



Big Five Personality Assessment

Openness / Curiosity

Conscientiousness / Work Ethic

Extraversion / Communication Style

Agreeableness / Teamwork

Emotional Stability / Stress Tolerance

CERTIFICATION OF COMPLETION

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ABOUT THE WORLDWIDE PERSONALITY TEST

Background

The science behind personality assessment has moved far beyond Freud; Jung; Rogers; inkblots; word associations; and horoscope-like interpretations. Modern science suggests that there are five core dimensions that are relatively universal across cultures, measurable with validated tools, and predictive of performance, mental and physical health, life and relationship satisfaction, even longevity. These five dimensions are:

Openness (also known as Curiosity): How curious you are, how open you are to new ideas, and seek creative outlets

Conscientiousness (also known as Work Ethic): How hard you work, plan and get things done

Extraversion (also known as Communication Style): How sociable and communicative you generally are

Agreeableness (also known as Teamwork): How much you care about others and like to be part of a team

Emotional Stability (also known as Stress Tolerance): How tolerant you are of stress and remain composed even when things appear to be going against you.

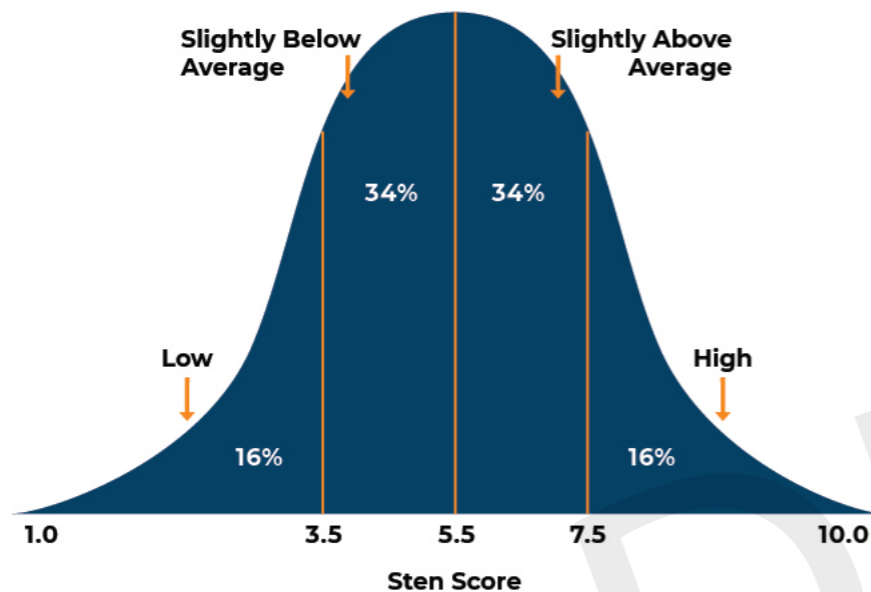


The assessment you completed is an efficient, accurate, and precise way of providing insights into each of these five dimensions

ABOUT THE WORLDWIDE PERSONALITY TEST

Interpreting Your Score

Personality Score Distribution



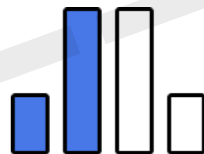
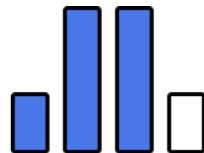
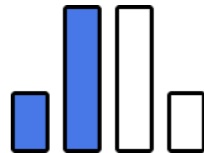
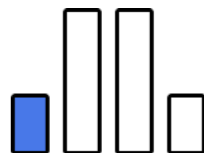
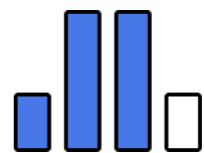
As soon as you complete the Worldwide Personality Test, your responses are scored and converted to a standardized score. This score allows you to compare your standing on each personality dimension in relation to all adult test-takers who have already completed the assessment under similar conditions. The average standardized score for Openness, Conscientiousness, Extraversion, Agreeableness, and Emotional Stability is fixed at 5.5 with a standard deviation of 2.0.

