundamental and universal personality dimension that can be found as a central personality trait in almost all personality types (Rauthmann, J., 2017).

I
In comparison to the norm sample, the person finds it difficult to enjoy the company of many other people and attaches great importance to having time alone. In groups and among colleagues he/she often adapts his/her behavior to the situation and feels rather uncomfortable in such situations. He/She often does not succeed in asserting himself/herself, appearing self-confident or being dominant. If possible, he/she also avoids exciting situations. Compared to the norm sample, he/she finds it harder to act as an entertainer. He/She is also often pessimistic about the future.

II
Compared to the norm sample, the person may find it more difficult to enjoy the company of many other people and attaches importance to having time for himself/herself alone. In groups and among colleagues he/she sometimes adapts his/her behavior to the situation and usually feels rather uncomfortable in such situations. He/She rather seldom succeeds in asserting himself/herself, in appearing self-confident or in being dominant. If possible, he/she avoids very exciting situations. Compared to the norm sample, it is more difficult for him/her to act as an entertainer. He/She is also sometimes pessimistic about the future.

III
In comparison to the norm sample, the person likes to be in the company of other people, but also attaches importance to having time for himself/herself alone. In groups and among colleagues, he/she appears more authentic, but sometimes also adapts his/her behavior to the situation. He/She describes himself/herself as sometimes assertive, dominant and self-confident and is sceptical about exciting situations. Compared to the norm sample, he/she is just as good at entertaining as others and sometimes looks to the future optimistically and sometimes pessimistically.

IV
In comparison to the norm sample, the person likes to be in the company of other people and attaches less importance to having a lot of time alone. In groups and among colleagues, he/she usually performs authentically without pretending to be different and feels comfortable doing so. He/She describes himself/herself as often assertive, dominant and self-confident and is quite interested in exciting situations. Compared to the norm sample, he/she is often a good entertainer and is generally optimistic about the future.

V
In comparison to the norm sample, the person enjoys being in the company of other people very much and attaches little importance to having a lot of time alone. He/She performs authentically in groups and among colleagues, without pretending to be different, and feels very comfortable doing so. He/She describes himself/herself as very assertive, dominant and self-confident and is interested in exciting situations. Compared to the norm sample, he/she is a very good entertainer and is optimistic about the future.

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EXTRAVERSION

Self confidence

- I The person does not like to be among people and has difficulty starting conversations. He/She feels much more comfortable among known people than among strangers. Therefore, he/she is often very reserved. He/she is uncomfortable talking about himself/herself, his/her tasks, goals and projects in a professional context.
- II The person rather does not like to be among people and usually has difficulties starting conversations. He/She feels more comfortable among known people than among strangers. Therefore, he/she tends to be more reserved. He/She also finds it rather uncomfortable to talk about himself/herself, his/her tasks, goals and projects in a professional context.
- III The person likes to be among people from time to time. Starting conversations is easier or harder for him/her depending on the context. When he/she speaks to unknown people, however, he/she usually appears quite self-confident. From time to time, however, he/she finds it rather unpleasant to talk about himself/herself, his/her tasks, goals and projects in professional situations.
- IV The person likes to be among people and easily starts conversations. Even when speaking to unknown people, he/she usually has no problems and appears self-confident. He/She has almost no worries about talking about himself/herself, his/her tasks, goals and projects in professional situations.
- V The person really likes to be among people and it is very easy for him/her to start conversations. Even when speaking to unknown people, he/she speaks without problems and appears very self-confident. He/She is not worried at all about talking about himself/herself, his/her tasks, goals and projects in any professional situation.

Thirst for adventure

- I The person prefers to avoid risky and dangerous situations and prefers to be safe. As a result, he/she almost never gets involved in adventures and very rarely and cautiously approaches uncertain situations such as a new career start.
- II The person rather prefers to avoid risky and dangerous situations and usually prefers to be safe. As a result, he/she rarely gets involved in adventures and uncertain situations, such as starting a new career.
- III The person may be interested in risky and dangerous situations from time to time, but sometimes they may scare him/her off. This is why he/she only gets involved in adventures sometimes. Occasionally, he/she approaches uncertain situations, such as a new professional start.
- IV Risky and dangerous situations have a quite strong attraction to the person. As a result, he/she is more likely to engage in adventures than the norm sample and rarely misses an opportunity to tackle uncertain situations such as starting a new career.
- V Risky and dangerous situations have a very strong attraction to the person. As a result, compared with the norm sample, he/she really likes to engage in adventures and does not want to miss any opportunity to tackle uncertain situations, such as starting a new career.

