

MAP

Interpretive guide (incl. subscales)

Scale

Agreeableness (AG)

Description

Concerns how a person interacts with other people

Low results (score 0-2)

Independent people who tend to be unaffected by what other people think. Factual, non-sensitive, and reserved. Can be viewed by others as competitive and somewhat inflexible.

High results (score 7-10)

Pay attention to and care about what other people think and feel. Has confidence in others. Vigilant and caring. Viewed as flexible and easy to be around. Possibly a little bit too agreeable and naive.

Subscales

Trust (AG1)

Concerns the degree to which a person has confidence and trusts in other people.

May have difficulties fully trusting others. Cautious and more restricted in what they share about themselves.

Feel trust in other people and share information about themselves with others.

Communication (AG2)

Concerns what strategy a person has when communicating with others.

Adapt the information content they provide in order to get what they want. Somewhat unwilling to express their own opinions and feelings.

Straightforward and honest in their way of communicating. Express what they really think.

Altruism (AG3)

Concerns how important others are to an individual and how much a person is affected by the actions of others.

Is more focused on the task than the relationships at work. Is unaffected by other peoples' needs. Can be perceived as harsh.

Pays attention to how others feel and are affected by other peoples' state of mind. Tend to sacrifice their own needs. Focus on pleasing others.

Compassion (AG4)

Concerns the degree to which a person has empathy for other people.

Have little empathy for others. Are usually unaffected by other's appeals. Can be perceived as too rational and insensitive.

Caring and sensitive to other people. Tend to get affected by and have a hard time resisting appeals from others. Can be perceived as sympathetic and emotional.

Affection (AG5)

Concerns the degree to which a person feels and shows affection for other people.

More formal and restrained. Can be perceived as uninterested in building close relationships with other people.

More affectionate, warm and loving in their relationship with other people. Can be perceived as too informal and personal.

Scale	Description	Low results (score 0-2)	High results (score 7-10)
Conscientiousness (CO)	Concerns how a person approaches various goals and tasks.	More easygoing, have a relaxed relationship towards tasks and goals. More flexible and lust-driven. Can be perceived as unplanned and unstructured with an uneven work pace.	Have a clearer vision of their goals and have an agenda for reaching these. Usually plan and structure their work carefully and are persistent. Their decisions are usually well thought through and justified.
Subscales			
Intensity (CO1)	Concerns a person's intensity in performing various tasks at work.	A more laid-back approach to the work pace and don't see intrinsic value in being competent and effective. Can be perceived as lazy and slow.	Usually hardworking and effective when working on tasks, even the less "exciting" tasks. Can feel restless and dissatisfied in regards to their own performance.
Diligence (CO2)	Concerns a person's attitude towards commitments and rules, as well as their general need for order and structure.	Have no problem relating to situations in which rules and instructions are unclear. Less need for structure and can therefore be perceived as unstructured. Have a flexible approach to commitments and obligations.	Appreciate a methodological and structured way of working. Are usually conscientious and have no problem integrating themselves into structures. Can be frustrated if they have to deliver unfinished work.
Ambition (CO3)	Concerns a person's will to perform and to what extent they are willing to invest to reach his/her goals.	Have a more laid-back attitude towards performing. Driven more by spontaneity and don't see any intrinsic value in hard work. Can be perceived as pretty flexible.	Tend to work hard and invest a lot to reach their goals. Have a clear vision of their lives, which can result in being perceived as a too goal-oriented and unable to see what is going on "here and now".
Self-discipline (CO4)	Concerns how a person relates to tasks that he/she has already started.	Have a hard time finishing tasks which they think are unmotivated. Can be perceived as easily distracted and as having a hard time focusing on one thing at a time.	Usually have an easier time finishing tasks, even those that are "boring". They can sometimes have a hard time prioritizing before they have finished what they are doing at the moment.
Decision Making (CO5)	Concerns how a person tend to make decisions and how reflective he/she is.	Usually make quick decisions and can do so without having complete information, or enough time to reflect over possible consequences.	Want to have enough relevant information before making a decision. Tend to make well thought through decisions, but can also be perceived as a bit too cautious.

Scale**Description****Low results** (score 0-2)**High results** (score 7-10)**Emotional Stability (ES)**

Concerns a person's general trust in his/her own ability and how the person handles stressful situations.

Self-reflective and tend to be more critical towards their own work effort and their ability to handle different situations. Usually open to feedback but also more anxious and easily stressed. Can be perceived as having an uneven temper.

Likely to have high self confidence and trust in their own ability. Are more positive and confident during demanding situations. Can be perceived as somewhat shielding and unreflective.

Subscales**Emotions (ES1)**

Concerns how a person feels on the inside and the amount of confidence they have in the future.

Are likely to be more anxious about the future and how to handle it. Tend to reflect more about their decisions, but their worry for making mistakes can make them feel anxious and nervous.

Have an overall positive view of themselves and their future - and therefore tend not to self reflect as much, not take things very seriously nor reflect as much over the consequences of their decisions.

Temper (ES2)

Concerns how a person's temper is perceived by the people in his/her environment.

Tend to express their feelings and it is usually easy to tell what mood they are in, since they don't try to hide it. Can be perceived as easily provoked and sensitive.

