



Personality

of davide david



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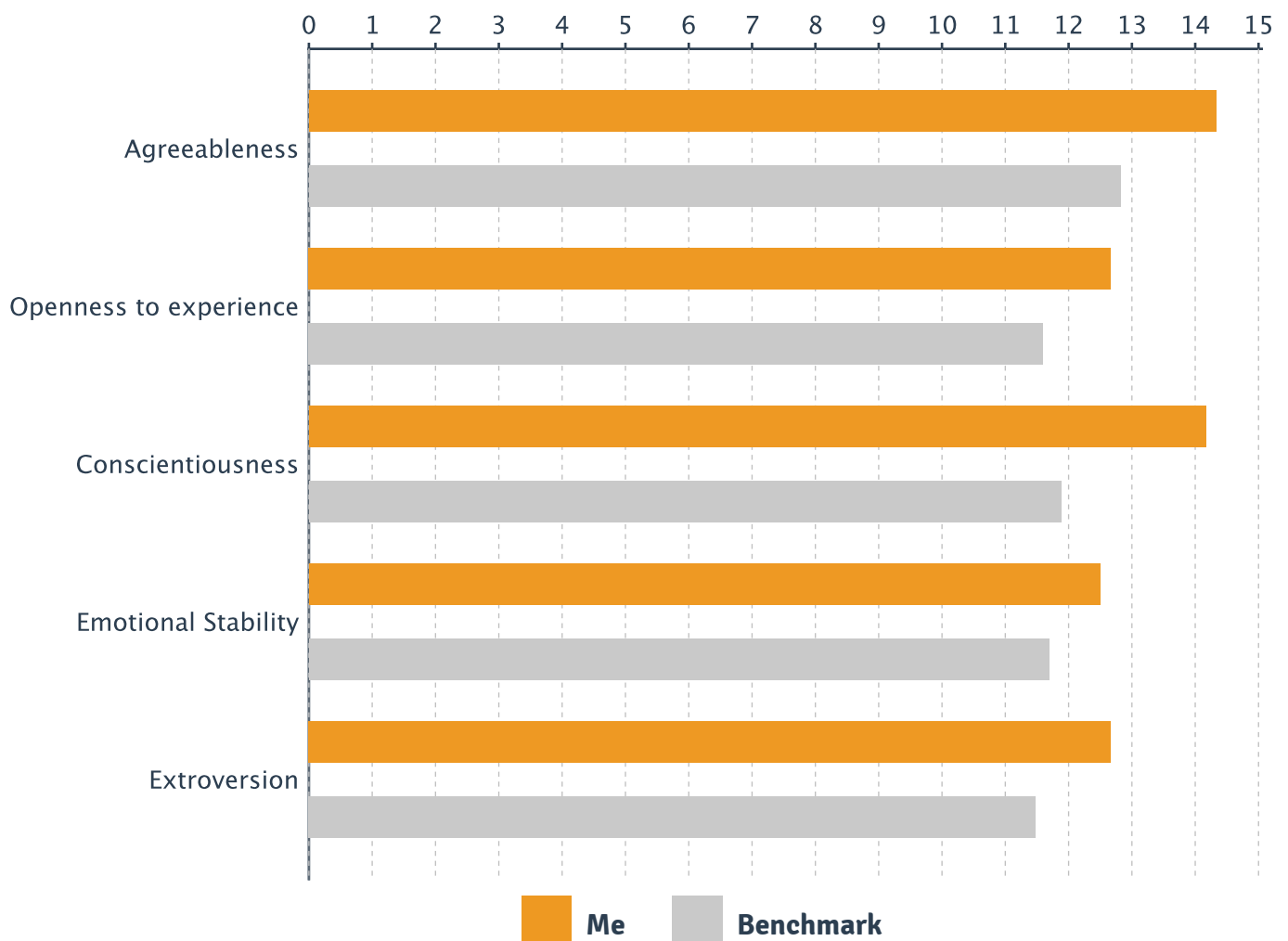
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Sample compare

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 prefer to live in an environment where social relationships between people are inspired by collaboration, helpfulness and reciprocity. In several cases, especially if your score is lower than 4 and the environments you frequent are competitive, you may consider focusing on your interpersonal relationships before your needs and then those of others. In the latter case, your ability to cooperate, to trust others, to show empathy, only manifests itself in certain circumstances and situations.