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EXTRAVERSION

Sociability

I

The person describes himself/herself as withdrawn and likes to be alone. He/She therefore prefers to work in an individual office in order to not be in constant direct contact with his/her colleagues. He/She feels most comfortable when there is silence around him/her and when he/she can withdraw.

II

The person describes himself/herself as rather withdrawn and usually prefers to be alone. This means that he/she prefers to work in a single office in order to not be in constant direct contact with his/her colleagues. He/She feels more comfortable when there is silence around him/her and when he/she is able to withdraw.

III

The person usually likes to be in the company of other people. However, it makes no difference to him/her whether he/she works in an open-plan or an individual office, as he/she considers both a bit of company and silence to be pleasant and if necessary likes to withdraw.

IV

The person likes to be surrounded by people and enjoys the company of others. Therefore he/she likes to work in an open-plan office in order to occasionally exchange ideas with his/her colleagues and to be able to contribute his/her opinion on current topics. When there is a bit of hustle and bustle around him/her, he/she feels comfortable.

V

The person really likes to be surrounded by people and to be in constant company. This is why he/she prefers to work in an open-plan office in order to be in constant contact and exchange with his/her colleagues and to be able to contribute his/her opinion on current topics. He/She feels most comfortable when there is a little hustle and bustle around him/her.

Optimism

I

The person describes himself/herself as mostly being in a negative mood and sees the life critically. He/She does not look forward to every new day and is influenced by his/her negative emotions. He/She describes himself/herself as a factual and serious person.

II

The person describes himself/herself as occasionally being in a negative mood and sees life rather critically. He/She does not always look forward to every new day and is usually influenced by his/her negative emotions. He/She describes himself/herself as a more factual and serious person.

III

Depending on the form of the day, the person is rather cheerful and optimistic and often pays attention to the positive aspects of life. From time to time, however, he/she is also in a negative mood and sees life more critically. Then he/she lets himself/herself be influenced by his/her negative emotions. All in all, however, he/she describes himself/herself as a quite satisfied, rather happy person.

IV

The person describes him- her as cheerful and optimistic and usually only pays attention to the positive aspects of life. He/She looks forward to almost every new day and is seldom distracted by negative emotions. He/She describes himself/herself as a satisfied and happy person.

V

The person describes himself/herself as very cheerful and optimistic and pays particular attention to the positive aspects of life. He/She looks forward to every new day and is not distracted by negative emotions. He/She describes himself/herself as an extremely satisfied and happy person.

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EXTRAVERSION

Assertiveness

I In everyday professional life, the person describes himself/herself as compliant and not very assertive. He/She is reluctant to assume leadership and full responsibility and prefers to work in the background. He/She also finds it difficult to convince others of his/her views. He/She therefore prefers to leave the planning and implementation of new projects to others in order to follow their instructions.

II The person describes himself/herself as rather yielding and less assertive in everyday professional life. He/She is reluctant to take on leadership and full responsibility and usually prefers to work in the background. In addition, it is not so easy for him/her to convince others of his/her views. He/She therefore usually prefers to leave the planning and implementation of new projects to others in order to follow their instructions.

III The person describes himself/herself as equally assertive in everyday professional life as others. From time to time he/she assumes leadership and responsibility, but also likes to hand it over. Furthermore, he/she can convince other people of his/her views to some extent. When planning and implementing new projects, he/she switches flexibly between guiding others and following instructions.

IV The person describes himself/herself rather as assertive in everyday professional life. He/She also likes to take on leadership and responsibility. In addition, he/she is often able to convince other people of his/her views. When planning and implementing new projects, he/she often likes to be at the forefront in order to realize them.

V The person describes himself/herself as being very assertive in everyday professional life. He/She also likes to take on leadership and responsibility as he/she is very good at convincing other people of his/her views. He/She is always at the forefront of planning and implementing new projects in order to realize them.

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EXTRAVERSION

Talkativeness

I The person does not describe himself/herself as communicative, but as quiet in everyday professional life, regardless of the context. Whether in an exchange with colleagues or in a longer conversation with a customer, he/she seldom appears as sociable and talkative and is reluctant to share his/her thoughts and feelings with his/her counterpart.

