



# The Periodic Table of Personality

Webinar 1. September 2020

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The screenshot shows a translation interface with two panels. The left panel is titled 'ENGLISH - DETECTED' and lists the Big 5 Personality Factors: Openness, Conscientiousness, Extraversion, Agreeableness, and Neuroticism. The right panel is titled 'GERMAN' and lists the corresponding German terms: Offenheit, Gewissenhaftigkeit, Extraversion, Verträglichkeit, and Neurotizismus. The interface includes language selection buttons (ENGLISH, GERMAN, SPANISH), a double-headed arrow for switching, and a star icon for saving. At the bottom, there are icons for microphone, speaker, and a character count (92/5000).

## The Periodic Table of Personality

Can personality measurement be described using a periodic table? An innovative research team led by Prof. Stephen Woods made this hypothesis a few years ago and provided scientific evidence for it. The periodic table of personality is based on the Big Five (also known as the five-factor model, FFM) and has the great advantage that science and practice use a common and standardized language to describe personality, thereby clarifying the relationships between personality traits and job-related success criteria can. Rainer Kurz presents us with the most important «Periodic Table of Personality» research results and reflects on the findings on the basis of a number of widely used personality questionnaires. In the last part of the webinar we will try to apply what we have learned in an interactive session and to assign the BIP scales to the periodic table.

## The Periodic Table of Personality

Lässt sich Persönlichkeitsmessung anhand eines Periodensystems beschreiben? Ein innovatives Forscherteam um Prof. Stephen Woods hat diese Hypothese vor einigen Jahren aufgestellt und wissenschaftliche Beweise dafür erbracht. Das Periodensystem der Persönlichkeit baut auf den Big Five (auch Fünf-Faktoren-Modell, FFM) auf und hat den grossen Vorteil, dass Wissenschaft und Praxis eine gemeinsame und standardisierte Sprache zur Beschreibung von Persönlichkeit nutzen und dadurch Zusammenhänge zwischen Persönlichkeitsmerkmalen und berufsbezogenen Erfolgskriterien präzisiert werden können. Rainer Kurz stellt uns die wichtigsten «Periodic Table of Personality» Forschungsergebnisse vor und reflektiert die Erkenntnisse anhand einiger weit verbreiteten Persönlichkeitsfragebögen. Im letzten Teil des Webinars werden wir in einer interaktiven Session versuchen, das Gelernte anzuwenden und die BIP Skalen dem Periodensystem zuzuordnen.

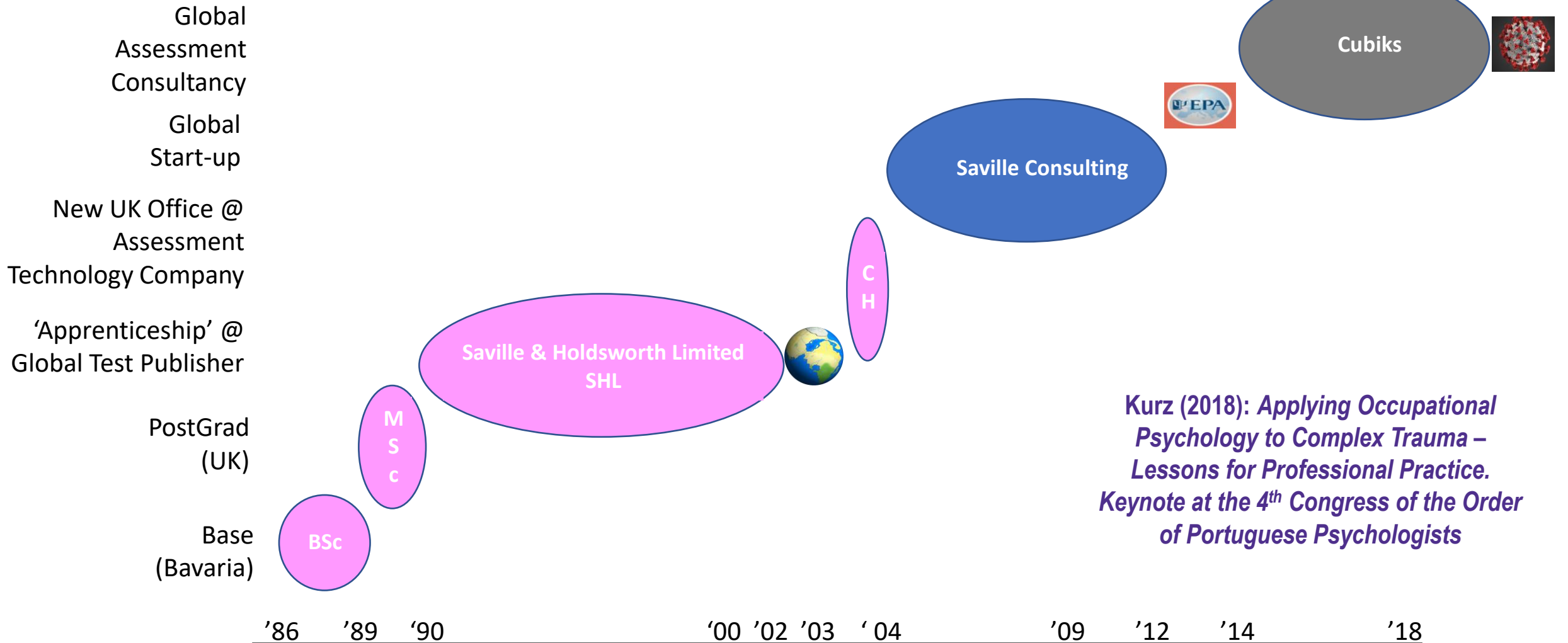
# Career Milestones & Assessment ABC

## I Instruments

## II Theories

## III Problems

## IV Solutions



## Periodic Table of the Elements

1 IA 11A H Hydrogen 1.008	2 IIA 2A Be Beryllium 9.012											13 IIIA 3A B Boron 10.811	14 IVA 4A C Carbon 12.011	15 VA 5A N Nitrogen 14.007	16 VIA 6A O Oxygen 15.999	17 VIIA 7A F Fluorine 18.998	18 VIIIA 8A He Helium 4.003
3 Li Lithium 6.941	4 Be Beryllium 9.012											5 B Boron 10.811	6 C Carbon 12.011	7 N Nitrogen 14.007	8 O Oxygen 15.999	9 F Fluorine 18.998	10 Ne Neon 20.180
11 Na Sodium 22.990	12 Mg Magnesium 24.305	3 IIIB 3B	4 IVB 4B	5 VB 5B	6 VIB 6B	7 VIIB 7B	8 VIII 8	9 VIII 8	10 VIII 8	11 IB 1B	12 IIB 2B	13 Al Aluminum 26.982	14 Si Silicon 28.086	15 P Phosphorus 30.974	16 S Sulfur 32.066	17 Cl Chlorine 35.453	18 Ar Argon 39.948
19 K Potassium 39.098	20 Ca Calcium 40.078	21 Sc Scandium 44.956	22 Ti Titanium 47.88	23 V Vanadium 50.942	24 Cr Chromium 51.996	25 Mn Manganese 54.938	26 Fe Iron 55.933	27 Co Cobalt 58.933	28 Ni Nickel 58.693	29 Cu Copper 63.546	30 Zn Zinc 65.39	31 Ga Gallium 69.732	32 Ge Germanium 72.61	33 As Arsenic 74.922	34 Se Selenium 78.09	35 Br Bromine 79.904	36 Kr Krypton 84.80
37 Rb Rubidium 84.468	38 Sr Strontium 87.62	39 Y Yttrium 88.906	40 Zr Zirconium 91.224	41 Nb Niobium 92.906	42 Mo Molybdenum 95.94	43 Tc Technetium 98.907	44 Ru Ruthenium 101.07	45 Rh Rhodium 102.906	46 Pd Palladium 106.42	47 Ag Silver 107.868	48 Cd Cadmium 112.411	49 In Indium 114.818	50 Sn Tin 118.71	51 Sb Antimony 121.760	52 Te Tellurium 127.6	53 I Iodine 126.904	54 Xe Xenon 131.29
55 Cs Cesium 132.905	56 Ba Barium 137.327	57-71 Lanthanide Series	72 Hf Hafnium 178.49	73 Ta Tantalum 180.948	74 W Tungsten 183.85	75 Re Rhenium 186.207	76 Os Osmium 190.23	77 Ir Iridium 192.22	78 Pt Platinum 195.08	79 Au Gold 196.967	80 Hg Mercury 200.59	81 Tl Thallium 204.383	82 Pb Lead 207.2	83 Bi Bismuth 208.980	84 Po Polonium [208.982]	85 At Astatine 209.987	86 Rn Radon 222.018
87 Fr Francium 223.020	88 Ra Radium 226.025	89-103 Actinide Series	104 Rf Rutherfordium [261]	105 Db Dubnium [262]	106 Sg Seaborgium [266]	107 Bh Bohrium [264]	108 Hs Hassium [269]	109 Mt Meitnerium [268]	110 Ds Darmstadtium [269]	111 Rg Roentgenium [272]	112 Cn Copernicium [277]	113 Uut Ununtrium unknown	114 Fl Flerovium [289]	115 Uup Ununpentium unknown	116 Lv Livermorium [298]	117 Uus Ununseptium unknown	118 Uuo Ununoctium unknown
			57 La Lanthanum 138.906	58 Ce Cerium 140.115	59 Pr Praseodymium 140.908	60 Nd Neodymium 144.24	61 Pm Promethium 144.913	62 Sm Samarium 150.36	63 Eu Europium 151.966	64 Gd Gadolinium 157.25	65 Tb Terbium 158.925	66 Dy Dysprosium 162.50	67 Ho Holmium 164.930	68 Er Erbium 167.26	69 Tm Thulium 168.934	70 Yb Ytterbium 173.04	71 Lu Lutetium 174.967
			89 Ac Actinium 227.028	90 Th Thorium 232.038	91 Pa Protactinium 231.036	92 U Uranium 238.029	93 Np Neptunium 237.048	94 Pu Plutonium 244.064	95 Am Americium 243.061	96 Cm Curium 247.070	97 Bk Berkelium 247.070	98 Cf Californium 251.080	99 Es Einsteinium [254]	100 Fm Fermium 257.095	101 Md Mendelevium 258.1	102 No Nobelium 259.101	103 Lr Lawrencium [262]