Conscientiousness

Your behaviour, which is based on prudence, reflection and being methodical, allows you to be satisfied both in your private life and at work. You easily comply with standards, laws and rules, although sometimes the excessive perfectionism to which you are naturally drawn may lead you to slow down your decision making and compromise the success of your projects. The time and energy you put into your actions, along with your systematic nature and sense of responsibility, enhance the achievement of your personal and work-related goals.

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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

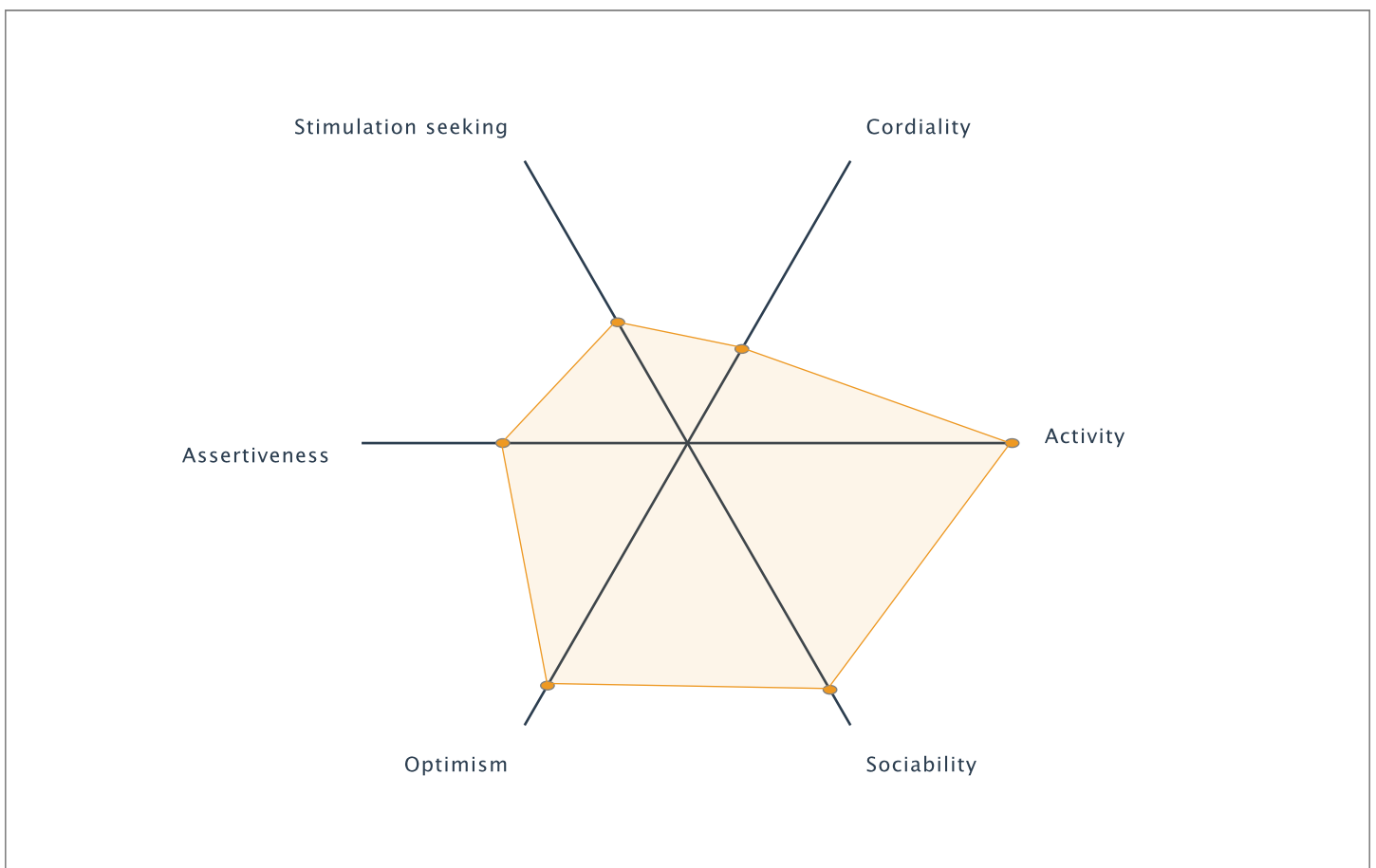
Each personality factor is divided into 6 sub-factors (total 30), as indicated by the Costa and McCrea (1992) NEO PI R model. The sub-factors summarised in the graph are independent of each other. Below you can read the comments for each sub-factor and check your score (from 1 to 10).



