



Compass Behavioral Dimension Test

Date of Assessment : 2015-04-28
Test Duration : 25 Minutes
Time Taken : 12 Minutes 27 Seconds



Certificate of Achievement

“Your Name”

has successfully completed

Compass Behavioral Dimension Test

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Certifier Signature
Head of Consumer Certifications

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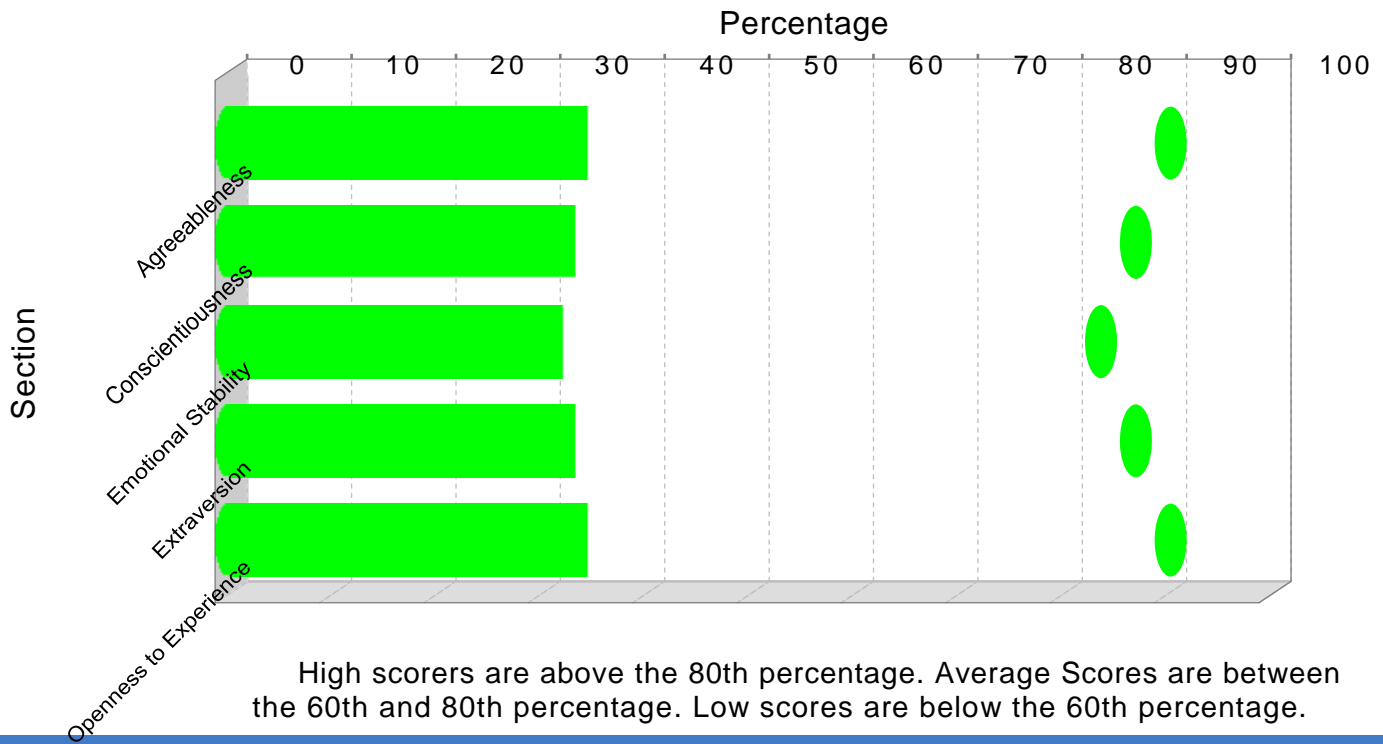


Date of Certification: 2015-04-28
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Validate: wheebox.com/verify

