

Psyft Personality Assessment (Student Report)

psyft

INTRODUCTION + HOW TO READ YOUR REPORT

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1 INTRODUCTION

The **Psyft Personality Assessment (PPA)** is a unique, empirically based assessment that uses several personality traits to predict general temperamental tendencies. Your report, based on your responses to the PPA, will provide detailed feedback that will allow you to identify your personal strengths, as well as areas where growth and development may be beneficial.

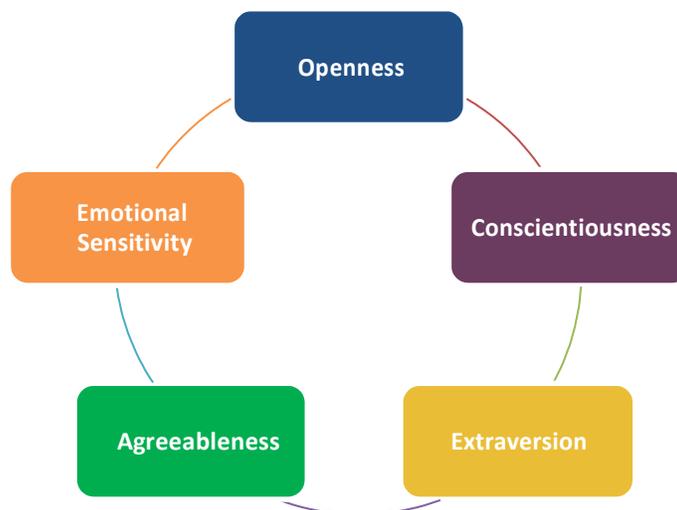
WHAT IS PERSONALITY

We all come in different shapes and sizes. Our differences are not limited to the physical space, but also extend to the behavioural space. What's good and right for one person, may not be for another. When psychologists define *Personality*, they tend to refer to the characteristic patterns of thoughts, feelings, and behaviour; and the psychological traits that lead to these patterns. These patterns are relatively permanent and provide consistency and individuality to a person's conduct and social interaction.

WHAT ARE PSYCHOLOGICAL TRAITS

Any distinguishing behavioural characteristic, feature or a quality that defines an individual is a "trait". The combination and interaction of various traits forms a personality that is unique to each individual. Many psychologists have studied personality and have attempted to identify or define the different human characteristics. One of the most recent and influential theories is referred to as the "**Big Five**" theory. This **Five Factor model of personality** represents five core aspects that interact to form human personality. The **PPA** is based on this model of personality assessment.

THE BIG FIVE PERSONALITY DIMENSIONS



The Big Five Explained

BROAD DIMENSIONS FOR ASSESSMENT

Openness to experience:

Openness to Experience is a general appreciation for new experiences and forms of art, emotions, adventure, unusual ideas, imagination, curiosity, and variety of experience. People who are open to experience are intellectually curious, appreciative of art, and sensitive to beauty.

Conscientiousness:

Conscientiousness is a tendency to show self-discipline, act dutifully, and aim for achievement against measures or beyond expectations. The trait shows a preference for planned rather than spontaneous behaviour. It influences the way in which we control, regulate, and direct our impulses.

Extraversion:

Extraversion is characterized by a tendency to seek out social stimulation and opportunities to engage with others. Extraverts are often described as being full of life, energy and positivity. In group situations, extraverts are likely to talk often and assert themselves.

Agreeableness:

Agreeableness is a tendency to be compassionate and cooperative rather than suspicious and antagonistic towards others. Agreeable individuals value getting along with others. They have an optimistic view of human nature. They believe people are basically honest, decent, and trustworthy.

Emotional Sensitivity:

Emotional Sensitivity is the tendency to experience negative emotions, such as anger, stress, or anxiety. Those who score high on Emotional Sensitivity may be emotionally reactive and vulnerable to stress. These problems in emotional regulation can diminish their ability to think clearly, make decisions, and cope effectively with stress.