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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.



Sociability

You can find the company of others strengthening and stimulating. You feel comfortable being in a group and happily participate in particularly festive moments. Your ability to socialise is endless and every moment is favourable for being part of a group and communicating.



Optimism

You are a person with the capacity to feel a wide range of positive emotions such as happiness, excitement and joy. You have a positive attitude about the difficulties in life; you feel you can rely on your skills and be able to channel them properly to find the right solutions to problems.



Assertiveness

You explain your point of view and thoughts on issues you are involved in with embarrassment and sometimes in a more natural and relaxed manner. You still manage to assert your opinions in regard to those expressed by others.

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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.

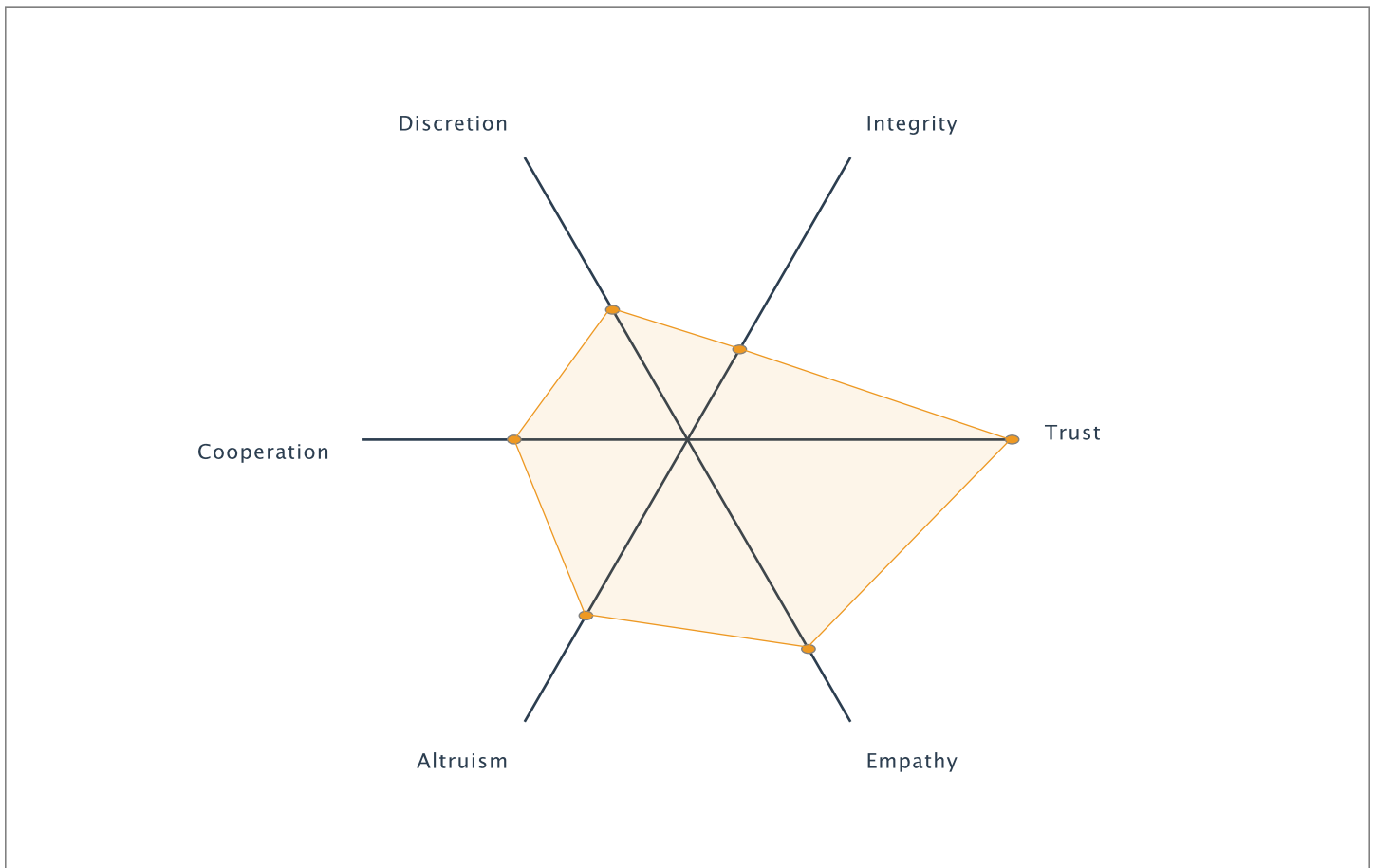


Cordiality

You are a person who might be perceived by others as being distant and reserved but not necessarily cold or hostile. In fact, in interpersonal relationships you show an initial detachment and, in certain situations, you tend to behave in a formal, indifferent and even unfriendly manner.

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Your sub factors (facets) Agreeableness



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Trust

You think people are honest, reliable, with good intentions, from whom you do not expect unfair or hostile actions against you. You have confidence in others.



Empathy

You are able to understand the needs of others and to tune in to their innermost feelings. You immediately perceive their emotions and feel their worries, anxieties and other states of happiness and joy.



Altruism

You show yourself to be moderately altruistic, able to develop relationships of mutual assistance and to promote reciprocity between people, even if you would like to receive something in return for what you do for others.



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

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Discretion

You are a person who can enhance your skills and build a positive image of yourself. You are able to cope with the difficulties of life without hiding. However, you show some difficulty in coming forward and showing yourself for who you are.

