



# REPORT

PERSONALITY DIMENSIONS

B5N-SR

CUSTOMER REPORT

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B5N



## Salutation

Dear client,

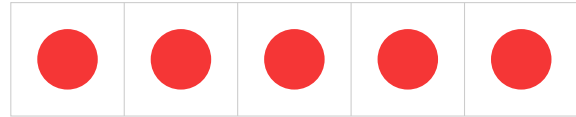
today you receive the feedback for the B5N personality profile of your employee.

The B5N assesses the five personality dimensions of openness, conscientiousness, extraversion, agreeableness, and dealing with stress. The following report provides a general feedback for each of these dimensions. Beyond that, it includes more in-depth interpretations for the areas of leadership, team, learning, and motivation. In addition, every dimension is broken down into different personality facets. The information regarding those facets can be found in the facet wheel of the corresponding dimension.

All the results are interpreted with regard to a norm sample. The scores of the tested person on each of the considered dimensions are compared with the norm sample. Thus, high values always indicate that the tested person attributes a characteristic to himself to a greater extent than the people in the norm do.

Psychological tests vary in terms of measurement accuracy. Similar to a weighing scale, the precision of the measurement is not perfect. Therefore, the results are reported in ranges. These ranges take into account possible variation due to measurement inaccuracy.

# Openness



## General

Your work is characterized by great curiosity and openness for new impressions. You like to force changes instead of maintaining routines. Accordingly, your actions and thoughts are focused on finding new and creative solutions. Often, this opens up possibilities to you that others do not have. With your thirst for knowledge you are able to anticipate new trends early on and to thus adapt your strategies in time. You also like to reflect on very complex problems and understand them as a challenge and opportunity to develop.

## Leading

**Strength** Because of your openness to new ideas you are interested in the opinions of your employees. Your department has an open communication culture, because you too are willing to put your own ideas up for discussion. With this leadership style you promote new impulses and a productive and innovation-oriented cooperation within your department.

**Risk** Not everyone in your department appreciates new things as much as you do. Especially employees with a high need for structure and control have little confidence in new solutions. They work better when they can orient themselves on long-term routines, rather than having to implement your creative ideas. Therefore, you run the risk to overwhelm or demotivate these employees with your search for new ideas.

## Team

**Strength** You play a central role within the team, since you are interested in virtually all of your colleagues, their opinions and ideas. In addition, you are always a good partner to discuss new approaches or innovations. With your knowledge, you are able to mediate in conflicts between colleagues.

**Risk** Interested inquiring is not always appropriate. With your thirst for knowledge and the desire to implement new ideas, you run the risk of scaring off some of your colleagues. They might feel questioned or criticised, instead of optimizing an idea together with you. This holds potential for conflicts.

## Learning

**Strength** Your great interest, curiosity and eagerness to experiment make a clear impact on your development. You take every opportunity of further education. Your continuing education agenda is set up broadly: You generate new expertise and acquire new competences. You greatly enjoy learning new technologies.

**Risk** Not all continuing education courses are productive. Because of your great willingness to learn, you also acquire qualifications beyond your area of responsibility. The many trainings can result in a lack of time in your daily work. Likewise, your striving for new things can sometimes stand in the way of a pragmatic solution.

