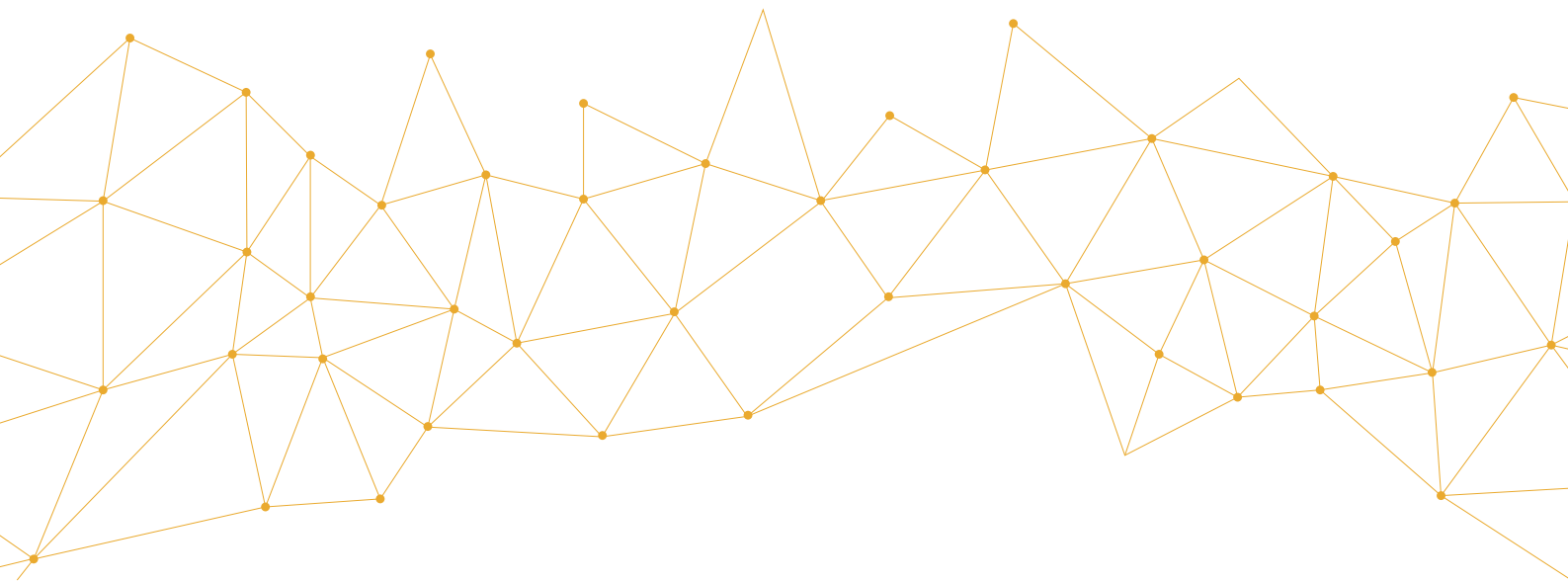


# MAP

## Descriptive Report

Name: Demo Test

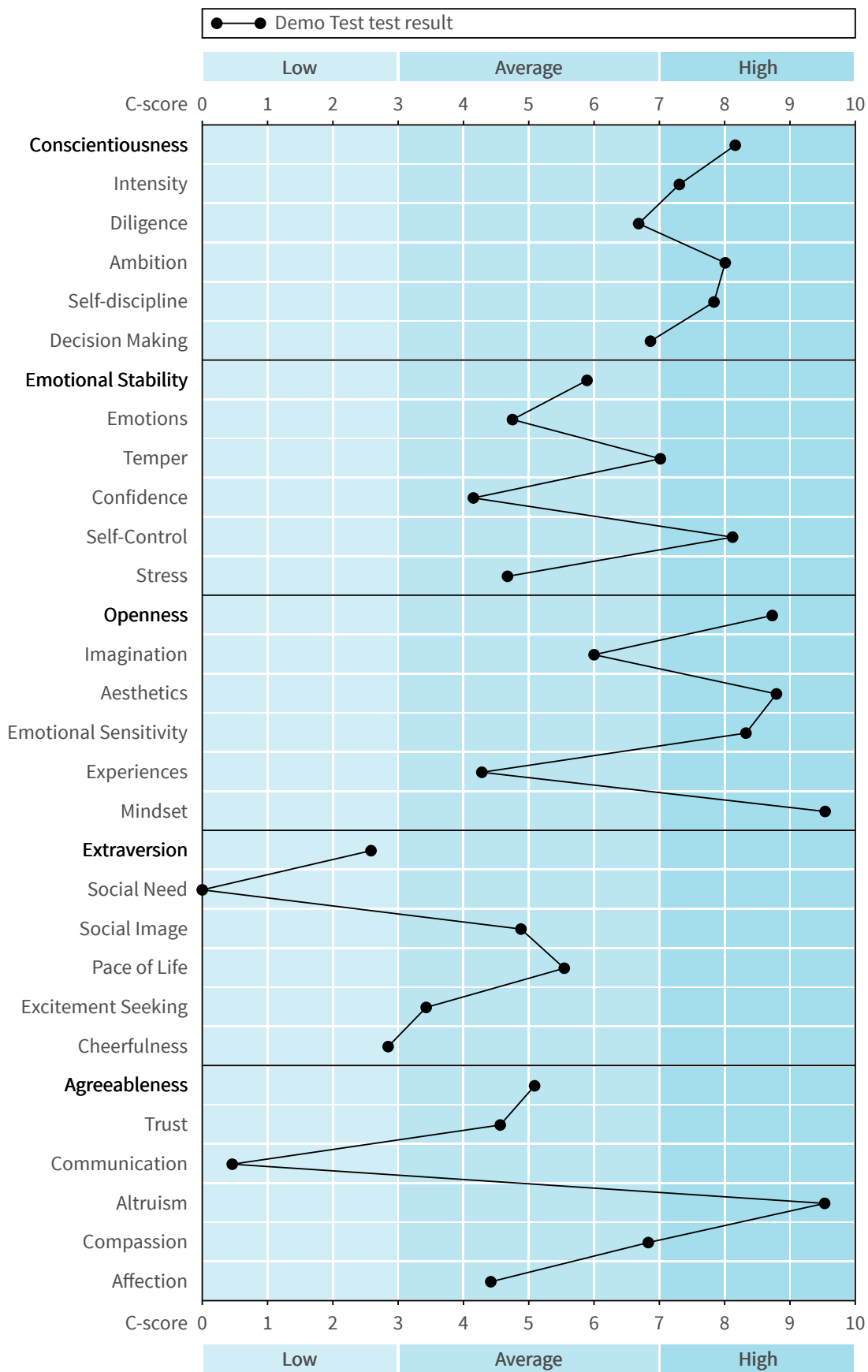
Assessment date: 03-10-2016



---

Name:	Demo Test
Email address:	assessiotest2@mail.com
Year of birth:	1980
Gender:	Female
Nationality:	Sweden
Education:	Masters Degree
Work experience:	5 - 10 yrs of full time work
Management experience:	no management experience
Job type	HR
Assessment date:	03-10-2016
Report ordered by:	Lina Assessio

---



# Introduction

This report contains your results, compiled from the answers you have given. The questions, based on modern research into the psychology of work-life, have been produced in order to measure your personality, which is important for identifying your strengths and potential weaknesses.

## The structure of the report

The report is divided into five personality dimensions, each measured on their own scale: Agreeableness (AG), Conscientiousness (CO), Emotional Stability (ES), Extraversion (EX) and Openness (OP). Each of the five scales is in turn composed of five subscales; these are numbered 1 to 5 (for example, ES1 for the first subscale in the Emotional Stability scale). The report initially provides a description of what the central scale measures, and how it expresses the measurements. This is followed by your individual result, expressed in terms of low, average or high scores on that scale. The result for the scale is followed by a description and your result for each subscale, expressed in the same way as for the scale.

## Bear this in mind when you are reading your results

The results cannot be interpreted in absolute terms, but should rather be seen as a guiding indication of how your personality may be structured and in this way influences your behavior in different contexts.

When you are reading this report, you should bear in mind the fact that there are no results which are “good” or “bad”, for various reasons:

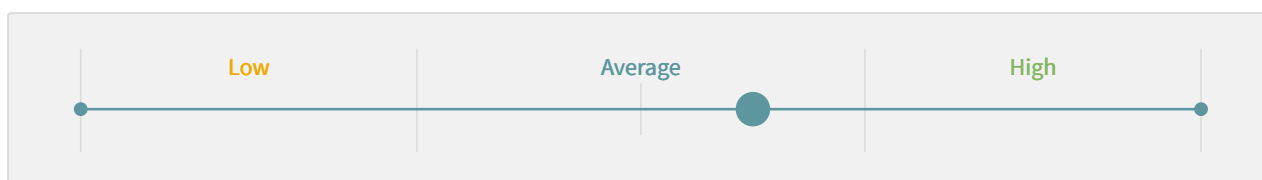
- There are positive and negative implications of both high and low results
- The combination of results on different scales and sub-scales affects behavior, and this is not taken into consideration in this report
- No test is perfect; there is always a certain degree of measurement error

In order for your result to be meaningful to you, it is compared with a so-called norm group. On the first page of the report, it is indicated which norm group was used. Average result represents a standard to which most people conform, more precisely 68% of the norm group. Low scores on the scale or subscale mean that your result is among those 16% of the norm group who have gained the lowest results on the relevant scale or subscale. High scores mean that your result falls among the 16% who have gained the highest results on the relevant scale or subscale.

If you have any questions concerning your results, how the results will be used or processed, please approach the Report requester specified on the first page.

## Example test score

Descriptive text for the test result score

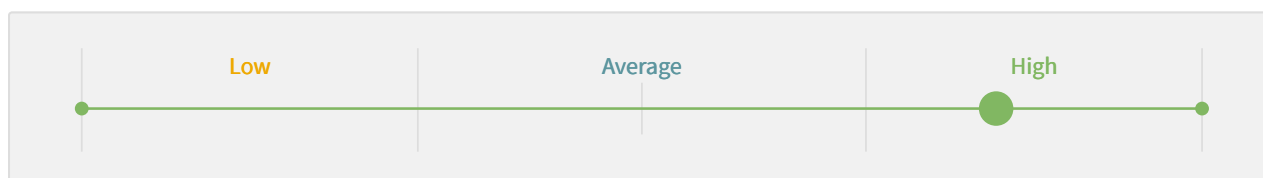


*The marked area in the figure represents the test subject's result level (low, average or high) on the scale as one out of four intervals.*

## Conscientiousness (CO)

The Conscientiousness scale describes a person's attitude to his or her work and undertakings. The scale is associated with achievement and describes the way in which a person prefers to work – systematically, methodically and purposefully, or spontaneously, flexibly and less planning. The scale also represents the underlying driving force to achieve something, and measures qualities that are necessary for this, such as the ability to be organized, systematic, conscientious, efficient and energetic.

