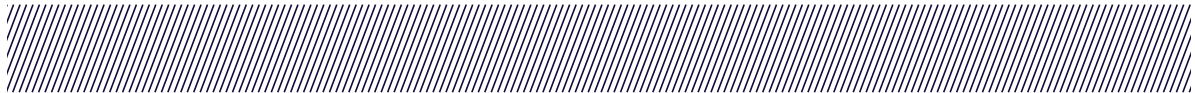




# Personality Factors (PF32) Personal Report



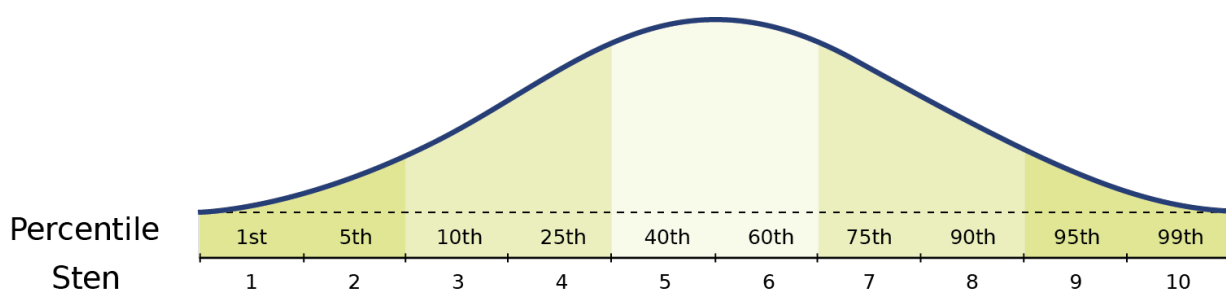
**Tom Dale**

# 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 (PF32) consists of 8 overarching factors with 32 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.

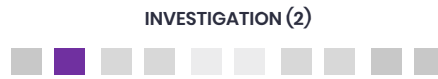
### INFLUENCE

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

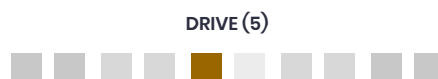
People who are less resilient tend to have a pessimistic outlook and may express frustrations. They are tense and take a long time to recover after a setback. They may get emotional and follow their impulses.



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.

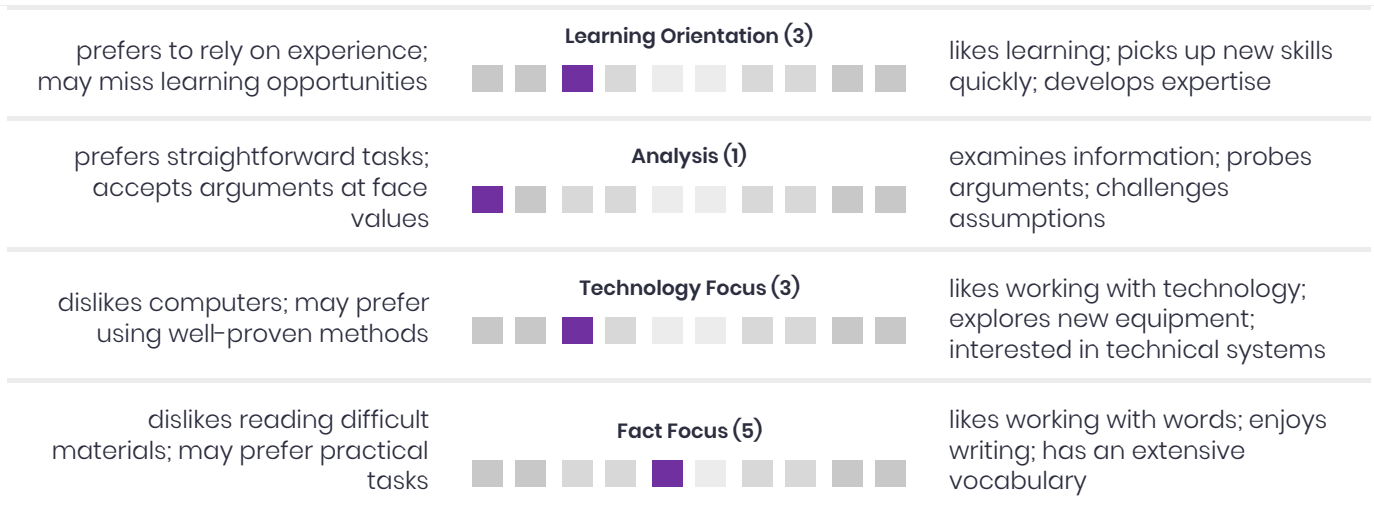


Influential people take control and express views directly. They are persuasive and at times confrontational. They tend to seize opportunities and take decisive action.

