



Personality Factors (PF48) Personal Report



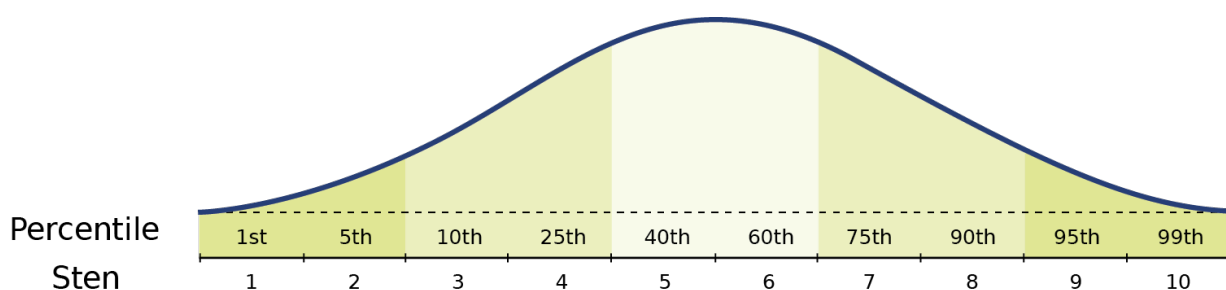
James Gold

Introduction

The purpose of this report is to provide you with feedback on your responses to the HUCAMA Personality Factors questionnaire, which identifies your preferences and inclinations in a work context. The questionnaire covers the Big 5 Model of personality combined with the wider Great 8 Model (Kurz & Bartram, 2002) developed for the world work. HUCAMA Personality Factors (PF48) consists of 8 overarching factors with 48 underlying facets.

Personality Assessment

The results are compared with a norm group consisting of people who previously completed the questionnaire: 1079 Professionals and Leaders. The comparison group creates the basis for a normal distribution curve. Stens scores ranging from 1 to 10 are used to display results for personality characteristics. Sten 5 and 6 are typical scores obtained by about 40% of the comparison group whereas Sten 1 and 10 are extreme scores obtained by about 2% of the comparison group. How we behave is driven by the situation and our personality characteristics, which are shaped by our experiences. The more extreme a score is, the more impact this characteristic is likely to have on how we behave in a specific situation and in general.



The questions do not have right or wrong answers. The placement of the marker shows your preference in comparison to other people. If the situation demands it, you will most likely be able to act in a different way than your score suggests, but it will probably require more energy as it does not match your personal preference.

Personality Factors

The HUCAMA Personality Factors model consists of 8 different factors. These factors are:

INVESTIGATION

This factor measures the extent to which individuals are critical and evaluative.

STRUCTURE

This factor measures the extent to which individuals are methodical and dependable.

SUPPORT

This factor measures the extent to which individuals are sympathetic and considerate.

RESILIENCE

This factor measures the extent to which individuals are self-confident and resilient.

DRIVE

This factor measures the extent to which individuals are purposeful and achievement striving.

CREATIVITY

This factor measures the extent to which individuals are imaginative and conceptual.

INTERACTION

This factor measures the extent to which individuals establish and develop contact with others.

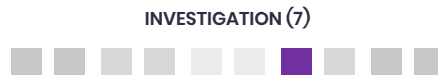
INFLUENCE

This factor measures the extent to which individuals are inclined to lead and challenge others.

Factor Profile

INVESTIGATION – The extent to which individuals are critical and evaluative

People who are less investigative dislike having to learn and may rely on well-established approaches. They tend to accept information and facts at face value. They may be somewhat rigid and lack interest in data.



Investigative people are studious and harness technology. They probe information and rely on facts. They tend to reframe issues flexibly and like to quantify things.

STRUCTURE – The extent to which individuals are methodical and disciplined

People who are less structured can cope with disorder and care little about details. They prefer to work in a spontaneous style and easily switch their attention between different tasks. They may harbour self-doubts and may bend the rules.



Structured people are orderly and attend to details. They plan work with foresight and are self-disciplined. They tend to have strong self-belief and adhere to rules.

SUPPORT – The extent to which individuals are sympathetic and considerate

People who are less supportive safeguard their own interests and help out when it suits them. They are less attuned to the emotions involved in problems and society matters. They may struggle to express their feelings and to motivate others.