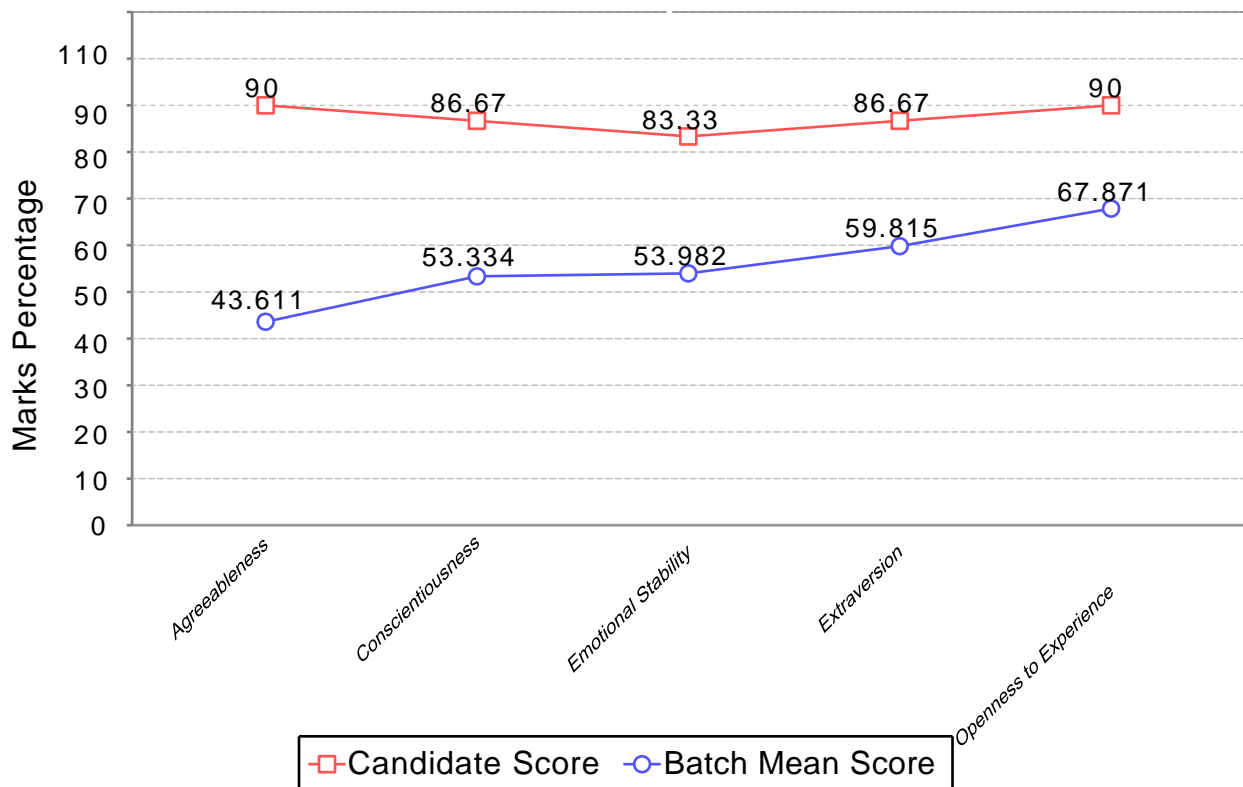




Section Report



Candidate Vs Group Benchmark





Openness to Experience

High

It refers to person's ability to get along with others. It includes traits of being courteous, empathetic, caring. High agreeable people value harmony more than valuing their own say or their way. They tend to be cooperative and trusting of others. People who score low on this dimension focus more on their own needs than of the others, short tempered, irritable and uncooperative.

Candidate Feedback

People who score high on this dimension reflect that they have sympathetic attitude towards the others, are altruistic, cooperative and trustworthy as well as trust others intentions as well. It is important to remember that people who score high on this dimension will not necessarily say yes to everything that is said by other people. Rather this is a sign of harmony seeking and not the sign of push over or a yes man. They are compassionate, good natured and eager to cooperate and avoid conflict. Agreeable people may be a value addition to their teams and may be effective leaders because they create fair environment when they are in leadership positions. People scoring high on this dimension tend to be considerate, and accept criticism, blame and avoid confrontations, conflicts. Also such individuals are very likely to be successful in jobs where teamwork and customer service are relevant. In a nutshell, they are not easily offended and are less likely to retaliate when others treat them unfairly which can create harmony at work.

Extraversion

High

It refers to people who are careful, dependable, organized, systematic, thorough, and responsible, self-disciplined, achievement oriented and focuses on single goal or few goals at a time. It also reflects will power to achieve. On the contrary people who score low on this dimension tend to be careless, more disorganized, irresponsible, less thorough and self disciplined.