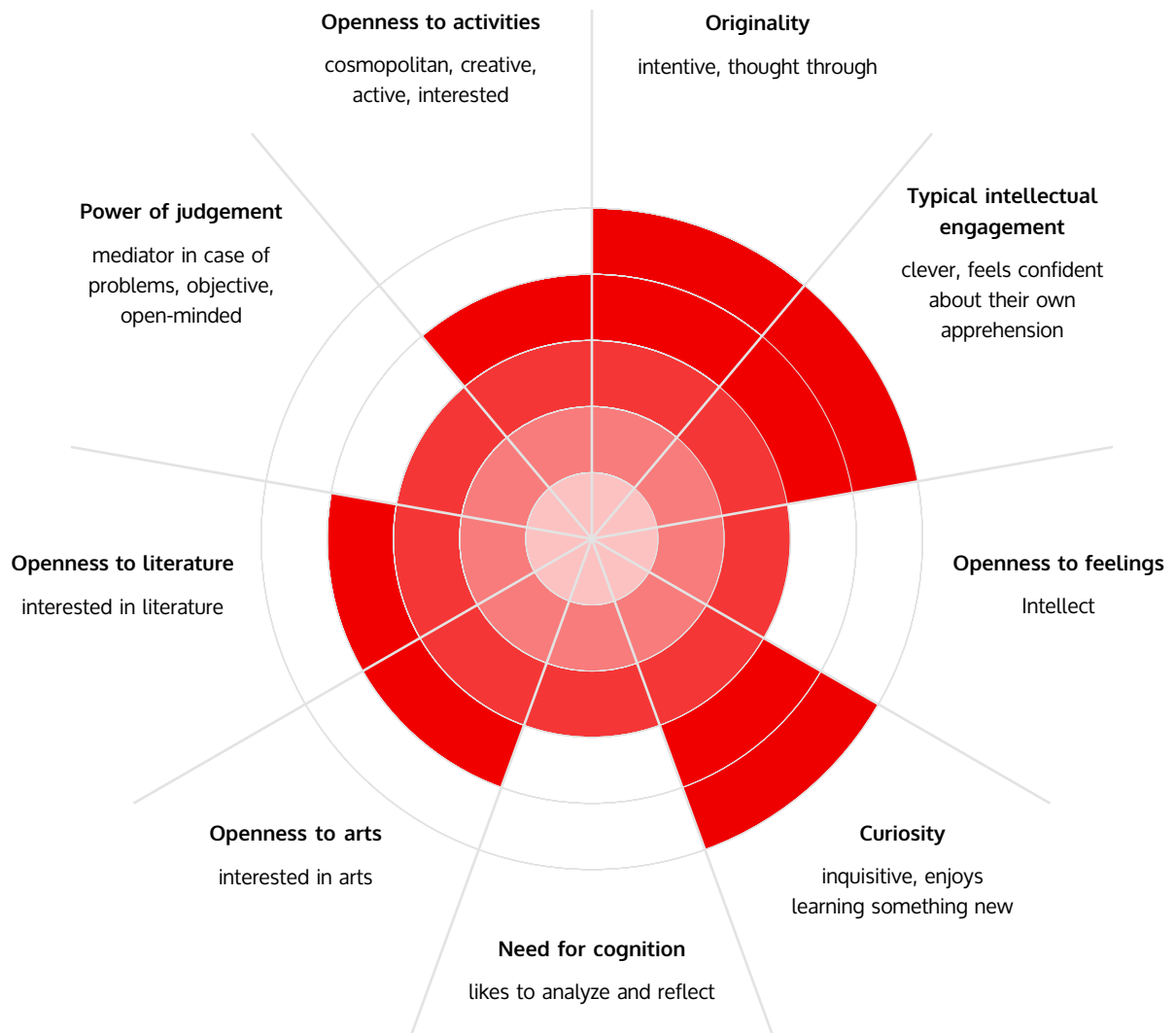
## Motivation

Your motivation to work is very high when you can make new and varying experiences. You especially like unfamiliar cognitive challenges.

## Development

Consider whether there are areas in which work routines might be the better way to optimize, rather than spending a lot of time looking for new solutions. Set a long-term date at which you will think about potential improvements again. Until then, let the processes run and dedicate yourself to other things.

### Facet wheel: Openness



Openness

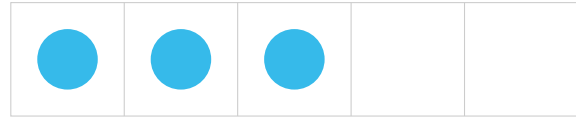
Conscientiousness

Extraversion

Agreeableness

Dealing with Stress

# Conscientiousness



## General

To achieve your goals, take some time at the beginning of a project to outline a roadmap and set the most important priorities. If you have to change plans in the course of the project or can not find the perfect solution, do not get worked up. You are ready to change your strategies and do not have to implement them in all circumstances. You flexibly adjust your goals to most new occurrences. Your way of working often results in you being involved in multiple projects at the same time.