These standardized scores are known as sten scores. The name “sten” comes from “standard ten”, because sten scores are expressed as a decimal ranging from 1.0 to 10.0 (with 5.5 representing the mean). Sten scores calculated to be lower than 1.0 (e.g., 0.5, -1.2) are rounded up to 1.0, the bottom value for the scale. Stens calculated to be greater than 10.0 (e.g., 11.4, 10.9) are rounded down to 10.0, the highest value for the scale. To put your scores into perspective, consider that just over two-thirds (68%) of all test-takers score between 3.5 and 7.5, which fall within one standard deviation of the average score of 5.5. As you can see from the figure above and charts throughout this report, scores less than 5.4 but higher than 3.5 indicate a level of performance that is slightly below average for the population of test-takers, while scores less than 3.4 are considered low. Similarly, scores above 5.5 and less than 7.4 indicate a score that is slightly above average and scores over 7.5 indicate a high score on each dimension.

While your scores on the Worldwide Personality Test provide accurate, precise and scientifically defensible measures of the Big Five, these scores can not be directly compared to scores on other personality tests, because other assessments likely base their scales on different populations and test-taking conditions. Note too the accuracy of this personality assessment in your individual case is dependent on just how honestly you answered each question.

YOUR SCORES AT A GLANCE

This table gives you a summary of your scores for each of the Big Five, some adjectives associated with each dimension, and some relevant skills. Read on to understand these results more fully.

| DIMENSION | DESCRIPTORS | COMPONENT SKILLS | YOUR STRENGTH ON THE SKILL |
|--|---|--|---|
| Openness to Experience / Curiosity | Creative Logical Informed Knowledgeable | Being interested in both arts and science Thinking about the world Coming up with creative ideas and solutions Being engaged in learning more | Slightly Below Average  |
| Conscientiousness / Work Ethic | Hardworking Persistent Organized Reliable | Being fully prepared, organized Being precise, efficient Doing more than is expected of me Working hard | Slightly Above Average  |
| Extraversion / Communication style | Talkative Assertive Cheerful Energetic | Being skilled in social situations Being engaged in group activities Feeling at ease with people Communicating a lot with people | Slightly Below Average  |
| Agreeableness / Teamwork | Friendly Grateful Polite Sympathetic | Being interested in charity Being generous and kind to other people Enjoying helping people Being honest and respectful of others' feelings | Low  |
| Emotional Stability / Stress Tolerance | Calm Copes and Stress Composed Independent | Being able to deal with stress Being able to monitor your emotions Staying cool, calm and collected Being able to handle criticism | Slightly Above Average  |

WW PERSONALITY TEST DIMENSIONS

Openness / Curiosity

UNDERSTANDING YOUR SCORE

Openness relates to how much the individual is receptive to new ideas, strategies, and experiences.

People with high scores love to try new things, like sampling new foods, traveling to unfamiliar places, listening to different kinds of music, and doing research around almost any topic.

Those with low scores tend to prefer the comfortable, the familiar, and the tried and true. They show little interest in expanding their horizons. They also rarely consider alternative perspectives, beliefs, or customs.

Individuals who continue to develop Openness end up having big imaginations. They are broad-minded and embrace a growth mindset. Whenever they can, they seek to expand their knowledge and skills. They appreciate new ideas and experiences.

OPENNESS SCORE LEVEL

| PERSONALITY SCALE | LEVEL | TOTAL % OF TEST-TAKERS |
|-------------------|------------------------|------------------------|
| 7.5 - 10.0 | High | 16% |
| 5.5 - 7.4 | Slightly Above Average | 34% |
| 3.5 - 5.4 | Slightly Below Average | 34% |
| 1.0 - 3.4 | Low | 16% |

Individuals with low Openness are very uncomfortable breaking their routines or engaging with new ideas. In short, they tend to be unwilling to try anything novel. Because of this, other people will often find them close-minded.

WW PERSONALITY TEST DIMENSIONS

Openness / Curiosity

UNDERSTANDING YOUR SCORE

YOUR SCORE

4.3

Your Openness / Curiosity score is:

Slightly Below Average

Definition:

Being interested in both arts and science. Thinking about the world. Coming up with creative ideas and solutions. Being engaged in learning more.

What this score means for you:

Your score suggests that you are willing to try new things and that you like food, music, and cultural opportunities. But your score also suggests that you may not necessarily seek these experiences out as much as those who score higher on this dimension. For example, you may appreciate the perspectives of other people but may struggle to change your own worldviews.