Candidate Feedback

People who score high on this dimension reflects that they are organized and like order. Scrupulousness and self discipline characterize their behavior. Conscientious people may also demonstrate greater persistence and higher need for achievement. It is also a personality trait that reflects the traits of being honest, hardworking, self disciplined and organized. They are also purposeful, strong willed and determined. They are good at active processes of planning, organizing and carrying out tasks. People scoring high on this dimension have high standards and always strive to achieve your goals. They generally do not like or prefer ambiguity, think before acting and are well organized and neat. They also maintain high standards of work and aspire to reach challenging goals, persistent and unrelenting in work habits and in a nutshell they take a serious approach in life. High conscientious people not only tend to perform well on the job, but they also have higher levels of motivation to perform, low levels of turnover, lower levels of absenteeism and show higher levels of safety performance at work. A potential downside of highly conscientious people can be detail oriented rather than seeing the big picture.



Emotional Stability

High

Emotional stability refers to an individual's capacity to deal and combat with stress. Individuals with positive emotional stability tend to be poised, secure, calm and enthusiastic. On the contrary people scoring low on this dimension tend to be high on neuroticism which characterizes people with high levels of anxiety, nervous, self-conscious and insecure.

Candidate Feedback

People who score high on this dimension are very less likely to get predisposed to experience negative affects/emotions. Some of these affects include anxiety, anger and depression. They are comfortable in their own skin, do not act at spur of the moment and are less vulnerable to stress and negative affects and thus are more likely to handle job related pressures and challenges in a more healthy way than with people who score low on this dimension. People scoring high on this dimension tend to have a great sense of balance in terms of their mood and feelings and have great sense of the situation and thus have a knack in keeping their mood in their control, giving them an edge over the others to deal with the most stressful situations in a very calm and balanced manner. They also tend to be more satisfied with their jobs and are more committed to their organizations. Also since they can handle work pressures and stress in a better way, they are likely to be more productive in such situations especially than with the others.

Conscientiousness

High

It refers to person's ability to get along with others. It includes traits of being courteous, empathetic, caring. High agreeable people value harmony more than valuing their own say or their way. They tend to be cooperative and trusting of others. People who score low on this dimension focus more on their own needs than of the others, short tempered, irritable and uncooperative.

Candidate Feedback

People scoring high on this dimension reflects that they are outgoing, active and high spirited. Also they tend to be effective in jobs involving sales and marketing. They also adjust and adapt to new environments and jobs well than introverts. Interestingly, extraverts are also found to be happier at work, which may be because of the relationships they build with people around them and their easier adjustment to a new job. However, they are less likely to perform well in jobs that are deprived of social interaction. Extraversion though is not related to performance across all jobs and occupations, however extraverts prioritize status striving which reflects strong desire to obtain power and influence hence they care about being successful and influential. Also, in many situations, extraverts are more likely to emerge as leaders in social and task related to groups. Because of this, extraverts are more likely to become quickly socialized into their organizations and hence would less likely to quit which directly impacts performance positively. They also tend to be effective as managers and are likely to demonstrate inspirational leadership when they occupy such positions. Extraverts find social situations rewarding, therefore they engage in more social behavior as a means of satisfying their reward need. Extraverts have also tendencies toward assertiveness and even domination. They seek excitement and tend to experience positive emotions.



Agreeableness

High

It refers to extent to which people are sensitive, flexible, creative and curious. It thus addresses range of interests of an individual. Extremely open people are fascinated by novelty, and innovation. They are willing to listen to new ideas to change their ideas, beliefs and attitudes in response to new information. On the contrary, low levels of openness tend to be more resistant to change, less open to new ideas, more fixed in their own ways and tend to have fewer or narrow interests.

Candidate Feedback

People who score high on this dimension reflects that the person is curious and demonstrates the need for variety. Extreme scores in this facet are also indicative of the fact that they are radical. But people with this personality trait are usually creative, imaginative and have cultivated the sense of aesthetic sensitivity. Their open mindedness leads them to seek lot of information and feedback about how they are doing and to build relationships, which also leads to quicker adjustment to new job. Teams of highly open individuals that experience unforeseen changes in their tasks do well .They are also intrigued by variety and novelty as well as sensitive towards the feelings of others and have greater than average ability to recognize the emotions and feelings of others. They are very likely to have broad interests and are very imaginative. The effects of this dimension or trait are potentially ambiguous. While flexibility and creativity might be helpful in many occupations, they might be hindrance in others, especially in occupations which penalize autonomy and non conformity.

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