II The person does not describe himself/herself as communicative, but rather as quiet in everyday professional life, regardless of the context. Whether in the exchange with colleagues or in the discussion with a customer, he/she appears rather rarely as sociable and talkative and communicates his/her thoughts and feelings less likely to his/her counterpart.

III The person describes himself/herself neither as particularly communicative nor as quiet in everyday professional life. If it is necessary, he/she is usually sociable and talkative and shares his/her thoughts and feelings with his/her counterpart.

IV The person describes himself/herself as communicative in everyday professional life, regardless of context. Whether in an exchange with colleagues or in a longer conversation with a customer, he/she is sociable and talkative and likes to share his/her feelings with his/her counterpart.

V The person describes himself/herself as extremely communicative in everyday professional life, regardless of the context. Whether in an exchange with colleagues or in a longer conversation with a customer, he/she always appears to be very sociable and talkative and likes to share his/her feelings with his/her counterpart.

Humor

I The person describes himself/herself as sedate and appears quite serious and controlled. When he/she notices that a colleague is in a bad mood, he/she does not try to get him/her out of the mood with humor. In general, it's hard for him/her to have fun in a work context.

II The person describes himself/herself as rather sedate and usually appears quite serious and controlled. When he/she notices that a colleague is in a bad mood, he/she seldom tries to get him/her out of the mood with humor. In general, it's not so easy for him/her to have fun in a work context.

III The person describes himself/herself as rather humorous. In certain situations, however, he/she is more serious and controlled. When he/she notices that a colleague is in a bad mood, he/she tries every now and then to get him/her out of the mood with humor. In general, it's not difficult for him/her to have fun in a work context.

IV The person describes himself/herself as humorous and is usually open to having fun at work. When he/she notices that a colleague is in a bad mood, he/she usually succeeds in getting him/her out of the mood with humor. In general, it is important to him/her to have fun in a work context.

V The person describes himself/herself as very humorous and is always open to having fun at work. If he/she notices that a colleague is in a bad mood, he/she always succeeds in getting him/her out of the mood with humor. In general, it is very important to him/her to have fun in a work context.

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EXTRAVERSION

Gregariousness

- I The person does not attach much importance to spending his/her time with his/her colleagues. He/She finds teamwork and all forms of group work stressful, which is why he/she prefers to work on projects independently.
-
- II The person attaches less importance to spending time with his/her colleagues. He/She often finds teamwork and all forms of group work rather stressful, which is why he/she often prefers to work on projects independently.
-
- III Social interactions are quite important to the person, which is why he/she likes to spend time with his/her colleagues from time to time. Depending on the task or project, he/she prefers to work independently or in a team. If he/she works in a group, he/she likes to prepare it from time to time.
-
- IV Social interactions are important to the person and he/she enjoys spending time with his/her colleagues. He/She sees teamwork and all forms of group work as a possible enrichment. It also usually gives him/her pleasure to prepare and plan the cooperation with his/her colleagues.
-
- V Social interactions are very important to the person and he/she enjoys spending time with his/her colleagues. He/She sees teamwork and all forms of group work as an enrichment. He/She also enjoys preparing and planning the cooperation with his/her colleagues.

Energy

- I The person is not very energetic and rather sluggish in everyday professional life. He/She prefers a calm working day with few appointments, as these let his/her energy level drop considerably. If a meeting takes longer than planned, it is very difficult for him/her to maintain his/her attention and not get tired.
-
- II The person is a little less energetic and usually rather sluggish at work. He/She prefers rather calm working days with few appointments, as these usually lower his/her energy level. If a meeting takes longer than planned, it is not so easy for him/her to maintain his/her attention and not get tired.
-
- III The person is usually quite active in everyday professional life. Nevertheless, a packed day with lots of appointments and meetings can sometimes cause his/her energy level to drop. If a meeting takes longer than planned, he/she needs to concentrate to keep his/her attention up and not get tired.
-
- IV The person is more active in his/her everyday professional life and usually full of energy. A packed day with many appointments and meetings has little impact on his/her energy level. If a meeting takes longer than planned, it is usually quite easy for him/her to maintain his/her attention.
-
- V The person is very active and full of energy in his/her everyday professional life. A packed day with many appointments and meetings has no influence on his/her energy level. If a meeting takes longer than planned, it is very easy for him/her to maintain his/her attention.