Supportive people understand others and like to be helpful. They are attuned to the emotions involved in problems as well as social responsibilities. They tend to express their feelings and like to motivate others.

RESILIENCE – The extent to which individuals are self-confident and resilient

People who are less resilient tend to have a pessimistic outlook and may express frustrations. They are tense and take a long time to recover after a setback. They may get emotional and follow their impulses.



Resilient people have an optimistic outlook and are even-tempered. They are calm and recover quickly after a setback. They focus objectively on solutions and control their impulses.

DRIVE – The extent to which individuals are purposeful and achievement striving

People who are less driven change plans if things do not work out and let goals emerge fluidly. They are less interested in pursuing challenges and career advancement than others. They tend to be modest and value cooperation over competition.



Driven people are determined and strive to achieve goals. They like a challenge and have ambitious career aspirations. They tend to have high self-regard and enjoy competitive environments.

CREATIVITY – The extent to which individuals are imaginative and conceptual

People who are less creative generally prefer the status quo to innovation and simplicity to complexity. They seek routine and tend to go along with the majority views. They are less imaginative and may overlook talent development issues.



Creative people come up with ideas and concepts. They embrace change and form independent views. They appreciate a creative vision and have a sharp eye for talent development.

INTERACTION – The extent to which individuals establish and develop contact with others

Less interactive people are reserved with strangers and slow to make personal contact. They like to work on their own and are serious. They are wary of others and seek quiet.



Interactive people tend to be friendly and sociable. They like to work in groups and express enthusiasm. They trust others and seek action, excitement and adventure.

INFLUENCE – The extent to which individuals are inclined to lead and challenge others

Less influential people let others take control and express their views diplomatically. They dislike pushing their views onto others and dislike difficult conversations. They tend to be slow to grasp opportunities and like to take their time over decisions.

