



# Great 8 Type Report

## Personality Factors (PF48)

**James Gold**

### Disclaimer

This is a confidential report on the participant named above. It is designed to be used to support the assessment of the individual. Whilst it provides valuable insight into the individual's characteristics, it should not be used in isolation or be regarded as a complete assessment. HUCAMA Analytics Ltd accepts no liability for the consequences of using this report or its contents by any person for whatever purpose.

# Overview

**Introduction**

Personality Factors is a questionnaire that assesses eight personality factors grouped into four quadrants:

- GETTING IT RIGHT: INVESTIGATOR & CONTROLLER
- GETTING ALONG: SUPPORTER & TROUBLESHOOTER
- GETTING AHEAD: DRIVER & INVENTOR
- GETTING ALIGNED: INTERACTOR & INFLUENCER

**Big 5 Model**

Personality Factors extends the widely accepted Five-Factor Model of personality into eight factors (see Kurz & Bartram, 2002).

- Openness underpins INVESTIGATOR and INVENTOR
- Conscientiousness underpins CONTROLLER and DRIVER
- Extraversion underpins INTERACTOR and INFLUENCER
- Agreeableness underpins SUPPORTER
- Neuro-Agility (the opposite of Neuroticism) underpins TROUBLESHOOTER

**Stability vs. Plasticity**

Research differentiates between Stability (Alpha) and Plasticity (Beta) higher-order constructs. Stability roles are shown on the left half and Plasticity roles are shown on the right half of the graph. Stability factors are about getting things right and getting along with others. Plasticity factors are about getting ahead by pursuing ideas and influencing people.

Stability-Plasticity Balance: greater focus on plasticity than on stability.

Dependability-Proactivity: marginally greater focus on demonstrating dependability than on showing proactivity.

**Task vs People**

Research since the 1960's differentiates between task and people performance. INVESTIGATOR and CONTROLLER cover convergent thinking whereas DRIVER and INVENTOR cover divergent thinking aspects of task performance. SUPPORTER and TROUBLESHOOTER cover interpersonal sensitivity whereas INTERACTOR and INFLUENCER cover communication aspects of people performance.

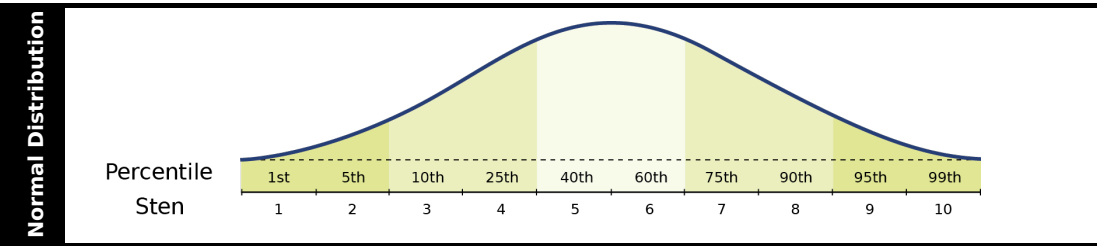
Task-People Balance: greater focus on tasks than on people.

Accomplishment-Relationship Balance: very much greater focus on tasks than on people

**Norm Group**

Results are compared to a norm group consisting of individuals who completed the questionnaire before: 1079 Professionals and Leaders. Based on the normal distribution results are expressed as standard scores:

- Sten scores – range from 1 to 10 with a mean of 5.5
- T-scores – range from 25 to 75 with a mean of 50
- Percentiles – range from 1st to 99th indicating the percentage of the norm group the score comes above



**Report Graphs**

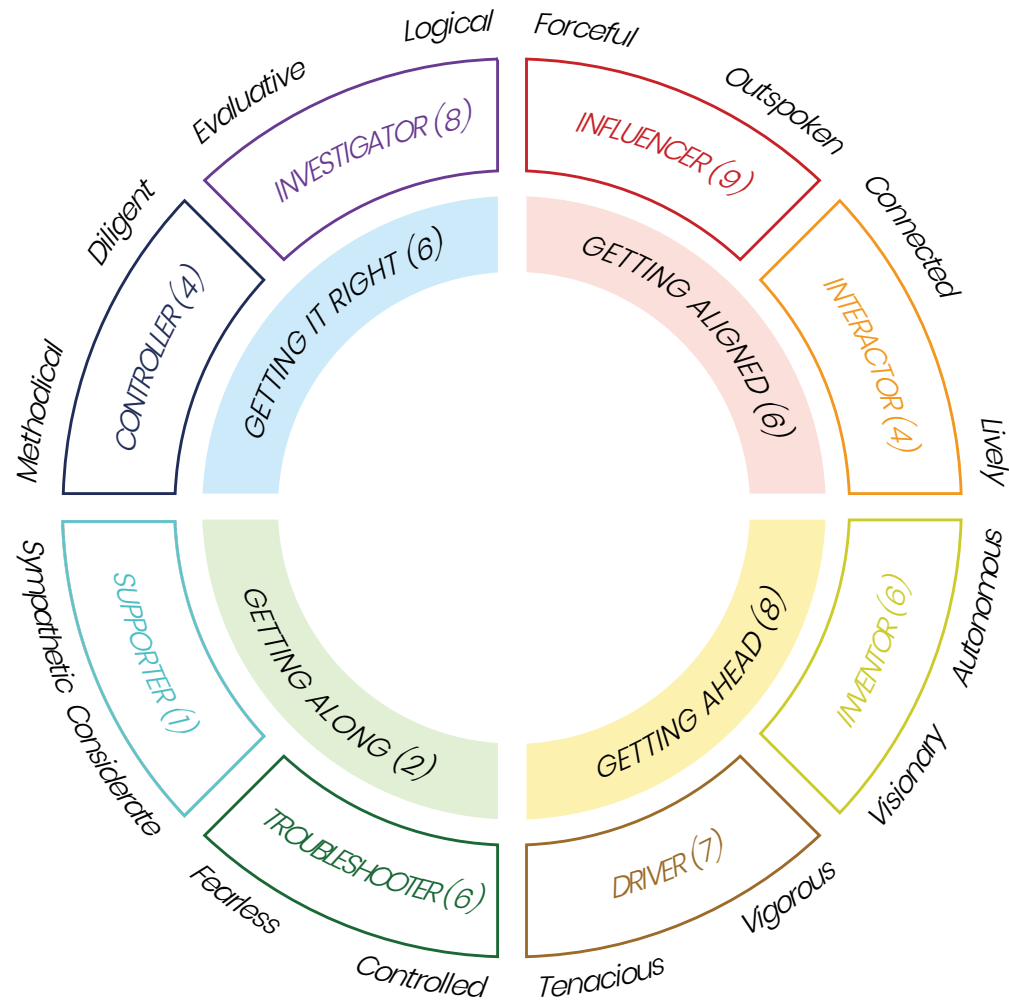
The Great 8 Type Report assesses relative preferences. The model covers four quadrants, 8 types, and 16 splits. Each Type has 'General Role', 'Professional Role' and 'Executive Role' sub-types that correspond to questionnaire modules that are geared towards these three broad work areas. Each role pairs up two facets.