TRAITS FOR ASSESSMENT

The Big Five Personality Dimensions can be further categorized into the following personality traits. These are not the only personality traits and there might be more traits that characterize a particular personality; however, for the sake of simplicity, *we have focused on 20 important traits* within the broad five personality dimensions for a better analysis.

PERSONALITY DIMENSIONS	TRAITS	DESCRIPTIONS
OPENNESS TO EXPERIENCE	Abstract	High scorers spend more time in abstract thinking and visualizing different ways of doing and achieving things.
	Curious	High scorers tend to seek additional information or explore deeply into things. They are open to a wide range of ideas and opinions.
	Insightful	High scorers are liberal in thinking and tend to reflect upon issues. They are quick in understanding complex concepts.
	Creative	High scorers are creative and inventive people who generate novel ideas about how to do things differently.
CONSCIENTIOUSNESS	Organized	High scorers are likely to be tidy and orderly in their workspace and at home. They prefer keeping everything around them organized.
	Achievement Striving	High scorers have a sense of purpose and ambition. They are innately motivated to take up challenging tasks and then succeed with flying colors.
	Reliable	High scorers tend to be more responsible. They value time and are aware of their limitations. They get things done in time and without procrastination.
	Self Discipline	High scorers tend to work in a cautious way. They make sure that they don't make an uninformed decision and like to weigh their pros and cons.
EXTRAVERSION	Energetic	High scorers on this trait tend to be full of energy and are likely to display a sense of urgency and self-confidence.

	Gregarious	High scorers enjoy having people around them and tend to be animated and lively in social situations.
	Assertive	High scorers exude a huge sense of confidence about their work and are more likely to be expressive about their attitudes and opinions even if they are unpleasant to some.
	Positive Emotions	High scorers tend to stay optimistic in most situations and display emotions of joy and happiness. They tend to have a bright and cheery personality.
AGREEABLENESS	Trusting	High scorers tend to take people on their face value and mostly assume that the other person means well. They are least suspicious about the other persons' real intent.
	Modest	High scorers tend to be genuine about their deeds and are least flamboyant of their success.
	Empathetic	High scorers tend to be compassionate and tend to have a ready comprehension of others' feelings and emotions. They work as helping hands when the need arises.
	Cooperation	High scorers are good with people and tend to make others comfortable in their company. They are cooperative and are willing to adjust in most situations.
EMOTIONAL SENSITIVITY	Anxious	High scorers are more likely to get stressed out and are seldom relaxed. They are plagued by "what ifs" in life and are high strung.
	Emotional Regulation	High scorers are likely to have frequent temperamental fluctuations.
	Self Consciousness	High scorers are mostly insecure about themselves as well as the future. They tend to feel negative about most situations and worry a lot.
	Depressed	High scorers are mostly in a state of low mood and are easily disturbed. They tend to have a poor morale, lack of hope in the future, and a general dissatisfaction with one's own life situation.

2

HOW TO INTERPRET YOUR REPORT

This section is designed to help you read and interpret your PPA report, which has been shared separately with you.

Your report consists of two major sections:

- **Personality Dimensions:** These personality indicators give a broad picture of your personality traits. Each of the five broad personality dimensions consists of four corresponding personality traits that influence behaviour.
- **Career Scan:** It includes a snapshot of your top career interest areas. Also included is a glossary of 6 universal career interest areas and associated families of occupations.

Detailed instructions on reading each section of the report are included below.

Before getting started, remember....

Given the complexity of human behaviour, it is impossible to assess personality traits with 100% accuracy. As assessors we can only provide a broad estimate of an individual's behaviour pattern and underlying personality traits.

Inconsistencies, if any, may arise to situational factors, momentary fluctuations in behaviour or the tendency to give socially desirable responses.

Since the results are based on your own view of behaviour, the accuracy of the results also depends upon both honesty and self-awareness while taking the test.

It is important to keep in mind that there are no right or wrong answers, nor is one particular pattern of scores necessarily better than others.

No decisions should, therefore, be solely based on the information contained in this report.