“The organization of the periodic table can be used to derive relationships between the various element properties, and also to predict chemical properties and behaviours of undiscovered or newly synthesized elements. Russian chemist [Dmitri Mendeleev](#) published the first recognizable periodic table in 1869, developed mainly to illustrate periodic trends of the then-known elements. He also predicted some properties of [unidentified elements](#) that were expected to fill gaps within the table. Most of his forecasts proved to be correct. Mendeleev's idea has been slowly expanded and refined with the [discovery or synthesis of further new elements](#) and the [development of new theoretical models to explain chemical behaviour](#). The modern periodic table now provides a useful framework for [analyzing chemical reactions](#), and continues to be widely used in [chemistry](#), [nuclear physics](#) and other sciences. Some discussion remains ongoing regarding the placement and categorisation of specific elements, the future extension and limits of the table, and whether there is an optimal form of the table.” Wikipedia



# Big 5, Alpha & Beta Personality Factors

**Table 1** The five robust dimensions of personality from Fiske (1949) to the present

Author	I	II	III	IV	V
Fiske (1949)	social adaptability	conformity	will to achieve <sup>a</sup>	emotional control	inquiring intellect
Eysenck (1970)	extraversion	P s y c h o t i c i s m		neuroticism	
Tupes & Christal (1961)	surgency	agreeableness	dependability	emotionality	culture
Norman (1963)	surgency	agreeableness	conscientiousness	emotional	culture
Borgatta (1964)	assertiveness	likeability	task interest	emotionality	intelligence
Cattell (1957)	exvia	cortertia	superego strength	anxiety	intelligence
Guilford (1975)	social activity	paranoid disposition	thinking introversion	emotional stability	
Digman (1988)	extraversion	friendly compliance	will to achieve	neuroticism	intellect
Hogan (1986)	sociability & ambition	likeability	prudence	adjustment	intellectance
Costa & McCrae (1985)	extraversion	agreeableness	conscientiousness	neuroticism	openness
Peabody & Goldberg (1989)	power	love	work	affect	intellect
Buss & Plomin (1984)	activity	sociability	impulsivity	emotionality	
Tellegen (1985)	positive emotionality		constraint	negative emotionality	
Lorr (1986)	interpersonal involvement	level of socialization	self-control	emotional stability	independent

<sup>a</sup>Not in the original analysis but noted in a re-analysis by Digman & Takemoto-Chock (1981).

Digman, J. M. (1990). Personality structure: Emergence of the five-factor model. *Annual Review of Psychology*, 41 :417-440.

Digman, J. M. (1997). Higher-order factors of the Big Five. *Journal of Personality and Social Psychology*, 73, 1246-1256.

# Trait Descriptive Adjectives (TDA)

## The Development of Markers for the Big-Five Factor Structure

Lewis R. Goldberg  
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and Oregon Research Institute  
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To satisfy the need in personality research for factorially univocal measures of each of the 5 domains that subsume most English-language terms for personality-traits, new sets of Big-Five factor markers were investigated. In studies of adjective-anchored bipolar rating scales, a transparent format was found to produce factor markers that were more univocal than the same scales administered in the traditional format. Nonetheless, even the transparent bipolar scales proved less robust as factor markers than did parallel sets of adjectives administered in unipolar format. A set of 100 unipolar terms proved to be highly robust across quite diverse samples of self and peer descriptions. These new markers were compared with previously developed ones based on far larger sets of trait adjectives, as well as with the scales from the NEO and Hogan personality inventories.

Presidential Paper

Doing it all Bass-Ackwards: The development of hierarchical factor structures from the top down ☆

Lewis R. Goldberg

*Oregon Research Institute, 1715 Franklin Blvd., Eugene, OR 97403-1983, USA*

Available online 20 March 2006

The international personality item pool and the future of public-domain personality measures ☆

Lewis R. Goldberg <sup>a</sup>, John A. Johnson <sup>b,\*</sup>, Herbert W. Eber <sup>c</sup>,  
Robert Hogan <sup>d</sup>, Michael C. Ashton <sup>e</sup>, C. Robert Cloninger <sup>f</sup>,  
Harrison G. Gough <sup>g</sup>

### The Comparative Validity of 11 Modern Personality Inventories: Predictions of Behavioral Acts, Informant Reports, and Clinical Indicators

Richard A. Gruzca  
*Department of Psychiatry  
Washington University School of Medicine*

Lewis R. Goldberg  
*Oregon Research Institute  
Eugene, Oregon*

### The 100 Unipolar Markers Developed in Study 4

#### How Accurately Can You Describe Yourself?

Please use this list of common human traits to describe yourself as accurately as possible. Describe yourself as you see yourself at the present time, not as you wish to be in the future. Describe yourself as you are generally or typically, as compared with other persons you know of the same sex and of roughly your same age.

Before each trait, please write a number indicating how accurately that trait describes you, using the following rating scale:

Inaccurate					Accurate				
Extremely	Very	Quite	Slightly	Neither	Slightly	Quite	Very	Extremely	
1	2	3	4	5	6	7	8	9	
_____	Active	_____	Extraverted	_____	Negligent	_____	Trustful		
_____	Agreeable	_____	Fearful	_____	Nervous	_____	Unadventurous		
_____	Anxious	_____	Fretful	_____	Organized	_____	Uncharitable		
_____	Artistic	_____	Generous	_____	Philosophical	_____	Uncooperative		

EUROPEAN JOURNAL OF  
**Personality**

Comment

Comment on Anderson and Ones (2008)

Lewis R. Goldberg ✉, Kibeom Lee, Michael C. Ashton

First published: 30 August 2007 | <https://doi.org/10.1002/per.663> | Citations: 4

## Big 5 Marker Scale Construct Validation Illustration TDA-100 vs NEO-PI Domain Scales

### NEO-PI domain scales

<b>Extraversion</b>	<b>.69*</b>	.22	.08	.12	.00
<b>Agreeableness</b>	.05	<b>.56*</b>	-.03	<b>.30</b>	.01
<b>Conscientiousness</b>	.13	-.03	<b>.67*</b>	.04	.09
<b>Neuroticism</b>	-.23	-.03	-.15	<b>-.69*</b>	-.03
<b>Openness</b>	.05	.07	-.13	.23	<b>.46*</b>

*Kurz (2016): Test User, Adaptor and Developer Perspectives on the British Psychological Society (BPS), European Federation of Psychologists (EFPA) and the International Test Commission Psychometric Assessment Qualifications and Guidelines. Presentation at the ICP Conference in Yokohama.*

**BPS (1996). Review of Personality Instruments Level B) For Use in Occupational Settings.**

- Median construct validity:
- [ ] No information given.
  - [\* ] Inadequate ( $r < 0.45$ ).
  - [\*\* ] Adequate ( $0.45 < r < 0.55$ ).
  - [\*\*\* ] Reasonable ( $0.55 < r < 0.65$ ).
  - [\*\*\*\* ] Good ( $0.65 < r < 0.75$ ).
  - [\*\*\*\*\* ] Excellent ( $r > 0.75$ ).