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Agreeableness

People with high levels of Agreeableness are altruistic, compassionate, understanding and benevolent. They tend to interpersonal trust, to cooperativeness, to flexibility and have a strong need for harmony. They strive for others and put their own needs in the background. They are also generally liked.

High values in this area often increase the chance of getting the job to be filled during an interview, although high values in no way correlate with performance.

People with low scores tend to be cold, unfriendly, quarrelsome and hard-hearted. They are rather concentrated on personal requests, like to compete with others and love competition (Dehne & Schupp, 2007).

I The person finds it more difficult to help others. He/She also tends to avoid cooperation. The concerns and welfare of other people are less important to him/her. Compared to the norm sample, it is harder for him/her to give in or give others recognition for a good performance. He/She also tends to distrust others and is highly competitive.

II The person is more likely to find it difficult to help others. He/She also tends to avoid cooperation. The concerns and welfare of other people are rather less important to him/her. Compared to the norm sample, it is a little harder for him/her to give in or give others recognition for a good performance. In addition, he/she sometimes tends to distrust others and is competitive.

III The person finds it as easy as most others in the norm sample to help others and has a certain willingness to cooperate. The concerns and welfare of other people are usually important to him/her. Usually he/she has hardly any problems with giving in or giving others recognition for a good performance. He/She also attaches just as much importance to interpersonal trust and is just as competitive as most others.

IV The person finds it quite easy to help others and also his/her willingness to cooperate is relatively strong. The concerns and welfare of other people are important to him/her. He/She has hardly any problems with giving in or giving others recognition for a good performance. In addition, he/she attaches importance to interpersonal trust and is competitive only in rare cases.

V The person finds it very easy to help others and his/her willingness to cooperate is also very strong. The concerns and well-being of other people are very important to him/her. He/She has no problem giving in or giving others recognition for a good performance. He/She also attaches great importance to interpersonal trust and is not competitive.

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AGREEABLENESS

Esteem

- I For the person it is less important to treat colleagues and customers with respect. When problems and worries arise, he/she rarely acts as a good listener. Dealing with opinions that differ from his/her own and praise others for something they have done well is harder for him/her than the norm sample.
- II Respectful interaction with colleagues and customers is rather less important to the person. When problems and worries arise, he/she rather rarely acts as a good listener. Dealing with opinions that differ from his/her own and praise others for something they have done well is not as easy for him/her as the norm sample.
- III It is usually quite important for the person to show respect and esteem to his/her colleagues and customers. When problems and worries arise, he/she is usually a good listener and usually respects different opinions. It is just as easy for him/her to praise others for what they have done well, as it is for the norm sample.
- IV It is important to the person to show respect and esteem to his/her colleagues and customers. When problems and worries arise, he/she is a good listener and usually respects different opinions. He/She also finds it easy to praise others for what they have done well.
- V It is always very important to the person to show respect and esteem to his/her colleagues and customers. When problems and concerns arise, he/she is a very good listener and respects different opinions. It is also very easy for him/her to praise others for what they have done well.

Consideration

- I In the working context, the person often expresses himself/herself negatively about others and in some cases becomes abusive. He/She likes to take sides with people with a lot of power, only to take advantage of it. He/She is also reluctant to do colleagues a favor on his/her own initiative and is more resentful than others if, for example, someone has made a mistake.
- II In the working context, the person sometimes expresses himself/herself negatively about others and sometimes becomes abusive. He/She likes to take sides with people with a lot of power from time to time just to take advantage of it. He/She is also rather reluctant to do colleagues a favor on his/her own initiative and is often more resentful than others if, for example, someone has made a mistake.
- III The person tries to avoid expressing himself/herself negatively about others in work situations. From time to time, he/she takes sides with people with a lot of power in order to gain advantages for himself/herself. Usually, however, he/she enjoys doing his/her colleagues a favor and is only sometimes resentful if, for example, someone has made a mistake.
- IV The person largely avoids expressing himself/herself negatively about others in work situations. He/She seldom takes sides for people with a lot of power, only to take advantage of it. In addition, he/she usually enjoys doing his/her colleagues a favor and is rarely resentful if, for example, someone has made a mistake.
- V The person always avoids expressing himself/herself negatively about others in work situations. He/She does not take sides with people with a lot of power just to take advantage of it. He/She also enjoys doing his/her colleagues a favor and is not resentful if someone has made a mistake.

