



CENTER FOR
APPLIED COGNITIVE STUDIES

A Customized Report for:
Sample Person

Date:
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WorkPlace BIG FIVE PROFILE™

4.0

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-- (7%) | - (24%) | = (38%) | + (24%) | ++ (7%)

N: NEED FOR STABILITY

THE DEGREE TO WHICH WE RESPOND TO STRESS



RESPONSIVE: Normally tends to be calm, secure, and steady. Some surprises, pressures, difficult situations, and stressful circumstances can lead to some worry, anger, discouragement, or other stressful responses. Has a moderate threshold for handling workplace stress. May need a moment to get over a crisis before resuming regular activities or moving into problem-solving mode.

E: EXTRAVERSION

THE DEGREE TO WHICH WE TOLERATE SENSORY STIMULATION FROM PEOPLE/SITUATIONS



EXTRAVERT: Prefers being around other people and involved in activities. Naturally talkative, enthusiastic, sociable, warm, trusting and fun loving. May become the formal or informal leader in a work team. Usually comfortable with lots of sensory stimulation and meetings. May be perceived as talking too much. May also lack some listening skills because of the tendency to dominate conversations

O: ORIGINALITY

THE DEGREE TO WHICH WE ARE OPEN TO NEW EXPERIENCES / NEW WAYS OF DOING THINGS



EXPLORER: Tends to have a variety of interests. Likes cutting-edge technology and strategic ideas. Seeks new experiences and thinks about the future. May describe self as a strategic thinker, creative, imaginative, or artistic. Is probably more liberal than most and enjoys theory and concepts. May be perceived as impractical and easily bored.

A: ACCOMMODATION

THE DEGREE TO WHICH WE DEFER TO OTHERS



CHALLENGER: Tends to relate to others by being expressive, tough, guarded, persistent, competitive, or aggressive. Often independent in thought, asking questions to protect self-interests and to make sure of being right or winning. May not accept information without checking. Could come across to others as hostile, rude, self-centered, proud, hard-headed, and not a team player