**EFPA (2008) Test Review Criteria 2.10.1.4 Median and range of the correlations between the test and other similar tests:**

- [ ] No information given.
- [\*] Inadequate ( $r < 0.55$ ).
- [\*\*\*] Adequate ( $0.55 < r < 0.65$ ).
- [\*\*\*\*] Good ( $0.65 < r < 0.75$ ).
- [\*\*\*\*\*] Excellent ( $r > 0.75$ )

# Big 5 + 1 Personality Inventories

## SHL IMAGES (1993)

	I	M	A	G	E	S	S D
<b>Imaginative</b>	1	.16	.45	.45	-.18	.15	-.10
<b>Methodical</b>		1	.24	.11	-.08	.32	.30
<b>Achieving</b>			1	.28	-.21	<b>-.04</b>	.01
<b>Gregarious</b>				1	-.33	.21	-.09
<b>Emotional</b>					1	.12	-.12
<b>Sympathetic</b>						1	.13
<b>Social Desirability</b>							1

## HEXACO (2004; 2018)

550

Assessment 25(5)

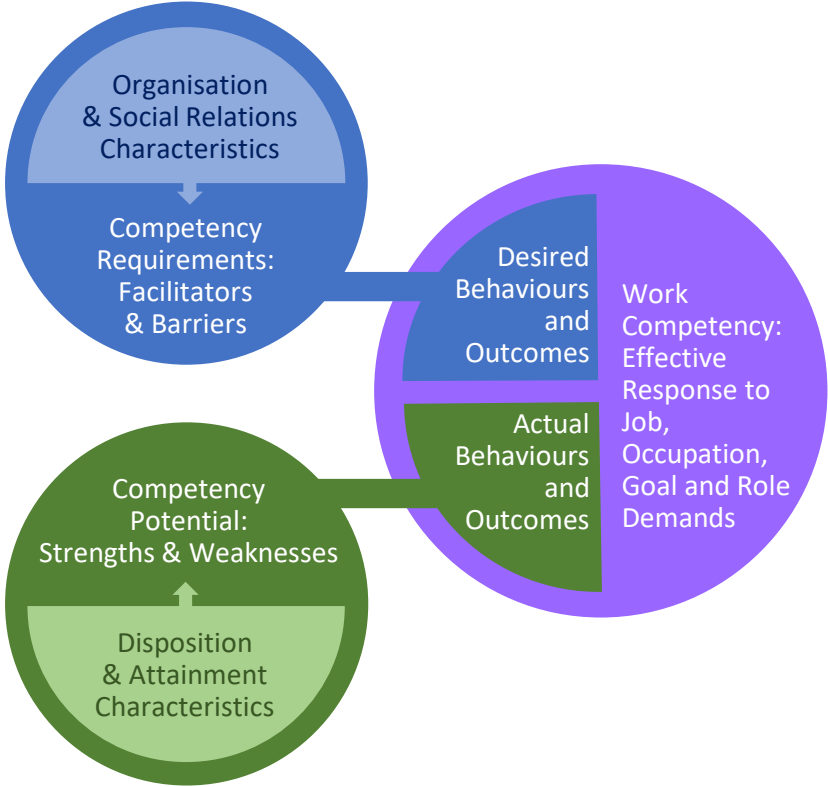
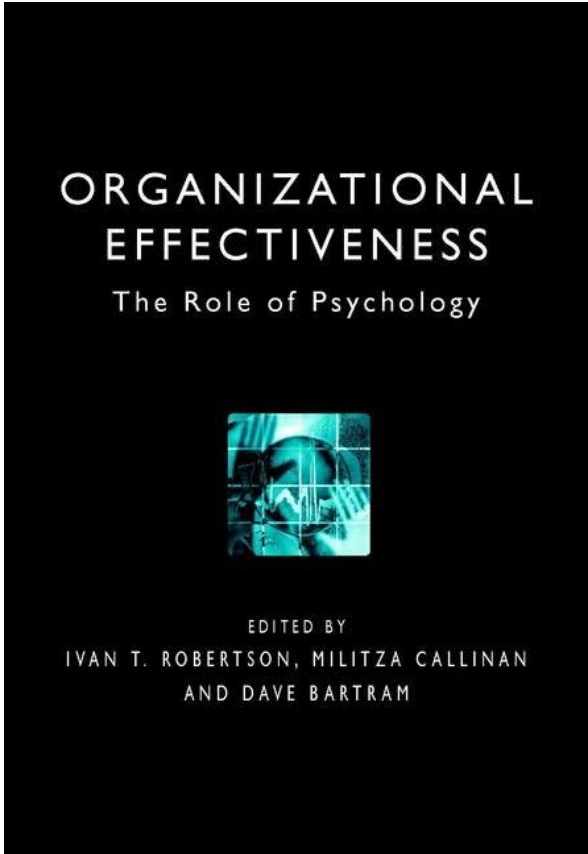
Table 4. Self/Observer Agreement for HEXACO-100 Factor and Facet Scales.

	<i>r</i>	<i>r</i>	
Honesty–Humility	.46	Agreeableness	.47
Sincerity	.20	Forgiveness	.35
Fairness	.45	Gentleness	.35
Greed Avoidance	.47	Flexibility	.35
Modesty	.30	Patience	.43
Mean WFCC/mean WFDC	.36/.19	Mean WFCC/mean WFDC	.37/.25
Emotionality	.61	Conscientiousness	.52
Fearfulness	.51	Organization	.52
Anxiety	.40	Diligence	.37
Dependence	.44	Perfectionism	.42
Sentimentality	.47	Prudence	.33
Mean WFCC/mean WFDC	.46/.30	Mean WFCC/mean WFDC	.41/.25
Extraversion	.56	Openness to Experience	.56
Social Self-Esteem	.38	Aesthetic Appreciation	.49
Social Boldness	.53	Inquisitiveness	.45
Sociability	.45	Creativity	.50
Liveliness	.45	Unconventionality	.36
Mean WFCC/mean WFDC	.45/.28	Mean WFCC/mean WFDC	.45/.26
Interstitial facet			
Altruism	.36		

Note. *N* = 2,863. WFCC = within-factor convergent correlation (self/observer correlation for same facet scale); WFDC = within-factor discriminant correlation (self/observer correlation for different facet scales within same factor).



# Competencies (Kurz & Bartram, 2002)



# The Great 8 Competencies Factor Names and Traits

Original Great 8 Terms (Kurz & Bartram, 2002)	4 Clusters & Great 8 Factors (Kurz, 2003)	Aligned Personality Traits
	<b>Solving Problems</b>	
Analysing & Interpreting	Analysing Situations	Openness - Analysis
Creating & Conceptualising	Creating Concepts	Openness - Creativity
	<b>Influencing People</b>	
Interacting & Presenting	Relating to People	Extraversion - Sociability
Leading & Deciding	Controlling Resources	Extraversion - Need for Power
	<b>Giving Support</b>	
Supporting & Co-operating	Respecting People	Agreeableness
Adapting & Coping	Adapting to Demands	Emotional Stability
	<b>Achieving Objectives</b>	
Organizing & Executing	Delivering Results	Conscientiousness - Structure
Enterprising & Performing	Driving Performance	Conscientiousness - Need for Achievement

Kurz (2014). The Structure and Dynamics of Personality Assessment. ABP Presentation at Westminster University..

Kurz (2014). The Structure and Dynamics of Personality, Ability & Competency Assessment. The Psychometrics Forum.

Kurz (2014). Modelling careers – Great 8 competencies, trait constructs & occupational potential. Poster at the IWP Conference in Sheffield.

## Emergence of the Periodic Table of Personality

Anderson & Ones (2003). The construct validity of three entry level personality inventories used in the UK: Cautionary findings from a multiple-inventory investigation. *European Journal of Personality*.

Woods (2009). *The Comparative Validities of Six (plus one) Personality Inventories*. Paper at the BPS DOP Conference.

Woods & Hardy (2009). *The Convergence and Joint Structure of Five Commercial Personality Inventories*. Poster at the BPS DOP Conference.

Woods & Hardy (2012). The higher-order factor structures of five personality inventories. *Personality and Individual Differences*.

Woods & Anderson (2015). *Mapping the Scales of Personality Inventories in IWO Psychology: Applying Circumplex Methods*. Paper at the EAWOP Conference in Oslo.

Woods & Anderson (2016). Toward a Periodic Table of Personality: Mapping Personality Scales Between the Five-Factor Model and the Circumplex Model. *JAP*.