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 occasionally interested in studying and self-improvement*
- *Accepts arguments at face value*
- *Is less interested in technology and new equipment than others*
- *Is moderately interested in reading and writing*

## STRUCTURE

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

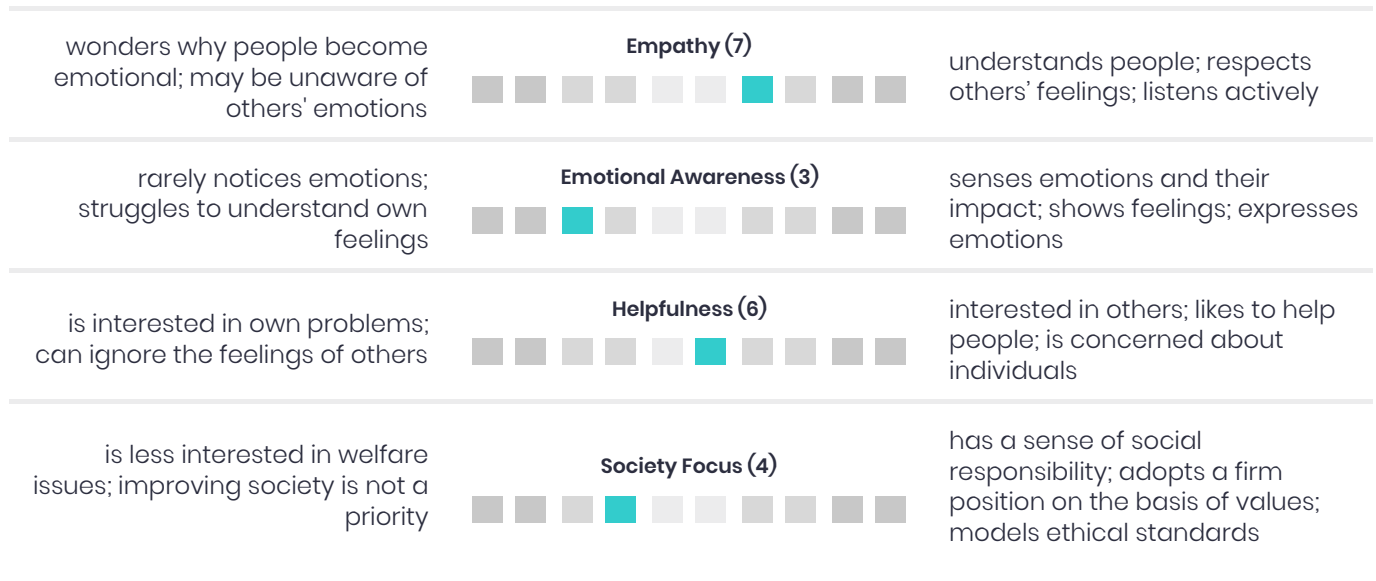


Based on your answers you are most likely a person who:

- *Very much likes order and regularity*
- *Tends to plan and think ahead*
- *Usually strives for perfect results*
- *Gets to work quickly*

## SUPPORT

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



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

- *Listens sympathetically*
- *May miss cues to emotional needs*
- *Likes to help others from time to time*
- *Occasionally interested in societal and welfare issues*

## 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:

- *Has a tendency to feel down*
- *Is moderately relaxed but worries from time to time*
- *Occasionally gets irritated*
- *Takes a long time to recover from setbacks*