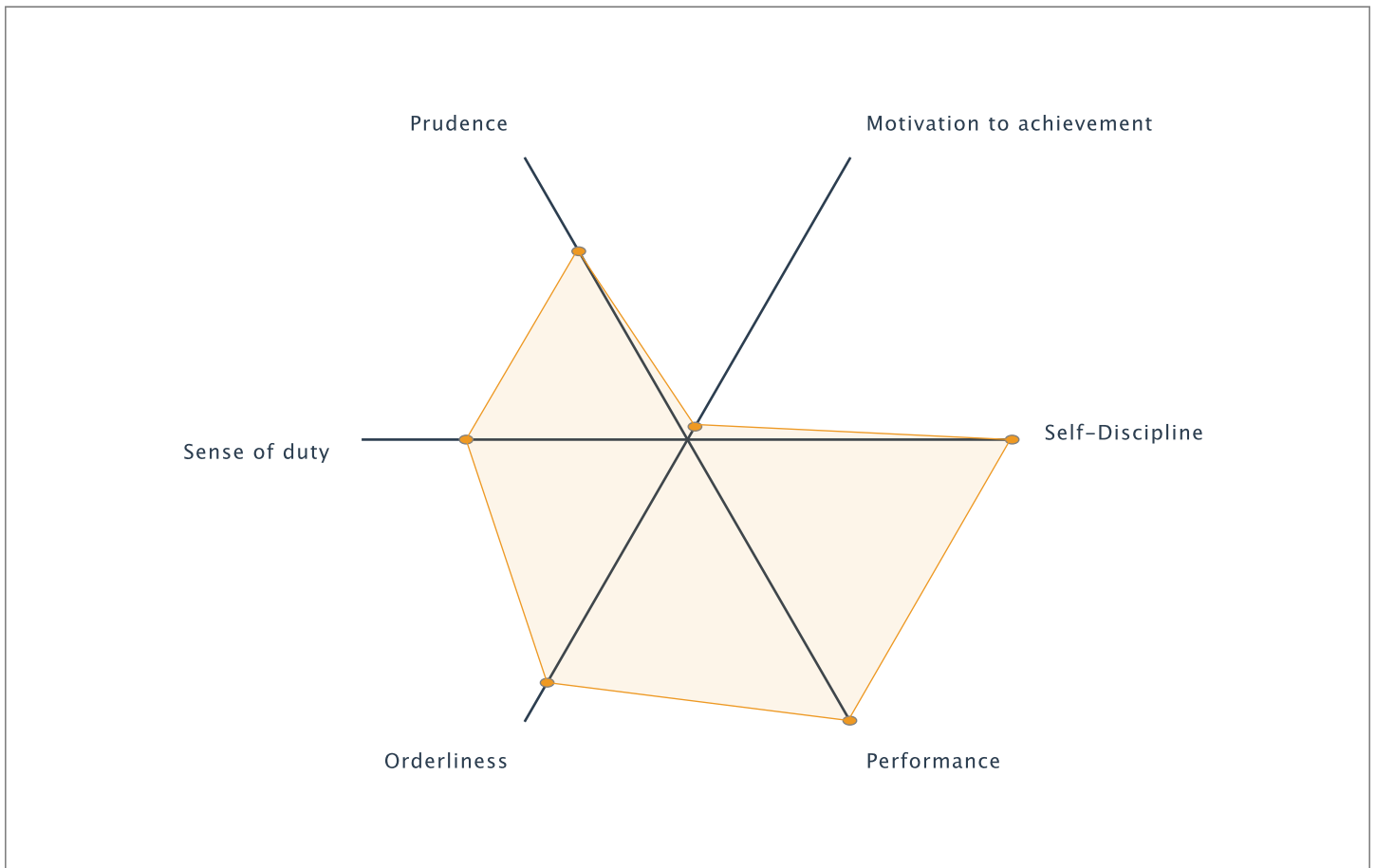


Integrity

You do not expose yourself easily. It is very difficult for you to give a glimpse of your intentions and your real goals. Your behaviour is unpredictable and difficult to interpret, especially when attached to positions of power.

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Your sub factors (facets) Conscientiousness



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Self-Discipline

You know how to keep focused on your goals for a long time and you focus on each specific action you carry out with rigor and seriousness. You are persistent, pro-active and respectful of daily routine which also involves commitments and obligations which you punctually observe with a sense of responsibility.



Performance

You believe you can be effective in everything you do because you believe you have the skills, talents and self-control necessary to tackle even the most ambitious challenges. You work hard to achieve your goals and dedicate yourself exclusively to their achievement.



Orderliness

You are a precise, disciplined and systematic person. You are able to plan and organise: These characteristics are linked to success in any field. You're also a perfectionist and thus risk slowing down your activities and sometimes making mistakes. This is unacceptable to you and can be a source of fatigue, burnout and depression.



Sense of duty

You have a high sense of duty and naturally respect the commitments and obligations arising from your private, social and work roles. You are a constructive person and attribute great value to your relationships. Your conduct is serious and responsible.

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Prudence

You are a person who likes perfection and thinks long and hard before deciding. You systematically analyse the nature of a problem before you get involved. You take time to determine the likely consequences of your decisions in relation to the envisaged solutions.