### Result level



Results above 7 receives the following narrative.

#### You have received a high test score

Purposeful individuals are decisive and often have a strong will power and a driving force to achieve. They are methodical, organized and work in a structured way. They are systematic and careful and are often, therefore, regarded as reliable and methodical. A person with high scores is thoughtful and analytical in his or her decision-making and would rarely allow emotional impulses to affect him or her. High scores mean that this person is focused and tends to work towards his or her goals in an industrious, disciplined and independent manner. This person is conscientious, focused on detail, hard-working and punctual. Sometimes he or she may, however, be extremely focused on detail and have difficulty in lifting his or her gaze to see the overall picture. One's striving for perfection can mean that there can be difficulty in relinquishing control and completing tasks, as it is always possible to do a little more on them. People around him or her may in the worst case regard him or her as boring and conventional, lacking in spontaneity, and even as demanding, stubborn and controlling. A great deal of time is spent on planning, organizing and preparing oneself. Unexpected events which affect one's plans or one's ability to be prepared may lead to irritation or unease, as the unexpected is seen as something negative. This person is usually accommodating, keen to try to please and adapt to rules, customs, traditions and norms and to the expectations of the group. At the same time, he or she has a strong will and works hard to achieve his or her goals. He or she is exacting, not merely making demands on himself or herself, but also on the people around, and setting great store by achieving and exceeding his or her own targets. A person with high scores is very work-oriented, has great stamina, is persistent and takes initiatives. He or she is often associated with good academic and personal results, but also with work addiction and an extreme desire to achieve.

## Intensity (CO1)

The Intensity sub-scale reflects the intensity with which people take on tasks and commitments. This shows how persistent one is as well as how hard and urgently one exerts themselves, to be as efficient as possible. This contrasts to being more relaxed and less anxious when getting work done. The sub-scale also reflects one's personal feelings of being efficient and competent with regard to one's own achievements, and how important one thinks these are. Notice that low scores on the scale do not mean that one has low self-reliance, but merely a more relaxed attitude to being efficient and capable.

### You have received a high test score

Individuals with high scores on the Intensity sub-scale have a higher work rate than most other people. They value efficiency and hard work, both on their own part and that of other people. For these people, efficiency and a high work rate is an end in itself, and they may feel discontented if they are forced to slow their work rate or leave the assignment unfinished. They have a clear need of appearing to be confident, capable and efficient, and they have excellent stamina. Usually they feel suitable, capable and well-equipped to tackle future assignments, and they rarely doubt their own abilities. People around them as a rule regard them as competent, stubborn and efficient individuals who get a lot done, but they may also regard them as unnecessarily efficient, demanding and sometimes rather affected in the way they work.

## Diligence (CO2)

The Diligence subscale consists of two equally important parts. One is the degree of orderliness and the other is steadiness and dedication. What's more, it reflects how important it is for some people to fulfill their obligations and commitments.

### You have received an average test score

Individuals with average scores on the Diligence sub-scale have a level of diligence and orderliness which is similar to that of the average person. They attach some importance to being neat and tidy and spend time structuring and organizing their lives. They do not, however, have a pronounced need always to have total order, nor do they feel that being neat and tidy is an end in itself. They can even occasionally be a little untidy. They usually spend some time preparing themselves for various assignments, at least where these are felt to be important and significant. They do not have the same relaxed attitude as people with low scores, nor are they disturbed by being faced unprepared with various kinds of assignments. These people are often aware of their responsibilities, and they usually make an effort to live up to their commitments. They are, however, not as frustrated as people with high scores if they are forced to turn down an assignment or to break an agreement.

## Ambition (CO3)

The Ambition subscale reflects the striving for achievement, the level of ambition and the demands one makes on oneself. This reflects how goal oriented a person is, how far one is prepared to go, and what one is prepared to gamble to achieve one's goals. The degree of stamina and perseverance comprises two of the important aspects of this subscale.

### You have received a high test score

Individuals with high scores on the Ambition sub-scale have a level of ambition and striving for achievement which is higher than that of most other people. These people are ambitious and purposeful and normally have clear and lofty goals. They always strive to become better and work hard to get where they want to. They are usually persistent and have stamina, and always do their best. Their clear objective means that they have a feeling of direction in their life. People around them often regard them as energetic, goal-oriented, focused and performance-oriented, but also as overambitious and competitive and lacking in an ability to have a more easy-going attitude to achievement.

## Self-discipline (CO4)

The Self-discipline sub-scale reflects the extent to which one has the ability to initiate and complete assignments or commitments, even when one is bored or subject to distractions. The ability to motivate oneself is central, even when it is a question of monotonous and routine work.

### You have received a high test score

Individuals with high scores on the Self-discipline sub-scale are very disciplined and find it easy to motivate themselves to carry out assignments and undertakings, even if these are monotonous routine or are experienced as being boring. For these people the result is the most important thing, and they often feel better if they are allowed to fully deal with tasks instead of postponing them, which in particular applies to boring and essential tasks. For them it is an end in itself to retain focus and not allow themselves to be distracted. People around them often experience them as orderly and focused, but also as unnecessarily disciplined individuals, lacking the ability to put their work aside.