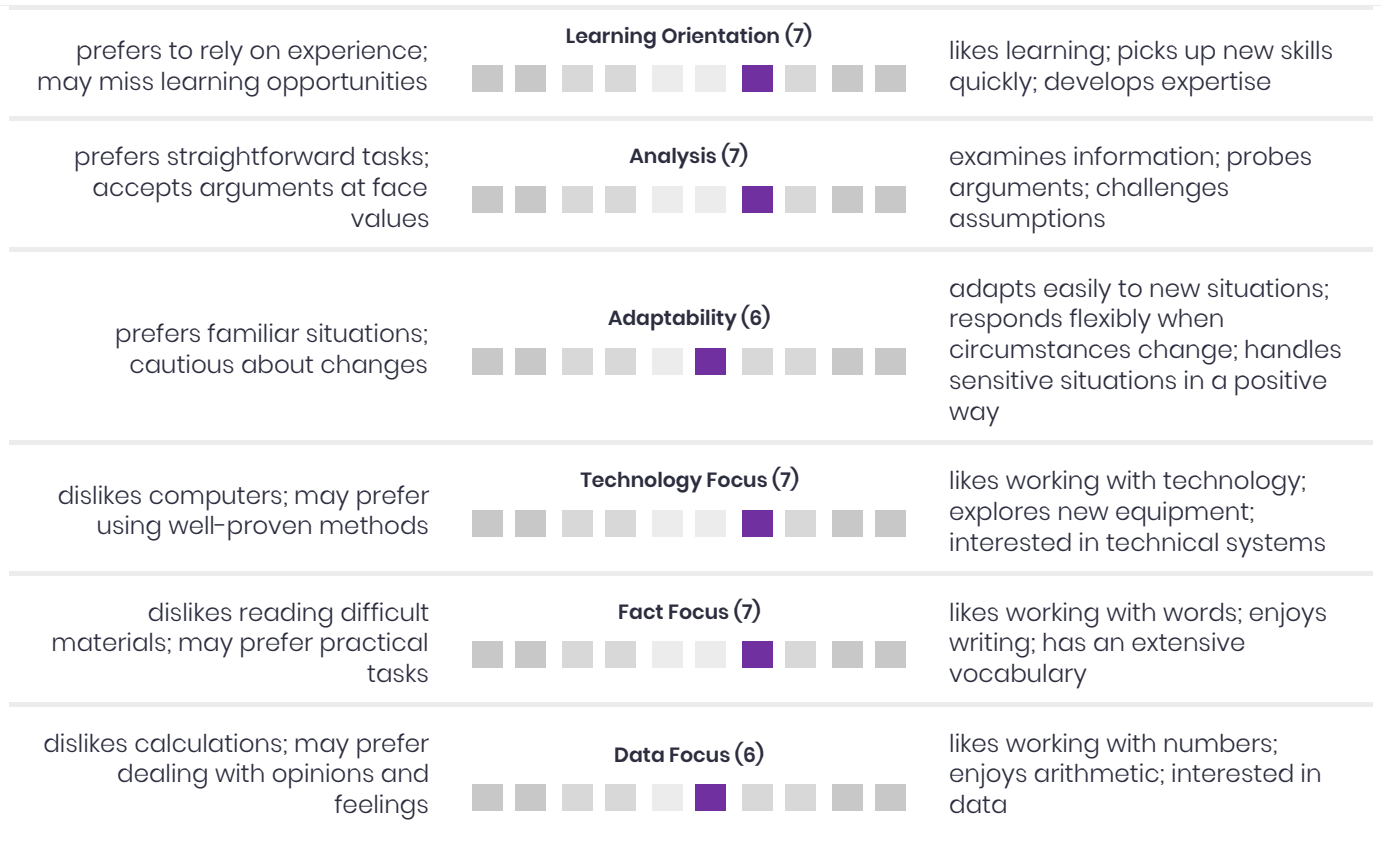


Influential people take control and express views directly. They are persuasive and at times confrontational. They tend to seize opportunities and take decisive action.

In the following, you will be able to read a description of your work behavior within the eight factors based on your responses to the questionnaire.

■ INVESTIGATION

This factor measures the extent to which individuals are critical and evaluative.



Based on your answers you are most likely a person who:

- *Is interested in studying and self-improvement*
- *Is inclined to critically evaluate arguments*
- *Usually responds flexibly to changes*
- *Is interested in technology and new equipment*
- *Is interested in reading and writing*
- *Is moderately interested in arithmetic and statistics*

■ STRUCTURE

This factor measures the extent to which individuals are methodical and dependable.