2.1 PERSONALITY DIMENSIONS

DIMENSION SUMMARY

Below is an illustration of how your report has to be read and interpreted. Please note that the figures/numbers included in this document are only for illustrative purposes and do not represent your real scores. These have been presented only to help you understand how to read your actual report.

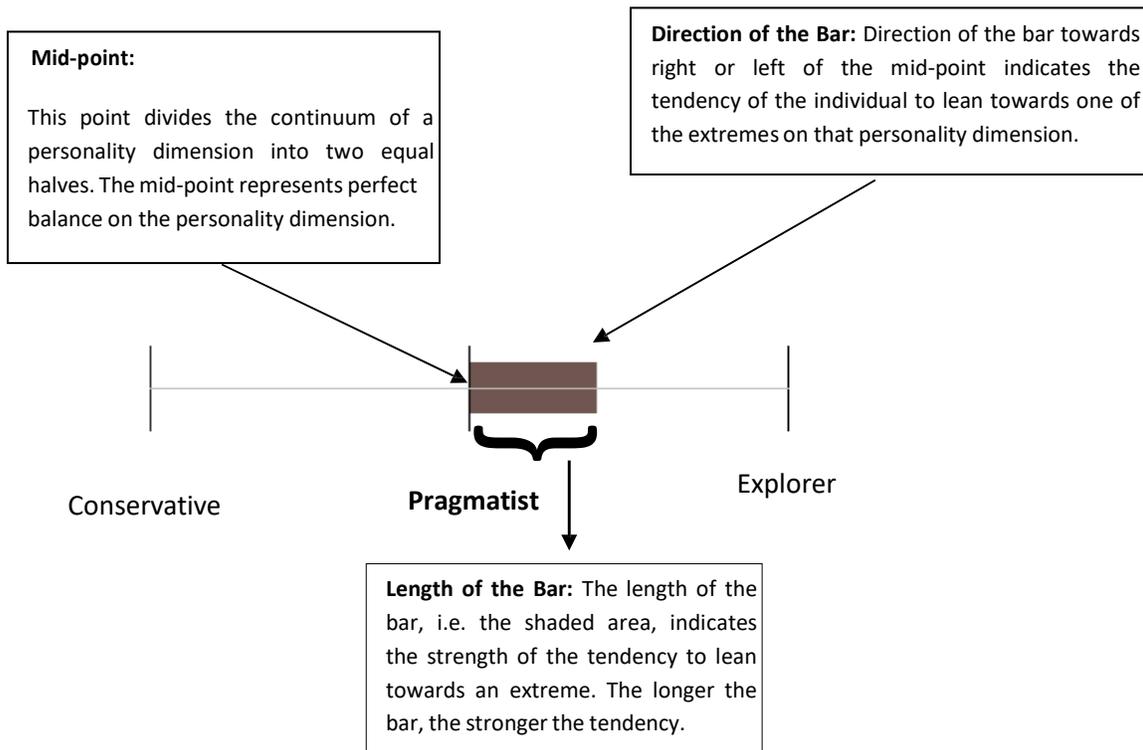
The continuum/bar graph below represents a scale of the 'Openness to experience' personality dimension. The continuum has two extremes, one being the maximum degree of being *conservative* and the other being the maximum degree of being *explorative*. The middle portion represents the perfect balance of these 2 extremes and is called the *Pragmatist* in this example.

Depending upon the length of the horizontal bar (shaded area), the description applicable to the individual out of the three given (i.e. *conservative*, *pragmatist*, *explorative* in this example) will be highlighted in bold (**Pragmatist** in this example).

The bar graphs for all personality dimensions will be read in this pattern.