## Decision Making (C05)

The Decision Making sub-scale describes the strategy one adopts when making a decision. The subscale comprises the tendency to be thoughtful and analytical as opposed to being more spontaneous and impulsive.

**You have received an average test score**

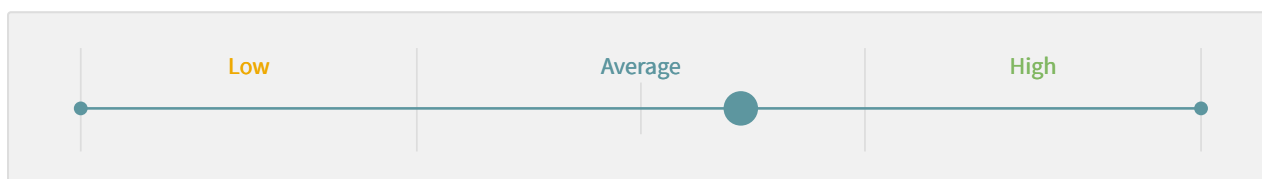
For people with average scores on the sub-scale, decision making is characterized by a level of thoughtfulness which is similar to that of the average person. These people commonly think through various alternatives and consequences, but they do not spend as much time and resources on examining all the opportunities as do people with high scores. When the situation requires it, they have a greater ability to make rapid decisions without feeling too bad. It may also be that they are more impulsive and spontaneous, at least when it is a question of less far-reaching or important decisions.



## Emotional Stability (ES)

The Emotional Stability scale reflects one's general emotional state. This means the strength with which one experiences primarily feelings such as anger, anxiety, guilt and depression, and how often one experiences these. The intensity and frequency are important, as they lay the foundations for one's state of mind, affecting the shape of one's daily life. This includes to what extent one has an even temperament, strong confidence, and how effective one is in managing one's own impulses. Of central importance is also how sensitive one is and how constructive one is when dealing with adversity and the stressful situations one meets in life. The scale also reflects what emotional resources a person possesses for solving those problems and conflicts that arise in one's daily life.

### Result level



*Results within the range above 3 but below 7 receives the following narrative.*

**You have received an average test score**

A person with average scores tends to experience feelings of anxiety, irritation and uncertainty as often as, for as long a period as, and as intensively, as most other people. A person with average scores is rarely regarded as expressly tense, restless or temperamental, but is often described as in possession of a relevant responsiveness, attentiveness and preparedness to act. He or she usually appears to be committed and attentive, without being too calm, indifferent or uninterested in what is occurring around him or her. A person with average scores is not particularly sensitive to external stress, but, for the most part, acts sensibly and rationally. Under particularly trying circumstances he or she may, however, have difficulty organizing and prioritizing, but it often requires a fairly long and/or intensive period of stress to throw him or her off balance. A person with average results has reasonable faith in his or her own ability, capacity and prospects for solving everyday problems, but one's self-confidence can waver if the stress becomes too great, or if the problems become too many or too serious. When difficult and demanding decisions have to be taken, he or she likes to seek help from other people, which sometimes may be regarded as lacking in independence, but also as prudent and discerning. Other people's views are sought and have a certain significance, which means that he or she is regarded as sensitive rather than thick-skinned or detached. Usually someone with average scores has the ability to put things behind him or her and move on. This also marks one's approach when dealing with setbacks. A person is aware of the misfortunes he or she encounters and may become concerned, ponder the causes and his or her own role in these, but will never allow himself or herself to become seriously dejected, at least not for a long period. He or she is basically confident, and has no great difficulty in taking his or her place in a social context, even if he or she is not always completely comfortable with speaking to large groups or making small talk with unknown people. It happens that a person with average scores on the Emotional Stability scale acts on his or her impulses, even if it does not occur as often as with people with low scores. If it happens, it is rarely in situations leading to serious consequences.

## Emotions (ES1)

The Emotions sub-scale is the core of the overall Emotional Stability scale. The sub-scale reflects one's basic emotional stability; this is shown in the degree of assurance felt when dealing with other people; how emotionally difficult it is to make a decision and whether one is concerned about failure. These individuals generally regret things done in the past, rather than putting it behind and moving on.

### You have received an average test score

Individuals with average scores on the Emotions sub-scale have an emotional stability that is similar to that of the average person. They are generally concerned, even over minor matters, but usually they manage their concern in a constructive way. They often present a stable impression without appearing too unconcerned or detached from the seriousness of the situation. They are attentive of what is happening in their surroundings without being tense or nervous, and usually have a healthy readiness to react to events in their surroundings.

## Temper (ES2)

The Temper sub-scale reflects the tendency to feel and express irritation and how easy it is for someone to be provoked and lose temper. Apart from the tendency to feel and express a general disapproval, the tendency to react with irritation, disappointment and bitterness is also measured. Note that a high score on this subscale does not measure the degree of good humor, but only the lack of a tendency to irritation.

### You have received a high test score

Individuals with high scores on the Temperament sub-scale have a very limited tendency to feel or show irritation. These people take matters easily; they are difficult to provoke and it requires a great deal for them to feel and show either anger or frustration. They have a generally high level of tolerance and rarely lose their temper.