**Kurz (2020): Locating Scales of a Multi-level 'Big 5 + Achieving' Measure on the Periodic Table of Personality Paper at the BPS DOP Conference in Stratford-upon-Avon.**

General Factor of Personality 16.38

Beta 15.25

Alpha 12.23

Promoting Change  
14.24

Working Together  
10.71

Demonstrating  
Capability 10.71

Beta  
13.87

Agreeableness  
9.26

Conscientiousness  
9.23

Neuroticism  
7.40

Extraversion  
12.09

Agreeableness  
9.04

Conscientiousness  
8.66

Neuroticism  
7.41

Openness  
7.28

Extraversion  
11.86

Agreeableness  
8.75

Conscientiousness  
8.18

Emotional  
Stability 7.55

Openness  
7.38

nAch  
3.58

Extraversion  
8.96

Agreeableness  
8.50

Conscientiousness  
8.04

Emotional  
Stability 7.77

Openness  
7.60

nAch  
6.18

GMA  
2.78

nPower  
9.61

Openness  
7.85

Conscient.  
7.79

Emotional  
Stability 7.41

Agreeableness  
7.38

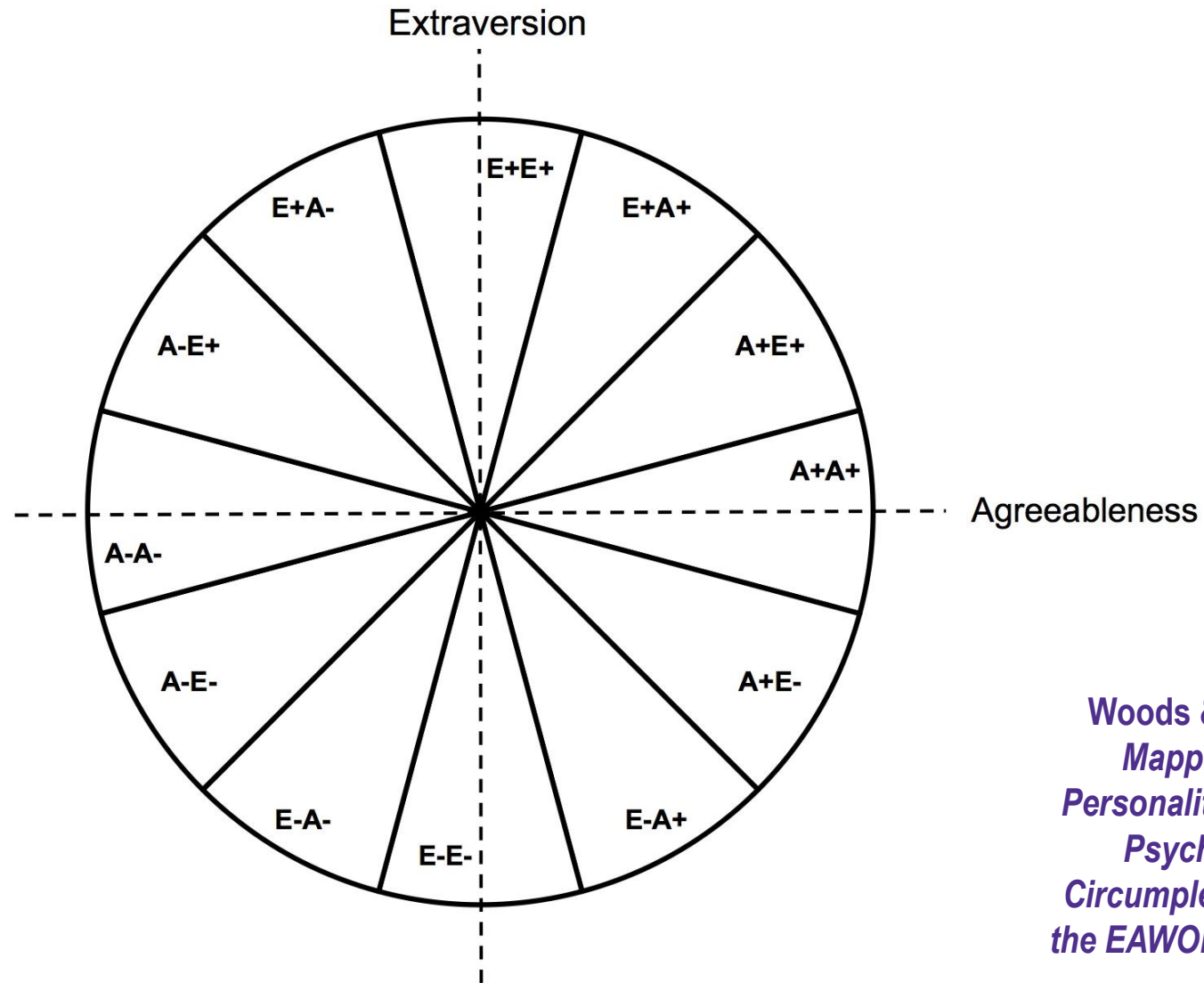
Sociability  
5.79

nAch  
3.30

GMA  
2.77

**Kurz & Woods (2015): Co-validation of 5 Personality Questionnaires: Big 5 + Motivation + GMA.  
Paper at the EAWOP Conference in Oslo.**

# Abridged Big Five Dimensional Circumplex (AB5C) Model (Hofstee, de Raad, & Goldberg, 1992)



**Woods & Anderson (2015):  
Mapping the Scales of  
Personality Inventories in IWO  
Psychology: Applying  
Circumplex Methods. Paper at  
the EAWOP Conference in Oslo.**

PCA on a refined set of the TDA100\*\*

5 factor extraction, rotated to varimax and scored using regression method

Correlations computed with each scale, classified by primary and secondary association with the Big Five

If primary is at least 3.73x as secondary, classified as 'factor pure'

Vector

\*\*Full set are applied in a forthcoming journal paper

**Woods & Anderson (2015):  
Mapping the Scales of  
Personality Inventories in IWO  
Psychology: Applying  
Circumplex Methods. Paper at  
the EAWOP Conference in Oslo.**

286 employed adults in the UK population (mean age = 32; 66% female)

## Measures

Goldberg's 100 trait adjective markers of the lexical Big Five (N=286)

The Hogan Personality Inventory (HPI; N=219)

The Personality and Preferences Inventory (PAPI; N=236)

The Occupational Personality Questionnaire (OPQ; N=219)

The Sixteen Personality Factor Questionnaire (16PF5; N=224)

**Woods & Anderson (2015):  
*Mapping the Scales of  
Personality Inventories in IWO  
Psychology: Applying  
Circumplex Methods. Paper at  
the EAWOP Conference in Oslo.***

Inventory	Scale	E	A	C	ES	O	Primary r	Secondary r	Vector
<b>Extraversion</b>									
E+E+/E-E- Gregariousness									
16PF5	H Social Boldness	73	07	-10	15	03	E+	E+	75
OPQ	Outgoing	81	08	-21	00	-05	E+	E+	84
PAPI	X Need to be Noticed	61	-11	00	12	12	E+	E+	62
E+A+/E-A- Friendliness									
16PF5	A Warmth	41	36	-09	-06	-19	E+	A+	55
16PF5	F Liveliness	42	15	-14	10	05	E+	A+	45
OPQ	Affiliative	49	25	-11	06	-14	E+	A+	55
PAPI	S Social Harmonizer	43	38	-15	15	-05	E+	A+	57
E+A-/E-A+ Provocativeness									
16PF5	E Dominance	43	-30	11	06	22	E+	A-	52
OPQ	Controlling	44	-26	08	11	17	E+	A-	51
OPQ	Outspoken	39	-35	01	-02	19	E+	A-	52
OPQ	Achieving	32	-22	10	04	05	E+	A-	39
OPQ	Decisive	34	-23	-07	07	11	E+	A-	41
PAPI	P Need to Control Others	41	-22	04	21	15	E+	A-	47
PAPI	I Ease in Decision Making	33	-25	-09	19	19	E+	A-	41
PAPI	K Need to be Forceful	45	-38	03	06	26	E+	A-	59



# Toward a Periodic Table of Personality: Mapping Personality Scales Between the Five-Factor Model and the Circumplex Model

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Brunel University

In this study, we examine the structures of 10 personality inventories (PIs) widely used for personnel assessment by mapping the scales of PIs to the lexical Big Five circumplex model resulting in a Periodic Table of Personality. Correlations between 273 scales from 10 internationally popular PIs with independent markers of the lexical Big Five are reported, based on data from samples in 2 countries (United Kingdom,  $N = 286$ ; United States,  $N = 1,046$ ), permitting us to map these scales onto the Abridged Big Five Dimensional Circumplex model (Hofstee, de Raad, & Goldberg, 1992). Emerging from our findings we propose a common facet framework derived from the scales of the PIs in our study. These results provide important insights into the literature on criterion-related validity of personality traits, and enable researchers and practitioners to understand how different PI scales converge and diverge and how compound PI scales may be constructed or replicated. Implications for research and practice are considered.

