



Personality Test

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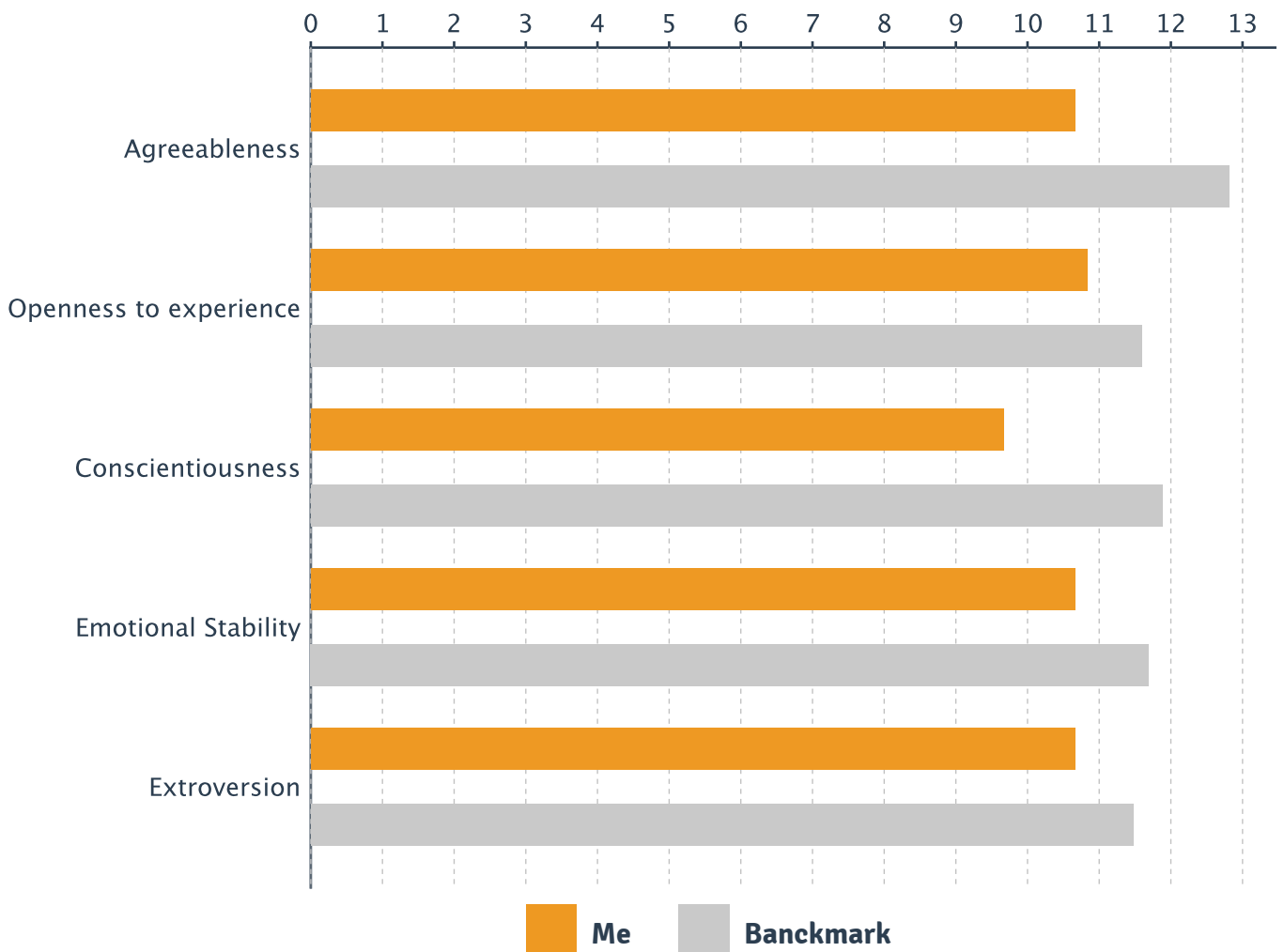
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Sample compare

HOW DO YOU COMPARE WITH THE TEST SAMPLE? LOOK AT THE GRAPHICS

The Costa and McCrea (1992) Five Factors Model is the model most widely used by international scientific literature to describe personality. The chart compares the results you have obtained in relation to five factors (Extraversion, Agreeableness, Conscientiousness, Emotional Stability and Openness to experience) with those of the test sample of persons of the same sex and nationality. The points range from 0 to 20.



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Your factors

EXTRAVERSION

Extroverts are easily bored. They look for strong sensations and are willing to take risks. They are easily distracted, looking for fun. They love to be in public, talk a lot and like to be recognised as leaders. They do not tolerate repetitive tasks. They have a positive outlook and can motivate others.

AGREEABLENESS

Friendly people are comfortable in small groups, cooperative, selfless and attentive to the needs of others; they are reliable, courteous and obliging; they love sincerity and do not tolerate conflict or aggression.

