



REPORT

PERSONALITY X | CLIENT MUSTERREPORT

Maxi Musterfrau
Jan 29, 2019

B5N

SALUTATORY GREETING

Interpretation of the report

The procedure measures relevant personality traits for individual, vocational aptitude diagnostics. All relevant personality traits and their individual characteristics of the test person are first clearly presented in scale format. This overview is followed by the evaluation of all relevant personality traits 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 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			
Curiosity	prefers clarity, weighs up new information		inquisitive, enjoys learning something new
Typical intellectual engagement	tries to avoid complicated tasks, has little confidence		clever, feels confident about his/her own apprehension
Conscientiousness			
Industriousness	remitting, rarely plans, easily distracted		persistent, focused, goal-oriented
Task scheduling	starts the working week without an explicit plan		plans the working week in detail
Extraversion			
Assertiveness	compliant, respectful, obedient		assertive, authoritarian, likes to lead
Agreeableness			
Competitive orientation	prefers competition		finds competition unimportant
Search for support	lone fighter, shows no uncertainties		seeks support in case of problems, admits uncertainties
Dealing with Stress			
Emotional regulation	very emotional, shows negative feelings authentically		can regulate negative emotions, does not show them openly

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).

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OPENNESS

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.

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.

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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.

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.

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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).

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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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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).

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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.

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.

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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).

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DEALING WITH STRESS

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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