*Keywords:* Periodic Table of Personality, personnel assessment, personality inventories, criterion validity, Big Five, Abridged Big Five Dimensional Circumplex (AB5C)

*Supplemental materials:* <http://dx.doi.org/10.1037/apl0000062.supp>

## Woods & Anderson (2015) Methodology

### Sample 1: 286 employed adults in the UK population

#### Measures

- Goldberg's 100 trait adjective markers of the lexical Big Five (TDA; N=286)
- The Personality and Preferences Inventory (PAPI; N=236)
- The Occupational Personality Questionnaire (OPQ; N=219)

### Sample 2: 1,046 adults in the United States population

#### Measures

- Goldberg's 100 trait adjective markers of the lexical Big Five (TDA; N=1,046)
- The Hogan Personality Inventory (HPI; N=742)
- The Sixteen Personality Factor Questionnaire (16PF5; N=680)
- NEO PI-R (N=857)
- California Personality Inventory (CPI, N=792)
- 6FPQ (N=691)
- JPI-R (N=711)
- MPQ (N=733)
- HEXACO PI (N=734)

**Woods & Kurz (2016): *Mapping Personality Inventories to the Periodic Table of Personality: Impact of Non-orthogonality.* Paper ITC Conference in Vancouver.**

# Periodic Table of Personality (Woods & Anderson, 2015)



	E	A	C	ES	O
E+	E+E+/E-E- <b>GR</b> Gregariousness 0.82	A+E+/A-E- <b>WA</b> Warmth 1.15	C+E+/C-E- — 0.49	ES+E+/ES-E- <b>PE</b> Positive Emotionality 2.47	O+E+/O-E- <b>IC</b> Ingenuity / Creativity 1.65
E-	—	A+E-/A-E+ — 0.33	C+E-/C-E+ <b>CA</b> Cautiousness 0.66	ES+E-/ES-E+ <b>EC</b> Emotional Control 0.82	O+E-/O-E+ — 0.00
A+	E+A+/E-A- <b>AF</b> Affiliation 2.14	A+A+/A-A- — 0.33	C+A+/C-A- — 0.16	ES+A+/ES-A- <b>CM</b> Calmness 3.96	O+A+/O-A- — 0.49
A-	E+A-/E-A+ <b>LC</b> Leadership (Control) 1.32	—	C+A-/C-A+ — 0.16	ES+A-/ES-A+ — 0.33	O+A-/O-A+ <b>CE</b> Critical Enquiry (vs. Rule Conformity) 0.99
C+	E+C+/E-C- <b>WP</b> Work Pace 0.82	A+C+/A-C- — 0.16	C+C+/C-C- <b>OR</b> Orderliness 1.98	ES+C+/ES-C- <b>SO</b> Socialization 1.32	O+C+/O-C- — 0.49
C-	E+C-/E-C+ — 0.16	A+C-/A-C+ — 0.49	—	ES+C-/ES-C+ — 0.33	O+C-/O-C+ <b>UC</b> Unconventionality 3.13
ES+	E+ES+/E-ES- <b>SP</b> Social Poise 0.82	A+ES+/A-ES- <b>PL</b> Pleasantness 1.98	C+ES+/C-ES- <b>DU</b> Dutifulness 1.32	ES+ES+/ES-ES- <b>ST</b> Stability 1.15	O+ES+/O-ES- <b>EF</b> Efficiency of Thought / Inquisitiveness 1.32
ES-	E+ES-/E-ES+ <b>EX</b> Expressiveness 0.82	A+ES-/A-ES+ <b>ES</b> Emotional Sensitivity 0.99	C+ES-/C-ES+ — 0.00	—	O+ES-/O-ES+ — 0.49
O+	E+O+/E-O- <b>LB</b> Leadership (Boldness) 3.79	A+O+/A-O- — 0.16	C+O+/C-O- <b>ID</b> Industriousness 0.82	ES+O+/ES-O- — 0.49	O+O+/O-O- <b>IL</b> Intellect 0.99
O-	E+O-/E-O+ — 0.00	A+O-/A-O+ <b>NU</b> Nurturance (vs. Self-reliance) 1.48	C+O-/C-O+ <b>IF</b> Inflexibility 1.48	ES+O-/ES-O+ — 0.16	—

“+/-” represent valence of the loading of the facet on the respective Big Five dimensions (e.g., for Leadership [Control], the high pole of the facet loads positively on Extraversion, and negatively on Agreeableness; the low pole loads negatively on Extraversion and positively on Agreeableness).

Each cell denotes (a) the AB5C sector location; (b) a symbol and facet label, if included in our facet model reported in Table 3; (c) an abundance number, which shows how well the facet is represented in the 10 PIs analyzed in the study. The abundance number is computed as the ratio of (% of PI scales located in the sector/[1/45]). This enables sector comparison, for example, a sector with an abundance number of 2.00 is twice as abundantly populated with PI scales than a sector with a number of 1.00.

Greyed boxes are spaces in the table; no facet can be classified E+E- for example.

E = Extraversion; A = Agreeableness;  
C = Conscientiousness; ES = Emotional Stability;  
O = Openness.

Woods & Kurz (2016). *Mapping Personality Inventories to the Periodic Table of Personality: Impact of Non-orthogonality*. Paper at the ITC Conference in Vancouver.

# Most Abundant PTP Cells

Calmness									
16PF5	IM Impression Management	04	21	06	43	-05	ES+	A+	48
6FPQ	Agreeableness	-13	16	-12	38	-10	ES+	A+	41
6FPQ	Good-Natured (-Defence)	-07	14	-12	32	-10	ES+	A+	35
CPI	Responsibility (Re)	00	12	10	26	05	ES+	A+	28
CPI	Tolerance (To)	-03	18	-04	26	09	ES+	A+	31
CPI	Amicability (Ami)	-10	20	10	43	-13	ES+	A+	47
HEXACO PI	Sincerity (H:Sinc)	-06	10	05	22	-01	ES+	A+	24
HEXACO PI	Forgiveness (A:Forg)	00	16	-11	17	-10	ES+	A+	23
HEXACO PI	Flexibility (A:Flex)	-16	20	-10	26	-09	ES+	A+	33
HEXACO PI	Patience (A:Pati)	-19	22	-10	37	-03	ES+	A+	43
HEXACO PI	Agreeableness	-19	29	-15	34	-11	ES+	A+	45
HPI	Empathy	-06	19	-13	45	-09	ES+	A+	49
HPI	Even-Tempered	-07	17	01	45	-04	ES+	A+	48
HPI	No Hostility	-07	24	-17	26	-08	ES+	A+	35
HPI	Virtuous								
HPI	Avoids Trouble								
NEO PI-R	Compliance (A4)								
OPQ	Social Desirability								
OPQ	Trusting								
16PF5	L Vigilance								
16PF5	Q4 Tension								
MPQ	Aggression (AG)								
MPQ	Alienation (AL)								
NEO PI-R	Angry Hostility (N2)								

## Leadership (Boldness)

16PF5	E Dominance	45	-22	18	-07	23	E+	O+	50
6FPQ	Extraversion	55	03	08	03	21	E+	O+	59
6FPQ	Dominance	31	-15	19	-02	24	E+	O+	39
6FPQ	Exhibition	55	01	00	-01	23	E+	O+	60
CPI	Dominance (Do)	49	-08	18	10	32	E+	O+	59
CPI	Capacity for Status (Cs)	35	02	-07	14	35	E+	O+	49
CPI	Sociability (Sy)	52	09	02	11	23	E+	O+	57
CPI	Social Presence (Sp)	42	-02	-10	11	28	E+	O+	50
CPI	Self-Acceptance (Sa)	48	-06	05	05	35	E+	O+	59
HEXACO PI	Social Boldness (X:SocB)	55	-05	10	09	30	E+	O+	63
HPI	Leadership	41	-10	19	-02	28	E+	O+	50
HPI	No Social Anxiety	43	-05	05	21	23	E+	O+	49
HPI	Exhibitionistic	35	-06	-06	-19	24	E+	O+	42
HPI	Entertaining	34	-01	-01	-08	21	E+	O+	40
HPI	Ambition	49	-05	22	23	28	E+	O+	56
HPI	Sociability	46	00	-05	-07	24	E+	O+	51
JPI-R	Social Confidence	62	-04	04	07	29	E+	O+	68
MPQ	Social Potency (SP)	54	-07	11	-10	26	E+	O+	60
NEO PI-R	Assertiveness (E3)	60	-09	16	01	24	E+	O+	65
OPQ	Behavioral	17	07	-08	-03	10	E+	O+	20
OPQ	Persuasion	37	-08	-06	05	15	E+	O+	40
PAPI	L Leadership Role	39	-18	06	18	23	E+	O+	45
CPI	Vector 1 (V1)	-53	08	-04	08	-33	E-	O-	63

