



N1: Sensitiveness How much you worry about yourself										
Seldom worrie Has faith in abi problems, does criticism person experiences fee	lity to tac not take nally, seld	om	Worried	from time	e to time		quently we making n nation fror	Often worried. orries, afraid of nistakes, needs n others, takes ism personally		
7%		24%		38%		24%		7%		
>30 2,28%	35 6,68%	15.87%	45 ^{30,85%}	50%	55 ^{69,15%}	84,13%	65 ^{92,32%}	<70 ^{97,72%}		

N2: Intensity How easily you get angry/annoyed



N3: Interpretation The degree to which you emphasise problems above solutions

Tends to focus o Sees solutions ra problems, mainta mood, is cheerful	ther than ains good	Sees bo	Sees both solutions and problems			to focus on problems. es problems rather than has doubts about own s pessimistic about the future 7%			
7%	24	ŀ%	38%	2	4%	7%			
>30 2.28%	35 6,68% 15,	45 ^{87% 30,85%}	50% 69	-	4,13% 92	5 <70 I I ^{32% 97,72%}			





N4: Recovery Time How much time you need to recover from setbacks



N5: Reticence The degree to which you feel uneasy in a group									
Often comes to the foreground. Likes to take the foreground, does not hesitate to express opinions, feels relaxed when making new contacts				an averag of attentio		backg ou ^r	Prefe ground, he t others' n cussions/	te backgroun rs to stay in t esitates to po nistakes, avoi disagreemen ts value of ov contribution	the pint pids nts, wn
7%		24%		38%		24%		7%	
>30 I 2,28%	35 ^{6,68%}	15,87%	45 ^{30,85%}	50%	55 ^{69,15%}	84,13%	65 ^{92,32%}	<70 ^{97,72%}	

Need for Stability The **degree** to which you react **emotionally** to **setbacks**







E1: Enthusiasm The degree to which you associate with others in a pleasant and personal way

Mostly busines business contac colleagues, disp emotion to othe share personal i work colleagues	ct with lays little ers, does informati	not		nes gives p attention.			onal and v atmosphe	lot of persor attentic warm, create: ere, takes a ke terest in othe	on. es a een
7%		24%		38%		24%		7%	
>30 2,28%	35 6,68%	15.87%	45 ^{30,85%}	50%	55 69,15%	84.13%	65 ^{92,32%}	<70 ^{97.72%}	

E2: Sociability How easily and how often you seek the company of others

<mark>alone, is quiet ir</mark>	Likes to be alone. Likes to work alone, is quiet in company, avoids conversation during breaks.			Occasionally likes to be with others.			easy to a build netw	ers to be with others. sy to approach others Id networks, will often make first contact. 7%			
7%		24%		38%		24%		7%			
>30 2.28%	35 6.68%	15.87%	45 ^{30,85%}	50%	55 69,15%	84.13%	65 ^{92,32%}	<70 ^{97.72%}			

E3: Energy Mode The degree of energy and the pace of working you display

	Calm pace. Prefers a slow and steady work pace.			Measured pace. Will have a balanced approach to pace at work.				pace. Finds it difficult I, takes initiative and is ic, keeps on the move. 7%		
7%		24%		38%	24			7%		
>30 2,28%	35 6,68%	15,87%	45 ^{30,85%}	50%	55 ^{69,15%}	84,13%	65 ^{92,32%}	<70 _{97,72%}		





E4: Taking Charge The degree to which you take charge



E5: Directness The degree to which you express your opinions directly

You keep opinio	Keeps opinions to yourself. You keep opinions to yourself, reserved in expressing criticism			pinions so	metimes.	V	ns. You in vhat you t	expresses imediately hink, open tes you op dir	says with
7%		24%		38%		24%		7%	
>30 I 2,28%	35 6. ^{68%}	15.87%	45 ^{30,85%}	50%	55 ^{69.15%}	84.13%	65 ^{92,32%}	<70 ^{97.72%}	

Extraversion The **degree** to which you **actively** maintain **contact** with **others**

Introvert. Prefers to work	Ambivert. Usually works just	Extravert. Actively makes			
alone. Is serious, quiet and	as easily with others as alone.	personal contact with others,			
reserved.	Combines a businesslike attitude	at and outside work.			
	with personal attention in work	Deals warmly and			
Would rather keep work	relationships. Does not push you	enthusiastically with others and			
relationships businesslike than	forward, but takes charge when	is decisive and energetic at			
get too personal.	there	work.			
	is a reason to do so. Does not	Readily takes the lead in groups			
Generally avoids a leadership	express his/her	and expresses your opinion			
role. Makes way for others in	opinion as a matter of course,	directly without beating around			
group discussions and does not	but stands up	the bush.			
easily express you own opinion.	for it when necessary.				
i I					
7% 24%	38%	24% 7%			
>30 35	45 55	65 <70			
2.28% 6.68% 15.87%	30,85% 50% 69,15%	84,13% 92,32% 97,72%			