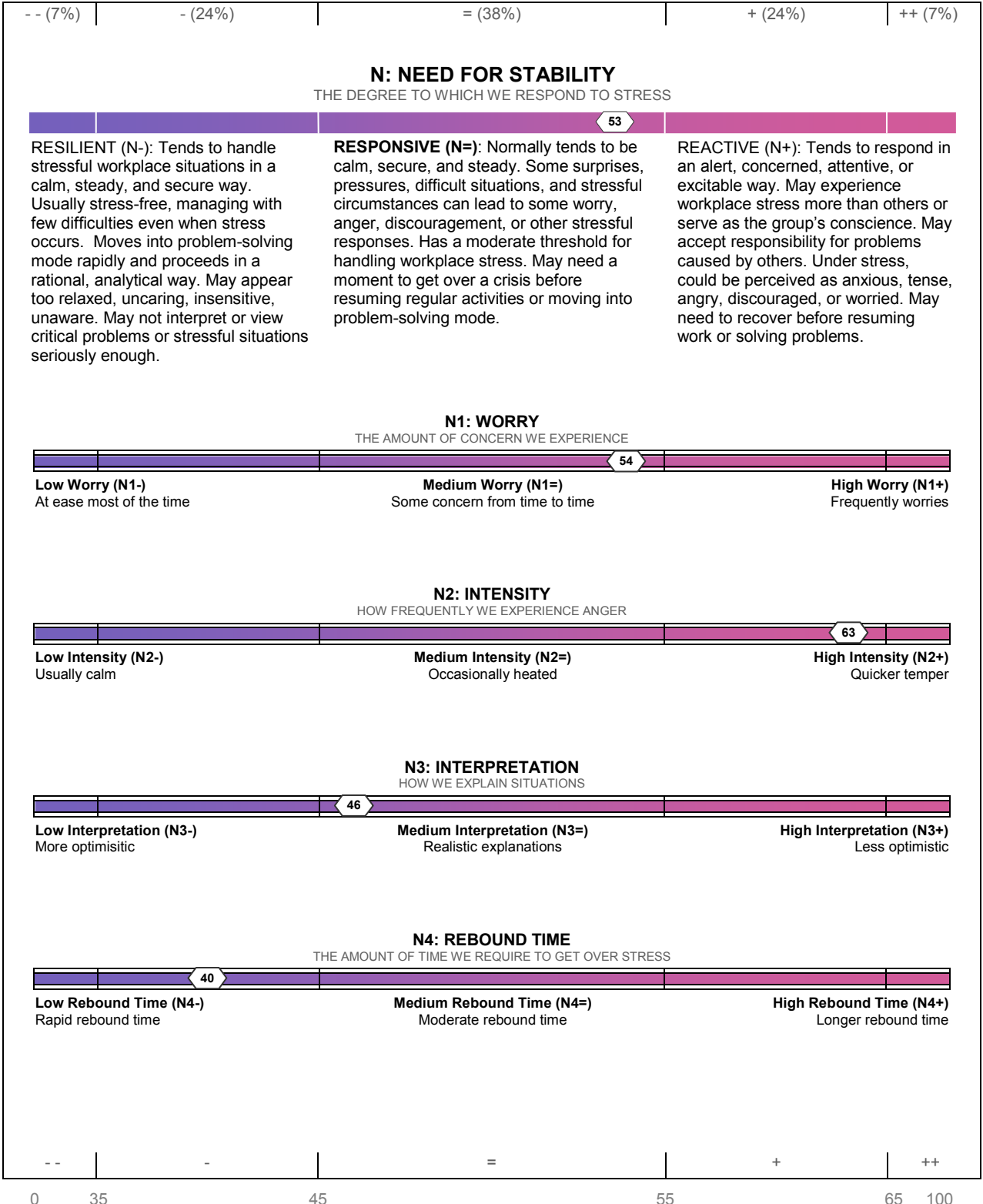
C: CONSOLIDATION

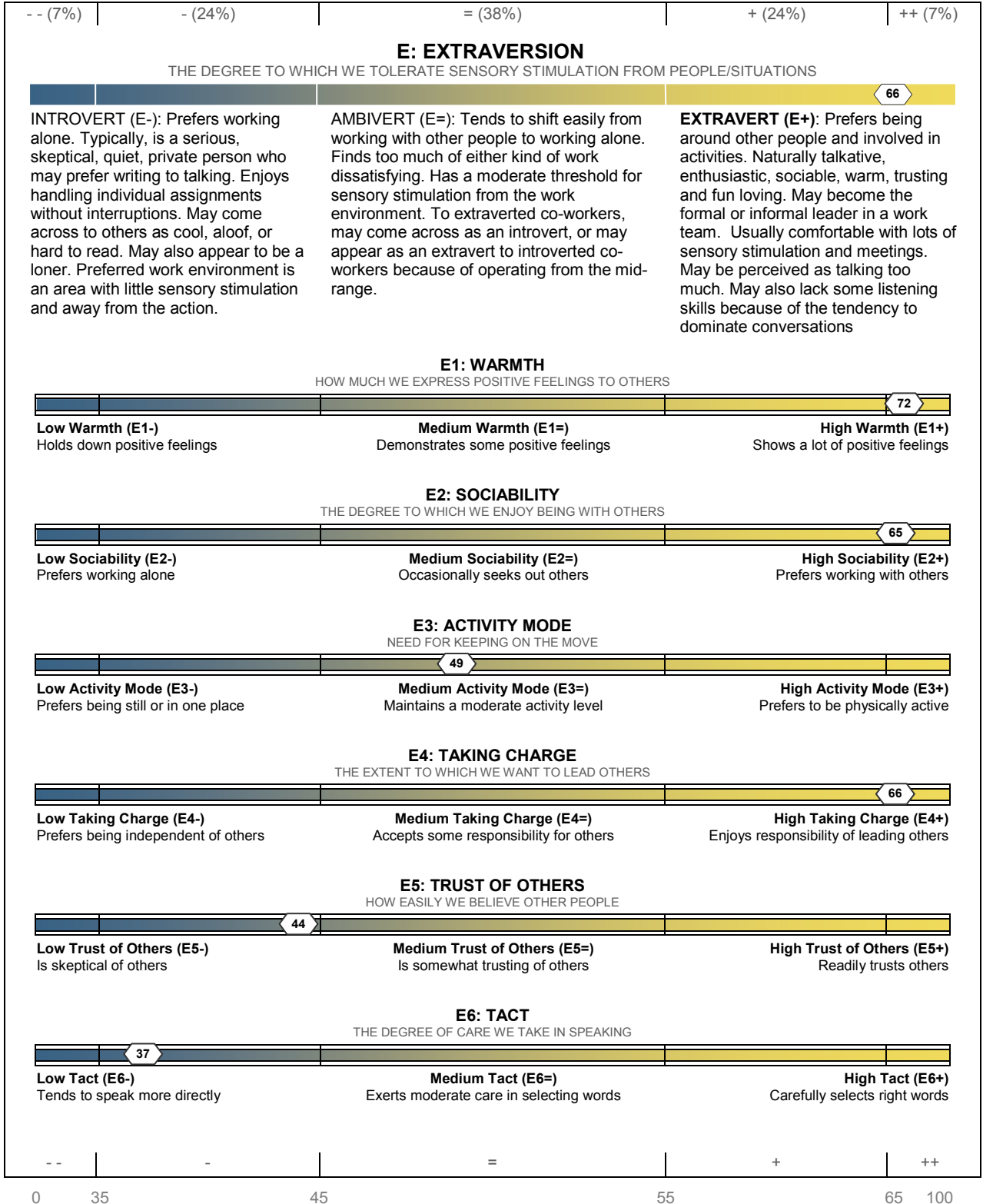
THE DEGREE TO WHICH WE PUSH TOWARDS GOALS



BALANCED: Tends to keep both work demands and personal needs in good balance. Mind typically operates like both parallel and serial processor, switching tracks and proceeding linearly. Probably more ambitious than a Flexible, yet probably more prone to enjoy leisure than a Focused. Occasionally able to interrupt focus on goals with some spontaneous diversions

-- | - | = | + | ++
 0 35 45 55 65 100





-- (7%) | - (24%) | = (38%) | + (24%) | ++ (7%)

O: ORIGINALITY

THE DEGREE TO WHICH WE ARE OPEN TO NEW EXPERIENCES / NEW WAYS OF DOING THINGS



PRESERVER (O-): Tends to possess expert knowledge about a job, topic, or subject. Tends to be down-to-earth with a here-and-now view of the present. Approach to work is practical, tactical, and efficient. Comfortable with repetitive kinds of activity in the job. Could be viewed as conservative, too narrow in thinking, set in ways, or rigid. Prefers tried-and-true, traditional methods.

MODERATE (O=): Tends to be middle of the road and somewhat down-to-earth, but will consider new ways of doing something if convincing evidence is available. Not usually known for creativity or curiosity, but they can surface. May adopt then expand upon a good idea from someone else. Appreciates both innovation and efficiency, but neither one to the extreme.

EXPLORER (O+): Tends to have a variety of interests. Likes cutting-edge technology and strategic ideas. Seeks new experiences and thinks about the future. May describe self as a strategic thinker, creative, imaginative, or artistic. Is probably more liberal than most and enjoys theory and concepts. May be perceived as impractical and easily bored.