**Woods & Anderson (2016). Toward a Periodic Table of Personality: Mapping Personality Scales Between the Five-Factor Model and the Circumplex Model. Journal of Applied Psychology, Vol. 101, No. 4, 582-604.**

	<b>E</b>	<b>A</b>	<b>C</b>	<b>ES</b>	<b>O</b>
<b>E+</b>	E+E+ / <u>E-E-</u> Extraversion Gregariousness (E2) Positive Emotions (E6)	A+E+ / <u>A-E-</u> Warmth (E1)	C+E+ / <u>C-E-</u> Achievement Striving (C4)	ES+E+ / <u>ES-E-</u> Neuroticism Anxiety (N1) Depression (N3) Self-Consciousness (N4)	O+E+ / <u>O-E-</u> Modesty (A5)
<b>E-</b>		A+E- / <u>A-E+</u>	C+E- / <u>C-E+</u>	ES+E- / <u>ES-E+</u>	O+E- / <u>O-E+</u>
<b>A+</b>	E+A+ / <u>E-A-</u>	A+A+ / <u>A-A-</u>	C+A+ / <u>C-A-</u>	ES+A+ / <u>ES-A-</u> Compliance (A4) Angry Hostility (N2)	O+A+ / <u>O-A-</u> Aesthetic (O2)
<b>A-</b>	E+A- / <u>E-A+</u>		C+A- / <u>C-A+</u>	ES+A- / <u>ES-A+</u>	O+A- / <u>O-A+</u>
<b>C+</b>	E+C+ / <u>E-C-</u> Activity (E4)	A+C+ / <u>A-C-</u>	C+C+ / <u>C-C-</u> Order (C2)	ES+C+ / <u>ES-C-</u> Impulsiveness (N5) Vulnerability (N6)	O+C+ / <u>O-C-</u>
<b>C-</b>	E+C- / <u>E-C+</u>	A+C- / <u>A-C+</u>		ES+C- / <u>ES-C+</u>	O+C- / <u>O-C+</u> Openness to Experience Fantasy (O1) Actions (O4) Values (O6)
<b>ES+</b>	E+ES+ / <u>E-ES-</u>	A+ES+ / <u>A-ES-</u> Agreeableness Trust (A1) Straightforwardness (A2) Altruism (A3)	C+ES+ / <u>C-ES-</u> Conscientiousness Competence (C1) Dutifulness (C3) Self-Discipline (C5) Deliberation (C6)	ES+ES+ / <u>ES-ES-</u>	O+ES+ / <u>O-ES-</u>
<b>ES-</b>	E+ES- / <u>E-ES+</u> Excitement Seeking (E5)	A+ES- / <u>A-ES+</u>	C+ES- / <u>C-ES+</u>		O+ES- / <u>O-ES+</u>
<b>O+</b>	E+O+ / <u>E-O-</u> Assertiveness (E3)	A+O+ / <u>A-O-</u> Feelings (O3)	C+O+ / <u>C-O-</u>	ES+O+ / <u>ES-O-</u>	O+O+ / <u>O-O-</u> Ideas (O5)
<b>O-</b>	E+O- / <u>E-O+</u>	A+O- / <u>A-O+</u> Tender-Mindedness (A6)	C+O- / <u>C-O+</u>	ES+O- / <u>ES-O+</u>	

**NEO-PI Facets Vs  
TDA Item PCA Big 5**

Woods & Anderson (2016).  
Toward a Periodic Table of  
Personality: Mapping  
Personality Scales  
Between the Five-Factor  
Model and the Circumplex  
Model. *Journal of Applied  
Psychology, Vol. 101, No. 4,*  
582–604.

	<b>E</b>	<b>A</b>	<b>C</b>	<b>ES</b>	<b>O</b>
<b>E+</b>	<u>E+E+</u> / <u>E-E-</u>	<u>A+E+</u> / <u>A-E-</u>	<u>C+E+</u> / <u>C-E-</u> ACHIEVEMENT STRIVING (C4)	<u>ES+E+</u> / <u>ES-E-</u> TRUST (A1)	<u>O+E+</u> / <u>O-E-</u> ACTIONS (O4)
<b>E-</b>		<u>A+E-</u> / <u>A-E+</u> ASSERTIVENESS (E3)	<u>C+E-</u> / <u>C-E+</u>	<u>ES+E-</u> / <u>ES-E+</u>	<u>O+E-</u> / <u>O-E+</u>
<b>A+</b>	<u>E+A+</u> / <u>E-A-</u>	<u>A+A+</u> / <u>A-A-</u> STRAIGHTFORWARDNESS (A2)	<u>C+A+</u> / <u>C-A-</u> DUTIFULNESS (C3) DELIBERATION (C6)	<u>ES+A+</u> / <u>ES-A-</u>	<u>O+A+</u> / <u>O-A-</u> TENDER-MINDEDNESS (A6)
<b>A-</b>	<u>E+A-</u> / <u>E-A+</u> EXCITEMENT SEEKING (E5)		<u>C+A-</u> / <u>C-A+</u>	<u>ES+A-</u> / <u>ES-A+</u> N2 ANGRY-HOSTILITY	<u>O+A-</u> / <u>O-A+</u>
<b>C+</b>	<u>E+C+</u> / <u>E-C-</u> ACTIVITY (E4)	<u>A+C+</u> / <u>A-C-</u>	<u>C+C+</u> / <u>C-C-</u> CONSCIENTIOUSNESS	<u>ES+C+</u> / <u>ES-C-</u> N3 DEPRESSION N4 SELF-CONSCIOUSNESS N6 VULNERABILITY	<u>O+C+</u> / <u>O-C-</u>
<b>C-</b>	<u>E+C-</u> / <u>E-C+</u>	<u>A+C-</u> / <u>A-C+</u>		<u>ES+C-</u> / <u>ES-C+</u> NEUROTICISM	<u>O+C-</u> / <u>O-C+</u> FANTASY (O1)
<b>ES+</b>	<u>E+ES+</u> / <u>E-ES-</u> GREGARIOUSNESS (E2)	<u>A+ES+</u> / <u>A-ES-</u> COMPLIANCE (A4)	<u>C+ES+</u> / <u>C-ES-</u> COMPETENCE (C1) SELF-DISCIPLINE (C5)	<u>ES+ES+</u> / <u>ES-ES-</u> ANXIETY (N1)	<u>O+ES+</u> / <u>O-ES-</u>
<b>ES-</b>	<u>E+ES-</u> / <u>E-ES+</u>	<u>A+ES-</u> / <u>A-ES+</u> N5 IMPULSIVENESS MODESTY (A5)	<u>C+ES-</u> / <u>C-ES+</u>		<u>O+ES-</u> / <u>O-ES+</u> FEELINGS (O3)
<b>O+</b>	<u>E+O+</u> / <u>E-O-</u> EXTRAVERSION WARMTH (E1) POSITIVE EMOTIONS (E6)	<u>A+O+</u> / <u>A-O-</u> ALTRUISM (A3) AGREEABLENESS	<u>C+O+</u> / <u>C-O-</u>	<u>ES+O+</u> / <u>ES-O-</u>	<u>O+O+</u> / <u>O-O-</u> IDEAS (O5) AESTHETICS (O2) VALUES (O6) OPENNESS
<b>O-</b>	<u>E+O-</u> / <u>E-O+</u>	<u>A+O-</u> / <u>A-O+</u> Tender-Mindedness (A6)	<u>C+O-</u> / <u>C-O+</u> ORDER (C2)	<u>ES+O-</u> / <u>ES-O+</u> N1 ANXIETY	

## NEO-PI-R Facets Vs Facets PCA Big 5

- Alert: NEO-PI-R (N=210) UKE
- Alert: Woods & Anderson (2015) method extended to 30 NEO Facets
- 'Big 5' Varimax Rotated Orthogonal Factors
- C and O are 'Factor pure'
- Most Facets are compounds
- Impulsiveness & Assertiveness Primary 'Low A'
- A1 Trust & A6 Tender-Mindedness Primaries NOT A!

**Kurz, Welsh & Feltham (2016). A NEO & PAPI Co-validation Journey from the General Factor of Personality to Big 5+. Paper at the ITC Conference in Vancouver.**

## Multiple-Inventory Construct Validation Study

### Questionnaires completed:

- Trait Descriptive Adjectives (TDA)
- Personality & Preference Inventory (PAPI 3 SL N)
- Hogan Personality Inventory (HPI)
- Hogan Development Survey (HDS)
- Motives, Values, Preferences Inventory (MVPI)

### Sample

- 128 professionals and managers
- 51 male, 77 female
- Median age 50, range 20-79

**Groenewald & Kurz (2020).**  
*Mapping Hogan Bright Side, Dark Side and Inside Scales to the Periodic Table of Personality.*  
Paper at the BPS DOP Conference in Stratford-upon-Avon.