## Confidence (ES3)

The Confidence sub-scale reflects the degree of fundamental self-confidence, which influences, for example, one's ease in social situations and/or the ability to make decisions and to communicate these decisions and views to other people. This is also where sensitivity to other people's opinions is reflected, as well as the space one gives to these and what influence they have on the individual.

You have received an average test score

The confidence of people with average scores on the sub-scale is similar to that of the average person. They have a fundamental belief in themselves, which means that in most situations they give an impression of confidence and competence. When under stress they may, however, doubt their own abilities and feel incapable of solving tasks and problems that arise. They usually feel comfortable in social contexts, even if they do not always take a prominent role or are entirely satisfied with having a very central a role in larger contexts. They feel comfortable in making everyday decisions, but under trying circumstances or when faced with difficult or important decisions; it happens that they seek support, advice and confirmation from people around them and may sometimes be regarded as lacking in independence. These situations may also be managed by making a decision independently and not allowing anyone else to say anything. The people around them often regard these individuals as having: the right amount of self-confidence, being independent initiative takers, but also capable of listening to other people and allowing them to participate and influence both themselves and their decisions; without giving a vacillating or uncertain impression.

## Self-control (ES4)

The Self-restraint sub-scale reflects a degree of control over sudden impulses and desires. The degree of self-restraint is measured here, as well as the ability to rein in one's impulses. Impulsiveness influences one's tendency to act spontaneously, take risks and make rapid decisions.

You have received a high test score

Individuals with high scores on the Self-restraint subscale have the ability to restrain themselves and have no problems in managing their own impulses. Their behavior is rarely governed by sudden desires or temptations. The ability to rein back impulses is mainly responsible for them being regarded as restrained and collected; as people who wait for relevant information when decisions are to be made and do not act on the basis of the emotions they are feeling at that moment. Self-restraint means that these people rarely find themselves in problematic situations because of decisions they made too hastily or driven by need. People around them usually regard them as self-possessed, moderate and consistent individuals, whose decisions are easy to understand and therefore are accepted.

## Stress (ES5)

The Stress sub-scale measures how tolerant one is when faced with stress and tension, and what resources one has in order to manage these situations. How sensitive one is to stress determines in what phase a person reacts emotionally in relation to the people around them. An indication is provided here of how one reacts in very stressful situations, and how this is expressed through one's behavior and feelings.

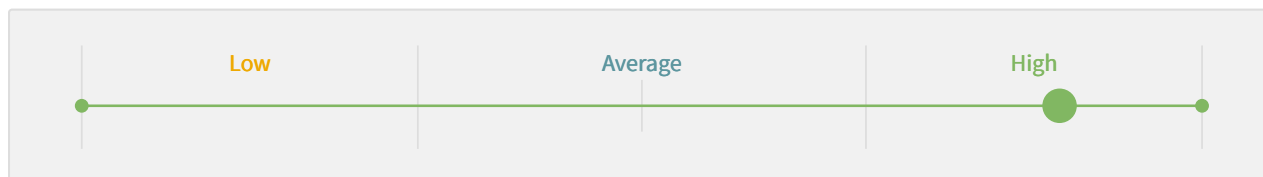
**You have received an average test score**

Individuals with average scores on the Stress sub-scale tolerate various types of stress, similar to that of the average person. They usually manage stressful situations well, and therefore normally have some resources to spare for other things. This does not mean, however, that they are unmoved or unaffected, even though it might look like that in the immediate situation. All forms of stress make demands on energy and resources, and these resources need an opportunity for restoration. With the correct support these individuals can function very well in jobs which entail a great deal of stress, but there should always be time for recuperation and emotional processing after periods of this kind.

## Openness to Experience (OP)

The Openness scale reflects the need for inner experiences, that is to say emotional experiences that occur within oneself. These are sometimes stimulated by external events or activities, but can just as well be created with the help inside oneself of one's own imagination. Openness to experience covers qualities such as a lively imagination, aesthetic sensitivity, sensibility to the internal life of the emotions, a predilection for variation, intellectual curiosity and an independence from other people's views and judgments. The scale reflects whether one prefers variation, complexity and creativity, or is more interested in specific knowledge and chooses the familiar and traditional over the exploratory and unconventional.

### Result level



Results above 7 receives the following narrative.

#### You have received a high test score

A person with high scores is described as intellectual, curious and open to new ideas. He or she has a rich inner life that requires stimulation and variety. His or her emotional life is action-packed and complex, and this person experiences both positive and negative feelings more often and more intensively than do people with low scores. Intuition plays an important role, and he or she often allows himself or herself to be guided by it, which may cause people around him or her to be confused, because they find it difficult to follow his or her reasoning. A person with high scores finds it easy to express his or her feelings, which may mean that other people feel uncomfortable. Admittedly, he or she usually has a good ability to perceive other people's moods, but this does not automatically mean that he or she is empathetic. A person with high scores is often regarded as a creative individual with a lively and strong power of imagination. He or she likes to present new ideas and daring proposals for new working methods. People around him or her may sometimes find it difficult to retain an interest in all the new ideas, and may feel fatigued by all the creativity, on the one hand because everything that is proposed is not always regarded as realistic or practicable. Nor is this always the intention of the person with high scores; it is the inner experience of pondering all these new ideas which gives him or her satisfaction, not the fact that he or she has to lead to something tangible and applicable. A person with high scores is often interested in science and intellectual contexts. His or her unconventional attitude and restless intellect lead him or her to challenge the authorities and conventional working methods, values, attitudes and political decisions. For this reason, he or she easily finds himself or herself in abstract, philosophical or political discussions. His or her readiness to reflect on new aesthetic, social and political ideas is considerable, but his or her open disposition and willingness to constantly re-evaluate the world around him or her means that other people may regard him or her as a deserter who never sticks to anything, or that he or she is unnecessarily intellectual and disconnected from reality. The constant quest for new experiences means a person with high scores has many broad interests. He or she likes to visit new places and try out new activities. He or she is as a rule attracted by aesthetics, and values culture and art. This person often describes himself or herself as artistic, and other people regard him or her as independent and intellectual, but also as restless, easily bored and therefore constantly seeking new emotional experiences.

