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**Personality Assessment**

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## Personality Assessment

Individuals have varying personalities and depending on how they were raised. However, many individuals do not understand their personalities. Personality plays a critical role in career development and achievement in a person's life. Furthermore, human resource managers can use personality assessment to understand candidates better and keep them involved and motivated at work. The personality assessment tool used in this paper is the big five tests. The big five tests are an online personality assessment tool. It has proved to be working because it evaluates an individual's personality in five different ways: openness, extraversion, conscientiousness, neuroticism, and agreeableness. Although there have been controversies about the number of personalities to be evaluated, big five tests have made it possible because of its stability and utilization.

The test included questions that require one to answer them based on how they are and not what they want about themselves. Therefore, the test requires individuals to present their actual selves, not what they think they need to be. All five categories are measured and score generated at the end. After completing the test, I found out that my rating on openness is 69%. The average score on openness is 58% and I surpassed it. Openness defines an individual based on their capacity to think intellectually and intricately. According to Henriques (2017), individuals who score more on openness are always creative and audacious because they like to be loyal to concepts and learn new experiences. On the other hand, those that scored less are always practical, concentrates on the concrete and predictable hence like to follow the traditions and not new methods.

Another personality measured is conscientiousness and it is used to explain an individual's capacity to utilize self-control and discipline to follow their goals. Henriques (2017)

alluded that those with higher rates tend to be prepared and resolute and can sacrifice their current fulfilment and enjoyment for the upcoming attainment. As my score was 54%, I was also above average. Nevertheless, those that have low rates of conscientiousness are always impetuous and straightforwardly preoccupied. Another test is extraversion and it is featured with high social interactions, nervousness, confidence and loquaciousness. Nevertheless, I had a lower-than-average score because I had 48 percent (Truity, 2021). The same source added that an individual is defined by an individual looking for inspiration from the outside world, mainly by obtaining attention from people. Therefore, they will tend to be involved with other people to get friendship, power, love, and status. However, introverts, at the same time, preserve their efforts and do not compete for the social recompences.

Agreeableness is another personality measure in the big five test tool. Individuals in this personality measure are associated with characters such as compassion, faith, unselfishness, and fondness. Similarly, individuals with this personality always consider other people's wants before they take care of themselves. From my test, I had 62.5 percent, which is above average (Truity, 2021). Therefore, a high score of agreeableness is linked with empathetic individuals and are satisfied because of taking care of other people. The final one is neuroticism which is realized by sulkiness, emotional variability and dejection. I also passed the average mark and had 62.5% and thus, I tend to respond efficiently to conditions with anger and fear. I think the results are accurate because they have presented the real me when I read the in-depth description of personality traits. What made the test accurate is the tests readiness to select the negative characters. Thus, it has gained more users because of the negative. Similarly, the Big Five is scientifically valid and is more reliable to be used by different people such as human resource managers and psychologists.

### References

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