**Decision Support**

This report is confidential and has a validity period of approximately 12 months. It is intended for use by individuals who are competent in the interpretation of Personality Factors assessments.

For high-stakes decision-making the results should be discussed in an interactive session.

# Great 8 Type Model with Quadrants and Splits



# Performance Quadrants

This page describes four quadrants that underpin job performance and shows a chart with relative preferences.

**GETTING IT RIGHT**

This quadrant is about *INFORMATION* that underpins getting it right at the workplace. It is underpinned by *INVESTIGATOR* and *CONTROLLER* types.

**GETTING ALONG**

This quadrant is about *EMOTION* that underpins getting along at the workplace. It is underpinned by *SUPPORTER* and *TROUBLESHOOTER* types.

**GETTING ALIGNED**

This quadrant is about *COMMUNICATION* that underpins getting aligned at the workplace. It is underpinned by *INTERACTOR* and *INFLUENCER* types.

**GETTING AHEAD**

This quadrant is about *MOTIVATION* that underpins getting ahead at the workplace. It is underpinned by *INVENTOR* and *DRIVER* types.



# Great 8 Types

This page describes eight role types that underpin job performance and shows a chart with relative preferences.

**INVESTIGATOR**

INVESTIGATORS strive for knowledge. DEVELOPER, CRITIC, and ASSESSOR are roles that underpin the INVESTIGATOR type.

**CONTROLLER**

CONTROLLERS like concrete ideas. IMPLEMENTER, SELF-STARTER, and INSPECTOR are roles that underpin the CONTROLLER type.

**SUPPORTER**

SUPPORTERS enjoy listening. ALTRUIST, ADVOCATE, and MOTIVATOR are roles that underpin the SUPPORTER type.

**TROUBLESHOOTER**

TROUBLESHOOTERS have inner confidence. OPTIMIST, ABSORBER, and MONITOR are roles that underpin the TROUBLESHOOTER type.

**INFLUENCER**

INFLUENCERS project outer confidence. INSTRUCTOR, NEGOTIATOR, and ENTREPRENEUR are roles that underpin the INFLUENCER type.

**INTERACTOR**

INTERACTORS enjoy talking. NETWORKER, TEAM PLAYER, and TRUST INSPIRER are roles that underpin the INTERACTOR type.

**INVENTOR**

INVENTORS like abstract ideas. PIONEER, CATALYST, and COACH are roles that underpin the INVENTOR type.


**DRIVER**

DRIVERS strive for progress. FINISHER, MASTER, and PERFORMER are roles that underpin the DRIVER type.



**Scale Definitions**

The *INVESTIGATOR* type is underpinned by *Evaluative* and *Logical* splits covering three facets each. The scales assess relative preferences.

Personality Factors 

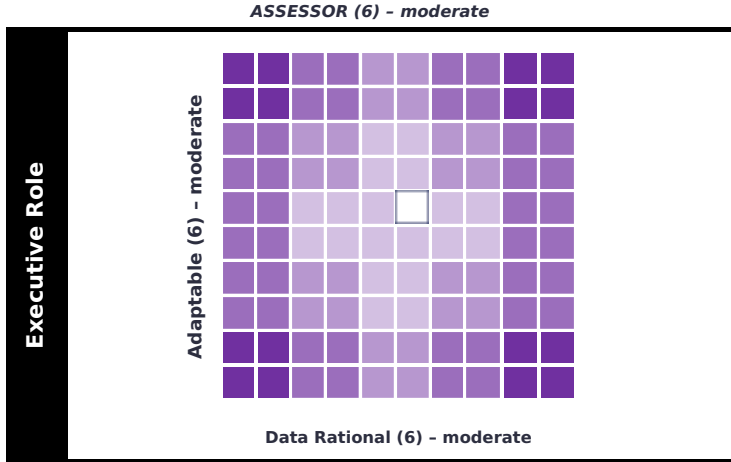
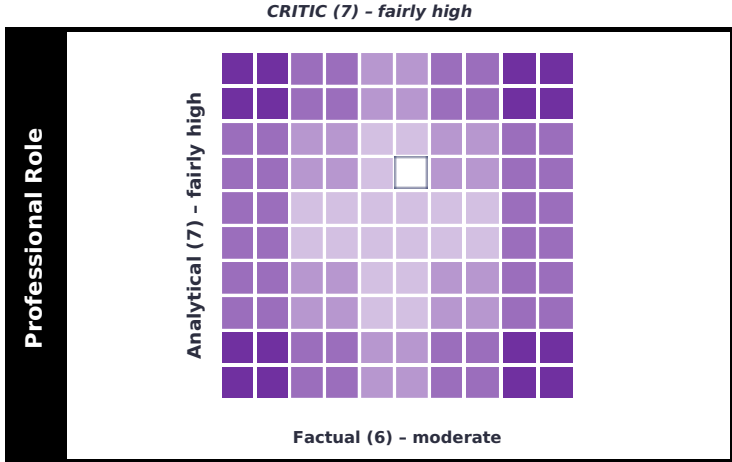
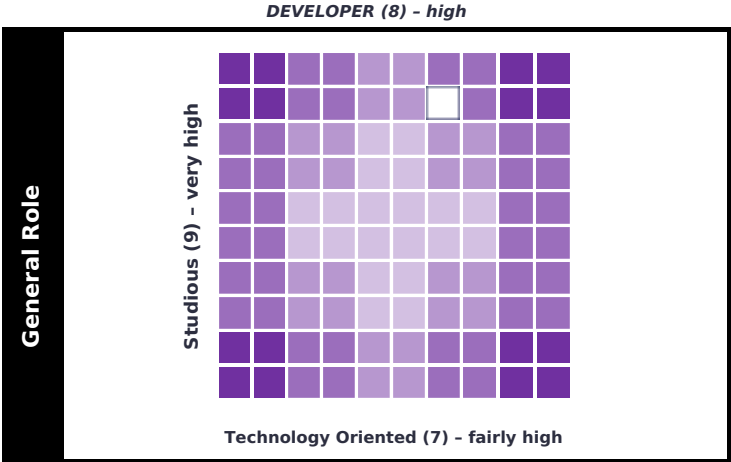
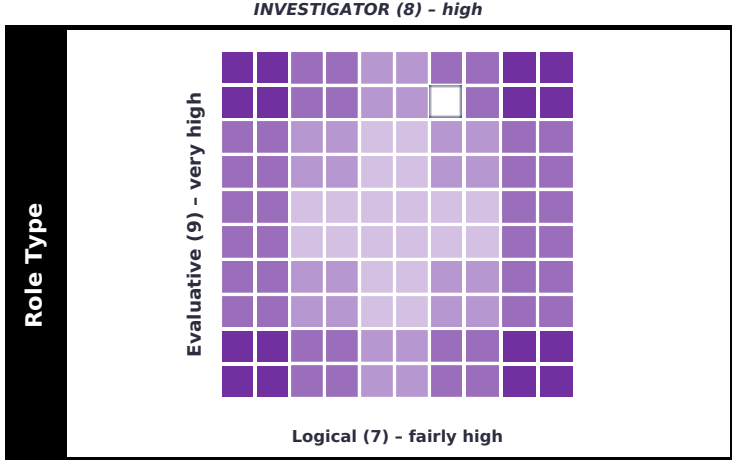
<b>Evaluative</b>	<b>Inclination to evaluate</b>
Studious	Is very interested in studying and self-improvement
Analytical	Is inclined to critically evaluate arguments
Adaptable	Usually responds flexibly to changes
<b>Logical</b>	<b>Interest in information processing</b>
Technology Oriented	Is interested in technology and new equipment
Factual	Is moderately interested in reading and writing
Data Rational	Is moderately interested in arithmetic and statistics

**INVESTIGATOR**

*INVESTIGATORS* strive for knowledge. *DEVELOPER*, *CRITIC*, and *ASSESSOR* are roles that underpin the *INVESTIGATOR* type.