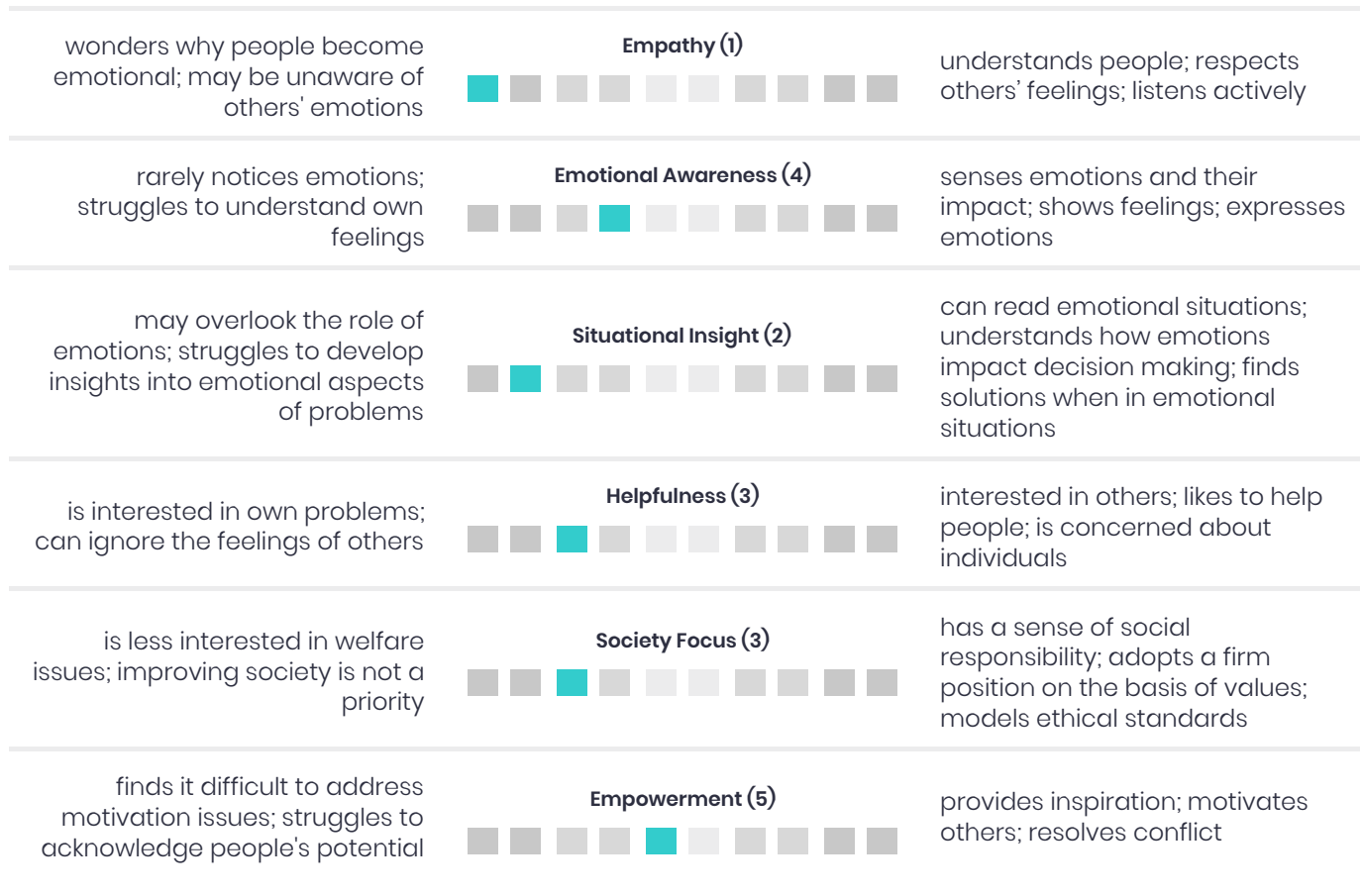


Based on your answers you are most likely a person who:

- *Is forgetful and untidy*
- *Is strongly inclined to act spontaneously*
- *Believes in own capabilities*
- *Is as concerned about perfection as most*
- *Gets to work quickly*
- *Tries to follow the rules*

SUPPORT

This factor measures the extent to which individuals are sympathetic and considerate.