A higher level of tolerance when it comes to frustration and disappointment. Tend to be perceived as stable in their mood, which can make others perceive them as somewhat indifferent.

Confidence (ES3)

Concerns how confident a person is in his/her own ability and the degree of general trust they have in themselves.

Are usually responsive to feedback. Will most likely doubt their ability to handle certain things and can worry about what other people think about their performance.

Have a high level of trust in their own ability and don't worry about others opinions. Usually appear confident in social situations. Can have a hard time accepting critique.

Self-control (ES4)

Concerns self-control and the ability to handle ones impulses.

Probably give in pretty easily to sudden impulses and ideas, even when the consequences can be negative.

Have an easier time handling impulses and resisting various ideas and temptations.

Stress (ES5)

Concerns a person's ability to handle stress and strain.

Often experience difficulties handling stressful situations and have low confidence in their own ability to handle such situations.

Usually perceived as calm and capable in stressful situations, and have confidence in their own ability to manage such situations.

Scale**Description****Low results** (score 0-2)**High results** (score 7-10)**Extraversion**
(EX)

Concerns a person's need for social interaction and the amount of energy that is directed towards the social environment.

Tend to focus more on their own thoughts than looking for impressions within their surroundings. Are usually perceived as more reserved than others and are more cautious approaching new people.

Have a greater need for social interaction and enjoy being around people. Tend to feel energized by other people and are therefore usually perceived as enthusiastic, energetic and talkative. Often seem self confident, but can also be perceived as a little loud.

Subscales**Social Need**
(EX1)

Concerns a person's need for social interactions.

Usually don't have any problems working alone and have no real need for interacting with many people at the same time. Can be perceived as reserved and having a need for peace and quiet.

Usually have a more obvious need for interacting with a lot of people at the same time, since this energizes them. Are drawn to crowded places and tend to experience energy loss in situations lacking socialization.

Social Image
(EX2)

Concerns how a person approaches the social environment, if they are more dominant and conspicuous or more muted and reserved.

Tend to have a more reserved and quiet social image and be more cautious before speaking up. Are usually perceived as good team players, but sometimes also a bit unclear about their own opinions.

Tend to be more prominent in social situations. Have no problems expressing themselves or taking initiatives. Can be perceived as attention-seeking.

Pace of Life
(EX3)

Concerns what pace a person prefers in life.

They most likely think that life should be calm. Their tempo in life is more relaxed. Can be perceived as inactive.

Most likely they have a need for a high-paced life and having many things going on at the same time. Are perceived as energetic, but can become very impatient if they feel things are going too slowly.

Excitement Seeking
(EX4)

Concerns a person's need for excitement and challenges.

Tend to like familiar and peaceful environments and feel uncomfortable taking risks. Are usually perceived by others as trustworthy, but sometimes also too cautious.

Tend to be more willing to take risks and have a need for excitement and new environments. Can be perceived as inspiring but somewhat irresponsible.

Cheerfulness
(EX5)

Concerns a person's experiences of positive emotions, such as happiness, joy and satisfaction.

Often appear more serious, and tend to be less cheerful.

Are usually perceived as positive, cheerful and easygoing. Can sometimes be seen as not realizing the seriousness of certain situations.

Scale**Description****Low results** (score 0-2)**High results** (score 7-10)**Openness**
(OP)

Concerns a person's need for mental stimulation and internal experiences, referring to emotional experiences that occur within oneself.

Prefer logical reasoning and objectivity over intuition and emotional experiences. Are usually perceived uncomplicated and down-to-earth, with a preference for things that have been proven to work, rather than the uncertain and unknown.

Have a higher need for internal and external experiences. Tend to generate new ideas and have their own and unconventional values. Have new perspectives on things and can be perceived as somewhat unrealistic and even sometimes eccentric.

Subscales**Imagination**
(OP1)

Concerns the extent to which a person is imaginative.

Are usually viewed as more down-to-earth and realistic. Tend to focus on the here and now.

Usually have an active imagination and an internal world that is rich in detail.

Aesthetics
(OP2)

Concerns a person's interest in (but not talent for) artistic expression such as art and music.

Tend not to be very interested in artistic expression and prefer to focus on activities that are more concrete.

Usually become absorbed by various aesthetical expressions and tend to have a great interest in artistic activities.

Emotional Sensitivity
(OP3)

Concerns the extent to which a person is receptive to his/her own emotions.

Tend to pay limited attention to their own emotions and don't assign much value to their moods and feelings.

Tend to view their own feelings and mood as something important to pay attention to. Usually have no problem showing emotions in front of others. Can sometimes be perceived as somewhat emotional.

Experiences
(OP4)

Concerns a person's need for new experiences and intellectual and emotional stimulation.

Are usually not interested in new situations or new places. Are not interested in changes for their own sake.

Are open to trying new things and seeing new places. Are perceived as curious individuals who get easily bored by routines.

Mindset
(OP5)

Concerns the kind of intellectual thinking style and level of curiosity a person has.

Tend to not involve themselves in abstract reasoning, philosophical discussions, or other mental activities such as word puzzles. Don't see any intrinsic value in intellectual discussions.

Tend to look for activities in which they have the opportunity to think in a new way or come up with unconventional ideas. Are intellectually curious and open to new reasoning and new perspectives.