## Leading

**Strength** You are leading your department with a mixture of flexibility and the necessary eye for detail. In many areas, you trust your colleagues and let them decide freely. At high priorities, you get increasingly involved in decision-making processes. In these areas you mostly detect errors early. In your instructions, you often consider the specified targets of the company. However, you may disregard them if you see good reasons for doing so.

**Risk** You run the risk of not achieving ambitious and long-term targets of the company. It is hard for you to give detailed and structured instructions to everyone in your department. However, this is inevitable in some situations to reach 100 % of the objectives.

## Team

**Strength** Within your team, you are appreciated by many for your flexibility. You have different ideas and plans for the different team members. For some, you make clear specifications. But when colleagues have a high need for autonomy, you also hand them over responsibility.

**Risk** Your flexibility can lead to ambiguous situations within your team. As a result, colleagues to whom structure is important are less productive. They feel overwhelmed when they have the impression of not being able to 100 % understand your decisions.

## Learning

**Strength** You are open to most further education. It is rarely important to you whether you need it for your current goals. That way, you also qualify in areas that are not necessary for your current requirements. You may benefit from it elsewhere.

**Risk** In some trainings, you do not seek to fathom out the matter in detail. However, especially for ambitious goals this is often necessary, since otherwise you do not have all the required competences. In this way, you miss opportunities to upskill in a goal-oriented manner.

