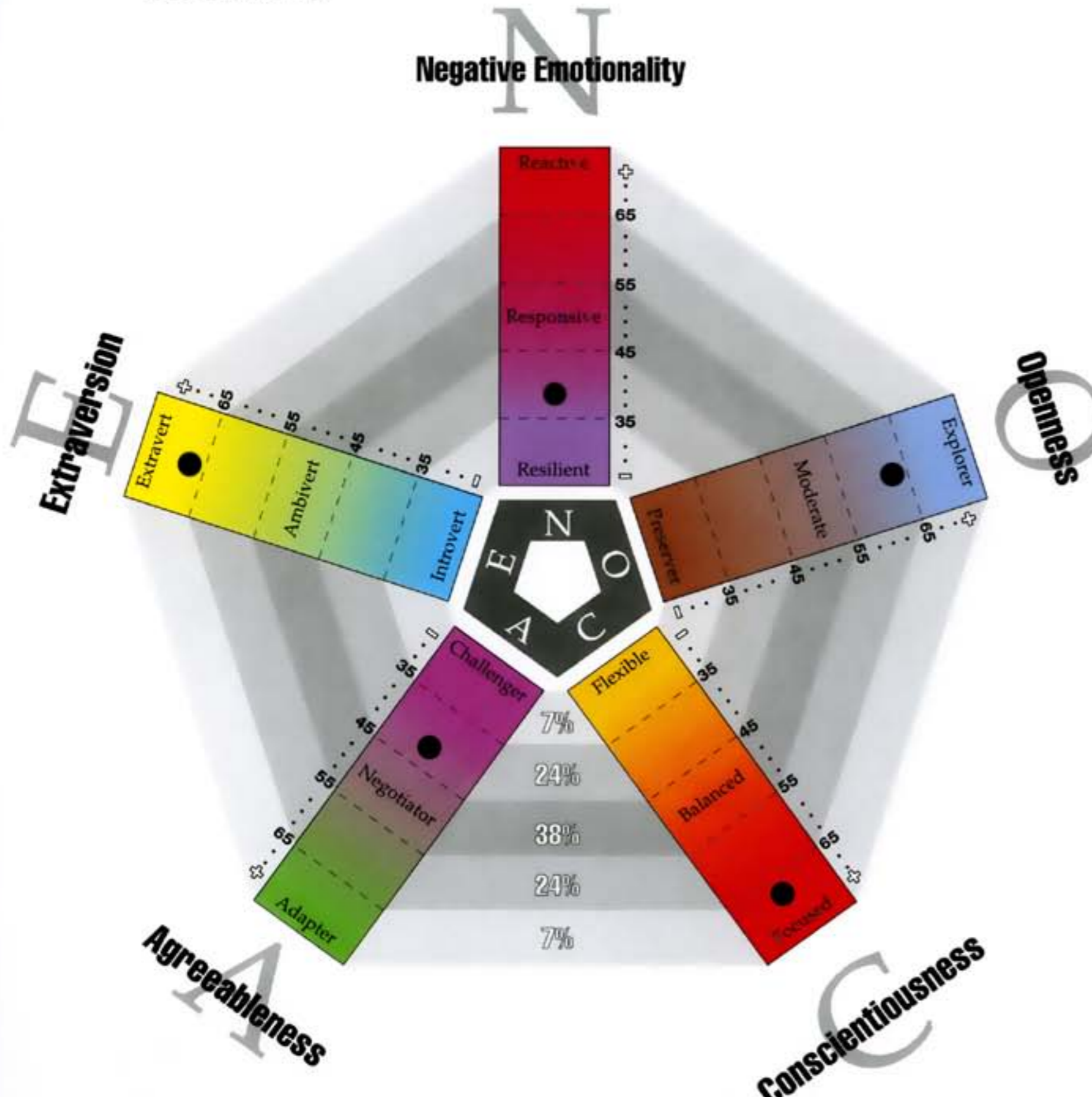




Big Five Feedback for:

Date:

Big Five Feedback Form



**Low Negative Emotionality (N-)**

**Resilient:** Tends to respond to stressful situations in a calm, secure, steady, rational way. Is usually stress-free, guilt-free, and resists urges. May appear to some as too laid back, uncaring, lethargic, insensitive, or tunnel-visioned.

