



Big Six

Carlos Pimentel

Start date: 2022-09-16 10:06:10 **Finish date:** 2022-09-16 10:10:29

Total time: 4 Minutes 19 Seconds

Candidate info	Test info	Instance info
<p>ID: 208078</p> <p>Name: Carlos Pimentel</p> <p>Notes: -</p> <p>Registered: 2022-06-14</p> <p>Email: carlospimentel987@gmail.com</p>	<p>Name/ID: Big Six / 76</p> <p>DescriptionThe following test is constructed to assess 23 traits that might be relevant for the prediction of job performance and overall person-job fit. It is based on the HEXACO model by Ashton and Lee but is adapted for use in candidates' recruitment and selection. Once an examinee finishes the test, overall scores for each of the 23 traits will be shown. Scores for each trait should be compared to one another to determine which traits characterize the examinee the most.</p> <p>Difficulty Level:NA</p>	<p>Deadline:-</p> <p>Time limit:0 minutes</p> <p>Type:PSY</p> <p>Process: Psychometric</p> <p>Web Monitoring: No</p>

Big Six Factors Summary

Description	Result	Score (Percentage)
Honesty - humility	Average	64%
<p>Category Result: People with average scores on the H dimension have a good sense of balance between their own and others' needs. They generally tend to show their true self in interpersonal relationships but are willing to pretend to be a bit different if they think they could benefit from it. They find fairness and justice important, but not if the price of being fair is expensive. They are able to balance their own needs on the one hand, and other people's needs on the other. This means they would help and give way to someone else, but only if their own needs were not disrupted by helping others. These people do not think they are better than everyone, but they also do not have completely egalitarian attitudes about others – they do not find themselves more important than others in general but do in some specific contexts (e.g. professional). They like material wealth, but do not find it more important than moral values. They do not have problems with positions that include authority over others; they do not tend to misuse the power they have.</p>		
Extraversion	Average	58%
<p>Category Result: Individuals who score average on this dimension are usually sociable and enjoy being surrounded by people, but not all the time – they need some time to be alone. They like activities that include other people, but they are also comfortable working alone and this often depends on the type of task. The context usually determines whether they prefer being alone or surrounded by people. Context also determines if they are going to act self-confidently or not. Moderately extraverted individuals are usually self-confident about some aspects of their life and work, but not about all of them like highly extraverted people are. Average scorers would probably accept to talk on behalf of their team, but only if they are completely sure that the situation will not get out of control. Generally, moderately extroverted individuals might be good candidates for positions that require a combination of independent and teamwork.</p>		
Emotionality	Average	63%
<p>Category Result: There are three common patterns of sub-traits can lead to average scores on the E dimension. First of all, one can score average on all of the sub-traits. These individuals are not very fearful, but they are also not very brave, and this usually depends on the context. If they are worried, it is usually not related to some trivial issue, but rather to something serious. They are balanced between being completely independent and seeking emotional support from others. They can be sentimental and empathetic but can also be hard-hearted if needed. The second type of average scorers on E are those who are fearless and calm (low on Fright and Nervousness) but are at the same time very sentimental and need emotional support from others (high on Sentimentality and Reliance). These people are able to handle many duties at the same time and can bear pressure without feeling very stressed. On the other hand, their emotional side appears in interpersonal relations: they are very empathetic and can understand others' needs very well. They also need others' emotional support to solve problems. The third type of average scorers on E are those who are fearful and anxious (high on Fright and Nervous) but do not tend to rely on others or to understand them (low on Sentimentality and Reliance). They are very bad at handling stressful situations and they can get nervous easily. They are always afraid that something bad will happen so they avoid situations that can increase their fears. On the other hand, they are confident that they can handle problems on their own and they generally do not understand other people. This makes them hard to cooperate with since they can easily lose their head from stress without trying to seek others' help.</p>		

Agreeableness

Average

60%



Category Result: Average scorers on the A dimension are usually balance between being tolerant and merciless. They are willing to tolerate even major mistakes if they occur rarely. On the other hand, they do not hesitate to start a conflict with someone who extensively avoids working carefully. They avoid causing conflicts, but when a conflict occurs, they are willing to solve it in the most constructive way. Individuals with average scores on this dimension accept criticism very well if they find it constructive. They also criticize others but are careful when they do it. They generally trust others but sometimes tend to be suspicious. Individuals with average scores on this dimension are willing to forgive others who hurt them, but they do not let anyone hurt them continuously. They are patient and mild but it does not take them much to get angry if someone repeatedly behaves opposite to what they expect.

Conscientiousness

Average

54%



Category Result: Average conscientious individuals are self-controlled to some extent, but they might also act confused and disorganized. They are usually balanced between working hard and being laid-back; they might be workaholics, but they also know how to relax and enjoy life. They successfully combine spontaneity with hard work. They are usually dedicated to the aspects of a job they find important, but at the same time, they use shortcuts to finish the unimportant obligations. Some people with average scores on this dimension can be described as messy high-achievers; these individuals have a well-developed motive for achievement, they are inspired and work hard, but they also find it hard to be organized, neat, and clean. These people tend to think before starting something, but in some situations, they choose to act intuitively. They usually do not have their obligations well-planned, but they somehow finish everything on time. These people believe in their own competences, but also tend to reassess them because they are not completely self-confident.