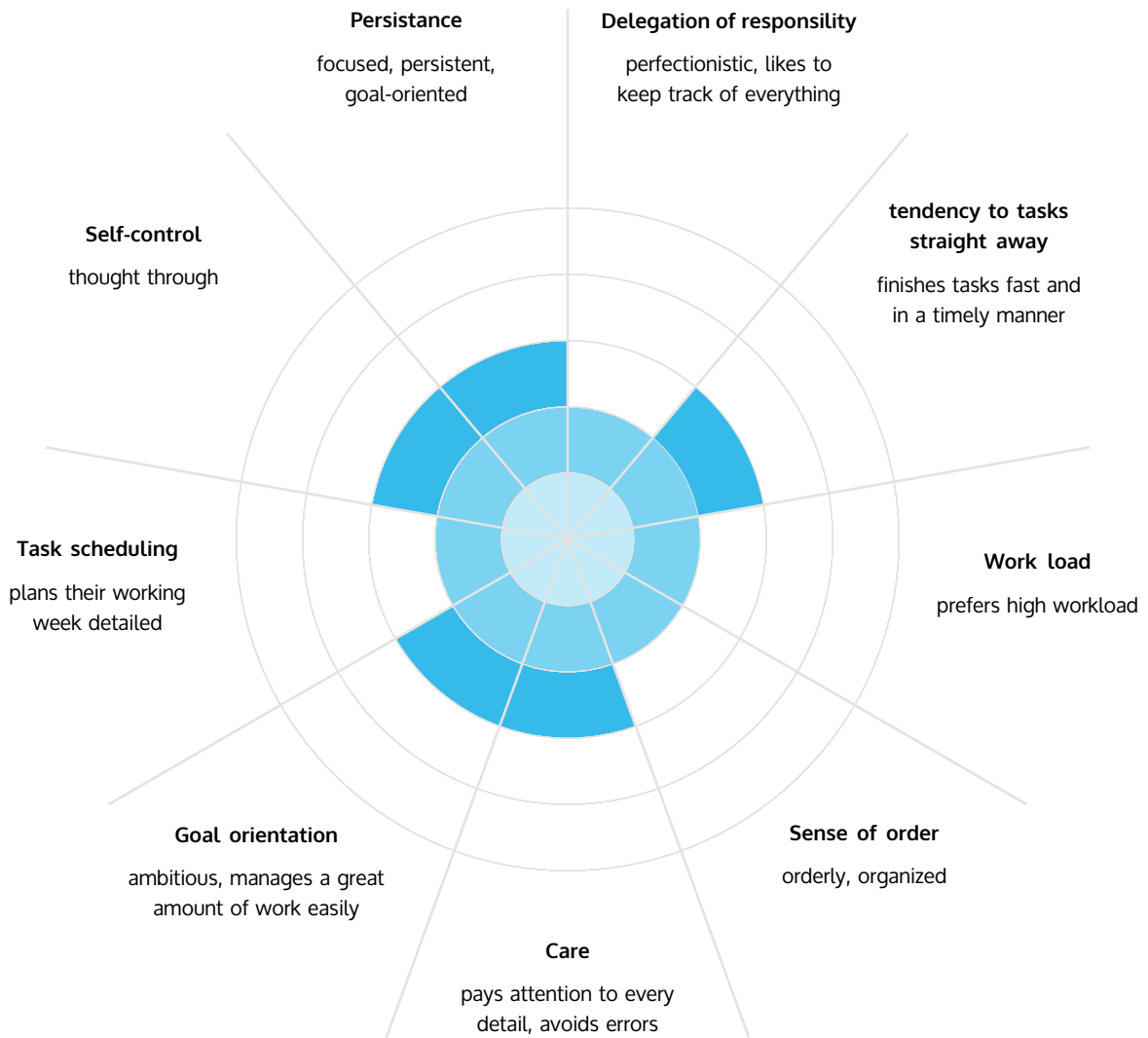
## Motivation

Your motivation to work is particularly high when you do not have to complete tasks perfectly. This is hardly ever possible anyways. You prefer quickly turning to the next challenge.

## Development

Set long-term goals for yourself. Write down in detail what you need and need to do in one, two, and six months to reach them. Also consider which factors might lead you off course. Try to implement that roadmap without changing your strategy.

### Facet wheel: Conscientiousness





## Extraversion



### General

With your way of thinking and working, you are able to master the social challenges in group contexts as well as the seclusion of single work. There are situations in which you enjoy being in the center of attention, but at the same time you know the value of undisturbed and concentrated individual work. You do not get distracted by others, but you rather withdraw if necessary. Your social interactions are characterized by a basically positive mood. But before keeping your colleagues from working, you withdraw in time. In selected situations you enjoy taking the lead, but you are also able recognize when someone is more competent. You then do not feel defeated when passing the lead.

### Leading

**Strength** You take the lead and responsibility when it seems right to you. You then know to persuade your employees of your point of view but - if needed - you also acknowledge autonomy for your department. For such tasks you withdraw your leadership and trust your department. for this flexible style of leading you are valued.

**Risk** It is not always easy to estimate when your guidance is needed in your department. Especially restrained colleagues do not demand your opinions or feedback, even if it would help them. Such moments carry the risk of you not supporting your department sufficiently.

### Team

**Strength** You have a good sense for the climate in the team. You know when it is important to carry the employees along, but also when it is appropriate to hold yourself back and let everybody work on their own. After all, that is why you are valued by your colleagues.

**Risk** Your divers behaviour patterns may confuse team members with a high need for predictability. They find it difficult to understand when you hold yourself back and when you look for interaction.

### Learning

**Strength** In further education you are also able to benefit from different scenarios. You profit by offers to learn in a team. At the same time, you are also able to acquire new skills on your own, if required by the subject matter.

**Risk** Not all further education is marked by alternation. To only learn alone or only coaching in groups over a long period of time could lead you to boredom. There is danger that you do not complete lengthy continuing education in a satisfying way.