CONSCIENTIOUSNESS

Conscientious people adopt a systematic and prudent life style. They are meticulous and hardly ever commit cognitive errors; they adhere easily to standards, laws and rules. They are responsible. They are interested in and plan and analyse each specific choice in detail. They are eager to do well and the failure of any projects they are involved in can be a strain and make them ineffective.

EMOTIONAL STABILITY

The emotional balance factor describes people who stand up well under stress and are able to effectively control their emotions (sadness, grief, worry, joy, fear, etc.). These are people who are not influenced by the opinions of others, who are calm and stable and can effectively handle personal anxiety and social relationships.

OPENNESS TO EXPERIENCE

Openness means people favourable to change and new experiences. Such people have imagination, build different life scenarios and are able to find unconventional solutions to problems. They are favourable to culture, the environment, nature and art.

Now you can read your score in relation to the five factors and a short comment. The score processed according to your sense of

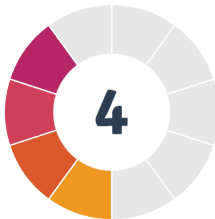
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belonging ranges from 1 (minimum) to 10 (maximum). The description may seem focused on the female gender but only because it refers to the person.

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Extraversion

You feel comfortable when you are with others, but you also show that you can stay on your own and operate autonomously. You like performing activities and tasks which may require discrete care and caution. You avoid risk. You face life without excessive momentum and yet you are able to open up to the world and its stimuli. You sometimes like being led, while at other times you may find yourself as the leader.



Agreeableness

You're a competitive person and you like to take have a challenging attitude, and this is the case in every moment of your work and private life. Your behaviour is focused on your needs, usually referred to by others as being selfish, narcissistic and having little empathy. Your choices may be opaque and often oriented to win over others in order to achieve your goals. You have to have the last word in discussions.



Conscientiousness

You are a person who likes to act and take decisions quickly, without thinking too much, avoiding excessive analysis and reflections. Sometimes your behaviour may be overly messy, unpredictable and unruly. In such cases you show that you are not very prudent and not liable to think about the long term consequences of your actions. You feel that discipline, reflection and the desire to achieve success constitute conduct which is very far from your way of looking at things.

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Emotional Stability

Emotional balance influences everybody's inner life, also facilitating the relationships established with other individuals. In your case you show that you are moderately able to tolerate anxiety, and manage to deal with stress that seems to threaten your peace of mind and maintain the trust you place in yourself even at the most critical and unfavourable times.



Openness to experience

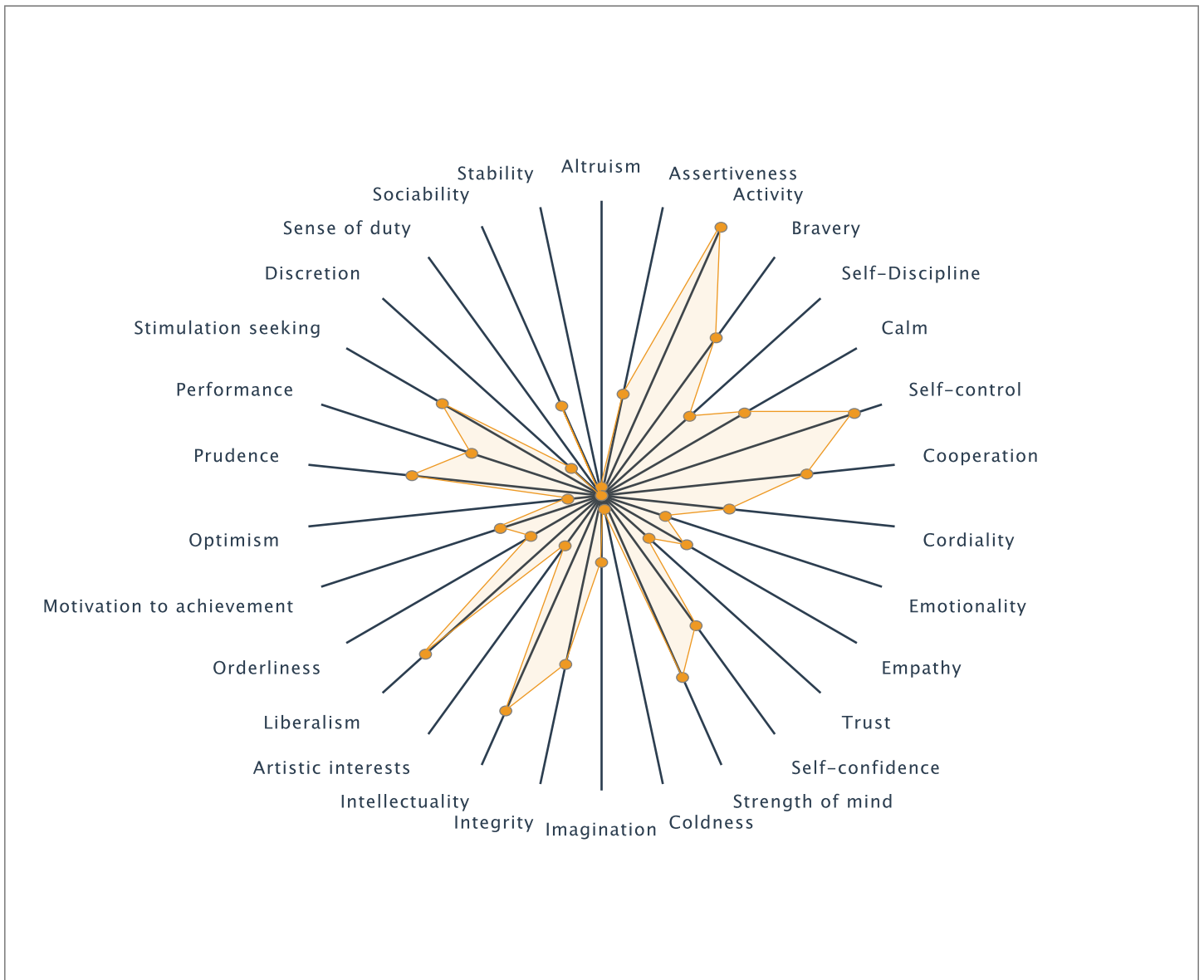
Your behaviour oscillates between wishing to try out new things, to free your imagination to build a different future, and a desire to remain anchored to the safety of the status quo. You like adventure, but in moderation. You are a person attracted by intellectual debates, but not those about excessively abstract ideas. In short, being in between the opening and breaking of existing schemes and trying to keep things as they are, you cannot find the right balance. In this sense you can be open to new things but also prone to moderation.