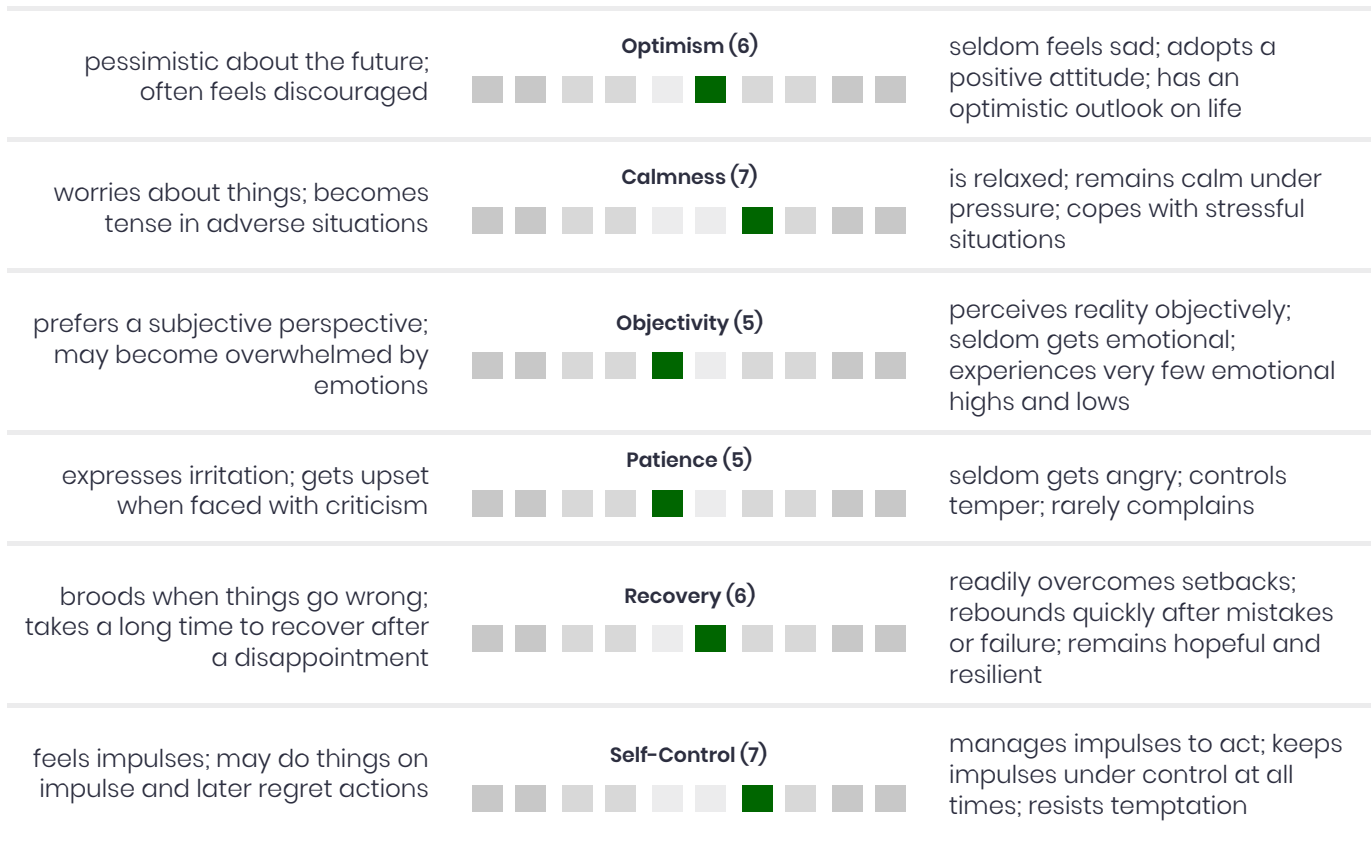


Based on your answers you are most likely a person who:

- *Is disinclined to listen sympathetically*
- *May miss cues to emotional needs*
- *Is less insightful about emotional situations than most*
- *May overlook the needs of others*
- *Occasionally interested in societal and welfare issues*
- *At times inspires and motivates people*

RESILIENCE

This factor measures the extent to which individuals are self-confident and resilient.



Based on your answers you are most likely a person who:

- *Maintains a balance between optimism and pessimism*
- *Is relaxed and calm*
- *Usually addresses and overcomes problems*
- *Occasionally gets irritated*
- *Needs a moderate amount of time to recover from setbacks*
- *Keeps impulses under control*

DRIVE

This factor measures the extent to which individuals are purposeful and achievement striving.