For TDA orthogonal Big 5 regression scores were created through PCA with varimax rotation based on a larger sample of N=1213 participants in a wider study to increase robustness of the marker scores. Scores were correlated with the orthogonal TDA Big 5 factor regression scores (as well as a Big 5 Sum calculated by adding them) in order to map variables on the Periodic Table of Personality.

# HOGAN Insights Series Summary

HPI

HDS

MVPI

	E	A	C	ES	O
E+	E+E+ / <u>E-E-</u>	A+E+ / <u>A-E-</u> Interpersonal Sensitivity	C+E+ / <u>C-E-</u>	ES+E+ / <u>ES-E-</u> Adjustment Excitable	O+E+ / <u>O-E-</u> Imaginative
E-		A+E- / <u>A-E+</u> Commerce	C+E- / <u>C-E+</u>	ES+E- / <u>ES-E+</u>	O+E- / <u>O-E+</u>
A+	E+A+ / <u>E-A-</u> Reserved Affiliation	A+A+ / <u>A-A-</u>	C+A+ / <u>C-A-</u> Diligent	ES+A+ / <u>ES-A-</u> Sceptical	O+A+ / <u>O-A-</u> Aesthetic
A-	E+A- / <u>E-A+</u> Cautious Power		C+A- / <u>C-A+</u>	ES+A- / <u>ES-A+</u>	O+A- / <u>O-A+</u> Learning Approach
C+	E+C+ / <u>E-C-</u>	A+C+ / <u>A-C-</u>	C+C+ / <u>C-C-</u>	ES+C+ / <u>ES-C-</u>	O+C+ / <u>O-C-</u>
C-	E+C- / <u>E-C+</u> Security	A+C- / <u>A-C+</u>		ES+C- / <u>ES-C+</u>	O+C- / <u>O-C+</u>
ES+	E+ES+ / <u>E-ES-</u> Ambition	A+ES+ / <u>A-ES-</u> Altruistic	C+ES+ / <u>C-ES-</u>	ES+ES+ / <u>ES-ES-</u>	O+ES+ / <u>O-ES-</u> Hedonism
ES-	E+ES- / <u>E-ES+</u>	A+ES- / <u>A-ES+</u>	C+ES- / <u>C-ES+</u>		O+ES- / <u>O-ES+</u>
O+	E+O+ / <u>E-O-</u> Sociability Leisurely Bold Mischievous Colorful Recognition	A+O+ / <u>A-O-</u>	C+O+ / <u>C-O-</u>	ES+O+ / <u>ES-O-</u>	O+O+ / <u>O-O-</u> Inquisitiveness
O-	E+O- / <u>E-O+</u>	A+O- / <u>A-O+</u> Dutiful Science	C+O- / <u>C-O+</u> Prudence Tradition	ES+O- / <u>ES-O+</u>	

Groenewald & Kurz (2020).  
*Mapping Hogan Bright Side, Dark Side and Inside Scales to the Periodic Table of Personality.*  
 Paper at the BPS DOP Conference in Stratford-upon-Avon.



Sample	Scale	E	A	C	ES	O	Primary r	Secondary r	Vector
N=65	Performance	<u>-.18</u>	.02	<u>.34</u>	-.03	-.05	C+	E-	.38

‘Periodic Table of Performance?’

**Woods & Kurz (2016): *Mapping Personality Inventories to the Periodic Table of Personality: Impact of Non-orthogonality. Paper ITC Conference in Vancouver.***



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Psychologist

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Rainer Kurz

Research & Development Psychologist

22h •

Periodic Table of Personality - BPS DOP 2020 Symposium, Webinar 2nd September 2020 & Study Participation Opportunity

#HUCAMA #PeriodicTableofPersonality

	E	A	C	ES	O
E+	H4 / S6 <i>Intelligence</i>	H4 / S6 <i>Intelligence</i>	H4 / S6	H4 / S6 <i>Adjusted Cautious</i>	H4 / S6 <i>Imaginative</i>
E-		H4 / S6 <i>Conscience</i>	H4 / S6	H4 / S6	H4 / S6
A+	H4 / S6 <i>Reserved Attention</i>	H4 / S6	H4 / S6 <i>Diligent</i>	H4 / S6 <i>Skeptical</i>	H4 / S6 <i>Aesthetic</i>
A-	H4 / S6 <i>Cautious Power</i>		H4 / S6	H4 / S6	H4 / S6 <i>Learning approach</i>
C+	H4 / S6	H4 / S6	H4 / S6	H4 / S6	H4 / S6
C-	H4 / S6 <i>Security</i>	H4 / S6		H4 / S6	H4 / S6
ES+	H4 / S6 <i>Attention</i>	H4 / S6 <i>Attention</i>	H4 / S6	H4 / S6	H4 / S6 <i>Attention</i>
ES-		H4 / S6	H4 / S6		H4 / S6
O+	H4 / S6 <i>Attention Liberality Risk Machiavellian Cautious Attention</i>	H4 / S6	H4 / S6	H4 / S6	H4 / S6 <i>Attention</i>
O-	H4 / S6	H4 / S6 <i>Diligent Science</i>	H4 / S6 <i>Attention Tradition</i>	H4 / S6	

Summary

HPI

HDS

MVPI

Groenewald & Kurz (2020).  
*Mapping Hogan Bright Side,  
Dark Side and Inside Scales  
to the Periodic Table of  
Personality.* Paper at the  
BPS DOP Conference in  
Stratford-upon-Avon.

'The Periodic Table of Personality' Stratford-upon-Avon & Zurich (Webinar 02/09/2020)

Rainer Kurz on LinkedIn • 2 min read

At the beginning of the year when conferences were real rather than virtual I convened a...



Stephen Woods · 1st

Professor of Organisational  
Behaviour and HRM at University of  
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HUMAN CAPITAL MANAGEMENT

# BIP & PTP

SWISS<sup>+</sup>  
assessment

Manual

# BIP

Bochumer Inventar zur berufsbezogenen  
Persönlichkeitsbeschreibung

---



**Rüdiger Hossiep**  
**Michael Paschen**

3., durchgesehene Auflage

unter Mitarbeit von  
**Oliver Mülhhaus**




# BIP


**Business-focused Inventory  
of Personality**

---

**MANUAL  
(UK Edition)**



OXFORD · GOETTINGEN · BERNE · VIENNA · PARIS · PRAGUE · TORONTO · CAMBRIDGE, MA · AMSTERDAM · COPENHAGEN

**HOGREFE**  
THE TEST PEOPLE 

# Instrumente der Arbeits- und Organisationspsychologie

## Rezension der 2. Auflage des Bochumer Inventars zur berufsbezogenen Persönlichkeitsbeschreibung (BIP) von R. Hossiep und M. Paschen

Bernd Marcus

**Zusammenfassung.** In dem Beitrag wird die zweite Auflage des *Bochumer Inventars zur berufsbezogenen Persönlichkeitsbeschreibung* (BIP), eines der am weitesten verbreiteten deutschsprachigen Persönlichkeitsinventare für berufliche Anwendungen, kritisch beleuchtet. Insgesamt kann die Neuauflage des BIP aufgrund der berufsbezogenen Konstruktion, der umfangreichen Datenbasis und der überwiegend positiven empirischen Befunde Anwendern empfohlen werden. Die konsequente Berücksichtigung der Perspektive der Testteilnehmer zählt zu den besonderen Stärken des Instruments. Kritisch ist dagegen zu beurteilen, dass auch in der Neuauflage eine Validierung an externen Leistungsbeurteilungen sowie anwendungsspezifische Normen fehlen.  
Schlüsselwörter: Berufseignungsdiagnostik, Persönlichkeitsmessung, Testrezension

Review of the instrument Bochumer Inventar zur berufsbezogenen Persönlichkeitsbeschreibung (BIP)

**Abstract.** The paper critically reviews the second edition of the *Bochumer Inventar zur berufsbezogenen Persönlichkeitsbeschreibung* (BIP), one of the most widespread personality inventories for organizational applications in German language. In general, the BIP is found to be a recommendable instrument due to its job-oriented construction, its broad database, and the predominantly supportive findings from empirical research. Moreover, the consistent consideration of the test-taker's perspective is one particular strength of the instrument. However, this positive evaluation is qualified by the lack of validation studies employing observer ratings of job performance and by the lack of situation-specific norms.

Key words: personnel selection, personality assessment, test review

# Validität des BIP und des NEO-PI-R

## Wie geeignet sind ein berufsbezogener und ein nicht explizit berufsbezogener Persönlichkeitstest zur Erklärung von Berufserfolg?