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Your subfactors

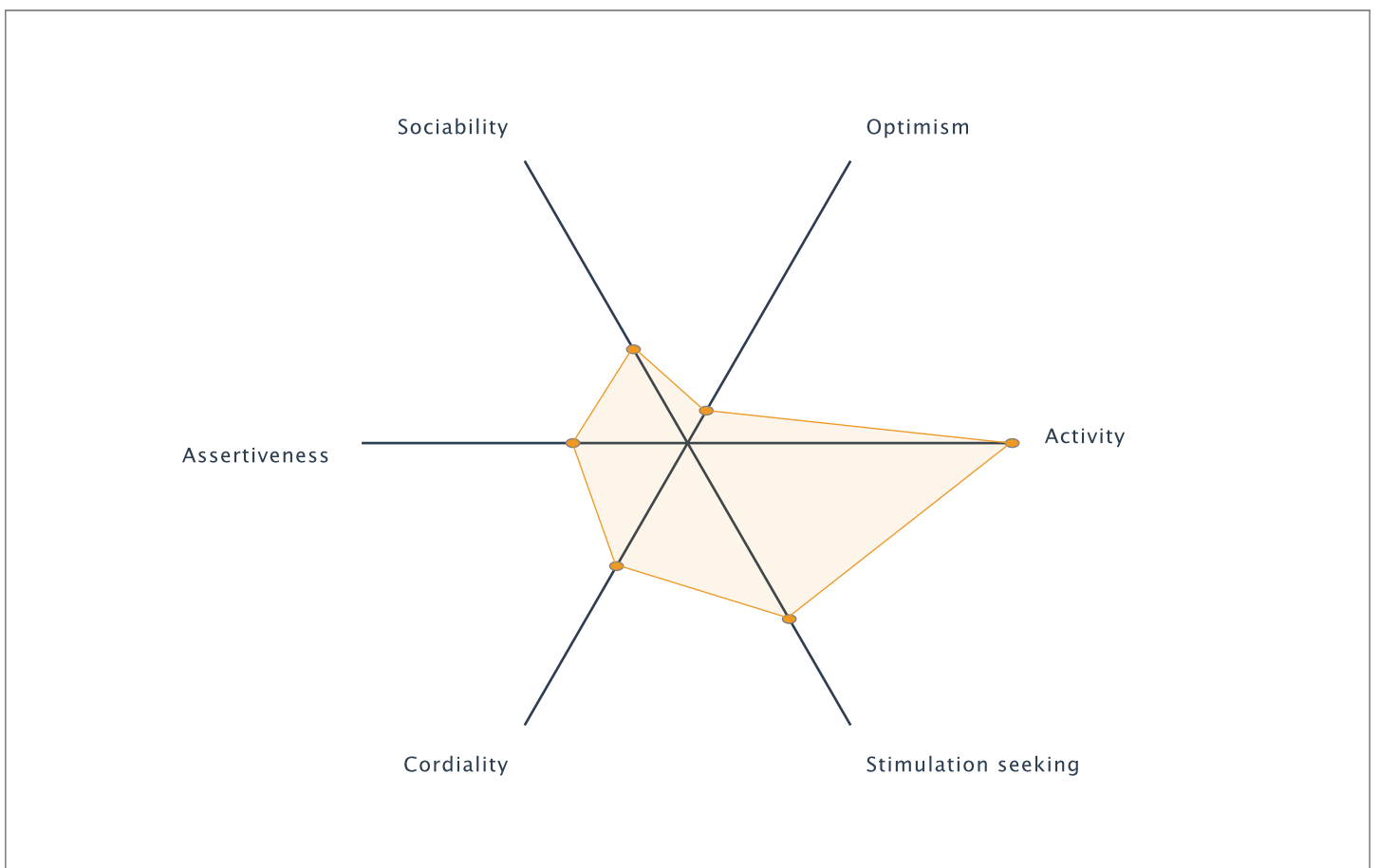
Each personality factor is divided into 6 sub-factors (total 30), as indicated by the Costa and McCrea (1992) NEO PI R model. The sub-factors summarised in the graph are independent of each other. Below you can read the comments for each sub-factor and check your score (from 1 to 10).