L

97,72%

84,1

01: Imagination The number of **new ideas** and **applications** you come up with Applies existing ideas. Does Sometimes comes up **Continuously comes up with** not think up new ideas or with new ideas. new ideas. Continually thinks up applications, does not engage Thinks up new ideas and new ideas and applications, in discussions about the future applications now and then inspires others to come up with ideas. 24% 38% 7% 45 >30 35 55 65 <70 T 69.15% 92,32% L

O2: Complexity The degree to which you approach matters in a complex and theoretical way

30,85%

Prefers practice	Prefers simplicity. Prefers practice to theory, shifts complex problems onto others. 7% 24%			Balance between simplicity and complexity. Strikes a balance between simplicity and complexity			Prefers cor oblems, ap	r s complex nplex to sin plies broad ous knowled	nple and
7%		24%		38%		24%		7%	
>30 2.28%	35 6. ^{68%}	15.87%	45 ^{30,85%}	50%	55 ^{69,15%}	84.13%	65 ^{92,32%}	<70 ^{97.72%}	

O3: Change The amount of change you strive for







O4: Autonomy The **degree** to which you show **autonomy** in your **opinions** and **arguments**

opinions. Agree opinions and ar	Associates with prevailing opinions. Agrees with existing opinions and arguments, assumes the majority is right. 7% 24%			Sometimes presents original opinions. Occasionally expresses your own opinions and arguments			ns. Contir with ow guments,	esents ori nually com vn opinion comes up iginal conc	es up s and with
7%		24%		38%		24%		7%	
>30 2,28%	35 6.68%	15,87%	45 ^{30,85%}	50%	55 69,15%	84,13%	65 ^{92,32%}	<70 ^{97,72%}	

Openness The degree to	The degree to which you look for new experiences and new ideas											
Traditional. Genera the status quo to in and simplicity to co Seldom comes up v ideas or working me sticks to what has v past. Usually derive opinions from othe	vith new ethods, but vorked in the s your	preserve what past, but ha things the improvement things simple complicated p have to Now and the your own new methods, som	Usually wants to t has worked in t s an eye for new at bring about nts. Likes to keep but does not ave problems when y o face them. en comes up with v ideas or workin netimes against t ing opinion.	he wi methods a a broad a oid ou Prefers co simple, pr h up with or and d	g. Regularly comes up th new ideas, working nd applications. Takes nd varied approach in doing so. omplex concepts over actical results. Comes iginal ideas and views oes not accept things without question.							
7%	24%	:	38%	24%	7%							
	5 68% 15,87%	45 30,85%	50% 69,15%		65 <70 ^{32,32% 97,72%}							





A1: Service The degree to which you are interested in the needs and interests of others

Interested in yo				Just as interested in you own needs and interests as in those of others			Int inter	erested i rests of o	o f others n the need thers, acts ntive and h	s and in an
7%		24%		38	%		24%		7%	
>30 2.28%	35 6.68%	15.87%	45 30,859	% 50	-	5 1 ^{5%}	84.13%	65 92,32%	<70 ^{97,72%}	

A2: Agreement The degree to which you try to avoid differences of opinion

Engages in confrontation. Likes discussion, differences of opinion, direct conflict, enjoys competition.			Sometimes engages in confrontation. Looks for solutions to conflicts.			conflic	Avoids confrontation. Tries to avoid discussions and conflicts, confrontation, finds it difficult to be angry with others.		
7%		24%		38%		24%		7%	
>30 2_28%	35 6.68%	15.87%	45 ^{30,85%}	50%	55 ^{69,15%}	84.13%	65 ^{92,32%}	<70 ^{97,72%}	

A3: Deference The degree to which you pursue personal recognition

recognition from stresses import	importance of own is expla akes the credit when				on when it		Feels uncomfortable when receiving recognition. downplays your achievements.		
7%		24%		38%		24%		7%	
>30 ^{2,28%}	35 6,68%	15,87%	45 ^{30,85%}	50%	55 ^{69,15%}	84,13%	65 ^{92,32%}	<70 ^{97,72%}	





A4: Trust of Others How easily you place your trust in others

Reserved towards Is reserved with tru is on guard toward takes time to trust	ust of others, Is others,	Has some tru Trusts other deg	places t	Readily trusts others. Easily places trust in others, believes that others have good intentions.		
7%	24%	38	%	24%		7%
>30 2,28%	35 6.68% 15.87%	45 30.85% 50	55 % ^{69,15%}	84,13%	65 ^{92,32%}	<70 ^{97,72%}