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AGREEABLENESS

Competitive orientation

- I It is very important to the person to always be right. He/She wants to win and sees other people as competitors. He/She is less modest and tends to boast about his/her achievements.

- II The person cares about being right. He/She often wants to win and usually sees other people as competitors. He/She tends to be less modest and often tends to boast about his/her achievements.

- III From time to time it is important for the person to be right. He/She sometimes wants to win, but also sees other people as possible cooperation partners. He/She is relatively modest and very seldom tends to boast about his/her achievements.

- IV It is rather not so important to the person to always be right. He/She does not want to win all the time and usually sees other people more as potential cooperation partners and less as competitors. He/She is quite modest and attaches little importance to boasting about his/her achievements.

- V It is not important to the person to always be right. He/She does not want to win all the time and sees other people more as potential cooperation partners and not as competitors. He/She is very modest and does not attach importance to boast about his/her achievements.

Need to be liked

- I Compared to the norm sample, it is not important to the person that his/her colleagues and superiors like him/her. It is very easy for him/her to express criticism and he/she does not hesitate to do so. Moreover, he/she does not adapt himself/herself to others just to please or not to offend them.

- II Compared to the norm sample, it is less important to the person that his/her colleagues and superiors like him/her. It is easier for him/her to express criticism than for others and he/she is not afraid to do so. In addition, he/she rarely adapts to others just to please them or not to offend them.

- III Compared to the norm sample, it is just as important to the person as it is to others that his/her colleagues and superiors like him/her. It is only occasionally difficult for him/her to express criticism. From time to time he/she adapts to others and does what others expect of him/her, so as not to offend too much.

- IV It is important to the person that his/her colleagues and superiors like him/her. He/She is uncomfortable with criticism because he/she is a little afraid of possible negative reactions. He/She usually adapts to others and often does what others expect of him/her, so as not to offend too much.

- V It is extremely important to the person that his/her colleagues and superiors like him/her. He/She is very uncomfortable with criticism because he/she is afraid of possible negative reactions. He/She adapts to others and does what others expect of him/her in order not to offend them.

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AGREEABLENESS

Search for support

- I If the person is unsure about a task, he/she does not seek support from his/her colleagues, but tries to find a solution himself/herself. He/She is afraid to show insecurities in an occupational context and therefore keeps them to himself/herself.
-
- II If the person is unsure about a task, he/she seldom seeks support from his/her colleagues, but usually tries to find a solution himself/herself. He/She is rather afraid to show insecurities in an occupational context and therefore usually keeps them to himself/herself.
-
- III If the person is unsure about a task, he/she usually seeks support from his/her colleagues. Sometimes, however, he/she first tries to find a solution himself/herself in order not to have to show any uncertainty. However, all in all he/she does not shy away from admitting insecurities in an occupational context.
-
- IV When the person is unsure about a task, he/she often seeks support from his/her colleagues. He/She is not afraid to admit and stand by uncertainties in an occupational context.
-
- V If the person is unsure about a task, he/she looks for support from his/her colleagues. He/She is not afraid at all to admit and stand by uncertainties in an occupational context.

Trust

- I The person reluctantly compromises and reluctantly works in teams, as he/she does not trust his/her colleagues when working together. This is because he/she is more skeptical than others compared to the norm sample.
-
- II The person is less willing to compromise and also less willing to work in teams, as he/she does not trust his/her colleagues when working together. This is because he/she is somewhat more skeptical than others compared to the norm sample.
-
- III The person finds it quite easy to make compromises and work in teams, as he/she usually trusts his/her colleagues when working together. Compared to the norm sample, he/she is as quick to trust others as most others and is rarely skeptical.
-
- IV The person finds it easy to compromise and work in teams because he/she trusts his/her colleagues when working together. This is because he/she usually trusts others more quickly than the norm sample. He/She usually believes in the good in people.
-
- V The person finds it very easy to compromise and work in teams because he/she trusts his/her colleagues when working together. This is because he/she trusts others more quickly than the norm sample. He/She believes in the good in people.