**EVALUATING INFORMATION**

<b>Factor</b>		
<b>Evaluating</b>		
Developing Expertise		
Solving Problems		
Showing Flexibility		
<b>Informing</b>		
Applying Technology		
Documenting Facts		
Quantifying Issues		



**DEVELOPER**

*DEVELOPERS* are inquisitive and technology savvy. They develop expertise and apply technology.

**CRITIC**

*CRITICS* analytically review information. They solve problems and document facts.

**ASSESSOR**

*ASSESSORS* are flexible and data driven. They adapt to changing circumstances and quantify matters.

**Scale Definitions**

The *CONTROLLER* type is underpinned by *Methodical* and *Diligent* splits covering three facets each. The scales assess relative preferences.

Personality Factors

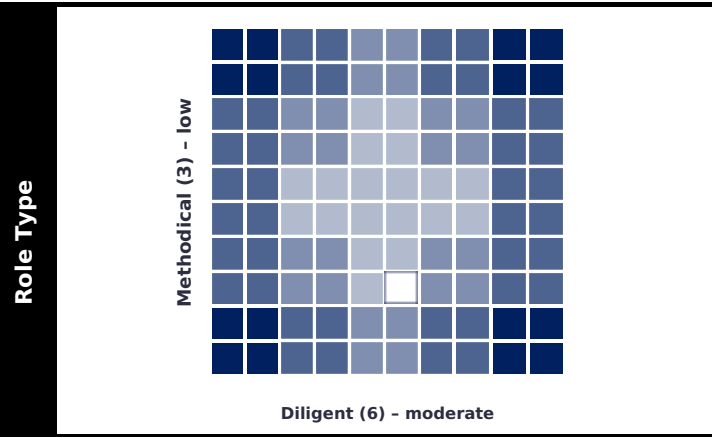


<b>Methodical</b>	<b>Inclination to work systematically</b>
Orderly	Is forgetful and untidy
Prudent	Is strongly inclined to act spontaneously
Self-Confident	Strongly believes in own capabilities
<b>Diligent</b>	<b>Inclination to be industrious</b>
Meticulous	Is as concerned about perfection as most
Self-Disciplined	Gets to work quickly
Rule Following	Dislikes rules

**CONTROLLER**

*CONTROLLERS* like concrete ideas. *IMPLEMENTER*, *SELF-STARTER*, and *INSPECTOR* are roles that underpin the *CONTROLLER* type.

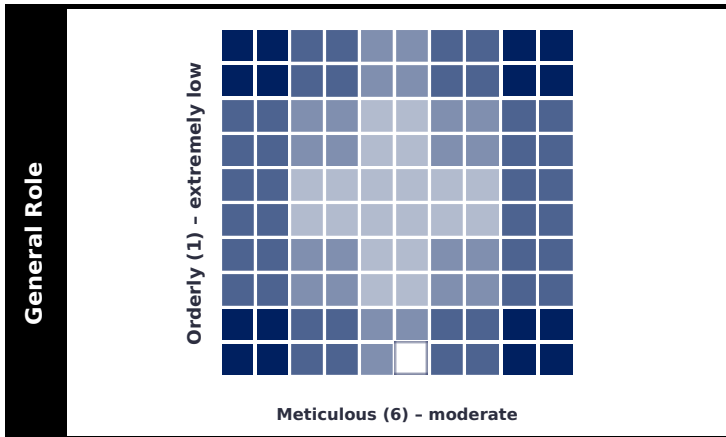
*CONTROLLER (4) - fairly low*



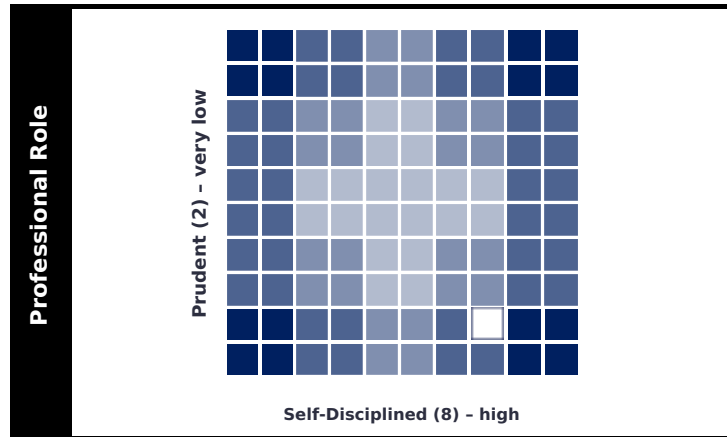
**STRUCTURING WORK**

<b>Factor</b>		
<b>Arranging</b>		
Completing Tasks		
Planning Activities		
Demonstrating Competence		
<b>Delivering</b>		
Ensuring Quality		
Maintaining Discipline		
Adhering to Rules		

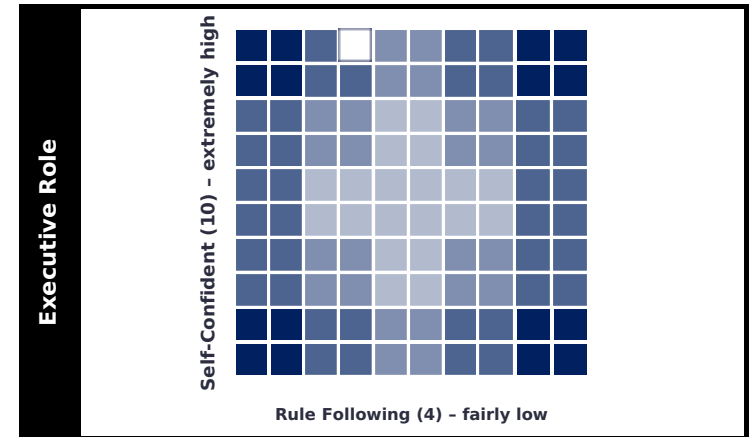
*IMPLEMENTER (3) - low*



*SELF-STARTER (5) - moderate*



*INSPECTOR (6) - moderate*



**IMPLEMENTER**


*IMPLEMENTERS* are tidy and detail-oriented. They like to work in a structured way and pride themselves on their reliability.

**SELF-STARTER**

*SELF-STARTERS* are planful and prompt. They like to plan activities and maintain discipline.