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Your sub factors (facets) Extraversion



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Activity

You have a very busy life style. You are constantly active. You have many interests. Thought and action are the same thing for you: when you decide to commit yourself to make yourself useful, for leisure or other reasons, and you usually do it quickly, you can't wait to get involved in the action.



Stimulation seeking

Although you love dynamic situations, and are more open to risk than monotonous situations, you think it is useful to moderate your behaviour and think before acting. This prudence when deciding can enhance your business without constituting a threat to your desire to do things.



Cordiality

You are a person who is inclined to make friends easily. This does not usually happen in initial meetings where you are able to keep the right distance from others and your behaviour seems a bit distant and controlled.



Assertiveness

It is difficult for you to express your thoughts in public and fully. You feel that something is holding you back and you are in awe of others. You do not express your point of view because of a feeling of inadequacy and you end up leaving the initiative to others. You like adapting to the ideas and decisions of others in this way.

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Sociability

You prefer to be alone, avoiding group situations. You continually seek opportunities to dedicate time to yourself and follow your personal and inner rhythms. You are focused on your thoughts that hardly share with others if not as a result of specific requests.



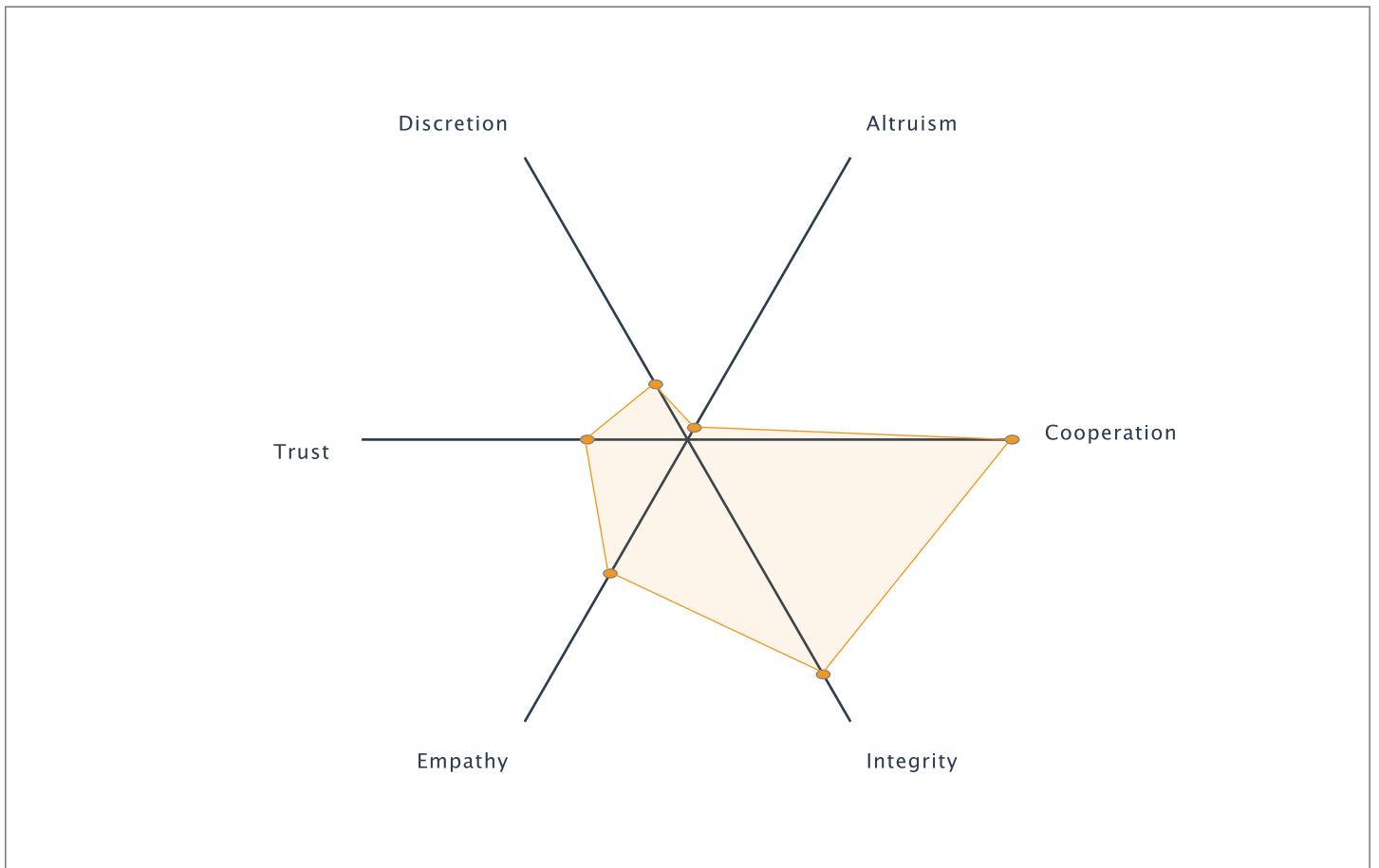
Optimism

You react in a way that is not very forceful and positive emotions are less frequent and more difficult to ignite. You may be too whiny, negative and nothing is an absolute for you. You risk becoming very critical of any initiative and see failure from their inception.

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Your sub factors (facets) Agreeableness



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Cooperation

Your behaviour is somewhere between cooperation and competition. In the former case, you positively and opportunistically assess the benefits received from the collaborative relationships that you're able to create. In the latter case you tend to favour your own interests, openly defying others



Integrity

You wish to be considered a transparent person. But you suspect this may not be possible in relation to anything you do or say. This distinction between what should be done for ethical or practical reasons pushes you to find a behavioural approach that is able to reconcile your real interests with the ethical demands of society.



Empathy

You're not very touched by human suffering and may struggle to grasp the feelings and emotions of others. Your decisions are based on objective information to understand others and their needs. You feel the need to ask a lot of questions, to understand through reason rather than your emotions.



Trust

You consider people to be selfish and potentially dangerous. You think that their behaviour may constitute a threat to you from which you have to keep a distance. You act in an individualistic manner that is distrustful of others.

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Discretion

Your self-esteem might make you feel an unjustified sense of superiority toward others and to adopt attitudes that are excessively narcissistic and competitive. Proper consideration of yourself would help develop tolerance and reciprocity skills and enhance others