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AGREEABLENESS

Little exertion of influence

- I The person often flatters his/her colleagues and superiors to pursue his/her occupational goals. He/She is also not afraid to influence or trick others in order to make progress. When he/she is in trouble, he/she often falls for a white lie to get out more easily.
-
- II The person sometimes flatters his/her colleagues and superiors to pursue his/her occupational goals. He/She is less afraid of influencing or tricking others to move forward. If he/she is in trouble, he/she sometimes resorts to a white lie to get out more easily.
-
- III The person rarely flatters his/her colleagues and superiors to pursue his/her occupational goals. Occasionally, however, he/she does not shy away from influencing or tricking others to make progress. However, he/she often manages to do this without something like this.
-
- IV The person considers it rather inappropriate to flatter others with the aim of influencing or tricking them. He/She prefers to make professional progress without something like this. Even if he/she is in trouble, he/she rarely falls for a white lie to get out more easily.
-
- V The person considers it extremely inappropriate to flatter others with the aim of influencing or tricking them. He/She wants to advance occupationally without such a thing. Even if he/she is in trouble, he/she never resorts to a white lie to get out more easily.

Selflessness

- I In comparison to the norm sample, the person describes himself/herself as not very helpful and accommodating. He/She does no favors to others if he/she does not get anything in return. He/She is extremely reluctant to give his/her colleagues appreciation when it comes to the results of a joint project, for example. If someone treats him/her badly, he/she has no understanding for it.
-
- II Compared to the norm sample, the person describes himself/herself as less helpful and accommodating. He/She rarely does others a favor if he/she does not get anything in return. He/She is rather reluctant to give his/her colleagues appreciation when it comes to the results of a joint project, for example. If someone treats him/her badly, he/she has little understanding for it.
-
- III Compared to the norm sample, the person describes himself/herself as being as helpful and accommodating as others. He/She does others a favor from time to time, even if he/she doesn't get anything in return. He/She sometimes leaves the acknowledgement to his/her colleagues, for example when it comes to the result of a project carried out together. If someone treats him/her badly, he/she usually tries to react with understanding.
-
- IV The person describes himself/herself as helpful and accommodating, even if he/she does not get anything in return. When it helps his/her colleagues, he/she usually has no problem giving them appreciation, for example, when it comes to the outcome of a joint project. Even if someone treats him/her badly, he/she often reacts with understanding.
-
- V The person describes himself/herself as helpful and accommodating, even if he/she does not get anything in return. If it helps his/her colleagues, he/she has no problem leaving the acknowledgment to them, e.g. when it comes to the outcome of a joint project. Even if someone treats him/her badly, he/she reacts with a lot of understanding.

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Dealing with Stress

The dimension of Dealing with Stress includes one of the most central constructs of personality psychology. In general, this dimension is used to describe the general emotional constitution of a person. In particular, it refers to the emotional stability or instability of a person (Eysenck, 1947). In intercultural comparisons, too, various studies show that this dimension repeatedly comes into play and thus socio-economic, ethnic or cultural factors hardly play a role (Hennig, 2005). People with high values show emotional stability and increased self-confidence and are less susceptible to doubts and negative feelings (Klimesch, 2009).

People with low levels of Dealing with Stress tend to be anxious, nervous, sad, insecure, embarrassed and worried about their health. They tend to have unrealistic ideas and are less able to control their needs and respond appropriately to stress situations. The result is often an increased risk of depressive illness (Daniel & Schuller, 2000).

I
Compared to the norm sample, the person is less balanced and relaxed than others. He/She is often insecure in his/her job and therefore always seeks confirmation from colleagues or superiors when making decisions. He/She is very easily disturbed and provoked. He/She is also less confident and more anxious about the future. Compared to the norm sample, he/she describes himself/herself as rather more arrogant and selfish than others.

II
Compared to the norm sample, the person is somewhat less balanced and relaxed than others. He/She is occasionally insecure in his/her job and therefore often seeks confirmation from colleagues and superiors when making decisions. He/She can be relatively easily disturbed and provoked. He/She also tends to be less confident and more anxious about the future. Compared to the norm sample, he/she describes himself/herself as somewhat more arrogant and selfish than others.

III
Compared to the norm sample, the person is just as balanced and relaxed as others. He/She rarely needs the confirmation of his/her decisions by his/her colleagues and superiors in the job and usually manages to keep a cool head and not be provoked too much by others. He/She is usually more confident and describes himself/herself as only rarely arrogant and selfish.