O1: IMAGINATION

OUR PREFERENCE FOR INVENTING PLANS AND IDEAS



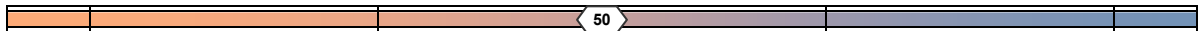
Low Imagination (O1-)
 Implements plans

Medium Imagination (O1=)
 Creates and implements equally

High Imagination (O1+)
 Creates new plans and ideas

O2: COMPLEXITY

THE DEGREE TO WHICH WE MAKE THINGS COMPLEX



Low Complexity (O2-)
 Prefers simplicity

Medium Complexity (O2=)
 Balance of simplicity and complexity

High Complexity (O2+)
 Seeks complexity

O3: CHANGE

HOW EASILY WE ACCEPT CHANGE



Low Change (O3-)
 Wants to maintain existing methods

Medium Change(O3=)
 Is somewhat accepting of changes

High Change (O3+)
 Readily accepts changes and innovations

O4: SCOPE

OUR TOLERANCE FOR HANDLING DETAILS

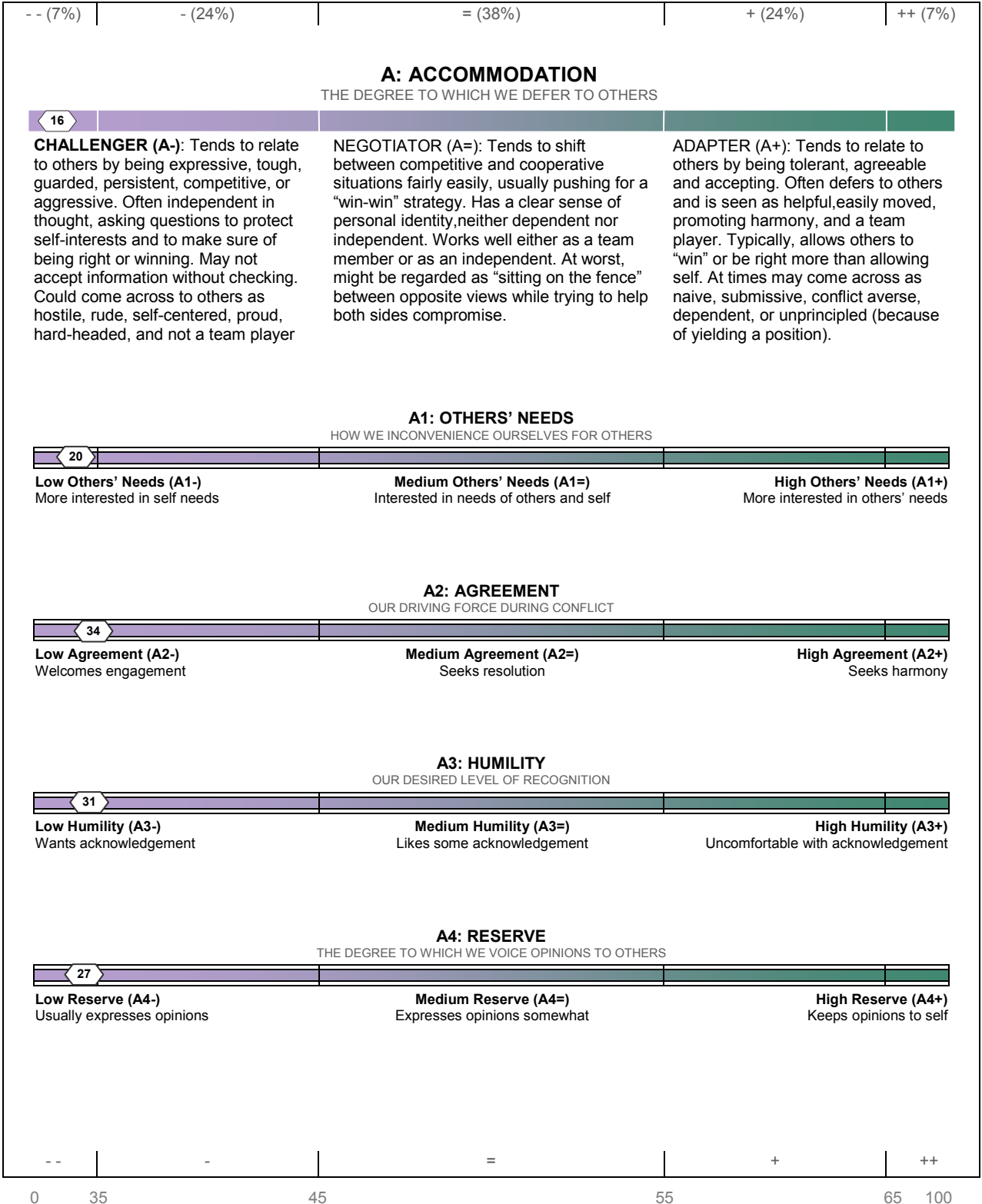


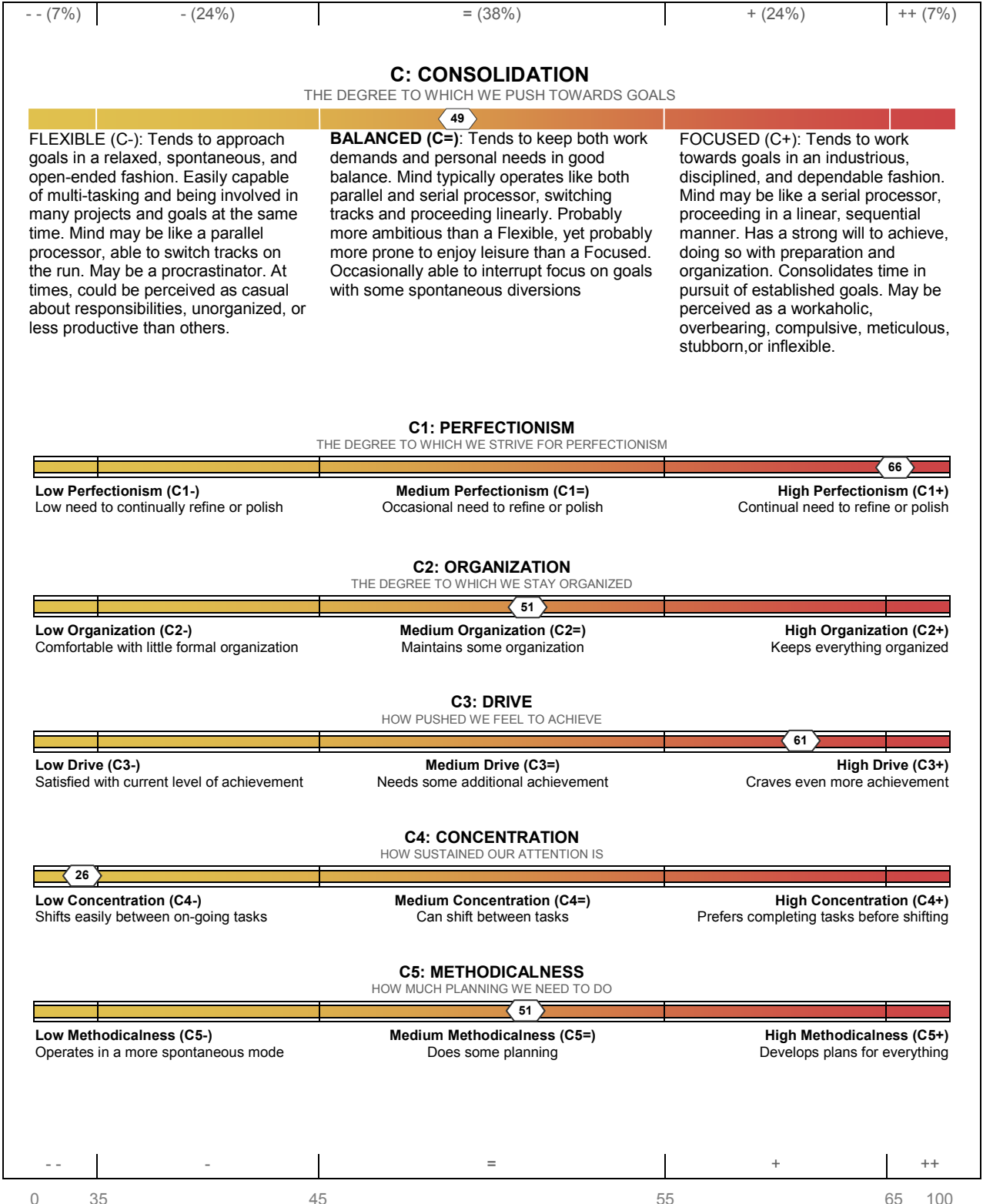
Low Scope (O4-)
 Attentive to details

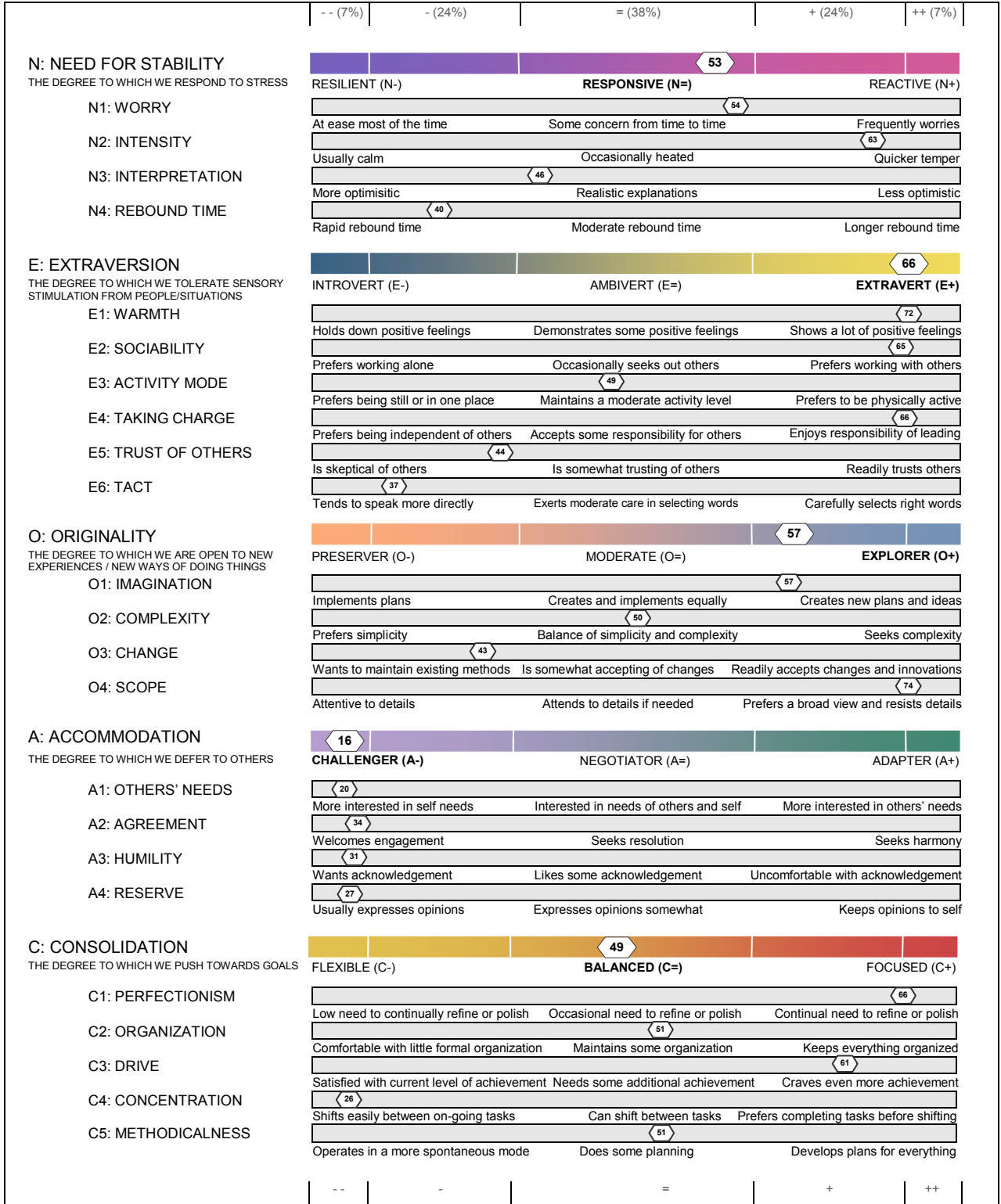
Medium Scope (O4=)
 Attends to details if needed

High Scope (O4+)
 Prefers a broad view and resists details

-- | - | = | + | ++
 0 35 45 55 65 100







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