**INSPECTOR**

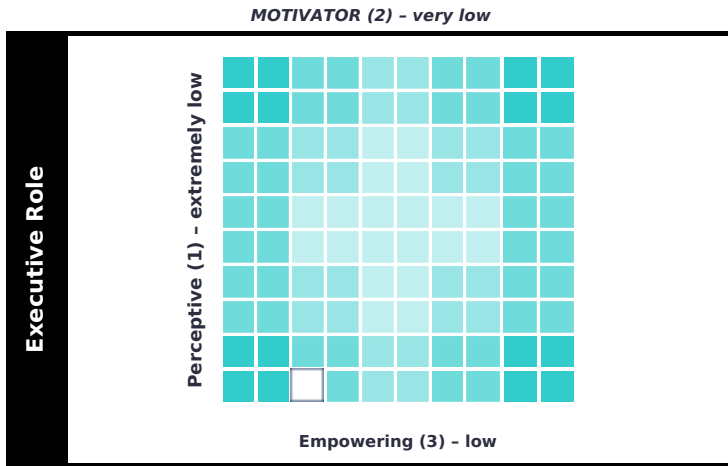
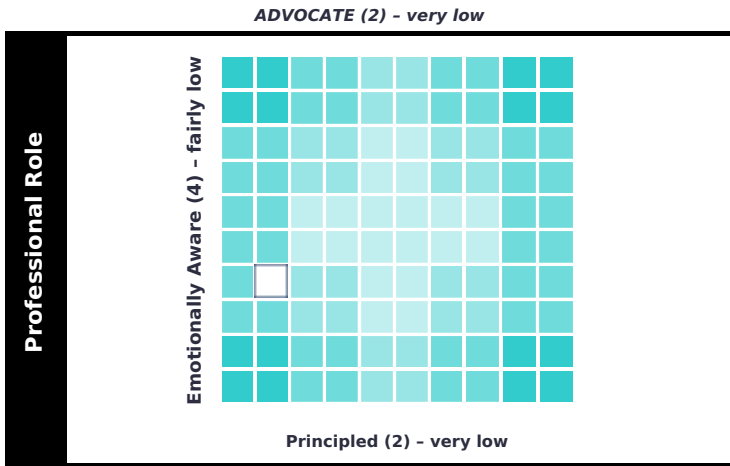
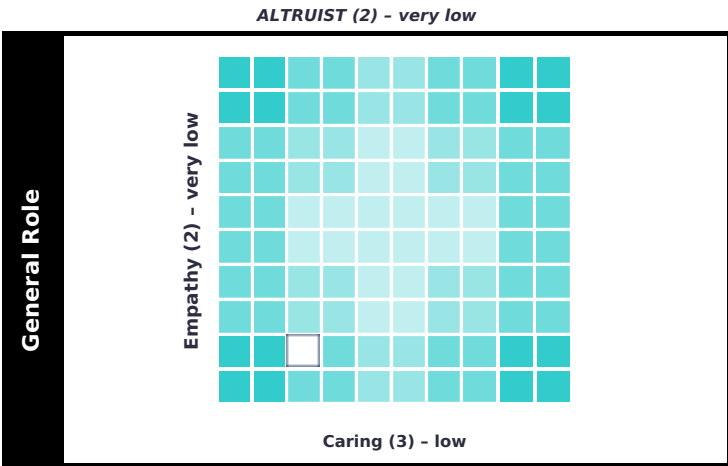
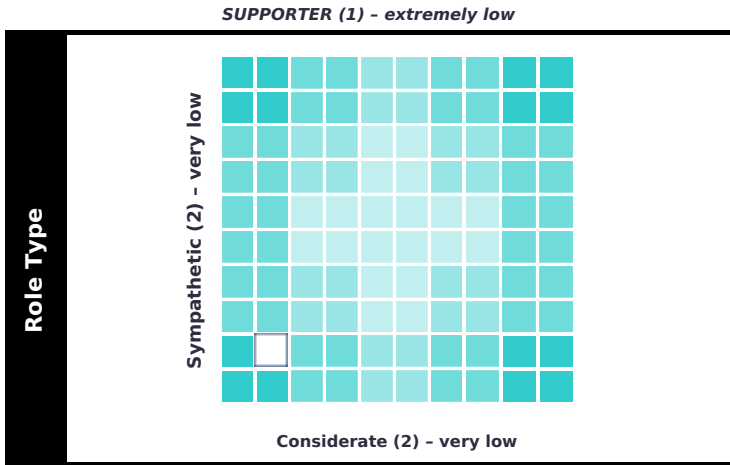
*INSPECTORS* believe in themselves and adhere to rules. They value competence and compliance.

Scale Definitions	
The <i>SUPPORTER</i> type is underpinned by <i>Sympathetic</i> and <i>Considerate</i> splits covering three facets each. The scales assess relative preferences	
Personality Factors 	
<b>Sympathetic</b>	<b>Inclination to understand feelings</b>
Empathy	Is disinclined to listen sympathetically
Emotionally Aware	May miss cues to emotional needs
Perceptive	Is less insightful about emotional situations than most
<b>Considerate</b>	<b>Tendency to be kind and respectful</b>
Caring	May overlook the needs of others
Principled	Rarely interested in societal and welfare issues
Empowering	Is less interested in inspiring and motivating people

**SUPPORTER**

*SUPPORTERS* enjoy listening. *ALTRUIST*, *ADVOCATE*, and *MOTIVATOR* are roles that underpin the *SUPPORTER* type.

SUPPORTING INDIVIDUALS	
<b>Factor</b>	
<b>Understanding</b>	
Showing Empathy	
Demonstrating Emotional Agility	
Perceiving Emotions	
<b>Encouraging</b>	
Acting with Consideration	
Upholding Standards	
Empowering People	



**ALTRUIST**

*ALTRUISTS* are understanding and interested in helping others. They like to show empathy and act with consideration.

**ADVOCATE**

*ADVOCATES* sense and express feelings well. They like to express their emotions and what is right.

**MOTIVATOR**

*MOTIVATORS* are perceptive and enabling. They like to tune into individuals and get the best out of others.



**Scale Definitions**

The **TROUBLESHOOTER** type is underpinned by *Fearless* and *Emotionally Controlled* splits covering three facets each. The scales assess relative preferences.

Personality Factors

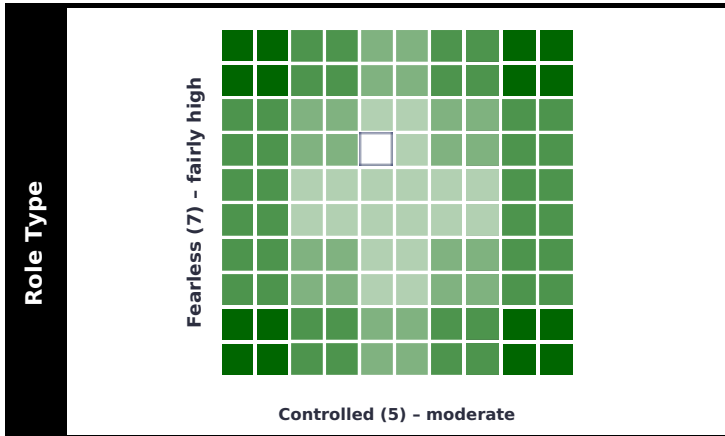


<b>Fearless</b>	<b>Inclination to show courage</b>
Positive	Has a positive outlook
Calm	Is relaxed and calm
Objective	Usually addresses and overcomes problems
<b>Controlled</b>	<b>Inclination to manage emotions</b>
Patient	Gets irritated easily
Robust	Needs a moderate amount of time to recover from setbacks
Self-Regulated	Generally keeps impulses under control

**TROUBLESHOOTER**

**TROUBLESHOOTERS** have inner confidence. **OPTIMIST**, **ABSORBER**, and **MONITOR** are roles that underpin the **TROUBLESHOOTER** type.