## Imagination (OP1)

The Imagination sub-scale reflects the extent to which one has an active imagination or is more down-to-earth and focused on practical everyday matters. Daydreams and abstract intellectual experiments divorced from reality also form part of the Imagination sub-scale.

**You have received an average test score**

Individuals with average scores have a fantasy life and an ability to imagine abstract concepts that is similar to that of the average person. They have a rich imagination and sometimes develop their fantasies and daydreams into detailed imaginary worlds; even if this does not form part of their everyday life. They are quite down-to-earth and in touch with reality, and usually focus on what is happening here and now.

## Aesthetics (OP2)

The Aesthetics sub-scale reflects the interest in artistic and aesthetic expression. One's interest in culture is based on the need for inner stimulation, leading to a tendency to be open to, and to seek exposure that provides one's inner emotional world with new experiences. Media such as poetry, music, color and form are included here.

**You have received a high test score**

Individuals with high scores are very interested in aesthetics and art, satisfying their demand for emotional stimulation by seeking out this type of activity and expression. They are easily affected by aesthetics, poetry, color and form. They like to allow themselves to be absorbed completely by both art and music and consider these to be very important. It is not necessary that they themselves be of an artistic disposition, or have a talent in music or possess good taste; as the interest in part is driven by the emotional experiences produced by these manifestations. The view of people around them is that these are conscious individuals with good taste and sophisticated cultural interests.

## Emotional Sensitivity (OP3)

The Emotional Sensitivity sub-scale reflects how receptive and observant a person is of one's own moods and of the mood of the people around them. This also reflects the extent to which one perceives variations in the strength and richness of one's emotional life, as well as how important one considers an emotional life to be.

### You have received a high test score

Individuals with high scores on Emotional Sensitivity are very observant of both their own and others' moods, and consider that this is very important. They allow their feelings to influence their behavior to a relatively great extent; not in an impulsive way from situation to situation, but rather as a strategic attitude. What they themselves and other people feel is perceived to be very important, but this shouldn't be interpreted as being empathetic, but merely that they are observant of other people's moods. They have a tendency to feel more deeply and have more specific feelings than people with low scores; often experiencing both happiness and sadness more strongly than other people. They find it easy to show their feelings and have no objections to revealing their sensitive side to other people. This may be regarded as both open and honest but also as exhibitionist and extreme. These people are regarded as sensitive, colorful, dramatic and sometimes rather exaggerated when they express their feelings.

## Experiences (OP4)

The Experiences sub-scale shows how prepared one is to try new activities and be emotionally stimulated by the world. The search for inner experiences means that certain people are more open to all new possible experiences, whilst other people remain true to their habits and do not need as much emotional stimulation.

### You have received an average test score

Individuals with average scores have a need for new experiences to the same extent as that of the average person. They have no objection to the familiar, but are content with habits and everyday routines. This does not mean, however, that they systematically avoid trying new things, but rather that their average need for emotional stimulation drives them to occasionally seek new experiences. Therefore, they infrequently resort to new and untried activities, but not at the same frequency as in people with high scores. People around them generally regard these people as open to new activities and working methods, but not dependent on constantly renewing themselves.

## Mindset (OP5)

The Mindset sub-scale reflects one's degree of intellectual curiosity. This also includes one's receptivity to new and sometimes unconventional ideas, and the readiness to consider them. Intellectual curiosity is expressed through abstract philosophical discussions, theoretical reasoning and other activities that stimulate one's own intellect.

### You have received a high test score

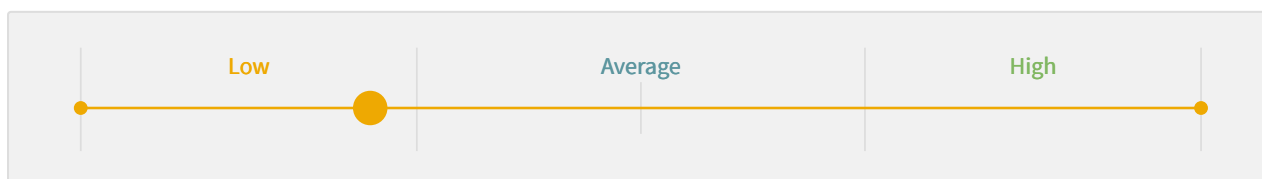
Individuals with high scores are very interested in, and have a great need for, activities and contexts that provide intellectual stimulation. They often devote themselves to interests and activities that include philosophical discussions, theoretical reasoning and forms of mental gymnastics. They are prepared always to consider new and sometimes unconventional ideas. People around them often regard these individuals as analytical and intellectual.