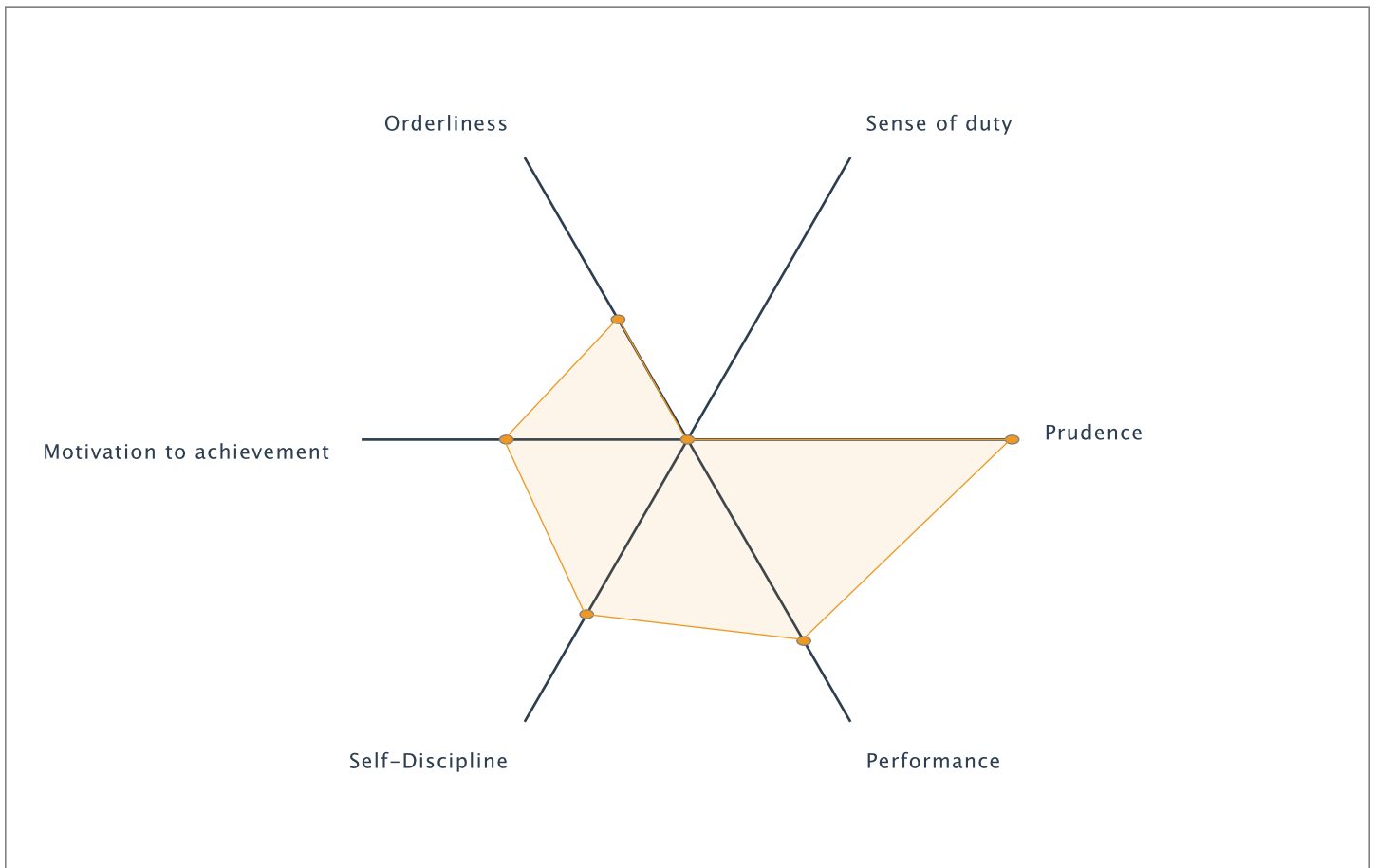
Altruism

Your behaviour is selfish and is intended to protect your interests before those of others. You avoid getting involved in initiatives to help others that you feel would be an external forcing of your personal attitude towards others.

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Your sub factors (facets) Conscientiousness



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Prudence

You are a person who likes to reflect before deciding. You believe that the best decisions are based on solid and safe arguments. Sometimes you abandon this conviction and instead just try to guess how things will turn out.



Performance

You think you can perform well in the things you do and you know how to balance your behaviour with respect to your goals. You are not inclined to exclusively seek success, sacrificing your entire life to achieve it. In fact, you think you can reconcile your personal goals with your real capabilities.



Self-Discipline

The aversion that you sometimes feel about anything planned or structured could lead you to put off your busy schedule. To procrastinate. You're also ready to adopt more disciplined behaviour if you feel your interests and the rewards related to your goals are threatened.



Motivation to achievement

For you, success has no value in itself. You are committed when performing daily activities and in life to get what you believe is due to you as of right; but you do not want to get into a competitive dynamic to achieve success. You are not interested in appearing to be a person who is ambitious or rebellious.

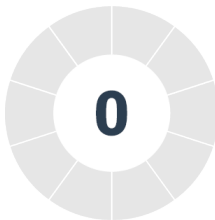
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Orderliness

You have a tendency not to plan or act impulsively, without committing yourself to a planned method. You do not feel the urgency or even the usefulness of having everything under control. You show that you are messy and not very interested in performing planned activities.