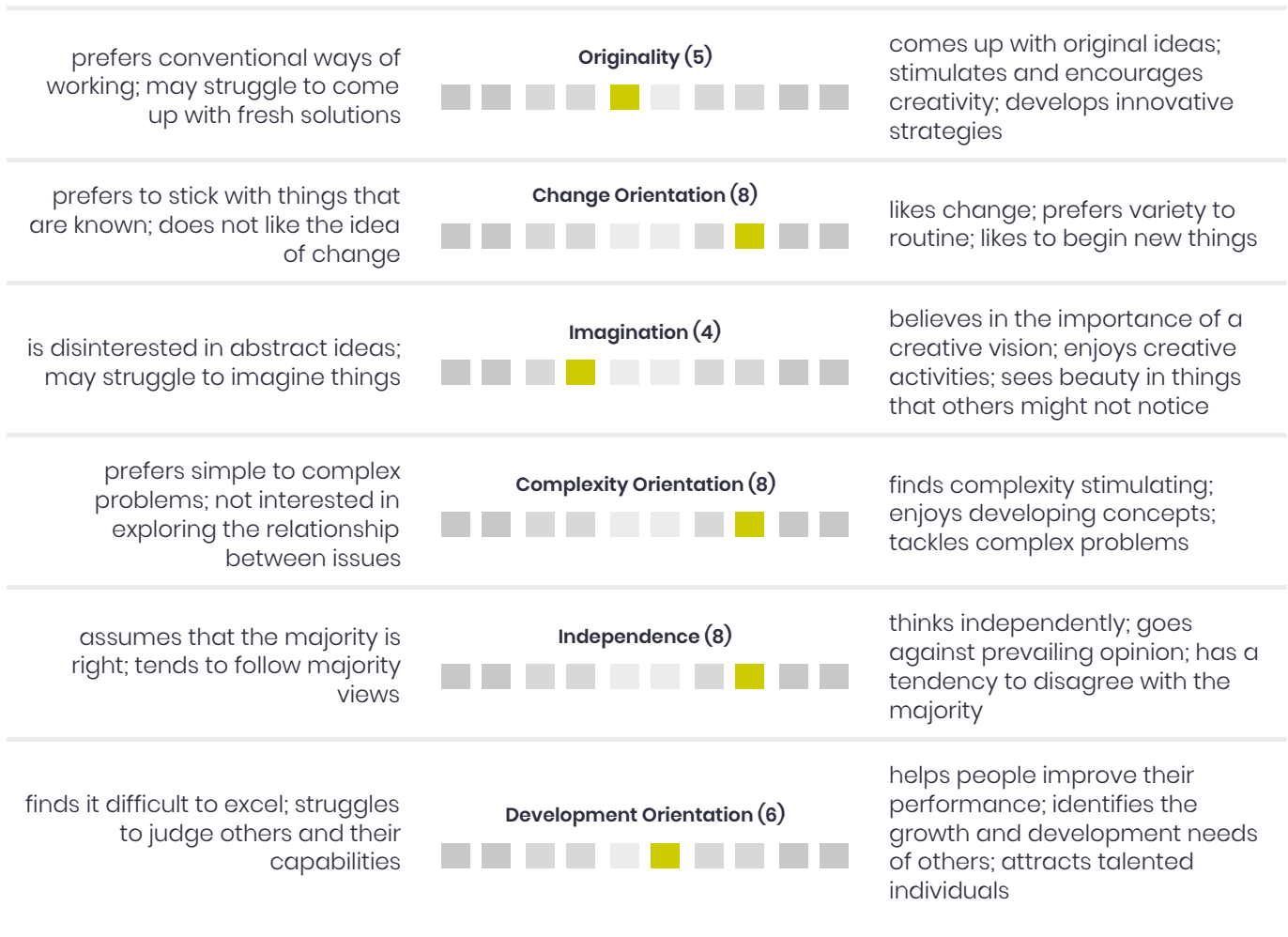


Based on your answers you are most likely a person who:

- *Is likely to carry out plans*
- *Occasionally accepts challenges*
- *Balances modesty and self-regard*
- *Goes for the goal*
- *Is less interested in career advancement than others*
- *Values competition and winning very highly*

■ CREATIVITY

This factor measures the extent to which individuals are imaginative and conceptual.