## Extraversion (EX)

The Extraversion scale measures the degree of energy with which one approaches life and thus describes the social position that one normally occupies. The scale describes one's sociability and need to surround himself or herself with other people. The scale provides an image of how someone portrays him- or herself in social situations, and how he or she is perceived by others. The scale not only includes the need one has to be seen and heard, but also whether one actually is seen and heard. The scale reflects the need to be the centre of other people's attention and also how comfortable one usually feels with other people's expectations. The scale also reflects the degree to which one feels comfortable with and moves without hindrance among other people, including unfamiliar people. Along with one's pace of life, seeking out experiences that provide stimulation forms the core of this scale.

### Result level



*Results below 3 receives the following narrative.*

#### You have received a low test score

A person with low scores has a quiet manner and is often described as slightly serious or reserved. He or she likes to keep a low profile and is comfortable working alone or with a few others. Therefore, he or she prefers to avoid social situations, because chatting, creating new contacts or seeking out new acquaintances does not come naturally to him or her. This person can feel exhausted by social gatherings. He or she likes to socialize with one or a few individuals at a time, and has less of a need to be seen or be the centre of attention. He or she prefers a calm and relaxed pace of life, and easily follows routines and habits. Others perceive him or her as quiet, calm and sometimes even low-spirited, even if the latter is not the case – he or she just has a less conspicuous manner.

## Social Need (EX1)

The Social Need sub-scale measures one's sociability. Interest in being with others and seeking out contexts with more than one person; it also corresponds to the need to be close to other people.

You have received a low test score

Individuals with low scores are reserved and feel more comfortable when they are alone or with a small number of people. They prefer to avoid social situations, as these generally make them feel uncomfortable. They are happy with a smaller number of connection to other people, and can easily be perceived as loners.

## Social Image (EX2)

The Social Image sub-scale describes how one approaches the social space, if one is more dominant and conspicuous or more muted and reserved.

You have received an average test score

Individuals with average scores have a need to be the center of attention to the same extent as the average person. They usually have an image that is neither evasive and aloof nor extremely dominant. They often prefer and are comfortable being part of a social context and they can usually handle a central role, even if they do not actively pursue one. After this kind of situation they are likely to have a need to recuperate, because the social exposure is energy-sapping.

## Pace of Life (EX3)

This subscale describes the energy level that one has in life and what degree of liveliness, vitality and strength is expressed in one's pace of life. This sub-scale reflects whether one is more content with a high tempo and lots of activities, or with a calmer, more relaxed pace.

You have received an average test score

Individuals with average scores have a pace of life that is similar to the average person. They usually have a life with a fair amount of activities, but they consider it equally important to sometimes be able to slow things down. Their energy level is reasonable, but it is not inexhaustible, resulting in these individuals being able to recuperate at regular intervals. However, they can become impatient and frustrated if the pace is too slow for a long period, because they do have a need to be active and get things done.

## Excitement Seeking (EX4)

The Excitement Seeking sub-scale deals with the need for external stimulation, strong experiences and excitement. Here the need for drama and new challenges is reflected, as opposed to being calm and contented with the safety of familiar environments.

**You have received an average test score**

Individuals with average scores seek out exciting situations and activities to a similar level to that of the average person. They do not constantly look for new strong experiences that provide excitement and risk, but they do not avoid opportunities to experience drama or expose themselves to reasonable risks. They do not become under-stimulated as quickly as people with high scores, which means that they are not as inclined to initiate things or take unnecessary risks just for the excitement.

## Cheerfulness (EX5)

The Cheerfulness sub-scale deals with the tendency to express positive feelings like joy, happiness and love. This is reflected in good spirits, contentment, cheerfulness and emotion. People who are usually explicitly happy and good-humored get high scores while people who are less exuberant and expressive get low scores.

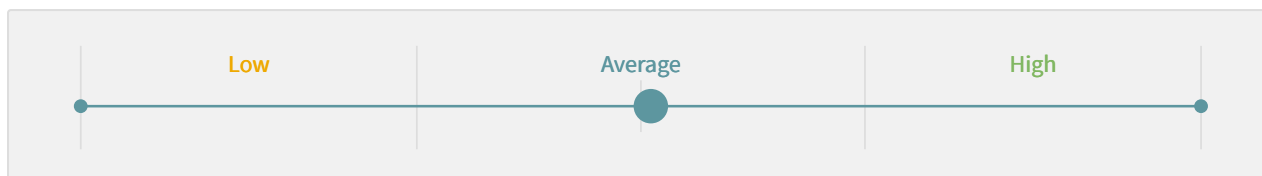
**You have received a low test score**

Individuals with low scores experience positive feelings a little less often and have a more subdued way of showing feelings like love, joy and happiness. This does not mean that they do not experience these feelings at all, but simply that their feelings are not as strong as for other people and that they are not expressed as strongly. These people have a calmer manner than people with high scores and can be perceived as subdued and sometimes low-spirited, but they are usually just not as cheerful as most others.

## Agreeableness (AG)

The Agreeableness scale reflects how one interacts with other people. This is shown in one's degree of trust in other people, whether one generally views other people as basically good, and the desire to help and to be there for other people. This scale reflects a genuine likeableness in the sense that a person is straightforward and honest with other people, even if this implies that he or she appears to be less accommodating. What is central to the scale is the emotional depth typical of a person's relationships, and the ability to express affection and tenderness towards those around.