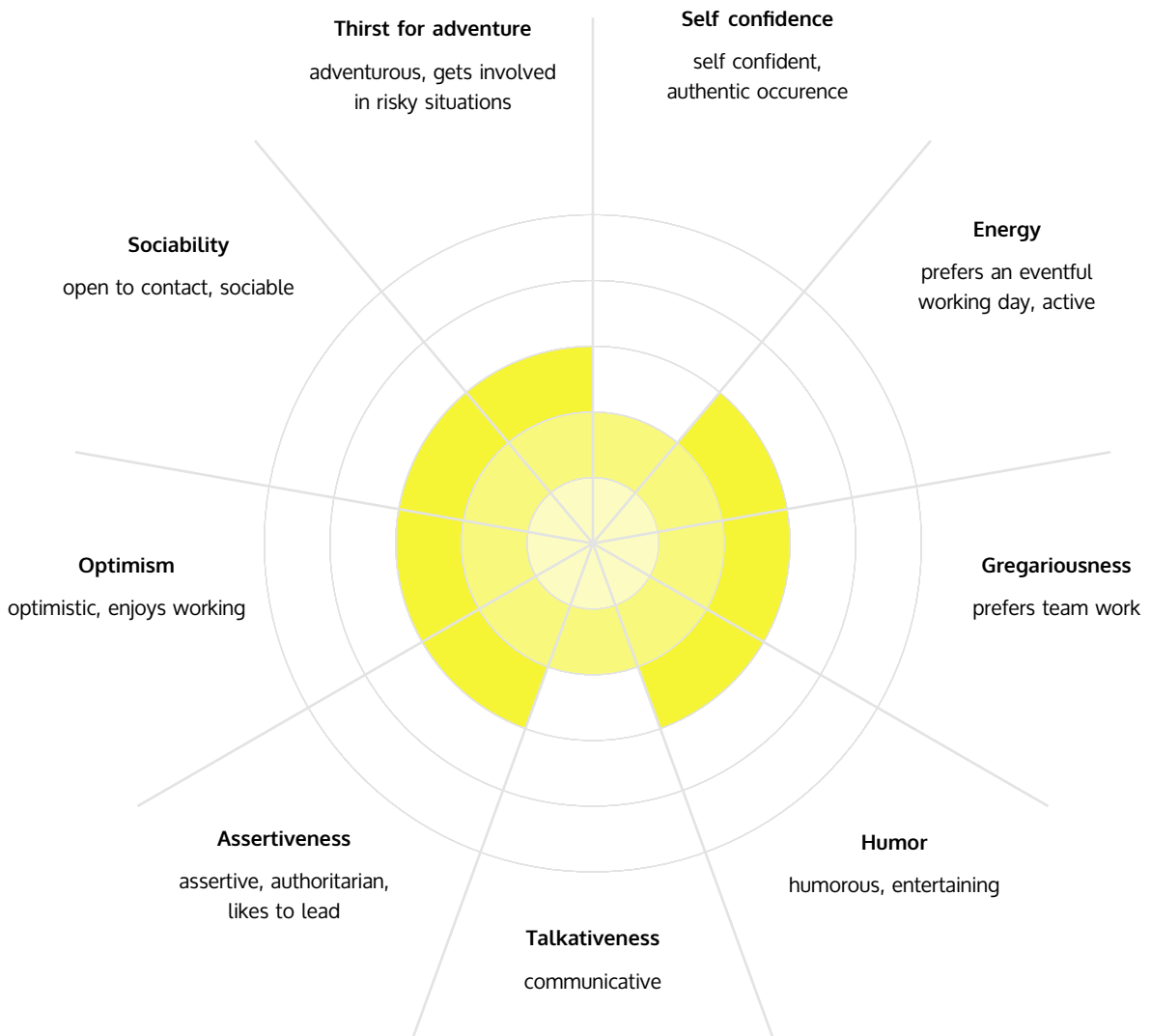
### Motivation

Your motivation to work is particularly high, when you are able to switch between social situations and individual work. You like when the demands on you entail such alternation.

### Development

Take the lead in a situation in which you hitherto withdrew. Try to carry your team along, contrary to your first impulse. Observe whether you could further expand your leading competences.

### Facet wheel: Extraversion



- Openness
- Conscientiousness
- Extraversion**
- Agreeableness
- Dealing with Stress

# Agreeableness



## General

As a person with a rather high team orientation you mostly behave cooperatively in your working life. With this team orientation you mostly direct your mindset and style of working onto a good cooperation within the team. In your professional life, you act appreciatively and respectfully towards most others. Your social skills help raising the team efficiency. Thus, you are valued as a candid and trustful colleague.