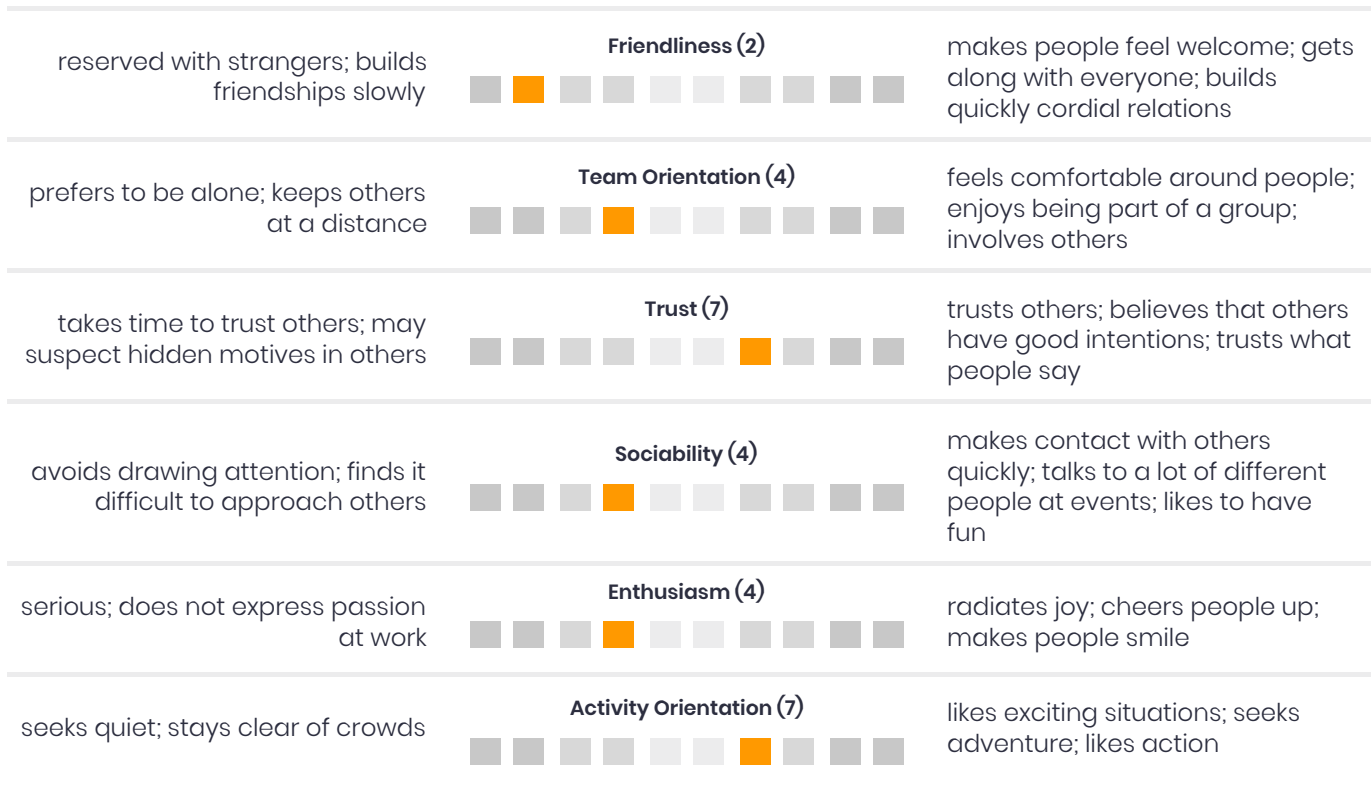


Based on your answers you are most likely a person who:

- *Balances tradition and innovation*
- *Prefers variety to routine*
- *Occasionally enjoys creative activities*
- *Likes to develop concepts and think through ideas*
- *Tends to come up with own opinions arguments and approaches*
- *Addresses performance issues at times*

INTERACTION

This factor measures the extent to which individuals establish and develop contact with others.