WW PERSONALITY TEST DIMENSIONS

Conscientiousness / Work Ethic

UNDERSTANDING YOUR SCORE

Conscientiousness is arguably the most important of the Big Five for predicting future health, future happiness, and future success. Not surprisingly most jobs require these skills, which end up manifesting themselves as strong work ethic, the kind of person “you should employ”.

Individuals with high Conscientiousness scores tend to be reliable, responsible, and well-organized. They also tend to show great attention to detail. They are perfectionists, demanding high quality work from themselves and from others. They are rarely known for sloppy work, being late, or being irresponsible. They are motivated to do things well and precisely. They have a strong perseverance that allows them to tackle the obstacles ahead of them. Thus, through experience they tend to enjoy the many positive outcomes associated with practicing this personal skill.

CONSCIENTIOUSNESS SCORE LEVEL

| PERSONALITY SCALE | LEVEL | TOTAL % OF TEST-TAKERS |
|-------------------|------------------------|------------------------|
| 7.5 - 10.0 | High | 16% |
| 5.5 - 7.4 | Slightly Above Average | 34% |
| 3.5 - 5.4 | Slightly Below Average | 34% |
| 1.0 - 3.4 | Low | 16% |

Individuals with low Conscientiousness scores have difficulty setting and achieving goals. They struggle to meet deadlines and finish their work. They can also be perceived as being irresponsible. They often rush through work activities and through chores. Rarely do they care about the quality of the tasks that they have been set.

WW PERSONALITY TEST DIMENSIONS

Conscientiousness / Work Ethic

UNDERSTANDING YOUR SCORE

YOUR SCORE

7.2

Your Conscientiousness / Work Ethic score is:

Slightly Above Average

Definition:

Being fully prepared, organized. Being precise, efficient. Doing more than expected of me. Working hard on tasks.

What this score means for you:

Your score suggests that you usually complete tasks but may struggle to do so on time or in an organized manner. You tend to work hard but in an intermittent or inconsistent way. You can attend to details when you want but don't spend an awful lot of time planning to meet your goals. All the same, you tend to fulfill personal, educational, and/or work commitments, if sometimes a little late.

WW PERSONALITY TEST DIMENSIONS

Extraversion / Communication Style

UNDERSTANDING YOUR SCORE

Extraversion represents a tendency to be concerned with external things and/or objective considerations. It generally affects overall well-being, via acceptance into a society or culture.

People who score high on Extraversion are usually outgoing and enjoy social settings. They often feel energized around other people. And they find it easy to start conversations, persuade people, and become group leaders. High scorers are assertive, active, and talkative. They like excitement and stimulation and tend to be cheerful in disposition. They are upbeat, energetic, and optimistic. In short, people who are high in Extraversion gain inspiration and excitement from talking and discussing ideas with other people and they very much enjoy social interactions.

EXTRAVERSION SCORE LEVEL

| PERSONALITY SCALE | LEVEL | TOTAL % OF TEST-TAKERS |
|-------------------|------------------------|------------------------|
| 7.5 - 10.0 | High | 16% |
| 5.5 - 7.4 | Slightly Above Average | 34% |
| 3.5 - 5.4 | Slightly Below Average | 34% |
| 1.0 - 3.4 | Low | 16% |

Individuals who score low on Extraversion tend to be more withdrawn. As such, they are often reserved and prefer a quiet setting. And they prefer not to socialize or make small talk. In general, people with low skills in this domain may not be afraid of social situations. Rather they may simply prefer to spend more time alone. In short, they do not need as much social stimulation.

WW PERSONALITY TEST DIMENSIONS

Extraversion / Communication Style

UNDERSTANDING YOUR SCORE

YOUR SCORE

3.9

Your Extraversion / Communication Style score is:

Slightly Below Average

Definition:

Being skilled in social situations. Being engaged in group activities. Feeling at ease with fellow colleagues. Communicating a lot with people.

What this score means for you:

Your score suggests you enjoy interacting with other people but may sometimes be shy to initiate conversations. You socialize well but may be uncomfortable when you are the center of attention—for example, when speaking in public. You are likely very good, all the same, in knowing the circumstances when it is appropriate to listen, rather than to lead (and vice versa).