EXAMPLE

OPENNESS TO EXPERIENCE



PERSONALITY TRAIT SUMMARY

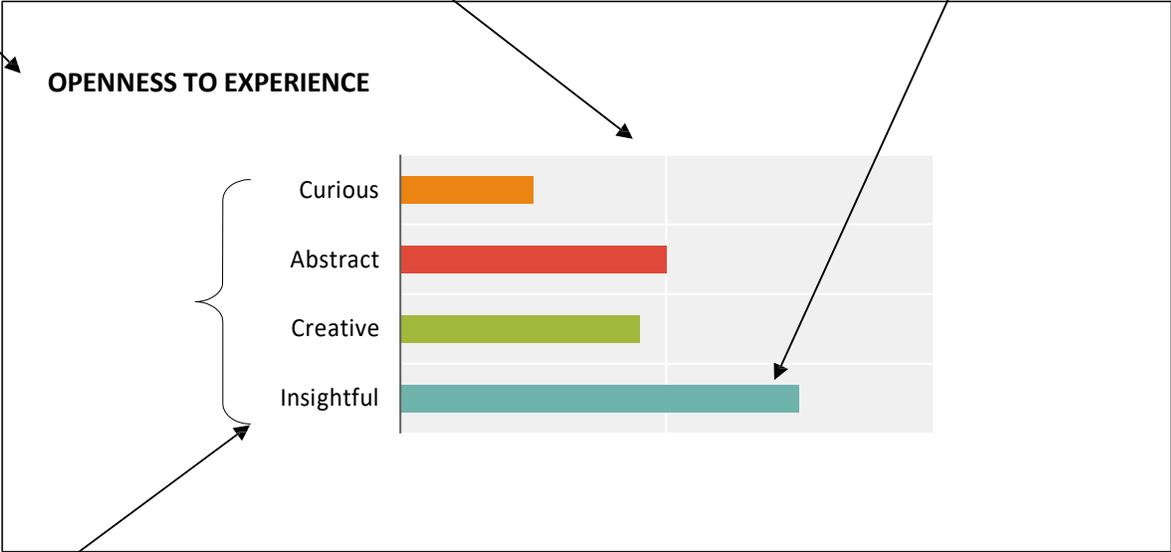
The chart in this section shows the collated results for the items (the personality traits that constitute each dimension) in each dimension. To understand how to interpret these charts, see the example of an annotated chart description below.

EXAMPLE

Mid-point: This represents an average point, which suggests a balanced intensity of a personality trait. Bars extending beyond the mid-point indicate higher strength of those particular traits.

Trait score: The trait score, shown graphically by the bars, denotes the intensity of a particular personality trait. The longer the length of the bar, i.e. more it is to the right, the stronger the intensity of that trait in the individual.

Personality Dimension



Personality Traits that constitute the broad dimension of 'Openness to Experience'.

2.2 Personality Based Career Interest Areas

This section of the report is based on the widely accepted idea that an individual’s choice of career is an expression of his/her personality. Extensive research indicates that people in a particular occupation generally have similar personality traits. For example, a Finance & Accounts Manager would have a typical personality profile, quite distinct from that of a doctor or engineer. The PPA helps you to chart a clear career path by identifying your areas of interest and, through this, the careers that would be most likely to give you success and satisfaction. Your interests do undergo change as you grow older and, therefore, must be tracked periodically with this assessment.

Included below is an illustration of how this section of your report has to be read and interpreted. Please note that this example is only for illustrative purposes and does not represent your real career interests. It has been presented only to help you understand how to read your actual report.

EXAMPLE

YOUR PERSONALITY BASED CAREER INTEREST AREAS

Interest Area 1:	Conventional	}	These represent your top career interest areas based on your responses to the Psyft Personality Assessment.
Interest Area 2:	Investigative		
Interest Area 3:	Artistic / Realistic		

THE SIX PERSONALITY BASED CAREER INTEREST AREAS

1. Realistic (Doers)	}	These are brief descriptions of each career interest area. You will need refer to this glossary to understand your interest areas and the appropriate career families for you.
2. Investigative (Thinkers)		
3. Artistic (Creators)		
4. Social (Helpers)		
5. Enterprising (Persuaders)		
6. Conventional (Organizers)		

***Please note:** In order to understand the report fully and to make the most of it, it is advisable, though not necessary, that the assessment be followed up with a one-to-one counselling session with one of our career experts. To schedule the same, you may contact us through telephone / email.