

Psychology for Work (ECPS5007)

Assessment 1: 2,500-word essay

Candidate profile

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Candidate Information

Name	Jaqueline Shears
Gender	Female
Date of birth / Age	07.06.1982 / 41
Occupation	Director of Corporate Strategy
Role to be considered for	Chief Executive Officer

The candidate has completed the NEO-PI-3 psychometric assessment that assesses normal personality. The NEO-PI-3 has been developed in accordance with the Big Five model of personality and the questionnaire consists of 240 items, grouped into the five main factors of personality with each factor containing six distinct facets.

Contained henceforth are the candidate's data and results, and comparisons have been made based on the *Adult / Gender Combined* norm group.

The purpose of this document is to provide the organisation with information regarding the candidate's normal personality for the organisation to determine their suitability for the job role that has been applied for. This report has been developed by an appropriate Occupational Psychologist registered to interpret the NEO-PI-3 for recruitment purposes.

The profile contains the numerical value of the data where raw scores and *T* scores are displayed. The *T* scores are standardised scores that consider the scores obtained by other persons in the normative sample that has been used for the scoring of the test [*Adult / Gender Combined*]. The *T* scores have a mean of 50 and a standard deviation of 10. This means that a *T* score of 50 places the candidate at the mean (average) of the normative sample. A volume of 67% of all *T* scores fall between 40 and 60.