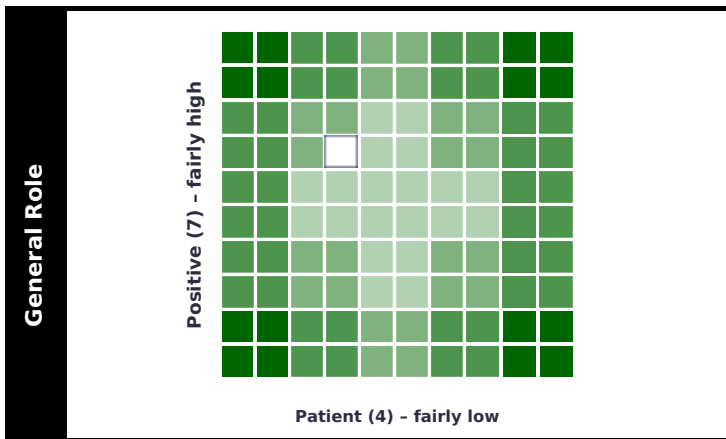
**TROUBLESHOOTER (6) - moderate**



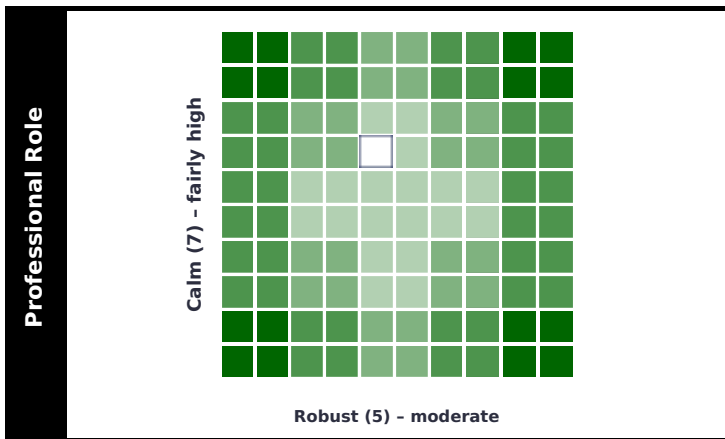
**COPING WITH PRESSURE**

<b>Factor</b>		
<b>Adjusting</b>		
Projecting Confidence		
Coping with Stress		
Showing Objectivity		
<b>Enduring</b>		
Maintaining Composure		
Overcoming Setbacks		
Showing Self-Control		

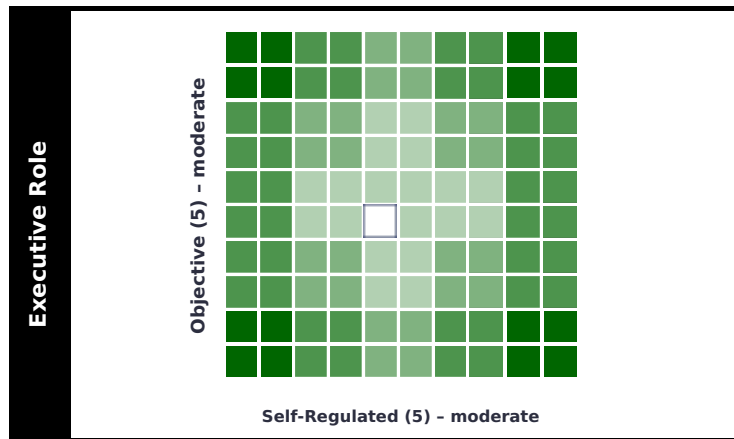
**OPTIMIST (6) - moderate**



**ABSORBER (6) - moderate**



**MONITOR (5) - moderate**



**OPTIMIST**

**OPTIMISTS** are upbeat and composed. They like to adopt a positive attitude and rarely get angry.

**ABSORBER**


**ABSORBERS** are relaxed and buoyant. They take stressful situations in their stride and bounce back from setbacks.

**MONITOR**

**MONITORS** believe in objectivity and impulse control. They monitor what is happening and align their response to the situation carefully.

**Scale Definitions**

The *DRIVER* type is underpinned by *Tenacious* and *Vigorous* splits covering three facets each. The scales assess relative preferences.