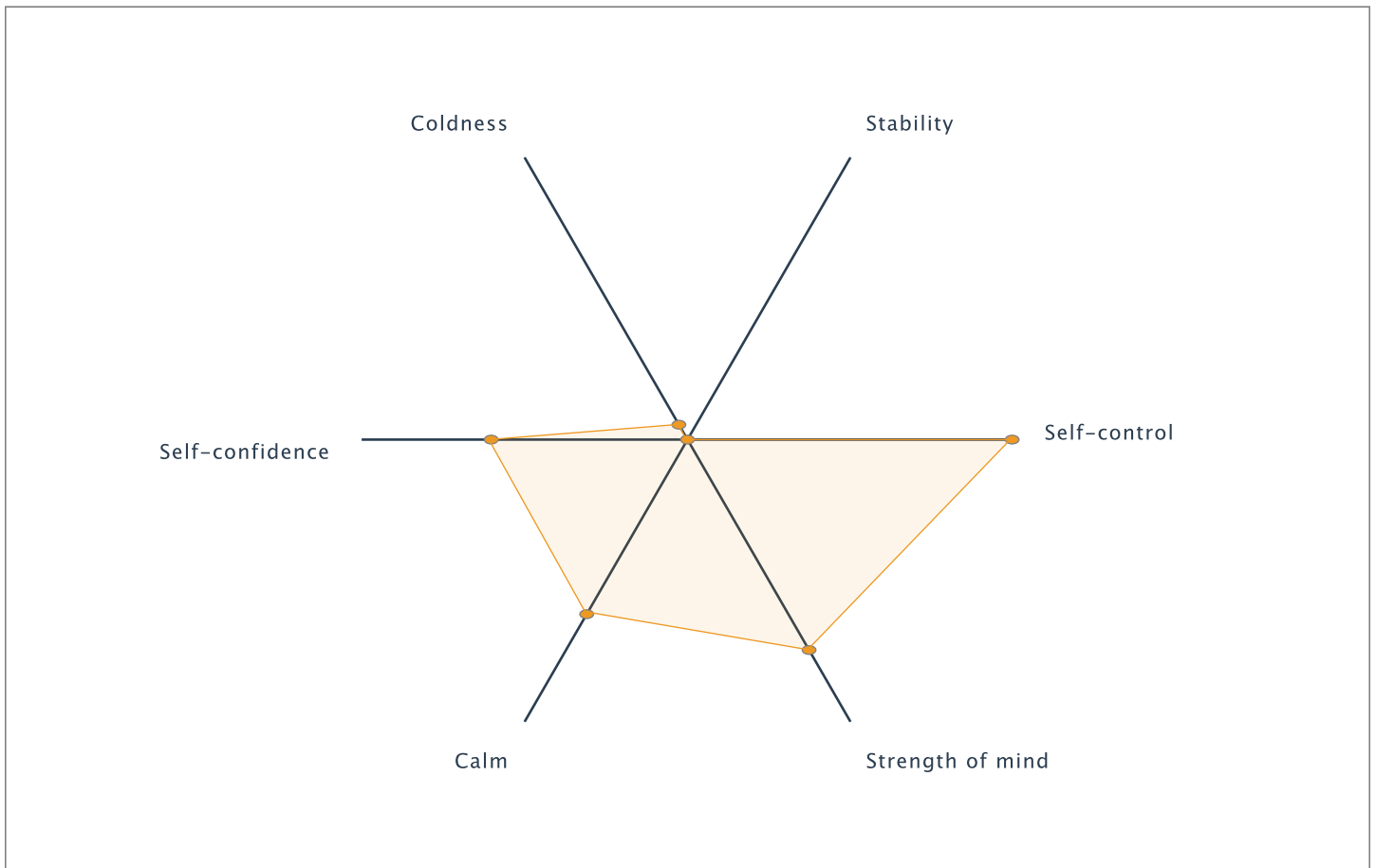
Sense of duty

It is difficult for you to adapt to conventions and obligations. You are intolerant of rules, guidelines and established practices. You may demonstrate poor compliance with obligations arising from contracts, promises and relationships you have established with others. Sometimes you look for shortcuts to bypass obstacles provided by regulations.

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Your sub factors (facets) Emotional Stability



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Self-control

You show yourself to be able to control your emotions and manage conflicts. You transmit the right energy to others and you know how to maintain interpersonal relationships harmoniously.



Strength of mind

In most cases you can cope with adversity and you are able to positively use your emotional energy. In other situations, you may struggle to cope with stress and you feel threatened by the continuous and sudden changes that lie ahead.



Calm

How you see the world and the thoughts and feelings you have about the future are not stimuli that can trigger anxiety in your behaviour. Therefore, the anxiety you feel inwardly has a positive value that allows you to respond with dynamism and intensity to stimuli you receive.



Self-confidence

You like asking other people about their opinion of you although you do not worry too much about what they have to say. You love being independent and rarely get embarrassed. You like to appear not to be particularly anxious or agitated, although this depends on the situation in relation to your life and work.

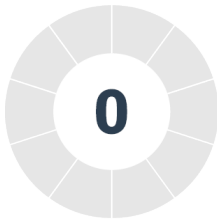
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Coldness

You are a person focused in the immediate gratification of your desires. You control your impulses with difficulty and this makes you unstable, unpredictable and ready to promptly respond to what you feel is a sudden need that you cannot postpone.