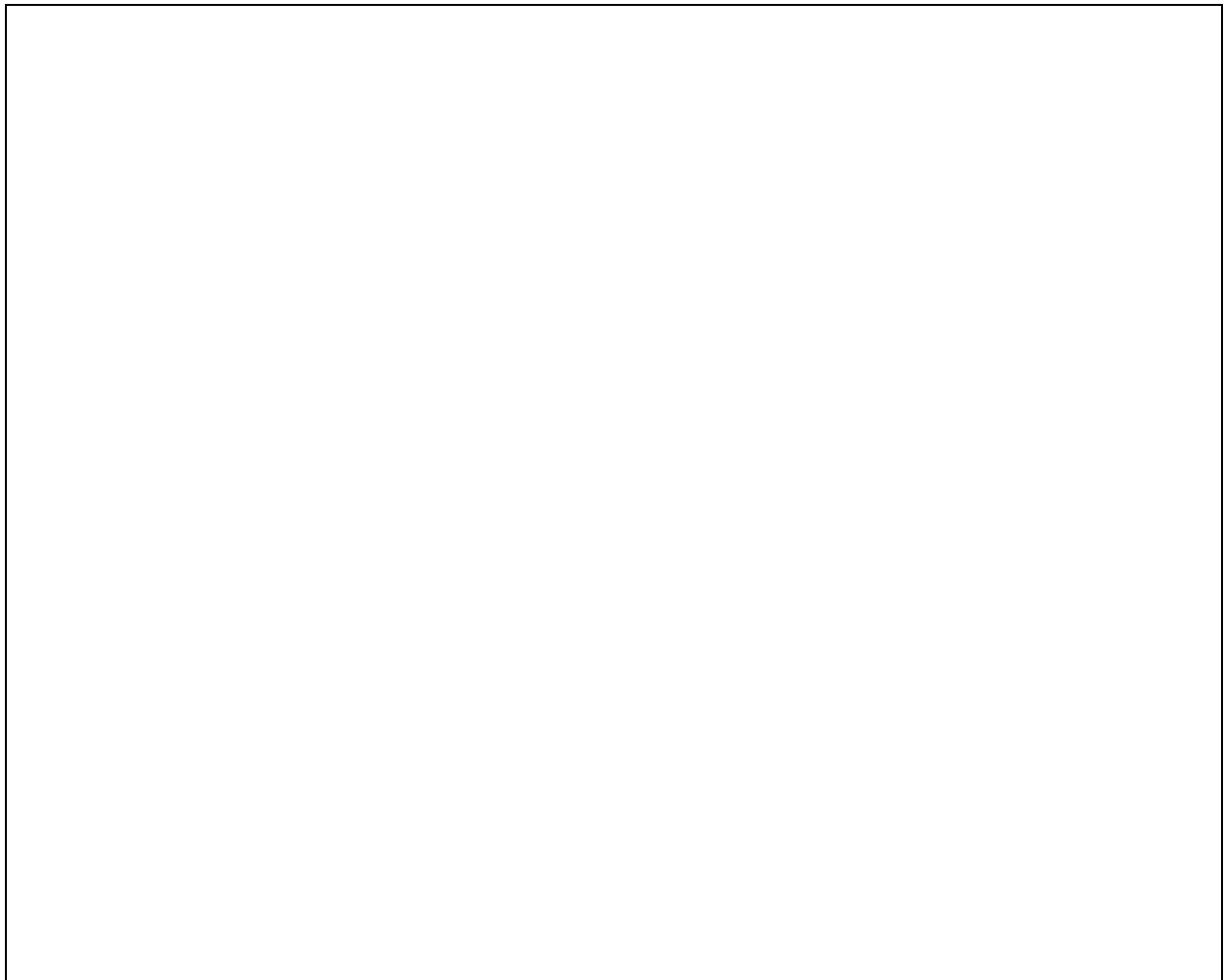
NEO-PI-3 Data Table

Scale	Raw Score	T Score	Range
Factors			
(E) Extraversion	--	44	Low
(C) Conscientiousness	--	68	Very High
(N) Neuroticism	--	47	Average
(O) Openness	--	45	Low
(A) Agreeableness	--	56	High
Extraversion Facets			
(E1) Warmth	18	41	Low
(E2) Gregariousness	12	37	Low
(E3) Assertiveness	20	58	High
(E4) Activity	18	51	Average
(E5) Excitement-Seeking	13	42	Low
(E6) Positive Emotions	19	51	Average
Conscientiousness Facets			
(C1) Competence	24	68	High
(C2) Order	25	63	High
(C3) Dutifulness	28	63	High
(C4) Achievement Striving	29	71	Very High
(C5) Self-Discipline	28	66	Very High
(C6) Deliberation	24	61	High
Neuroticism Facets			
(N1) Anxiety	13	47	Average
(N2) Angry Hostility	16	57	High
(N3) Depression	10	44	Low
(N4) Self-Consciousness	8	34	Very Low
(N5) Impulsiveness	13	48	Average
(N6) Vulnerability	12	55	Average
Openness Facets			
(O1) Fantasy	17	53	Average
(O2) Aesthetics	10	34	Very Low
(O3) Feelings	16	43	Low
(O4) Actions	17	55	High
(O5) Ideas	13	37	Low
(O6) Values	25	66	Very High
Agreeableness Facets			
(A1) Trust	21	53	Average
(A2) Straightforwardness	26	64	High
(A3) Altruism	24	57	High
(A4) Compliance	18	53	Average
(A5) Modesty	20	56	High
(A6) Tendermindedness	19	49	Average

Detailed Interpretations

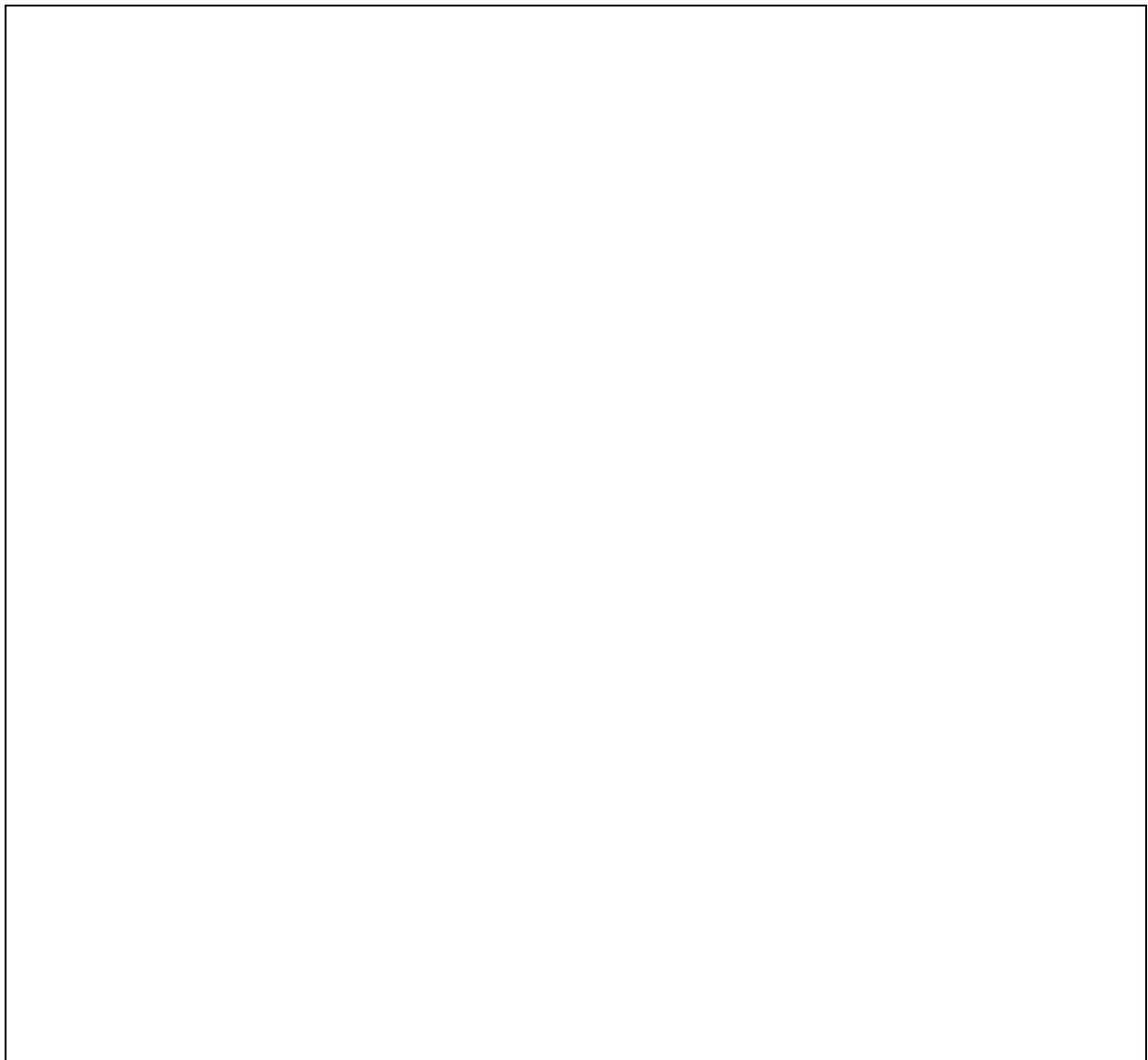
Extraversion (Low)