Openness

Average

62%



Category Result: Individuals with average scores on the O dimension are balanced between being unconventional and conformists; they usually have some unusual attitudes and thoughts, but sometimes they completely conform to social norms. They tend to reassess traditional values but are not very radical in their own attitudes. They are usually innovative in certain areas; they are able to come up with very unconventional and productive ideas. On the other hand, their ideas in other areas are often usual and conventional, although they are not necessarily worthless. Average scorers on this dimension balance between preferring routine and novelty. They tend to think abstractly in some fields, usually professional ones. They are moderately curious and interested in things that complement their profession or even go beyond it.

Details per Factor and Sub-Factor

Description	Result	Score (Percentage)
Honesty - humility	Average	64%

Description	Result	Score (Percentage)
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Genuine	Average	63%
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Category Result: Being yourself but being able to act differently if a situation demands it. Being honest in interpersonal relations with close friends, but not with all of the other people.

Fair dealing	Average	63%
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Category Result: Trying to avoid corruption and fraud but not at all costs. Being fair to the others in general but cheating if it is necessary. Balancing between putting their own needs in front of the others' and vice versa. Being able to deceive someone if it is not their own fault.

Unselfishness	Average	63%
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Category Result: Appreciate both material and moral values. Having aspirations to consider high social status, but not at all costs. If they get to the positions of power, they do not act much manipulatively, being more democratic than authoritarian.

Modesty	Average	67%
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Category Result: These people do not think they deserve more than anyone else, but they do not have a problem to talk about their achievements.

Extraversion	Average	58%
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Description	Result	Score (Percentage)
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Social courage	Average	53%
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Category Result: These people are straightforward in situations that they find themselves suitable for. On the other hand, they are shy when they do not feel adequate for the situation. They take leading positions only when they know they can do it better than the others.

Social self-confidence	Average	57%
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Category Result: These individuals perceive themselves as popular among some people, but they are aware that not everyone likes them. They do not find themselves being better or more interesting than the others. Generally speaking, they have a realistic image of their social being.

Sociability

Average

63%



Category Result: Being inclined to teamwork in some contexts, but preferring working alone in the others. Preferring to get acquainted with people before starting to consider them friends. Not hesitating to go to crowded places, but also feeling good when being alone.

Energy

Average

57%



Category Result: Seeking for action in some contexts, but preferring being quiet and calm in the others. Having a realistic view of the future occurrences. Being able to get euphoric and overjoyed, but only about some specific happenings.

Emotionality

Average

63%



Description

Result

Score (Percentage)

Fright

Average

70%



Category Result: Being afraid of physical injuries, but only of those that can cause a major harm to an individual. Avoiding situations that can be highly dangerous. Generally being able to make a distinction between possibly dangerous situations that may cause a major harm, on the one hand, and those that can be dangerous but rarely cause harm, on the other.

Nervousness

Average

60%



Category Result: Being worried only about important things. Being able to handle duties but getting distressed when there is too much to think about at the same time.

Reliance on others

Average

67%



Category Result: Being able to solve a majority of emotional difficulties on their own but seeking for others' help when they need it. Sharing problems with others when they find those people able to help them.

Sentimentality

Average

57%



Category Result: Being able to get emotionally attached to others but having strong bonds only with a few people. Reacting properly in emotionally charged situations. Being capable of feeling empathy.

Agreeableness

Average

60%

Description	Result	Score (Percentage)
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Flexibleness

Average

60%

Category Result: Balancing between compromising and arguing, based on the main topic of an issue. Reacting to criticism positively if they find it constructive. Also making a balance between being stubborn and permissive.

Mildness

Average

63%

Category Result: Generally trusting others but being suspicious when it is reasonable. Judging others justly. Criticizing others when it is constructive.

Forgiving

Average

53%

Category Result: Being willing to forgive others if they do not excessively repeat the same mistake. Forgetting unimportant conflicts with others, as well as other people's mistakes, but remembering those that they found important.

Patience

Average

63%

Category Result: Balancing between patience and anger. Being mild until someone excessively repeats behaviours that are opposite to what average patient person finds the best.

Conscientiousness

Average

54%

Description	Result	Score (Percentage)
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Systematized

Average

57%

Category Result: Planning some of the activities but being spontaneous in the everyday ones. Balancing between being well-planned and spontaneous. Being clean and organized but also being able to work in a messy environment.

Hard-working

Average

57%

Category Result: Balancing an effort one puts to activities, usually based on how interesting an activity is. Finding it easy to start working on interesting and important tasks, but also postpone those that one finds boring and unimportant.

Perfectionism

Average

53%

Category Result: Expecting a lot from oneself in some contexts, but not so much in the others. Balancing between focusing on form or content. Being focused on wider aspects of a task but focusing on details if one has enough time and energy for it.

Deliberateness

Average

50%



Category Result: Considering possible consequences of actions one is about to start. Sometimes making rational decisions, but sometimes the intuitive ones. Being good at controlling impulses but acting impulsively on some occasions.

Openness

Average

62%



Description

Result

Score (Percentage)

Curiosity

Average

60%



Category Result: Being interested in some areas that go beyond one's profession, or in those that complement it. Not hesitating to try and learn new things.

Innovative

Average

63%



Category Result: Liking tasks that require learning something new. Being able to come up with unconventional and productive ideas in some fields. Balancing between routine and novelty.

Non-conformist

Average

63%



Category Result: Appreciating unconventional ideas to some extent. Having some unconventional attitudes, but also conform to social norms in some settings. Being between liberal and conservative.