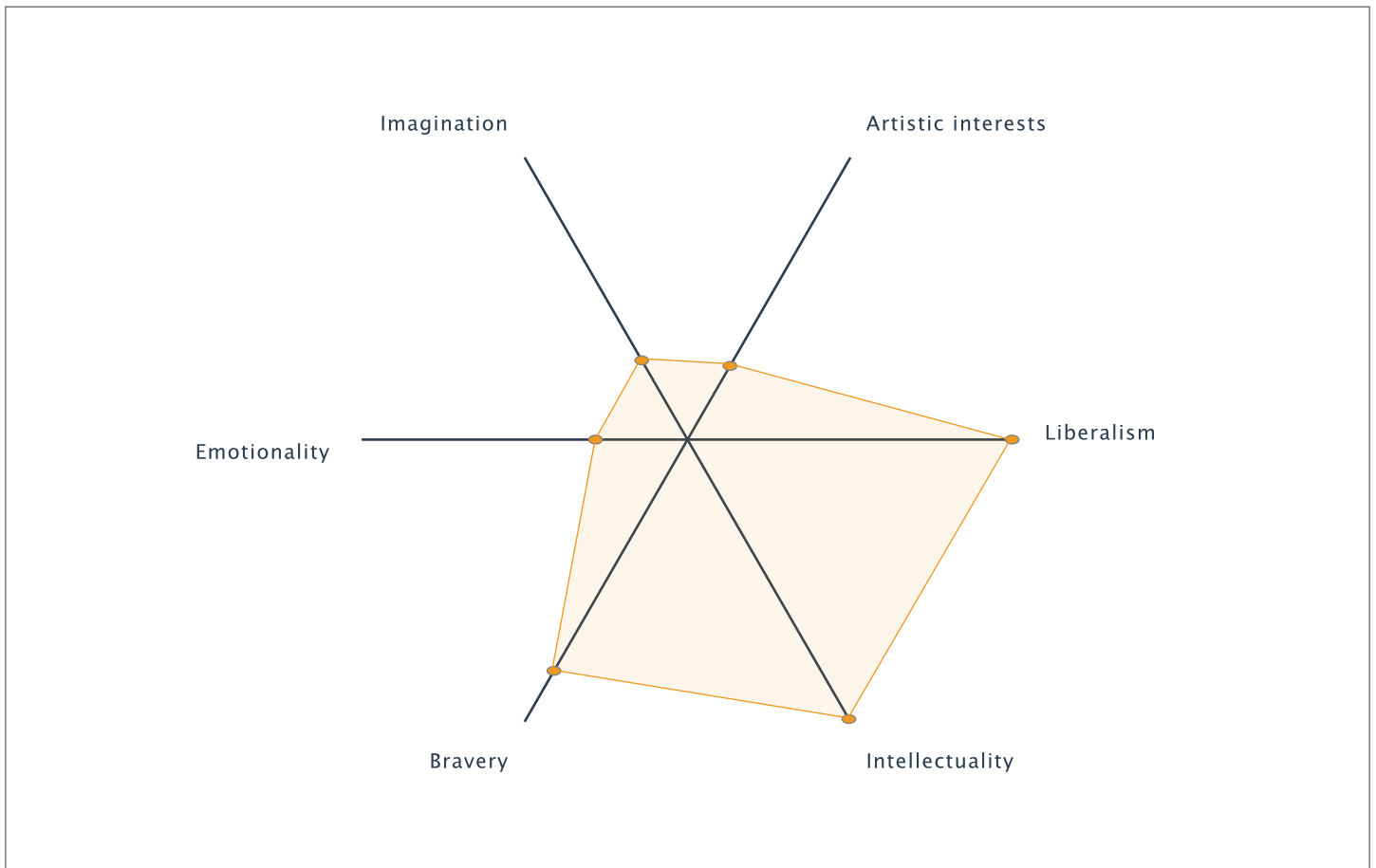
Stability

You may be prey to obsessive thoughts and troubling images from which you cannot free yourself. You are continually brooding. Sometimes you get discouraged and easily demoralised. Your thoughts, which are often unstable and negative, end up slowing down your decisions and you find it difficult to undertake new activities.

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Your sub factors (facets) Openness to experience



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Liberalism

You are hostile to established power, authority and rules. You put the status quo into question and openly criticize closed systems, predefined patterns and behaviour that is predictable, formal and respectful of tradition and customs.



Intellectuality

You are a person fascinated by the many expressions of the mind. You show your passion for new ideas, reasoning and speculation. You're attracted to literature, philosophy and you're stimulated by intellectual debates and "theories" in each area of knowledge.



Bravery

You are a person who can work and live well in routine contexts, where tranquillity and routine prevail, as well as in situations that change, where you think you will be able to engage in new activities. You have an average propensity to change.



Emotionality

You think that your behaviour is not a problem and there is no reason to change. In this way you risks misunderstanding the different facets of emotions, not understanding their effects on your bconduct and not being able to think of appropriate development paths.

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Imagination

You find it difficult to conceive of new things. You do not tolerate alternative solutions and are attracted by the safety of what you see, which means you have a poor imagination and that you are a practical person, not inclined to be flexible, and that you feel comfortable in conventional, known and repetitive situations.



Artistic interests

You have poor sensitivity and disposition towards art (painting, music, theatre) and cultural expressions (exhibitions, literary events) that you find boring and devoid of tangible aims. You are focused on practical interests that can lead to outdoor activities, including sports and recreational activities. You are not very sensitive to emotions.

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Ideas, Tips, Resources

Advice