IV
Compared to the norm sample, the person is more balanced and relaxed than others. He/She rarely needs the confirmation of his/her decisions by his/her colleagues or superiors in the job and often manages to keep a cool head and not be provoked by others. He/She is also usually confident and describes himself/herself as neither arrogant nor selfish.

V
Compared to the norm sample, the person is much more balanced and relaxed than others. He/She almost never needs the confirmation of his/her decisions by his/her colleagues or superiors in the job and always manages to keep a cool head and not be provoked by others. He/She is also always confident and describes himself/herself as neither arrogant nor selfish.

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DEALING WITH STRESS

Low irritability

- I The person is quickly disturbed by provocations. In situations where others would react calmly, he/she is provoked and becomes louder.
-
- II The person can be disturbed relatively quickly by provocations. In situations where others would react calmly, he/she is more likely to be provoked and sometimes becomes louder.
-
- III The person is rarely quickly disturbed by provocations. Depending on the situation, he/she remains calm and balanced or gets a little irritated. However, usually he/she does not become louder.
-
- IV The person does not allow provocations to upset him/her so quickly. He/She describes him- or herself as quite balanced. In situations where others would react angrily or irritably, he/she remains calm and does not become abusive.
-
- V The person does not allow himself/herself to be disturbed in any way by provocations. He/She describes himself/herself as always balanced. Even in situations in which others would react rather angry or irritable, he/she remains very calm and does not become abusive.

Assuredness

- I In comparison to the norm sample, the person is pessimistic about his/her occupational future. He/She describes himself/herself as someone who rarely experiences intense joy and is rather melancholy. When he/she is confronted with a difficult, at first seemingly unsolvable task, he/she is seldom optimistic or positive. He/She is less satisfied with his/her previous curriculum vitae.
-
- II In comparison to the norm sample, the person is rather pessimistic about his/her occupational future. He/She describes himself/herself as someone who rather rarely experiences intense joy and is usually rather melancholic. If a difficult, at first seemingly unsolvable task comes up to him/her, he/she is usually not optimistic or positive. He/She is less satisfied with her previous curriculum vitae.
-
- III In comparison to the norm sample, the person generally looks positively towards his/her occupational future. He/She describes himself/herself as rather well-tuned and in a good mood. When he/she is confronted with a difficult task that at first seems unsolvable, he/she is more or less hopeful, depending on the form of the day. He/She is generally quite satisfied with his/her curriculum vitae to date.
-
- IV In comparison to the norm sample, the person predominantly looks positively towards his/her occupational future. He/She describes himself/herself as mostly well-tuned and in a good mood. Even if he/she is faced with a difficult task that at first seems unsolvable, he/she is usually optimistic and positive. He/She considers his/her curriculum vitae to be quite satisfactory to date.
-
- V In comparison to the norm sample, the person always looks positively towards his/her occupational future. He/She describes himself/herself as very well-tuned and in a good mood. Even if he/she is faced with a difficult task that at first seems unsolvable, he/she is always optimistic and positive. He/She considers his/her curriculum vitae to be extremely satisfying to date.

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Carefreeness

- I The person worries a lot about his/her occupational situation. Regardless of the context, he/she is less unconcerned than others in work-related situations and feels more anxious. He/She faces changes of any kind with an unrelaxed and worried attitude.
-
- II The person is worried about his/her occupational situation. Regardless of the context, in work-related situations he/she tends to be less unconcerned than others and occasionally feels anxious. He/She is more likely to look forward to changes of any kind in a rather unrelaxed manner and usually with worries.
-
- III The person only worries about his/her occupational situation from time to time. In work-related situations, he/she is usually more unconcerned and feels little fear. He/She sometimes looks forward to changes with worries, but usually remains relaxed.
-
- IV The person is rarely worried about his/her occupational situation. Regardless of the context, he/she is rather unconcerned in work-related situations and rarely feels fear. Even when changes are imminent, he/she usually remains relaxed.
-
- V The person is not worried at all about his/her occupational situation. Regardless of the context, in work-related situations he/she is always unconcerned and feels no fear. Even when changes are imminent, he/she always remains relaxed.