Personality Factors 

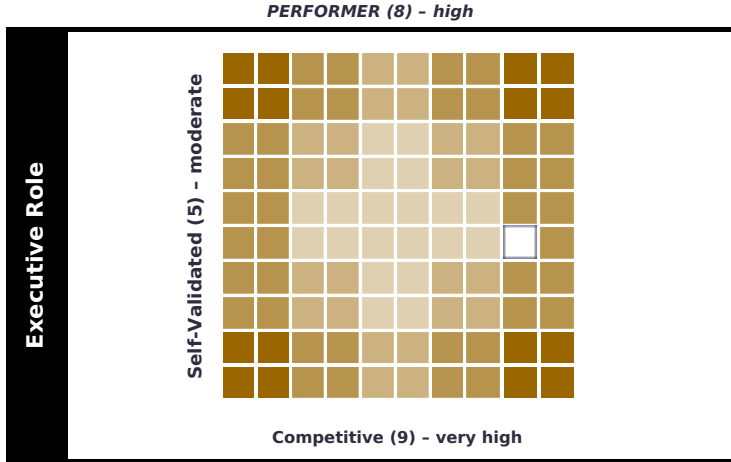
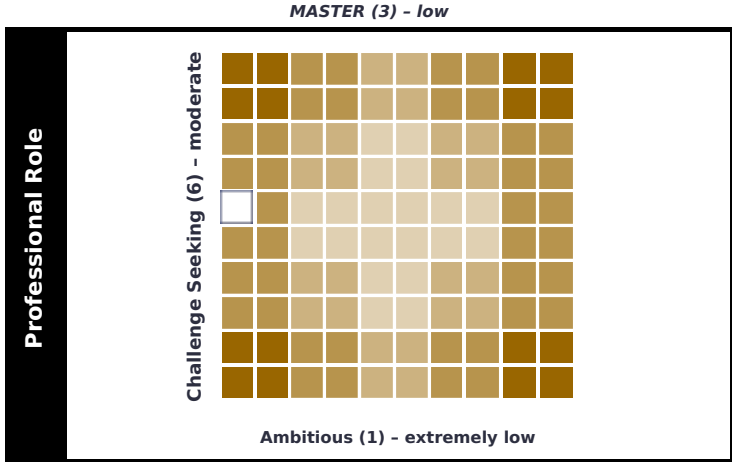
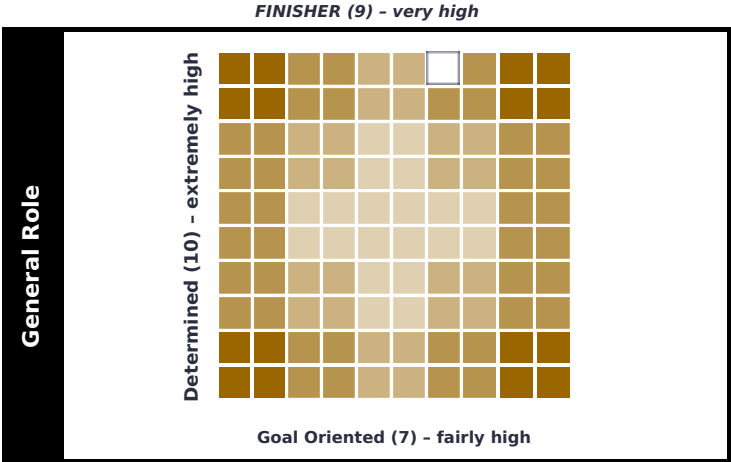
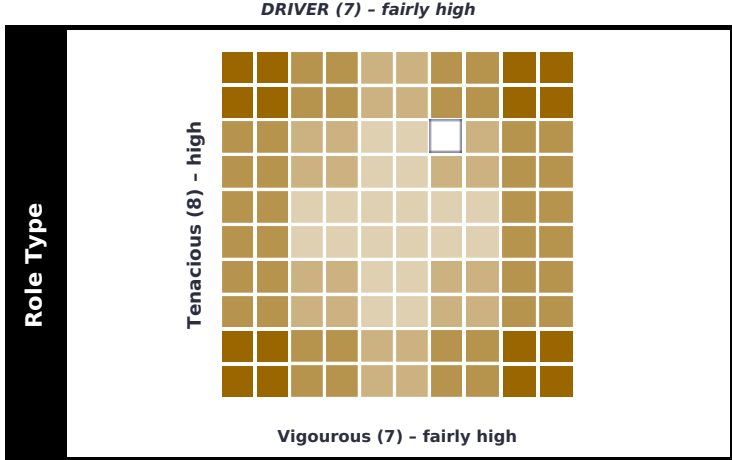
<b>Tenacious</b>	<b>Inclination to act in a purposeful manner</b>
Determined	Is very likely to carry out plans
Challenge Seeking	Occasionally accepts challenges
Self-Validated	Balances modesty and self-regard
<b>Vigorous</b>	<b>Inclination to be energetic</b>
Goal Oriented	Goes for the goal
Ambitious	Is less interested in career advancement than most
Competitive	Values competition and winning very highly

**DRIVER**

*DRIVERS* strive for progress. *FINISHER*, *MASTER*, and *PERFORMER* are roles that underpin the *DRIVER* type.

**DRIVING SUCCESS**

Factor		
<b>Endavouring</b>		
Acting with Determination		
Applying Expertise		
Projecting Self-Esteem		
<b>Aspiring</b>		
Achieving Goals		
Pursuing Advancement		
Creating Momentum		



**FINISHER**

*FINISHERS* are tenacious and objectives-driven. They like to strive for goal completion.

**MASTER**

*MASTERS* are committed to their profession and aspire to be the best. They like to push the limits of their expertise and advance their work.

**PERFORMER**

*PERFORMERS* value themselves and compete fiercely. They value competitive spirit and winning.

**Scale Definitions**

The *INVENTOR* type is underpinned by *Innovative* and *Autonomous* splits covering three facets each. The scales assess relative preferences.

Personality Factors

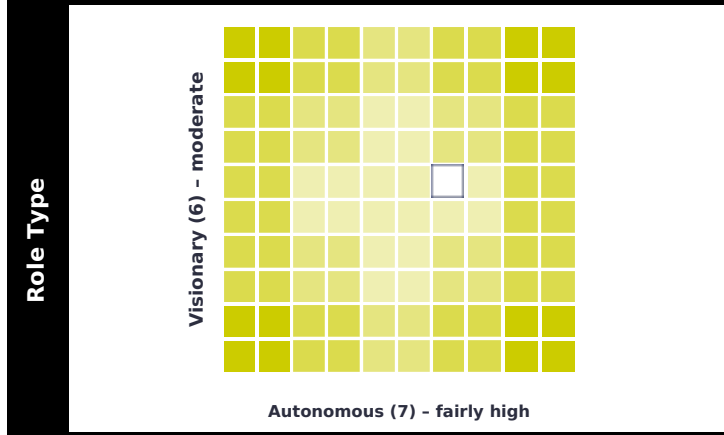


<b>Visionary</b>	<b>Inclination to be resourceful</b>
Original	Balances tradition and innovation
Change Oriented	Prefers variety to routine
Imaginative	Occasionally enjoys creative activities
<b>Autonomous</b>	<b>Preference for self-determination</b>
Complexity Oriented	Likes to develop concepts and think through ideas
Independent	Tends to come up with own opinions arguments and approaches
Development Oriented	Avoids difficult conversations about performance

**INVENTOR**

*INVENTORS* like abstract ideas. *PIONEER*, *CATALYST*, and *COACH* are roles that underpin the *INVENTOR* type.

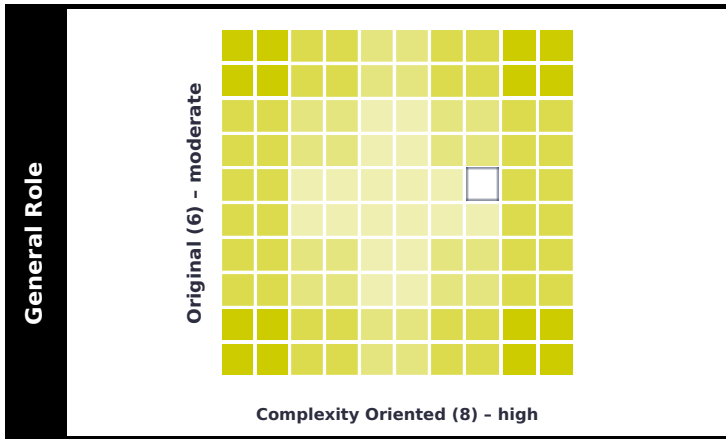
**INVENTOR (6) - moderate**



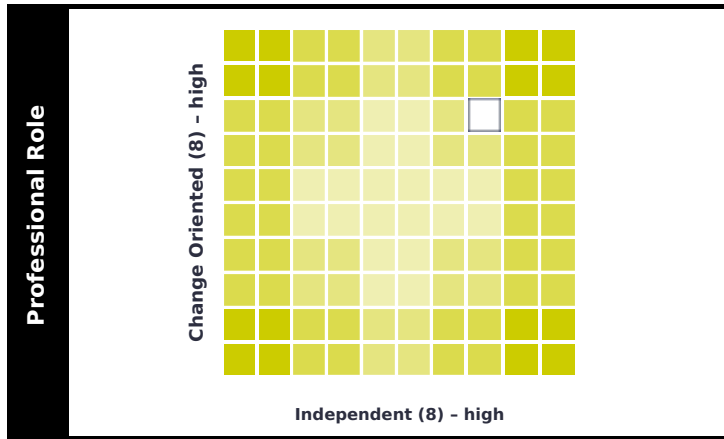
**CREATING SOLUTIONS**

<b>Factor</b>		
<b>Envisioning</b>		
Producing Innovations		
Taking Initiatives		
Using Imagination		
<b>Conceiving</b>		
Developing Concepts		
Showing Independence		
Shaping Performance		