**Medium Negative Emotionality (N)**

**Responsive:** Tends to be calm under normal circumstances, but some surprises, pressure, emergencies, and stressful circumstances can lead to occasional anger or other stressful responses. Moderate stress threshold.

**High Negative Emotionality (N+)**

**Reactive:** Tends to respond to situations in an alert, sensitive, concerned, attentive, excitable, and expressive way. Under stress, may be perceived as anxious, tense, restless, depressed, easily discouraged, temperamental, or worried.



**Low Extraversion (E-)**

**Introvert:** Tends to prefer working alone. Is usually a serious, quiet, private person who may prefer writing or E-mail to talking. May come across to others as cold, hard to read, or seclusive. May also be perceived as a loner or an eccentric. Prefers environment with little sensory stimulation.

**Medium Extraversion (E)**

**Ambivert:** Tends to move easily from working with other people to working alone. Prolonged periods of either extreme are dissatisfying. Moderate threshold for sensory stimulation--tires after prolonged sensory bombardment.

**High Extraversion (E+)**

**Extravert:** Tends to prefer being around others. Is usually talkative, enthusiastic, assertive, sociable, warm, optimistic, and fun-loving. A leader. May come across as outspoken, overbearing, aggressive, heedless, or shallow. Comfortable with high sensory stimulation.



**Low Openness (O-)**

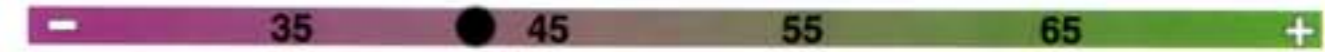
**Preserver:** Often possesses expert knowledge and is practical, down-to-earth, efficient, comfortable with repetitive activity, and conservative in opinions. May be perceived as closed to new experiences, set in ways, or rigid. May be faulted for being too narrow in thinking.

**Medium Openness (O)**

**Moderate:** Tends to be middle of the road and down-to-earth, but will explore a new way if convincing evidence is available. Not known for creativity or curiosity, but can rise to the occasion; appreciates both innovation and efficiency.

**High Openness (O+)**

**Explorer:** Tends to have many broad interests. Often is curious and seeks new and varied experiences. May be easily bored. Often described as creative, imaginative, or artistic. Tends to be reflective, liberal, and comfortable with theory. May be perceived as living in a fantasy world.



**Low Agreeableness (A-)**

**Challenger:** Tends to relate to authority by being skeptical, tough, guarded, persistent, competitive, or aggressive. Often is independent and asks questions, especially to protect self-interests. May come across to others as hostile, rude, aloof, self-centered, hard-headed, or combative.

**Medium Agreeableness (A)**

**Negotiator:** Able to shift between competitive and cooperative situations; comfortable sense of personal identity--neither excessively dependent nor independent. Can work well either as a team member or as an independent.

**High Agreeableness (A+)**

**Adapter:** Tends to relate to authority by being tolerant, trusting, honest, and accepting. Often defers to others. Is often friendly, helpful, easily moved, and a team player. May come across to others as spineless, naive, submissive, conflict averse, gullible, dependent, or unprincipled.



**Low Conscientiousness (C-)**

**Flexible:** Tends to approach goals in a relaxed, spontaneous, and open-ended fashion; a procrastinator. May often be involved in many tasks at the same time. May be perceived as casual about responsibilities, unproductive, unorganized, or irresponsible.

**Medium Conscientiousness (C)**

**Balanced:** Tends to keep both work demands and personal needs in good balance; more ambitious than a Flexible, yet more prone to enjoy leisure than a Focused. Able to interrupt focus on goals with spontaneous diversions.

**High Conscientiousness (C+)**

**Focused:** Tends to focus on goals in an industrious, disciplined, and dependable fashion. Strong will to achieve by doing hard work, good preparation, and organization. May be perceived as being a workaholic, overbearing, compulsive, meticulous, or stubborn.