

Vince Sample

Position: Sample Test Portfolio

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PERSONALITY TEST

Criteria Personality Inventory

The CPI is a personality assessment based on the most widely accepted system for classifying personality: the “Big Five” personality traits. Scores for each scale are expressed as percentile rankings, and reflect how each test-taker rates for a given trait, compared to all other test-takers. As with other personality tests, there are no “high” or “low” scores on the CPI; rather, people with certain traits will tend to perform better in certain jobs.

Results Snapshot

- Courteous, generally trusting of others
- Responsible, diligent
- Ambivert can be productive in solitary or social work situations
- Generally conventional but not averse to exploring new things
- Easy-going, calm under pressure
- Relaxed, not prone to "stressing out"

Score Details



Agreeableness

Single-minded,
Unyielding

67

Accommodating,
Flexible



Conscientiousness

Spontaneous,
Laid-back

33

Dependable,
Self-Disciplined



Extroversion

Introverted,
Low-Key

51

Extroverted,
Sociable



Openness

Conventional,
Traditional

32

Experimental,
Creative



Stress Tolerance

Excitable

76

Calm,
Even-Tempered



Agreeableness

The agreeableness scale measures an individual's tendencies with respect to social harmony and getting along with others.

Individuals with agreeableness scores in the middle of the range are generally courteous, trusting and considerate of the feelings of others, though they can occasionally be skeptical about other people's motives. Those with scores in this range are generally well equipped to strike a balance between being accommodative in their dealings with others and making objective decisions that will best represent the company's interests in dealing with employees, customers, or partners.



Conscientiousness

The conscientiousness scale measures an individual's tendency with respect to being careful, deliberate, self-disciplined, organized, hard-working, and dependable.

Those with conscientiousness scores in the middle range are generally hard-working, responsible and dependable. Although such individuals tend to be persistent and reliable workers, they can occasionally be disorganized or prone to act somewhat impulsively.

Although conscientiousness has been linked to success at work across all job families, evidence suggests that conscientiousness is more predictive of success for lower-level positions that require careful, deliberate work than it is for leadership and higher-level managerial positions that place a premium on seeing the "big picture."



Extroversion

The extroversion scale reflects an individual's tendency with respect to being gregarious, sociable, energetic, assertive, and comfortable in the company of others.

People who score in this range are generally comfortable in social situations, but can on occasion be reserved and withdrawn. Individuals who score in the middle range for Extroversion do not generally feel intimidated by interacting with others, but will often defer to more outspoken individuals in group settings. **While individuals who score in the middle of this range are generally sociable, they may not be well suited for jobs that require actively initiating social interactions, such as sales and sales-related positions.**



Openness

The openness scale measures the extent to which an individual is imaginative and creative, as opposed to down to earth and conventional.

Such individuals are generally practical and down to earth, but can on occasion be interested in abstract ideas. While not averse to experimenting, such individuals often prefer conventional approaches and routines. People who score in the middle range are generally able to strike a balance between being detail-oriented and not losing sight of the "big picture."

Most research shows, however, that across most job types openness is the least predictive of job performance of the Big Five factors: the correlation between an individual's level of openness and subsequent job performance is generally low. It is therefore recommended that the openness scale should generally NOT be used for employee selection purposes; rather, its primary utility is that it can be used to inform training and placement decisions, and to provide further insight into a person's behavioral tendencies.



Stress Tolerance

The stress tolerance scale measures the ways in which people respond to stress.

Individuals with high stress tolerance (low neuroticism) scores are generally very emotionally consistent and are not inclined to experience negative emotional states. They tend to be calm and even-tempered and are not inclined to become tense, react emotionally, or become "stressed out" when confronted with situations that might disturb others. Such individuals are generally viewed by others as calm, easy-going and relaxed. High scorers on this scale also generally have high levels of self-esteem and are comfortable even when confronted with novel situations or strangers.

Interview Questions

Agreeableness

When a person scores in the middle range for a job that would seem to require a high score, sample interview questions might include:

1. How would you handle a situation in which you really did not get along with a co-worker, with whom you had to work closely?
2. Have you ever grown frustrated or angry with a customer, and how would you deal with a situation in which a customer was being unreasonably demanding?

When a person scores in the middle range for a job that would seem to favor a low score, sample interview questions might include:

1. How would you approach a situation where you have to make a decision or take an action that you knew was the right one, but you also knew would be unpopular with co-workers?
2. Suppose a customer was asking for something that it was not in the best interest of the company to provide. How would you balance the customer's wishes and the company's interest?

Extroversion

When a person scores in the middle range for a job that would seem to require a high score, sample interview questions might include:

1. What was the latest project you've been involved in that really energized you?
2. If you experienced a clash of personalities with a co-worker, what steps would you take to ensure a functional working relationship with that person?

When a person scores in the middle range for a job that would seem to favor a low score, sample interview questions might include:

1. Do you feel you perform best working alone or as part of a team, and why?