## CANDIDATE DETAILS



candidate Ramki Ravulapalli report date 13 Jan 2021 TRAITS ▲ Multi Tasking ◆ Driven ▲ Inspiring

# THE SCIENCE

Whilst general intelligence can be said to be the most powerful single predictor of overall job performance, it is scientifically acknowledged that personality traits not only identify the behavioural tendencies of individuals, but also possess predictive capability in job performance, which is why they are often used in personnel selection. An impressive body of literature has accumulated which provides compelling evidence for the robustness of the Big 5 personality model, which includes Conscientiousness (which appears to tap traits important to the accomplishment of work tasks in all jobs), Extroversion (a valid predictor of performance for managers and sales personnel) and Openness to Experience (a valid predictor of training proficiency). But there are other traits and work styles that are important for specific roles and indeed industries.

The personality factors and work styles measured by our quiz have been carefully developed and psychologically validated. We therefore have well-founded confidence that they accurately measure important aspects of personality and behaviour. Our scientific team are experts in test construction and the measurement of personality and abilities. They assembled the questions, supervised the scoring and provided the interpretations on each of the factors. A statistical procedure known as factor analysis was used to ensure that all of the questions in a scale measure the same underlying trait, and the amount of measurement error associated with the scores was limited. The questions are not only valid in isolation, but in combination with one another, and provide a proper psychometric evaluation of each individual's personality and work styles.

# WHAT THE SCIENCE TELLS US ABOUT RAMKI

Our scientifically validated personality quiz indicates the personality traits and work styles Ramki is likely to demonstrate.

#### PERSONALITY TRAITS

Grounded - keeps a balanced perspective Easy-going - flexible and adaptable Collected - can work independently or with others Helpful - supportive of others Driven - emotionally involved Insightful - emotionally perceptive

#### WORK STYLES

Teammate- enjoys working as part of a teamAdaptable- follows advice and adapts plans accordinglyMulti-tasking- prefers to do many things at onceInspiring- a natural leaderBalanced- seeks a good work-life balanceRealistic- brings a balanced perspective to problem solving





## **BIG FIVE +1: FACTORS**

The Big Five is the most reliable psychometric test for predicting future performance. But we have added another factor, Emotional Intelligence, to make those predictions even better. Hence the Big Five +1!



## WHY IS THE BIG FIVE SO IMPORTANT?

Unless behavioural approaches are proven to be reliable, valid, independent and comprehensive they are little more than fortune cookies! Over the past 25 years, a number of researchers have investigated the validity of personality measures for personnel selection purposes. In the last decade the views of many personality psychologists have converged regarding the structure and concepts of personality. Generally, researchers now agree that there are five robust factors of personality which can serve as a meaningful taxonomy for classifying personality attributes – Openness to Experience, Conscientiousness, Extroversion, Agreeableness and Emotional Stability. An important consideration for the field of personal psychology is that these five factors are also relatively

independent of cognitive ability. The Big Five is widely recognised as scientifically sound, with each of the factors having a strong "construct validity". This essentially means that each of the factors meets the four categorical standards outlined above. Furthermore, unlike most other approaches the Big Five has predictive power for workplace performance, with Conscientiousness showing validity across all jobs, Extroversion on the performance of managers and sales personnel, and Openness to Experience, a valid predictor of training proficiency. Human resources professionals use the Big Five to help place employees because the factors measured are considered to best represent the underlying traits that make up an individual's overall personality.



# **BIG FIVE +1: DETAILED ANALYSIS**



PEOPLEHAWK POPULATION AVERAGE Ramki's personality traits are presented below by comparing his/her scores on each factor with the average scores of the general population.



## OPENNESS TO EXPERIENCE



## ANALYSIS

Scales represent the extent to which Ramki is open to change and new experiences.

Neither lost in flights of fantasy or grounded in factual detail, he/she is likely to bring a balanced perspective to most discussions and tasks. He/she is not averse to new ideas or ways of doing things.