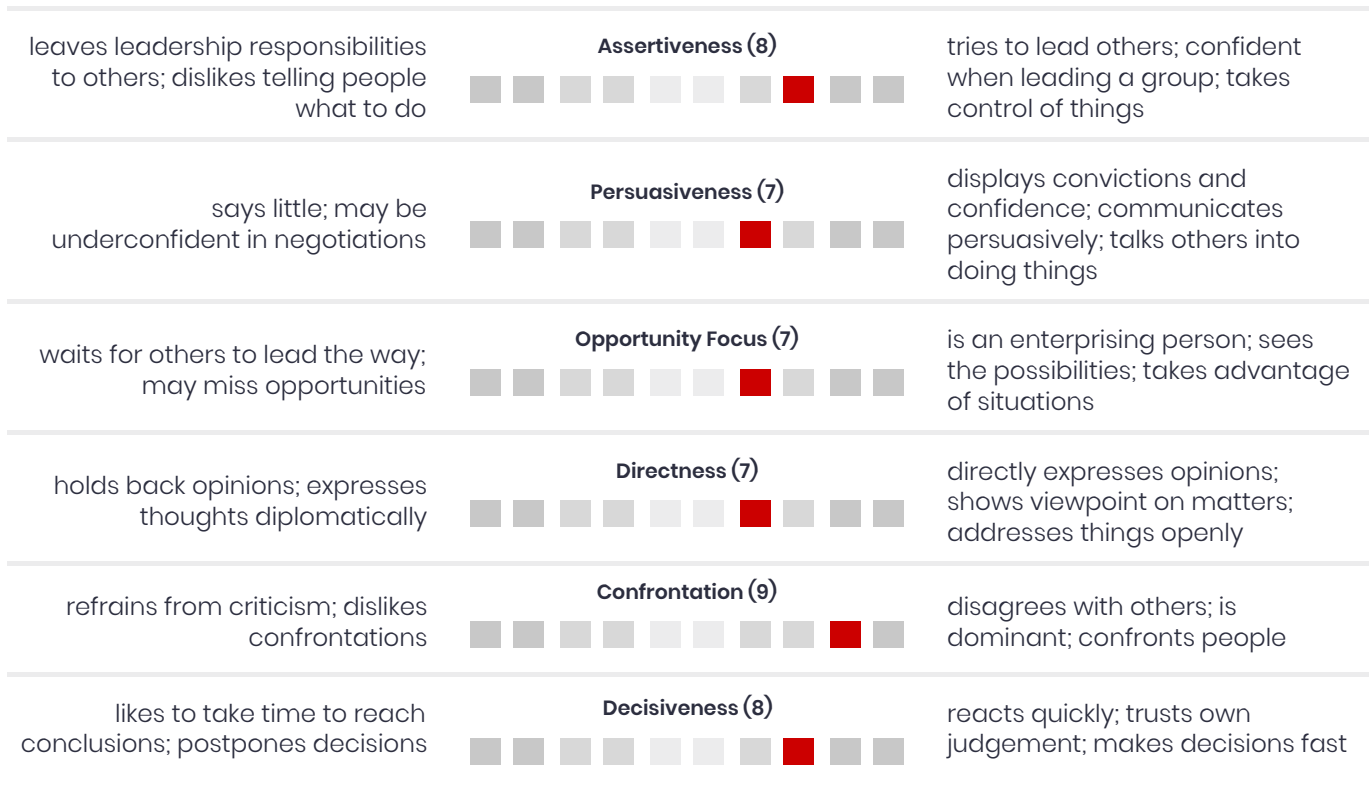


Based on your answers you are most likely a person who:

- *Reserved and uncomfortable around others*
- *Prefers working alone to group work*
- *Tends to believe that others have good intentions*
- *Tends to avoid attention and approaching others*
- *Tends to be serious and preoccupied*
- *Enjoys excitement action and adventure*

INFLUENCE

This factor measures the extent to which individuals are inclined to lead and challenge others.



Based on your answers you are most likely a person who:

- Likes to take the lead
- Seeks to influence others
- Tends to take advantage of opportunities
- Mostly says what comes to mind
- Is strongly inclined to confront people
- Makes decisions quickly

Implications

Strong Characteristics

Most people are aware of their own strength and weaknesses to some degree and learned coping strategies to adjust how they behave in specific situations.

The stronger a characteristics is, the harder this can be. The following section of the report is based on your most extreme scores.

In the left-hand column below, you can see the name of each Facet as well as the associated Factor.

	Key Strengths It is always beneficial to reflect on how we behave and consider that all traits have potential upsides and downsides depending on the situation and how consciously we act. Below you will find statements describing key strength. Use of key strengths drives job satisfaction and job performance.	Overuse Risks Most people like to use their strengths. However, strengths can become liabilities when overused. Below you will find explorative statements. Reflect on situations where you may have overused your strengths and identify how you could mitigate such risks in the future.
DRIVE: Competitiveness (10)	Pursues competitive advantages. Invests energy to win.	Could be challenging and provocative in competitive situations.
STRUCTURE: Orderliness (1)	Improvises to make things happen. Copes with disorder and chaos.	Could underestimate the value of structure as a common framework. Struggles to follow a given structure and approach.
SUPPORT: Empathy (1)	Is likely to make decisions without looking at individual interests or sympathies.	Could be seen as aloof. Lack of interest in other people's problems could lead to decisions that are counterproductive.
INFLUENCE: Confrontation (9)	Confronts issues. Addresses conflicts.	May be too antagonistic in situations that require more subtle approaches.
STRUCTURE: Prudence (2)	Intuitive and spontaneous. Responds to unexpected circumstances and events.	Could feel constrained by too much planning and coordination. Others may find it difficult to collaborate with someone who is unpredictable.
INTERACTION: Friendliness (2)	Has a clear focus on the task and the goal. Personal relationships are not a precondition for good cooperation.	May seem unapproachable and difficult to engage.
SUPPORT: Situational Insight (2)	Can ignore emotions in decision making. May rely on facts and logic in emotionally charged situations.	Finds it hard to read emotions. May misread emotional aspects of problems.
INFLUENCE: Decisiveness (8)	Gets things decided and done quickly. Avoids procrastination and delays.	May become impatient and have difficulty adjusting to the slower pace of others for extended periods of time.
STRUCTURE: Self-Belief (8)	Projects self-belief. Feels confident that tasks will be completed successfully. Knows how to get things done.	Could sometimes overestimate own ability to handle all problems. May come across as over-confident at times.
CREATIVITY: Change Orientation (8)	Is a strong change agent with ambitions to adapt and improve. Is open to new and different ways of working.	May struggle to complete routine work. Could push for change even when not needed.

TEST DATA

Type: **Personal Report**
Name: **James Gold**
Test date: **2021-12-13**
Test number: **CZCZ-7793-54e2166f1dcfeeffaf6720ad46f23ecc**

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