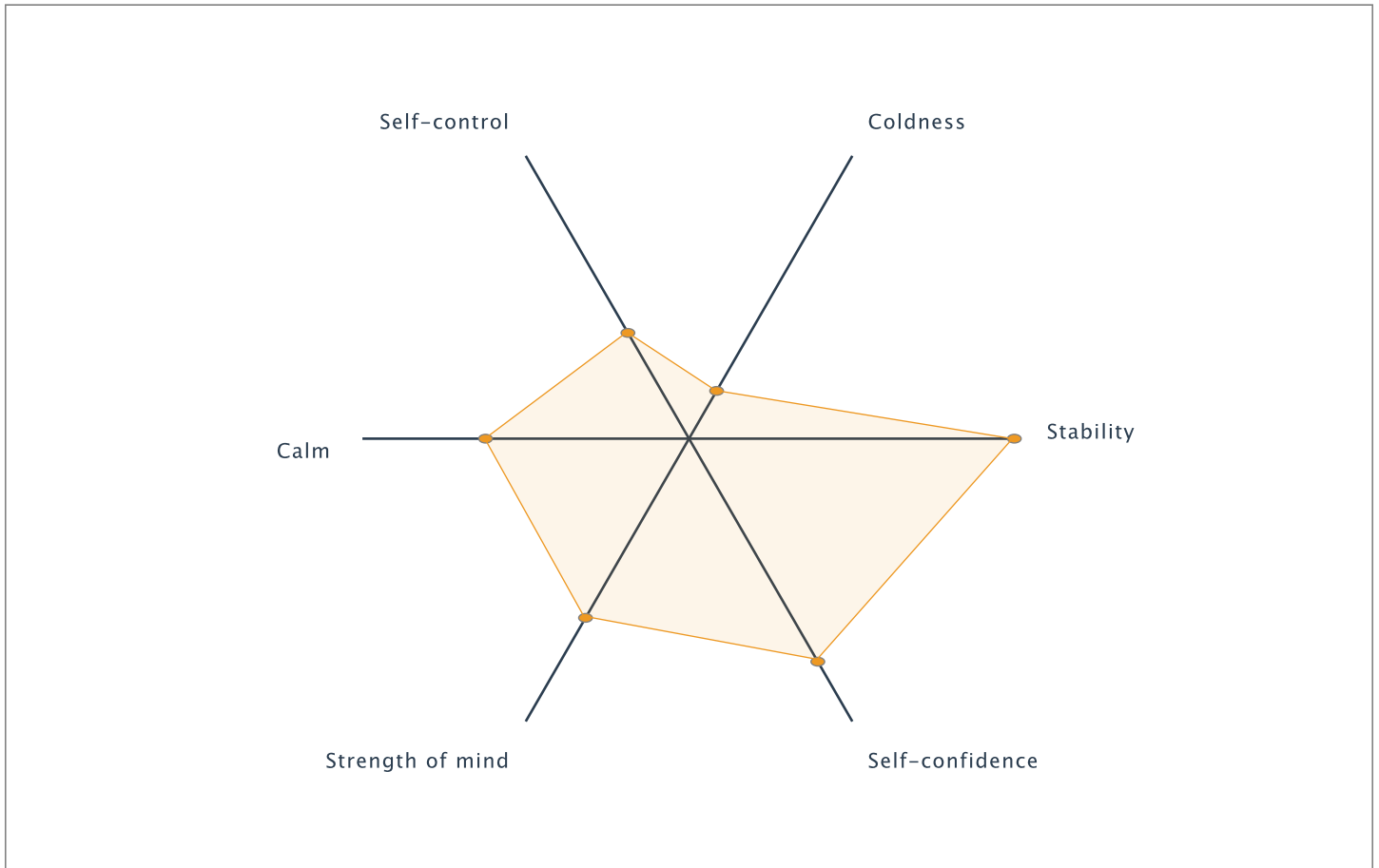


Motivation to achievement

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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Your sub factors (facets) Emotional Stability



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Stability

You feel you are able to handle the adversities that you face with determination and autonomously. You are able to face criticism and stand your ground because you attribute the correct meaning to your emotions, even if, sometimes, you cannot even perceive them when they manifest themselves.



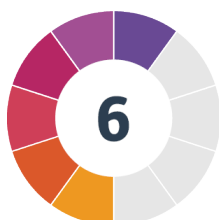
Self-confidence

You are an independent, autonomous person, free from the opinions of others and self-confident. You love discussions. You are not ashamed of your opinions and decide freely how to accomplish your goals. You explain yourself without any fear of being judged.



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.

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Self-control

You manage to master your impulses and to prevent any conflicts, thus showing that you know how to control yourself. Sometimes, however, you cannot hold back your displeasure when faced with intriguing or ambiguous situations. In these cases, you do not abstain from expressing your point of view in a strong and at times irritated manner.