## ANALYSIS

Scales represent Ramki's level of self discipline, orderliness and perseverance.

May not need a strict routine at work, and may prefer "open ended" projects and those which require some breadth of thought to those which involve attention to fine detail and tight deadlines. He/she may be happy to perform several tasks simultaneously, and explore interesting leads as they emerge.



# RESERVED SOCIABLE

## ANALYSIS

Scales reflect the extent to which Ramki is energised by social situations.

Neither particularly "loud" nor craving solitude, he/she is likely to be able to adapt well to working independently or with a groups of people. He/she is unlikely to be either unduly cautious or prone to risk-taking.



## **BIG FIVE +1: DETAILED ANALYSIS**



PEOPLEHAWK POPULATION AVERAGE Ramki's personality traits are presented below by comparing his/her scores on each factor with the average scores of the general population.





## ANALYSIS

Scales measure the importance of social harmony to Ramki.

Likely to be seen as a supportive colleague, who takes an interest in other people, encouraging them to perform well. He/she is unlikely to put others under undue pressure, or take advantage of them.



## ANALYSIS

Scales represent Ramki's ability to remain stable and balanced.

Tends to strive hard in all aspects of life, and may never feel that he/she has achieved perfection, even when he/she has. Is likely to feel emotions keenly, and set high standards. He/she will probably anticipate the worst (which may well be an asset) and is likely to take his/her work seriously, trying to get every detail right.



## ANALYSIS

# Scales reflect Ramki's ability to perceive, understand and manage emotions.

Has some degree of insight into the emotional state and emotional needs of others. Is also likely to be in tune with his/her own emotions, and will probably be able to change his/her emotional state, for example, cheering themselves up, or dealing with stress.



# WORK STYLE: DETAILED ANALYSIS





PEOPLEHAWK POPULATION AVERAGE Ramki's work styles are presented below by comparing his/her scores on each factor with the average scores of the general population.

### TEAMWORK



# 

Scales represent how Ramki approaches social interaction at work.

Likely prefers being part of a team to working independently, and is likely to make a substantial contribution to group activities and decision-making. He/she is also likely to play a part in ensuring that the group works well.

#### ADAPTABILITY





# Scales reflect how Ramki approaches problem solving and ambiguity.

Tends to welcome feedback about performance and ideas. He/she is likely to seek out others advice and opinions, and modify or adapt his/her own ideas or behaviour accordingly. Is therefore likely to embrace change, and modify his/her plans.



# Scales represent Ramki's work ethic and approach to getting things done.

Highly likely to be happy working on multiple projects at the same time, switching from one to the other and following up new ideas and exploring opportunities as they present themselves. This may sometimes give the appearance of being disorganised, but could just be a natural consequence of juggling many balls at once.

#### ORGANISATION





## WORK STYLE: DETAILED ANALYSIS



PEOPLEHAWK POPULATION

Ramki's work styles are presented below by comparing his/her scores on each factor with the average scores of the general population.

#### LEADERSHIP





Scales reflect the kind of leader Ramki is likely to be and his/her predisposition to leadership.

Highly likely to be able to inspire confidence. Can develop and clearly express plans, and is not afraid to take charge when the situation requires it. Not easily discouraged if/when things go wrong. In short, he/she is not afraid of stepping up and "making things happen" - and is likely to be effective when doing so.

#### **AMBITION / DRIVE**



# BALANCED DEDICATED

# Scales measure Ramki's initiative, drive and self-belief in his/her own abilities.

Likely to feel that work is one of several important aspects of his/her life, and may seek to achieve balance by splitting time between them. This balanced approach means that he/she may be less likely than others to suffer "burnout", and may also be placed to offer insights from outside the organisation.



# Scales represent Ramki's approach to proven solving and responsiveness to change.

Unlikely to either constantly fizz with novel ideas or be tethered by convention and precedent. He/she will bring a balanced perspective to the tasks being undertaken, using both existing knowledge and creative insight to develop solutions.