Serenity

- I The person describes himself/herself as not very adaptable. He/She often allows himself/herself to be disturbed by stressful situations and does not cope with setbacks as quickly as others. Compared to the norm sample, he/she is less calm and confident.
-
- II The person describes himself/herself as rather less adaptable. He/She is more likely to be disturbed by stressful situations and is usually slower to cope with setbacks than others. Compared to the norm sample, he/she is rather less calm and confident.
-
- III The person describes himself/herself as being rather adaptable. He/She only allows himself/herself to be disturbed by stressful situations from time to time and also gets over setbacks relatively quickly. Compared to the norm sample, he/she is rather calm and confident.
-
- IV The person describes himself/herself as adaptable. He/She rarely lets stressful situations upset him/her and quickly gets over setbacks. Compared to the norm sample, he/she is usually calm and confident.
-
- V The person describes himself/herself as extremely adaptable. He/She does not allow himself/herself to be upset by stressful situations and also very quickly puts up with setbacks. Compared to the norm sample, he/she is always calm and confident.

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Willpower

- I The person finds it hard to motivate and drive himself/herself. He/She does not have a concrete plan for his/her life and when he/she does something, he/she quickly gets discouraged. He/She does not get into gear as quickly as others and is rather sluggish.
-
- II It is rather difficult for the person to motivate and drive himself/herself. He/She has few concrete plans for his/her life and if he/she plans something, he/she can be discouraged relatively quickly. He/She tends not to get off the ground as quickly as others and is usually rather sluggish.
-
- III The person only finds it difficult to motivate and drive himself/herself from time to time. When he/she has set a plan, he/she usually does not allow himself/herself to be dissuaded or discouraged so quickly. He/She usually gets into gear as quickly as others and often works passionately towards his/her goal.
-
- IV It is rather easy for the person to motivate and drive himself/herself. Once he/she has set a plan, little can dissuade or discourage him/her. He/She gets into gear quite quickly and works quite passionately towards his/her goal.
-
- V The person finds it very easy to motivate and drive himself/herself. If he/she has a plan, nothing can dissuade or discourage him/her. He/She gets into gear very quickly and always works passionately towards his/her goal.

Emotional regulation

- I The person describes himself/herself as very sentimental, which makes him/her appear much sadder than most people in emotionally charged events compared to the norm sample. He/She also feels hurt faster than others. This leads to the fact that he/she always shows his/her emotions in a very authentic way.
-
- II The person describes himself/herself as rather sentimental, which often makes him/her appear sadder than most people in emotionally charged events compared to the norm sample. In addition, he/she usually feels hurt faster than others. This leads to the fact that he/she usually shows his/her emotions authentically.
-
- III The person describes himself/herself as quite sentimental, but can usually regulate negative emotions quite well. In emotionally charged events, he/she seems just as sad as others. Nevertheless, it is usually quite important to him/her not to appear very vulnerable or in need of protection.
-
- IV The person is able to regulate negative emotions well, which also makes him/her appear less sad in emotionally charged events compared to the norm sample. It is quite important to him/her not to appear vulnerable to the outside world, but rather to be strong.
-
- V The person can regulate negative emotions extremely well, which means that even in the case of emotionally charged events, he/she never seems sad compared to the norm sample. It is very important to him/her not to appear vulnerable to the outside world, but very strong.

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Modesty

I

If the person has been successful at work, he/she needs much more confirmation and recognition from others than the norm sample before devoting himself/herself to new projects. In addition, he/she is much more concerned with himself/herself by thinking about and observing himself/herself.

II

If the person has been successful at work, he/she needs more confirmation and recognition from others than the norm sample before devoting himself/herself to new projects. In addition, he/she is quite concerned with himself/herself by thinking about and observing himself/herself.

III

If the person has been successful at work, he/she needs as much validation and recognition as the norm sample before devoting himself/herself to new projects. He/She often deals with himself/herself by thinking about and observing himself/herself.

IV

If the person has been successful at work, he/she rarely seeks confirmation from others. Usually he/she keeps this to himself/herself and devotes his/her time to new projects. In addition, he/she does not constantly deal with himself/herself, but rather thinks about other people and things.

V

If the person has been successful at work, he/she does not seek confirmation from others, but keeps it to himself/herself and quickly devotes himself/herself to new projects. In addition, he/she does not often deal with himself/herself, but rather thinks about other people and things.

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