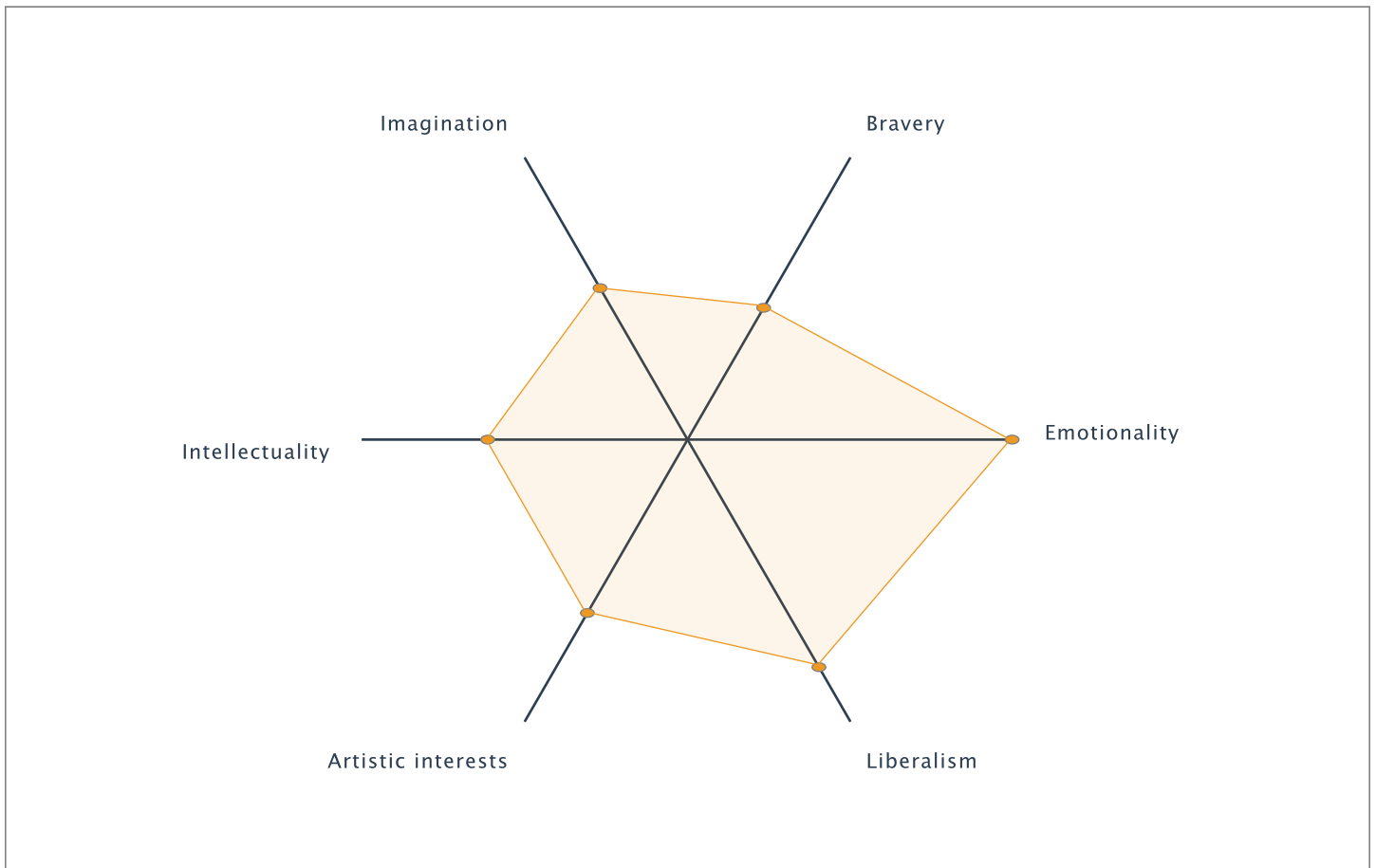
Coldness

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.

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Your sub factors (facets) Openness to experience



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Emotionality

You understand the emotions that often arise in your mind (irritation, happiness, anxiety, love, joy, etc.) and you are able to weigh their impact on your conduct. You are aware of your strengths and weaknesses and are able to define personal growth objectives consistent with your abilities.



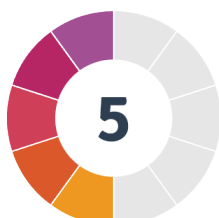
Liberalism

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.



Artistic interests

You're a person willing to invest some of your time to deepen your knowledge of art and culture. The interest you show for musical, theatrical, literary, etc. events does not necessarily mean your personal and active involvement in these areas. However, they express a certain sensitivity to these issues.



Intellectuality

You consider yourself a person interested in new ideas and how an intellectual debate is evolving with respect to specific issues. You participate willingly in discussions provided they are a harbinger of practical results and do not just remain purely speculative exercises.

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Imagination

Creativity is not your strong point and it is difficult for you to see things differently. So you like having a lot of information at your disposal to be used for troubleshooting and you appreciate creativity and how people find new ways to draw from the same.



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.



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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