Now that you have finished reading your profile you can see that there are characteristics you fully recognise in yourself and others a little less. However, make good use of all your achievements! Also, learn to understand the implications for your private and professional life.

Personality and work profile

A personality assessment is one of the most important methods used by companies for selection, evaluation and career development.

Scientific literature has shown, for example, that the Extroversion, Conscientiousness and Emotional Balance factors are those that are most predictive in relation to academic and occupational success. Conscientiousness, Emotional Stability and Agreeableness are factors that predict the ability to establish good relationships with customers. Emotional Stability and Agreeableness allow people to cooperate effectively and work well in teams. Extroversion is particularly relevant for work activities that require social interaction and leadership. People with a low emotional balance tend to be rather problematic and difficult to manage at work.

Openness to Experience has been recently shown by scholars to be the factor that best describes the attitude of people towards change and innovation. For example, people with a high level of mental opening and high conscientiousness are able to achieve performance levels that are superior compared with the average of other workers.

Your personality can have a positive or negative significance according to the demands and pressures of the environment. To better understand how your personality can affect your success in your private life and at work then consider your cultural, social, economic and organisational context. Is it an environment that is open to change or is it prone to conservation? Does the organisation where you work favour or hinder your professional autonomy? Extroverted and conscientious people, for example, get the best results working in business environments that encourage professional autonomy. High autonomy at work instead jeopardizes the success of the work of people with a high level of

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Agreeableness.

Re-reading the personality sub-factors of your profile will provide you with more information to better understand the influence that the many personal variables have on your profession.

[From analysis to training](#)

Use the information in the report to develop a process for upgrading your attributes. For example, you may be wondering how your personality affects your style of leadership, your level of attention, anger management. For further information, contact us at: info@originalskills.com