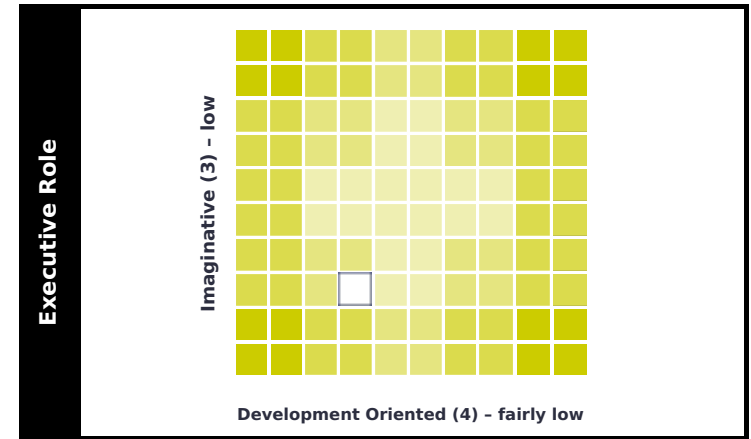
**PIONEER (7) - fairly high**



**CATALYST (9) - very high**



**COACH (3) - low**



**PIONEER**

*PIONEERS* are full of ideas and concepts. They like to develop a deep understanding of issues and generate new perspectives.

**CATALYST**


*CATALYSTS* seek and prompt change They take initiatives . to steer opinions in their desired direction.

**COACH**

*COACHES* belief in the importance of a vision and want to help people grow. They value inquiry and human development.

**Scale Definitions**

The *INTERACTOR* type is underpinned by *Connected* and *Lively* splits covering three facets each. The scales assess relative preferences

Personality Factors 

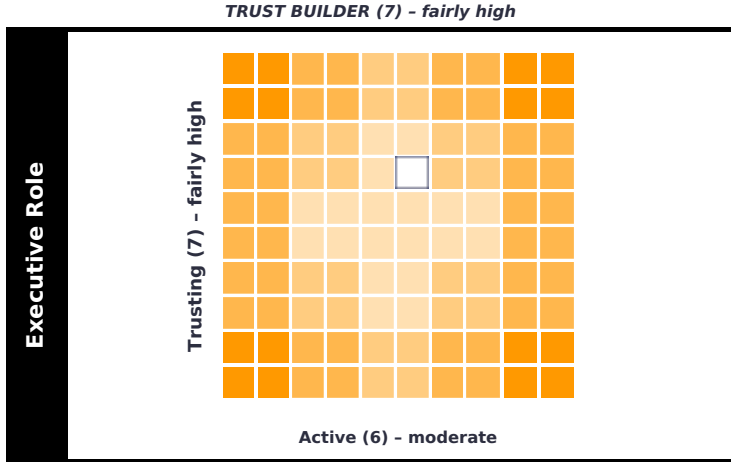
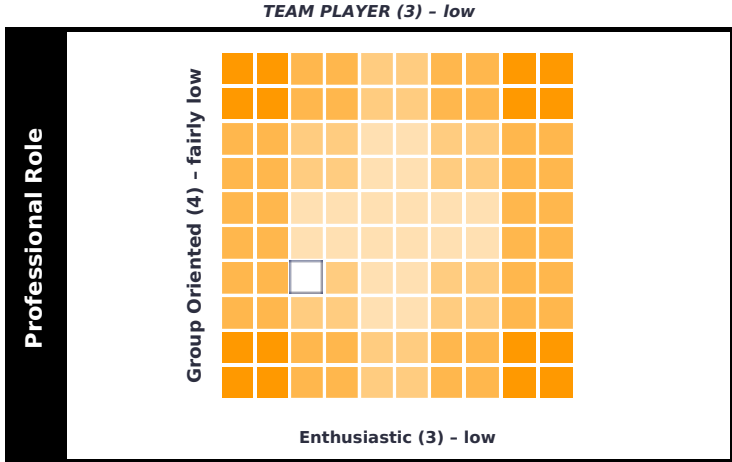
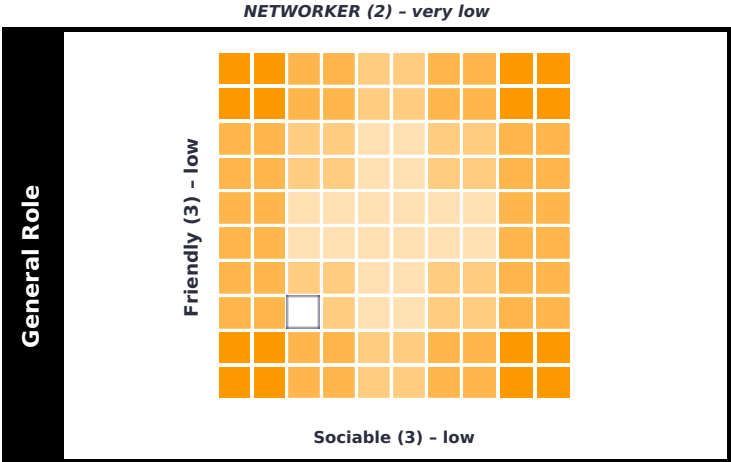
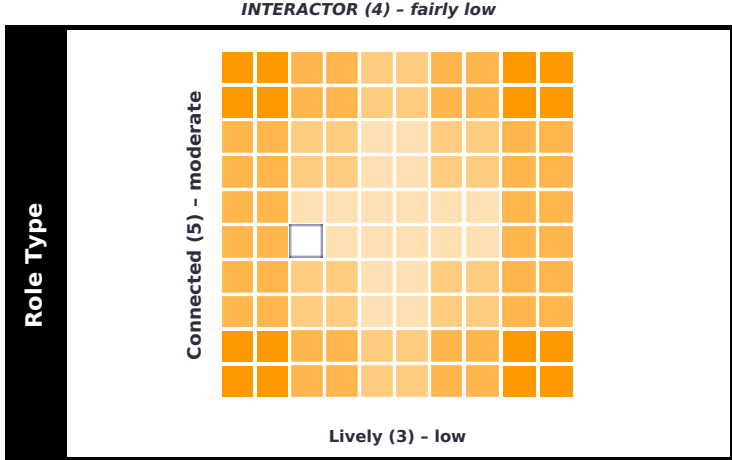
<b>Connected</b>	<b>Preference for associating with people</b>
Friendly	May be reserved and somewhat uncomfortable around others
Group Oriented	Prefers working alone to group work
Trusting	Tends to believe that others have good intentions
<b>Lively</b>	<b>Tendency to be outgoing</b>
Sociable	Tends to avoid attention and approaching others
Enthusiastic	Tends to be serious and preoccupied
Active	Likes a mixture of excitement and contemplation

**INTERACTOR**

*INTERACTORS* enjoy talking. *NETWORKER*, *TEAM PLAYER*, and *TRUST INSPIRER* are roles that underpin the *INTERACTOR* type.