A5: Tact How carefully you choose your words

Expresses himsel with little care. Sa without thinking o consequences, doe account of others'	ays things of the es not take	Expresses y modera Chooses word ca	te care. s with average	Expresses yourself carefully. Carefully chooses the right words, awaits right moment for criticism, deals carefully with people.		
7%	24%	38	%	24%	7%	
>30 2,28%	35 6,68% 15,87%	45 30,85% 50	55 % 69.15%		5 <70 232% 97.72%	

Accommodation The degree to which you place other people's interests above your own

Challenging. Stands up directly for your own needs and interests. Usually sees others as competitors and easily enters	Negotiating . Carefully weigh your interests and needs against those of others. Does not avoid discussions or conflicts. Strives	Accommodating. Carefully safeguards the needs and interests of others, often at the expense of you own		
into a conflict. Can keep this up at the expense of reaching a compromise.	for a compromise that produces enough advantages for both parties. Wants recognition when his/her own	interests. Usually gives in rather than ending up in disagreements or conflicts.		
Generally thrives on recognition by others, but does not tend to give them the credit they deserve.	accomplishments justify it. Also gives others the credit they deserve as long as this does not harm your own interests.	Downplays the importance of your own accomplishments. Trusts the word of others as long as there is no evidence to the contrary. Takes careful		
7% 24%	38%	account of other people's reactions.		
>30 35 2.28% 6.68% 15.87%	45 55 1 1 30,85% 50% 69,15%	65 <70 I I 84,13% 92,32% 97,72%		





C1: Perfectionism The **degree** to which you **strive** for **perfect** results

Will accept some imperfections in results. Is satisfied with a minimally satisfactory result, fails to correct mistakes, is comfortable with less than the best.			Strives for adequate but not perfect results. Has an average need to improve results			e Cont resu	Strives for perfect results. Continually strives for perfect results, produces the highest quality, sets high standards.		
7%		24%		38%		24%		7%	
>30 2.28%	35 6,68%	15,87%	45 30,85%	50%	55 ^{69,15%}	84,13%	65 ^{92,32%}	<70 ^{97,72%}	

C2: Organisation The **degree** to which you work in an **organised** and **structured** manner

Introduces little organisation in t incomplete instr others, does not	inimally organised. troduces little structure and ganisation in the work, gives complete instructions to hers, does not check whether reed work has been done.			Moderately organised. Introduces some structure and organisation in the work.			Very organised. Keeps all work carefully organised and structured, sticks to agreements, finishes things off properly, is considered neat and tidy.		
7%		24%		38%	Í	24%		7%	
>30 2,28%	35 I	15,87%	45 ^{30,85%}	50%	55 69,15%	84,13%	65 ^{92,32%}	<70 ^{97,72%}	

C3: Drive The degree to which you strive to achieve more and more **Content with maintaining** Seeks steady improvement. **Strives for a high performance** current performance level. Is Wants to gradually increase level. Strives to reach the satisfied with the present level the level of performance highest possible level of of performance, avoids new performance, is driven to make responsibilities. the most of it. 24% 38% 24% 7%





C4: Concentration The degree to which your attention stays focused on a task Easily switches attention. Keeps focused on one task. Easily alternates attention Lets attention slide Keeps on concentrating between different tasks, is easily sometimes. Lets you attention attention on one task, does not distracted, deviates from the shift now and then to another allow distraction work plan. task 24% 38% 24% 7% 35 45 >30 55 65 <70 97 -L 69,15% L I 84

C5: Methodicalness The **degree** to which you **plan** with **foresight** and in **detail**

Plans little. Often starts a task without planning, does not think about consequences, forgets important details.	Plans in outline. Plans tasks roughly in advance.	Plans in detail. Plans tasks with foresight, plans for the unforeseen, plans activities in the right order.		
7% 24%	38%	24% 7%		
>30 35 I I 2.28% 6.68% 15.87%	45 55 1 1 30,85% 50% 69,15%	65 <70 I I 84.13% 92.32% 97.72%		

Conscientiousness The **degree** to which you are **organised** and **purposeful**

Adoptable. Easily allows attention to be diverted between different tasks. Accepts results containing imperfections, as long as these are still acceptable. Rather works ad hoc than anticipating and structured, and generally has little eye for details.	Balanced. Sets realistic and feasible goals for him/herself. Maintains a balance between work and leisure. Plans and structures to a sufficient extent, but leaves room for tasks that come in between. Usually delivers good work and has an eye for what can be done better, but does not strive for perfection. Usually	Purposeful. Sets ambitious and challenging, difficult to achieve goals for yourself, and is driven to be the best. Plans and structures with foresight, paying attention to details. Keeps to the plans and carefully monitors their execution. Works on tasks with concentration and does not allow yourself to be distracted.		
7% 24%	strive for perfection. Usually concentrates well, but can be distracted. 38%	24% 7%		
>30 35 2.28% 6.68% 15.87%	45 55 I I 30,85% 50% 69,15%	65 <70 I I 84.13% 92.32% 97.72%		