## DRIVE

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

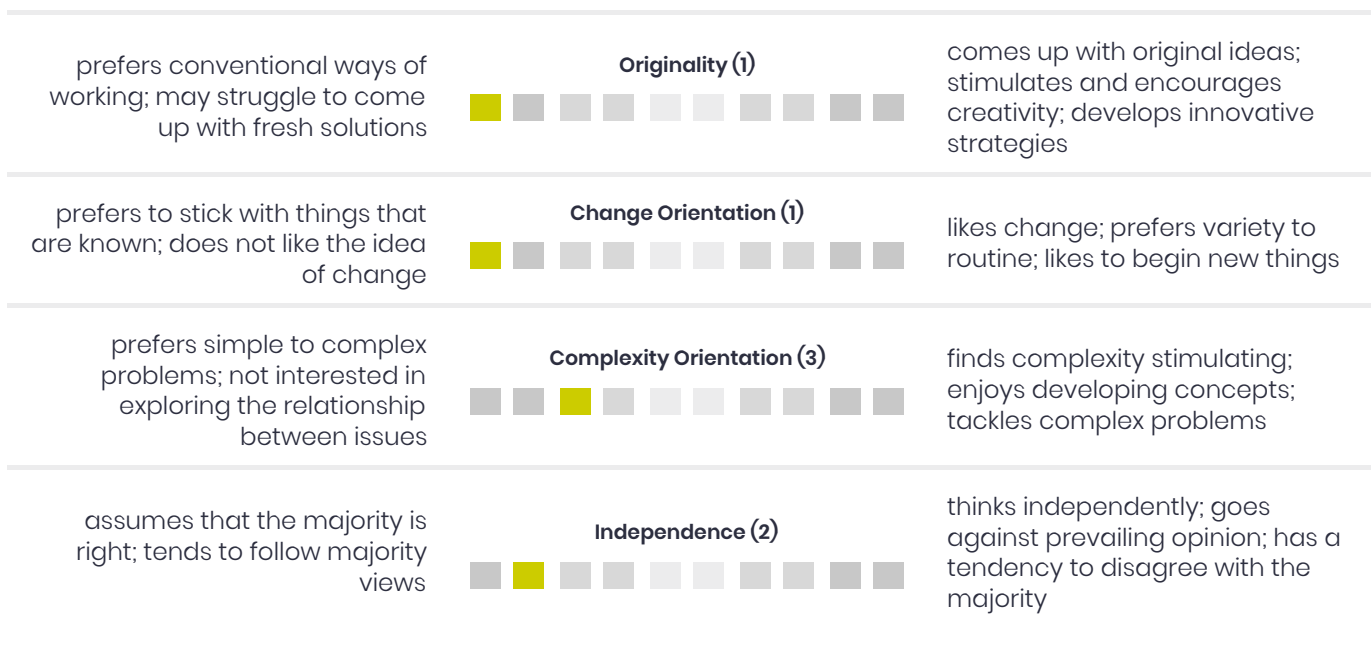


Based on your answers you are most likely a person who:

- Is likely to carry out plans
- Is less interested in challenges than others
- Usually goes for the goal
- Is less interested in career advancement than others

## CREATIVITY

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

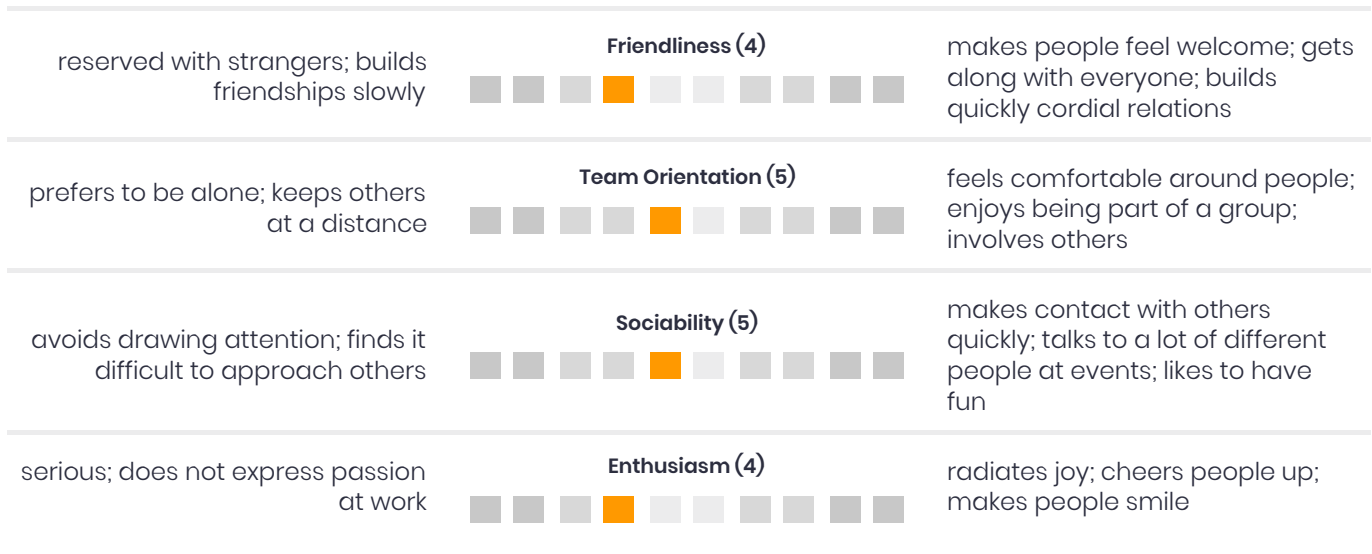


Based on your answers you are most likely a person who:

- Much prefers traditional approaches
- Much prefers routine to change
- Prefers a down-to-earth approach
- Agrees with prevalent opinions and arguments

## INTERACTION

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

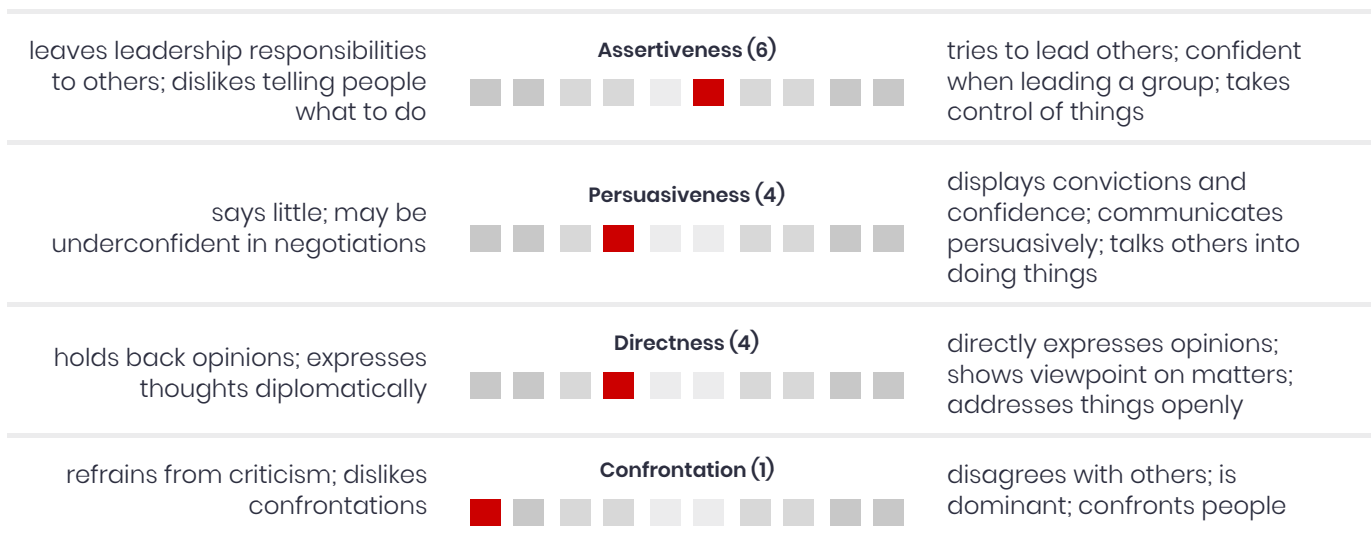


Based on your answers you are most likely a person who:

- *May be reserved and somewhat uncomfortable around others*
- *Is equally at ease working in a group or working alone*
- *Is moderately talkative and engaging*
- *Tends to be serious and preoccupied*

## 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:

- *Sometimes takes the lead*
- *Is less persuasive than others*
- *Tends to hold back opinions*
- *Very much avoids confrontations*

# 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.

	<b>Key Strengths</b> 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.	<b>Overuse Risks</b> 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.
CREATIVITY: <b>Change Orientation (1)</b>	Maintains and safeguards routines and procedures. May be an important critical voice in times of great change.	May meet change with resistance. Needs longer time to adjust.
CREATIVITY: <b>Originality (1)</b>	Has a clear and critical look at everything that is new and untested. Strong in operations.	May find it difficult to positively contribute to creative development work and exploration of uncharted territory.
INVESTIGATION: <b>Analysis (1)</b>	Accepts information at face value. Trusts in others' capabilities.	Could overlook errors. Could be viewed as naïve.
INFLUENCE: <b>Confrontation (1)</b>	Engages with others or situations in a low-key way.	Finds it difficult to confront others. Could respond to demands with appeasement.
STRUCTURE: <b>Orderliness (9)</b>	Is careful and reliable. Provides both a tangible and systematic effort.	May have difficulty operating in unstructured environments where order is not considered significant and therefore not a priority.
RESILIENCE: <b>Recovery (2)</b>	Reflects a lot on things that went wrong. Thinks through events and own actions to learn from mistakes.	May ruminate about own faults and shortcomings. May have difficulty moving forward and may tend to overthink matters.
CREATIVITY: <b>Independence (2)</b>	Sticks to conventions and majority views.	May have difficulty finding solutions to problems. Could stick to outdated or misguided approaches.
STRUCTURE: <b>Prudence (8)</b>	Is well thought out and forward-looking. Thinks long term.	Could find it difficult to act spontaneously. May cling to outdated plans and timelines.



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## TEST DATA

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