**INTERACTING WITH PEOPLE**

<b>Factor</b>		
<b>Affiliating</b>		
Engaging Individuals		
Team Working		
Building Trust		
<b>Stimulating</b>		
Developing Relationships		
Showing Enthusiasm		
Attracting Attention		



**NETWORKER**

*NETWORKERS* are approachable and gregarious. They like to meet new people and put them at their ease.

**TEAM PLAYER**


*TEAM PLAYERS* are affiliative and full of enthusiasm. They like to work closely with others in an upbeat manner.

**TRUST BUILDER**

*TRUST BUILDERS* believe in others and pursue activities to inspire their trust. They value long-lasting friendship and excitement.

**Scale Definitions**

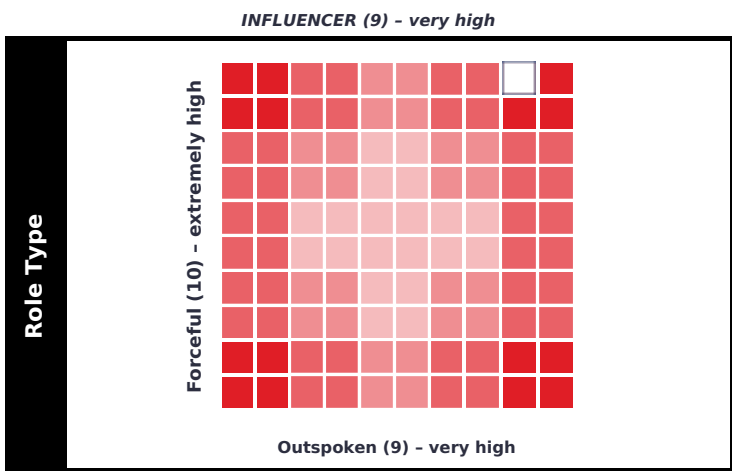
The *INFLUENCER* type is underpinned by *Forceful* and *Outspoken* splits covering three facets each. The scales assess relative preferences.

Personality Factors 

<b>Forceful</b>	<b>Preference for shaping emotions</b>
Assertive	Takes the lead
Persuasive	Seeks to influence others
Opportunity Seeking	Tends to take advantage of opportunities
<b>Outspoken</b>	<b>Courage to take a firm position</b>
Direct	Mostly says what comes to mind
Confrontational	Is strongly inclined to confront people
Decisive	Makes decisions quickly

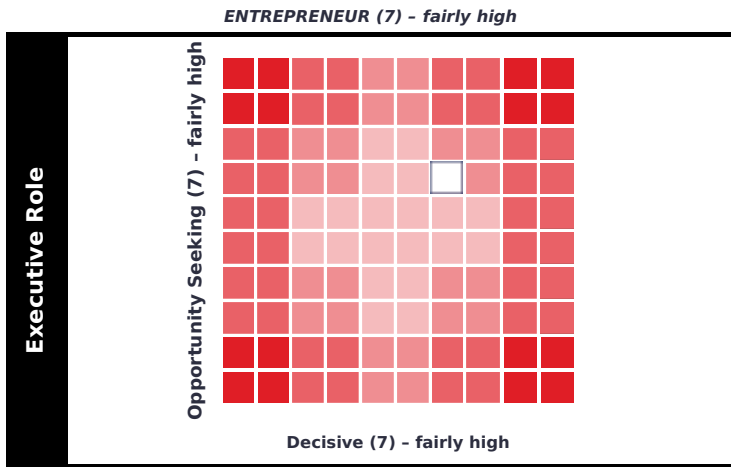
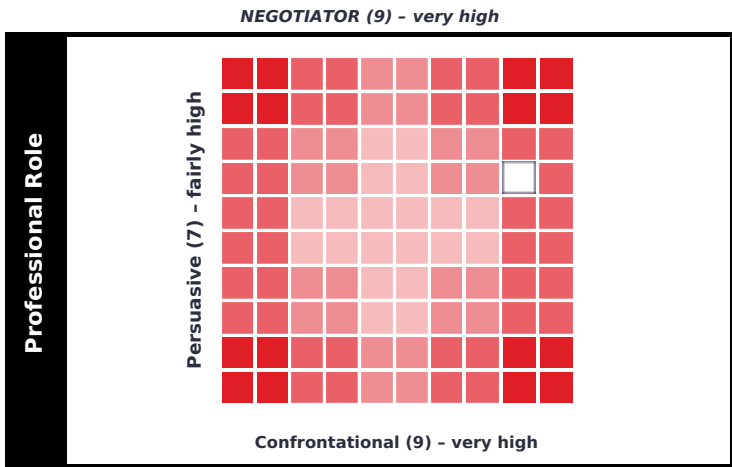
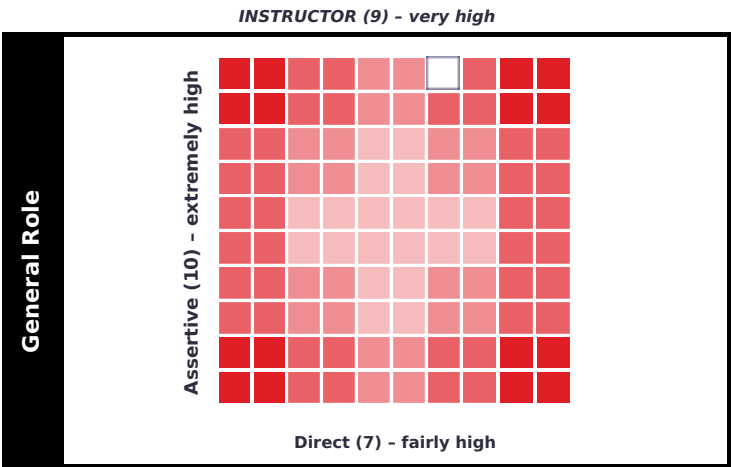
**INFLUENCER**

*INFLUENCERS* project outer confidence. *INSTRUCTOR*, *NEGOTIATOR*, and *ENTREPRENEUR* are roles that underpin the *INFLUENCER* type.



**EXERTING INFLUENCE**

<b>Factor</b>		
<b>Leading</b>		
Taking Charge		
Persuading People		
Seizing Opportunities		
<b>Articulating</b>		
Presenting with Impact		
Challenging Views		
Making Decisions		



**INSTRUCTOR**

*INSTRUCTORS* are controlling and outspoken. They like to take charge and present their views.

**NEGOTIATOR**

*NEGOTIATORS* are convincing and challenging. They like to convince others by managing their emotions and are prepared to take a strong stance.

**ENTREPRENEUR**

*ENTREPRENEURS* grasp opportunities with decisive action. They like to explore business ideas and take decisions to further their aims.