## Leading

**Strength** Your rather participatory leadership style is reflected in you involving as many people as possible in your decision-making process. Competences and decision-making powers are transparently distributed to the major part of the group.

**Risk** As a person with a rather high team orientation, your need for harmony could be a risk. A good work climate is often important to you, but this can sometimes only be achieved at the expense of competition and goal-orientation. Directly addressing mistakes of certain employees could be hard for you and may thus lead to problems.

## Team

**Strength** Because of your rather high team orientation you keep an eye on many goals and desires of the team. Your acting is guided by various needs and you are often able to mediate interests and to achieve consensus. For this you are appreciated as a loyal and popular colleague and boss. This is reinforced by your willingness to support many team members.

**Risk** In certain situations, the inclusion of most needs, interests and competences may hinder decision-making processes and their execution. People who are highly team-orientated have some difficulties to act and decide pragmatically and independently of others. Because of your willingness to help others, the handling of your own tasks may be difficult or time problems may arise.

### Learning

**Strength** If given tasks exceed your current competences, you will often seek support. Because of this, you learn quite a lot from your colleagues and thus do not need to arduously acquire these competences by yourself.

**Risk** You could have difficulties asserting yourself against others regarding possibilities to further develop. To support them, you willingly give many others the precedence.

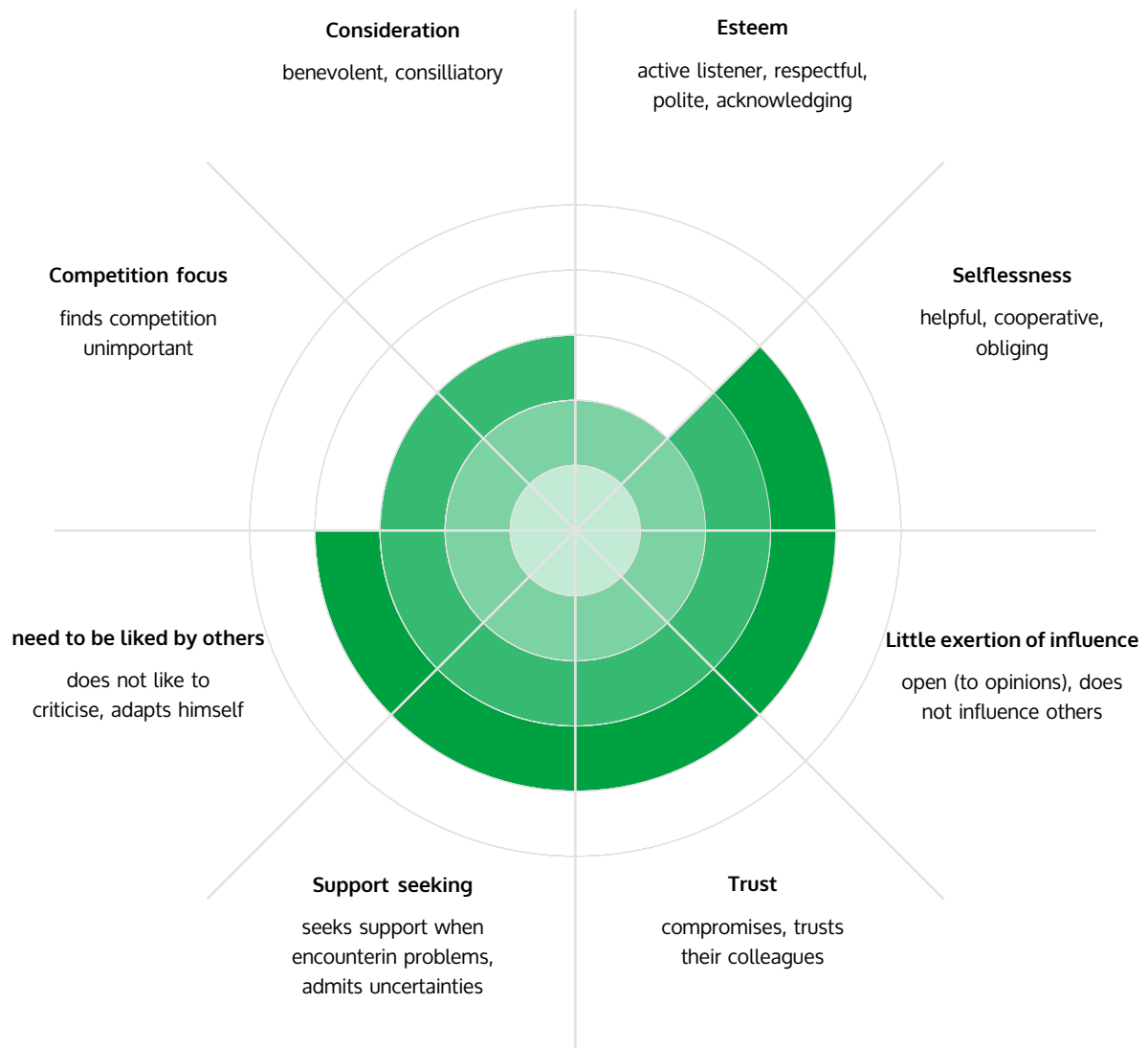
### Motivation

You draw your motivation from tasks which primarily need teamwork and cooperation. Your motivation to work is particularly high in teams in which many people bring their individual share of competence.

### Development

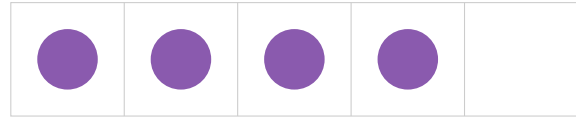
For once, consider your colleagues as competitors. Interact with them accordingly for a set period of time. Analyze the impact this has on your personal career and on your orientation towards competition.

### Facet wheel: Agreeableness



Openness  
Conscientiousness  
Extraversion  
Agreeableness  
Dealing with Stress