WW PERSONALITY TEST DIMENSIONS

Agreeableness / Teamwork

UNDERSTANDING YOUR SCORE

Agreeableness underpins our relationships with other people. It helps us to have concern and respect for others, while simultaneously making us modest and humble. Agreeableness is key in helping us to create healthier relationships and work better in partnerships and groups.

Cooperation, empathy, respect, honesty, kindness, altruism, and trust are all component parts of Agreeableness. People with high scores tend to be interested in other people, often seeing things through the eyes of others (i.e., they are good at perspective-taking). They enjoy helping others, as well as contributing to other people's happiness. They also prefer giving credit to the group rather than taking the glory all for themselves.

AGREEABLENESS SCORE LEVEL

| PERSONALITY SCALE | LEVEL | TOTAL % OF TEST-TAKERS |
|-------------------|------------------------|------------------------|
| 7.5 - 10.0 | High | 16% |
| 5.5 - 7.4 | Slightly Above Average | 34% |
| 3.5 - 5.4 | Slightly Below Average | 34% |
| 1.0 - 3.4 | Low | 16% |

Individuals who score low on Agreeableness can be impatient and may find other people annoying. These people often tend to be selfish, to lack empathy, and be less willing to join a team, or collaborate in a project. Low scorers tend to be more competitive, antagonistic, and hostile. They may have difficulty making friends and connecting with others.

WW PERSONALITY TEST DIMENSIONS

Agreeableness / Teamwork

UNDERSTANDING YOUR SCORE

YOUR SCORE

3.3

Your Agreeableness / Teamwork score is:

Low

Definition:

Being generous and kind to people. Enjoying helping people. Being honest and respectful of others' feelings. Being interested in charity and causes.

What this score means for you:

Your score suggests that you may sometimes behave in an antagonistic and unkind manner towards others. You may find it hard to relate to other people, have little patience, and may have difficulty working with other people on group projects.

WW PERSONALITY TEST DIMENSIONS

Emotional Stability / Stress Tolerance

UNDERSTANDING YOUR SCORE

Emotional Stability relates to the consistency of your moods, aspects of your emotional life, and how you deal with different types of pressure.

Individuals with higher scores in this domain demonstrate patience and keep an “even keel” during stressful life events. They can effectively cope with demanding situations. They control their emotions, avoiding impulsive behavior. People with high scores also welcome new challenges. They show adaptability and flexibility when circumstances change.

By contrast, individuals who score lower may have trouble adapting to new circumstances, embracing new activities, and/or monitoring their behavior during times of duress. They tend to be impatient. They also tend to lose their temper when facing stressful, high-pressure situations. Individuals with lower Emotional Stability tend to worry a lot about things. They are easily annoyed. And they may often feel anxious and/or depressed. They might be described as “moody.”

EMOTIONAL STABILITY SCORE LEVEL

| PERSONALITY SCALE | LEVEL | TOTAL % OF TEST-TAKERS |
|-------------------|------------------------|------------------------|
| 7.5 - 10.0 | High | 16% |
| 5.5 - 7.4 | Slightly Above Average | 34% |
| 3.5 - 5.4 | Slightly Below Average | 34% |
| 1.0 - 3.4 | Low | 16% |

WW PERSONALITY TEST DIMENSIONS

Emotional Stability / Stress Tolerance

UNDERSTANDING YOUR SCORE

YOUR SCORE

6.4

Your Emotional Stability / Stress Tolerance score is:

Slightly Above Average

Definition:

Being able to deal with stress. Being able to monitor your emotions. Staying cool, calm, and collected. Being able to handle criticism.

What this score means for you:

Your score suggests you are not easily disturbed and maintain control of your moods, often reliably so. You are generally calm and relaxed but may become anxious, nervous and/or volatile in moments of extreme stress.

ABOUT THE WORLDWIDE PERSONALITY TEST

Can You Change Your Score?