### Result level



*Results within the range above 3 but below 7 receives the following narrative.*

#### **You have received an average test score**

A person with average scores on the Agreeableness scale has a way of interacting with other people which is similar to that of most other people. The interplay with people around him or her is characterized neither by extreme likeableness nor the lack of it. He or she has no problems in trusting people they know and assumes that other people usually have good intentions. He or she is likeable without a tendency to be naive, unnecessarily emotional or manipulative. On an everyday basis he or she is direct and honest, though under pressure and when it is a question of sensitive information he or she may become evasive or choose to express him- or herself in a way that does not risk as appearing unpleasant. It may happen that he or she will primarily choose to satisfy his or her own needs or meet his or her own objectives, or that he or she will speak indistinctly in order to avoid negative reactions from those around.

## Trust (AG1)

The Trust sub-scale reflects one's confidence in other people and how easy it is for them to trust other people. This reflects the view that the individual has of humankind and the intentions of people around them. The sub-scale also reflects whether a person, for the most part, sees the best in other people or if they are more skeptical and reserved.

### You have received an average test score

Individuals with average scores on the Trust sub-scale have faith in their peers ability.. They have no problems in trusting other people and assuming that these people have reasonably good, or at least not evil intentions. This means that people around them, as a rule, regard them as like able and as having faith in the goodness of humankind. It does not, however, mean that they are naive or easily deceived. Yet under certain circumstances they may adopt a more reserved attitude regarding other people's intentions. In these cases people around them may regard them as a little cynical and skeptical.

## Communication (AG2)

The Communication subscale reflects the way a person shapes his or her communication with other people. Do they communicate in a direct and straightforward manner, or do they prefer to be more careful and perhaps not as clear? Their way of communicating characterizes these individuals' relationships with other people and provides information about their interpersonal nature over shorter and longer periods. Note that people with low scores are often described as like able in the short term, whereas people with high scores may be described as less like able in the short term but genuinely like able in the longer term.

### You have received a low test score

Individuals with low scores on the Communication sub-scale prioritize a flexible and agreeable method of communicating, which does not risk harming other people's impressions of oneself. They adapt the message or content, communicated to the current situation, in a way which advances their own goals. These people often appear to be more careful in their communication than people with high scores, which means that they have an appealing manner and do well in social contexts. On first impression, these people are commonly regarded as pleasant, agreeable and adaptable. They have a soft image and go a long way to avoid conflicts. Adapting oneself to the situation and to one's surroundings is usually a good idea. However, in more critical situations, when one requires the adoption of a position, the people around them may regard these individuals as being a little manipulative or evasive, especially when they do not clearly express and defend their views. Unlike people with high scores, they do not have the same need in all circumstances to convey what they personally regard as the truth. People with low scores are often more prepared to influence the people around them by using flattery or trickery to accomplish their goals. They themselves regard the strategies as not merely necessary but as a desirable part of their social skills. They may consider that more direct people to be naïve, unnecessarily honest and sometimes unpleasantly explicit.

## Altruism (AG3)

The Altruism sub-scale reflects the need one has to exist for other people and to help other people. This depicts the tendency to put one's own needs aside in order to help people who are in need.

### You have received a high test score

Individuals with high scores on the Altruism sub-scale, have a great need to help and support people around them and are happy to do this. These people are generous and give a lot of themselves to others. They are self-sacrificing and always prepared to be there for anyone who needs them, without being asked. This may, however, mean that people around them regard them as pushy and that they barge in uninvited, despite their unselfish motives. The tendency always to put other people first may result in them forgetting themselves and their own well-being. This unselfish disposition means that they appear to be generous and open-handed, but also unnecessarily liberal. They themselves may regard people with low scores as insensitive and cold.

## Compassion (AG4)

The Compassion sub-scale reflects the degree of sympathy and compassion that one has for other people. This is expressed in how easy it is to be touched by other people's problems and needs, and to what extent one tends to become emotionally involved in them. Compassion is about genuine concern and care for others.

### You have received an average test score

Individuals with average scores on the Compassion sub-scale have a capacity for understanding and sympathy, that is similar to that of the average person.. They have a capacity to feel and show empathy with those around them. They are moved by other people's problems, although not to the same extent as people with high scores; who can allow problems and situations to take the upper hand resulting in the consumption of all their available resources. As a rule however, they allow themselves to be drawn in to the same extent as people with high scores. These individuals appear to be considerate, involved and aware of other people's moods, without being too emotional or easily moved.

## Affection (AG5)

The Affection sub-scale reflects the degree to which a person's relationships are characterized by; affection, love, tenderness and friendship; as opposed to restraint and reservation. The degree of affection covers qualities that are important for the opportunity to have intimate relations.

### You have received an average test score

The relationships of people with average scores on the Affection sub-scale, are characterized by an affection and warmth that is on a par with that of most people. They express their feelings and affection for certain select people – that is to say not for everyone or always. They are also more nuanced in expressing their emotions than people with high scores, regarding both the degree of expression and its content. This means that they may have a greater distance in certain relationships and less in others. They rarely have problems in making new contacts, and they usually like to meet other people and to associate with them, even if their primary aim is not always to create new friendships.