## Dealing with Stress



### General

You handle stress well, are rather resilient and hardly let yourself get worked up. You are mentally stable and mostly react calmly and certainly even when confronted with setbacks. Only in extremely stressful situations do you experience negative emotions. Even when working under pressure and with unexpected changes, you are often still able to focus your acting on the essentials after a short time.

### Leading

**Strength** In everyday work life and many situations of crisis you stay calm. Your leadership style rarely depends upon your emotions, but you rather behave in a to some degree similar way even when facing many different situations. As long as things are not getting completely off the rails, you are not in danger of making hasty decisions. That way, you often stay on top of things and are able to lead out of many crises or to moderate conflicts of interest through pragmatic decisions.

**Risk** Because of your stress resistance, there is a risk that you underestimate seemingly small crises. Even in desperate situations, you seldom feel afraid. This may lead to your team underestimating the urgency of a crisis.

### Team

**Strength** Through your handling of stress you are a good role model for your team. With your calmness and even temper you relieve less resilient colleagues. In critical times, this may lead to better team performance.

**Risk** As a person with a high stress tolerance you seem to react similarly in many work situations. To your colleagues, this may appear emotionless and thus irritating.

### Learning

**Strength** In new and unfamiliar situations you often keep track of things by reacting calmly and prudently. Thus, you seldom shy away from learning challenges, but are able to analyze them and, hence, to profit from most of your experiences.

**Risk** In extreme crises, even you experience pressure. This may lead to you missing the chance of learning from such tough situations. You are in danger to be busy with your experience of stress instead of analyzing the situation to benefit from it for the next time.

### Motivation

You derive great strength from the idea of winning others over with your displayed calmness or from the idea of supporting your team with your stress tolerance.

### Development

Observe the rare occasions under which you experience stress. Afterwards, take your time to analyze those situations, to identify mistakes and to draw conclusions for the next potential crisis.



### Facet wheel: Dealing with Stress



Openness  
Conscientiousness  
Extraversion  
Agreeableness  
Dealing with Stress