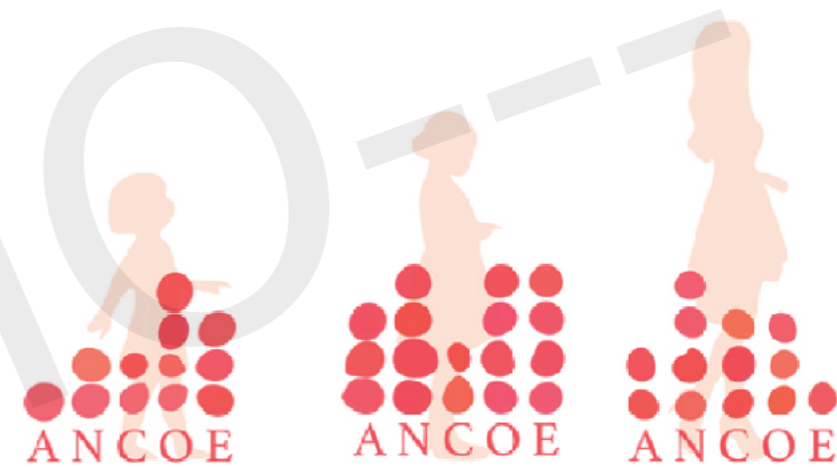
UNDERSTANDING YOUR SCORE

Assuming you took the assessment seriously, a perfectly reasonable question to ask after seeing your scores is whether they remain stable over the course of your life or whether they are open to change.

For over a century, scientists believed personality was “set like plaster”. But with improvements in measurement, advanced analytic methods, and the amassing of “big data” over time, we now know differently.

Current scientific evidence suggests that these skills do change over the course of your life. And this probably makes sense if you reflect on your youth: Almost everyone acknowledges growth in Conscientiousness, and perhaps appreciates they are a little less Extraverted than they were in past years.

Research also suggests that these attributes can be improved with deliberate practice or by developing appropriate strategies. That is, there is a skill component to personality such that the Big Five can change not just because you get older, but because you may seek out ways of improving these characteristics. As with many things in life, a first step towards self-improvement is knowing exactly where you stand relative to the adult population (so-called self-awareness), and this is one purpose of this report.



ABOUT THE WORLDWIDE PERSONALITY TEST

Should You Want to Change Your Score?

For the most part, science teaches us that your score on these dimensions will not change your life outcomes in any special way. You can be successful as an Extravert, for example, whether you score high or low (providing you learn when to speak up, and when to listen). And if your job does not require innovation, a low Curiosity score works just fine.

There are two dimensions though that you may want to work on, even if you score high. Which two? And why?

The table to the right lists out some of the scientific evidence associated with higher scores on Conscientiousness and Agreeableness. Each finding is well-established by many different researchers, in many different institutions, in many different countries.

| DIMENSION | WHAT THE RESEARCH DEMONSTRATES |
|---|--|
| Conscientiousness / Work Ethic | Increased likelihood of being successful at your job Greater chance of being healthy and living longer Higher chance of turning out good leader or entrepreneur Higher chance of reporting superior life satisfaction |
| Agreeableness / Teamwork | Higher chance of having healthy and rewarding relationships Higher chance of success in the career that you choose Increased likelihood of managing anger in conflict situations A pivotal attribute to have in team-based jobs |

These apply to whole populations, so they are likelihoods, rather than definitive statements, but you may want to work on strategies that take these aspects of your personality to new horizons.

ABOUT THE WORLDWIDE PERSONALITY TEST

How to Improve Your Scores?

There are many strategies and procedures falling under the broad umbrella of positive psychology that you might like to consider if you wish to elevate your scores in the future. Below we list a small number for both Conscientiousness and Agreeableness that you may choose to explore.

| DIMENSION | EVIDENCE-BASED STRATEGIES |
|---|--|
| Conscientiousness / Work Ethic | <ul style="list-style-type: none">Enroll in a time management course, good ones can be remarkably effectiveLearn about the concept of “mise en place”; apply it to organize different activitiesExplore the science behind scheduling (made famous by Benjamin Franklin)Learn the different strategies around goal setting (e.g., vision boards, reverse- backward goal setting, average perfect day exercise)Learn about habit-stacking |
| Agreeableness / Teamwork | <ul style="list-style-type: none">Keep a gratitude journalVolunteer to support a cause that you believeLearn about conflict resolution strategies, tools, and tipsTry a mindfulness courseLearn about perspective-taking |



Similar strategies exist for changing the other Big Five, something you might also choose to explore (which you will doubtless feel compelled to do if you scored high on Openness).