The candidate displays low levels of extraversion suggesting they are generally reserved, independent, and even paced. They demonstrate a preference for being alone and may seem more formal, reserved, and distant in social situations given their low warmth and gregariousness. Their high assertiveness makes them enthusiastic and would fit well in a group situation that requires a leader. The candidate reports average activity and positive emotions indicating that they are no more or less active or happy than others.



Conscientiousness (Very High)

Overall, this candidate is very conscientious, and this factor is related to how governed they are by their conscience. They have very high standards of themselves and display a great strive to achieve their goals. They are well-prepared to deal with life and are regarded as a confident and effective person. Their competence facet score also displays a good ability to be versatile. Meticulous is an adjective that would sum up this candidate – they are meticulous in their order and in their dutifulness: they are neat, tidy, and well-organised, and strictly adhere to their ethical and moral obligations. Their very high scores on achievement striving could be perceived as problematic as this facet demonstrates tenacity and a high drive to succeed, which may present itself in problematic workaholic behaviours. They would be more likely to think before acting and be cautious and deliberate in their decisions. In relation to motivation, they are unlikely to engage in procrastination and would be very likely to consistently see a task through from beginning to end.



Neuroticism (Average)

The candidate is generally calm and able to deal with stress, but will sometimes experience feelings of guilt, anger, or sadness. They score particularly high on angry hostility which is interesting; generally, people who are disagreeable are more likely to score higher on this particular facet of neuroticism, but this candidate scores high on agreeableness. This implies that they may have the tendency to experience anger and negative emotions (such as frustration), but that they are slow to anger overall, indicating a far more easy-going disposition than this score suggests. The candidate is confident and would not be disturbed by awkward social situations where they may experience embarrassment or ridicule. This person would not give in easily to feelings of inferiority. The low score on the depression facet indicates that the candidate experiences fewer feelings of depressive affect/emotions, such as hopelessness, than other people, whilst the average impulsiveness and vulnerability scores imply that the candidate can control urges to act impulsively and can cope with stress as well as other people.



Openness (Low)

The candidate scores low on openness to experience overall, indicating that they are down-to-earth and traditional in their ways. They are as well-grounded and realistic as other people but can be perceived as withdrawn or non-affectionate. This person would believe that feeling states are of little importance and would place more emphasis on logic. Their low score on openness to ideas suggests they have limited curiosity and have a narrow focus when it comes to the topics they show an interest in. This, however, does not relate to the level of intelligence in the candidate. Their high scores for Actions and Values demonstrate a preference for novelty and variety over familiarity and routine. This candidate would be adaptable to change and would fit in well to a role that requires change daily. They are highly open to re-examining their social, political, and religious values which implies they are open to listening to other people and willing to consider evidence that opposes what they believe or understand.



Agreeableness (High)

The candidate has more of a disposition to believe that others are honest and well-intentioned, and they aim to allow the benefit of the doubt for the purpose of peace. The candidate is likely to show an active concern for others' welfare as shown in their high level of generosity. They are generally tolerant and would lead in a fair and gentle way. In relation to their compliance, again they demonstrate tolerance and are more likely to err on the side of forgive and forget. This may lead to them being perceived as a meek or mild individual, but this is a facet that is related to interpersonal conflict, so this candidate seeks to avoid conflict where possible. They are as friendly as other people and sway no way or the other when it comes to tendermindedness. They can make rational decisions based on logic or display a gentile attitude on any given day. They are a straightforward person and demonstrate sincerity and ingenuity. The facet of straightforwardness can often be misinterpreted as an assessment of being manipulative or being honest, but this is not the case. This candidate borders on the line of very high on this facet so, in comparison to others, they are regarded as more sincere and constant in their conversations with other people. Finally, they are likely to be modest and humble when it comes to celebrating achievements.