Ute R. Hülshager, Elke Specht und Frank M. Spinath

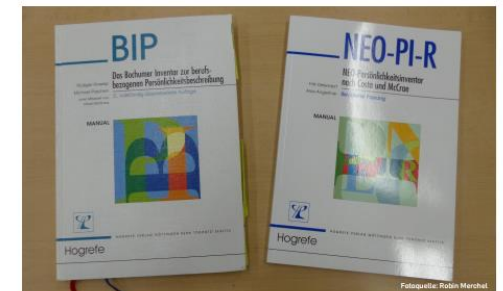
**Zusammenfassung.** Die vorliegende Studie untersuchte die konkurrente Validität eines explizit berufsbezogenen (BIP) und eines allgemeinen Persönlichkeitsverfahrens (NEO-PI-R) zur Erklärung objektiver und subjektiver Berufserfolgskriterien. Als objektive Kriterien wurden Bruttoeinkommen und Berufsstatus erhoben, stellen- sowie umfeldbezogene Arbeitszufriedenheit und der subjektiv eingeschätzte Berufserfolg dienten hingegen als subjektive Kriterien des beruflichen Erfolges. Anhand einer Stichprobe berufstätiger Erwachsener wurde einerseits die Validität der beiden Persönlichkeitstests separat untersucht, andererseits wurde der inkrementelle Anteil bestimmt, den BIP und NEO-PI-R zur Varianzaufklärung über den jeweils anderen Test hinaus lieferten. Unter Kontrolle verschiedener mit Berufserfolg in Beziehung stehender Variablen (Alter, Geschlecht, Ausbildungsniveau, Durchschnittsnote, Dauer der Tätigkeit) leisteten beide Verfahren bedeutsame Beiträge zur Erklärung der Varianz objektiver und subjektiver Berufserfolgskriterien. Darüber hinaus leisteten beide Inventare vergleichbare Beiträge zur Varianzaufklärung über das jeweils andere Verfahren hinaus. Auch in Bezug auf die von den Teilnehmern beurteilte Akzeptanz unterschieden sich die beiden Verfahren nicht substanziell voneinander. Implikationen dieser Befunde werden in Hinblick auf bisherige Ergebnisse zum Zusammenhang zwischen Persönlichkeitsvariablen und Berufserfolg diskutiert.

**Schlüsselwörter:** Berufserfolg, Validität, Persönlichkeit, Fünf-Faktoren-Modell, Arbeitszufriedenheit, Bandbreiten-Vertrauens-Dilemma

Validity of the BIP and the NEO-PI-R: How suitable are an explicitly job-oriented and a general personality test for the explanation of career success?

**Abstract.** The present study examined the concurrent validity of an explicitly job-oriented personality test (BIP) and a general measure of personality (NEO-PI-R) for the explanation of objective and subjective career success. Income and occupational status were conceptualized as objective criteria, whereas job-focused and context-focused work satisfaction and subjective occupational success were assessed to measure subjective criteria of career success. In a sample of working adults the validity of the two personality tests was investigated separately. In addition, incremental validity of the BIP and the NEO-PI-R over one another was assessed. After controlling for variables related to career success (age, sex, level of education, grade point average, tenure), both personality tests contributed significantly to the explanation of objective and subjective indicators of career success. Furthermore, both inventories explained similar amounts of incremental variance of career success beyond one another. With regard to the acceptance of NEO-PI-R and BIP as judged by the participants, the two tests did not differ significantly. Implications of these findings are discussed in relation to previous results concerning the relation between personality and career success.

**Key words:** career success, validity, personality, five-factor model of personality, job satisfaction, bandwidth-fidelity



Forschungsbericht

### Anmerkungen zur Aussagekraft des Artikels „Validität des BIP und des NEO-PI-R“ (Hülshager, Specht & Spinath, 2006)

Projektteam Testentwicklung, 2018

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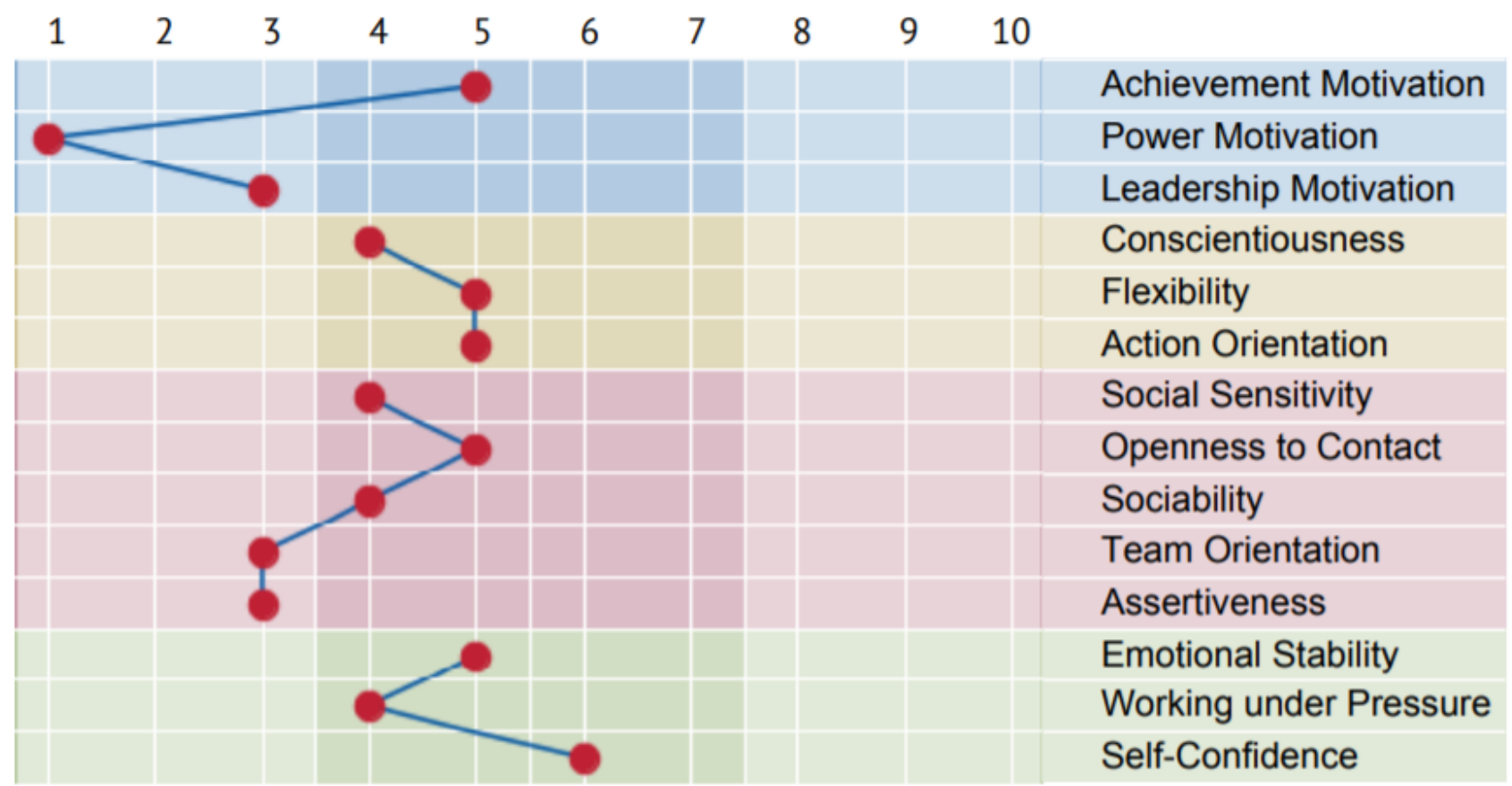
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# BIP Profile

## Summary profile



Leistungsmotivation
Gestaltungsmotivation
Führungsmotivation
Gewissenhaftigkeit
Flexibilität
Handlungsorientierung
Sensitivität
Kontaktfähigkeit
Soziabilität
Teamorientierung
Durchsetzungsstärke
Emotionale Stabilität
Belastbarkeit
Selbstbewusstsein

\* Based on the chosen norm

# BIP vs NEO-FFI

Leistungsmotivation
Gestaltungsmotivation
Führungsmotivation
Gewissenhaftigkeit
Flexibilität
Handlungsorientierung
Sensitivität
Kontaktfähigkeit
Soziabilität
Teamorientierung
Durchsetzungsstärke
Emotionale Stabilität
Belastbarkeit
Selbstbewusstsein

Table 5.14: Correlations between BIP and NEO-FFI.

SCALE	Neuroti-cism	Extra-version	Openness	Agreeableness	Conscientiousness
Achievement Motivation (AM)	-.19**	.23**	.06	-.15**	.36**
Power Motivation (PM)	-.28**	.39**	.24**	-.25**	.22*
Leadership Motivation (LM)	-.45**	.54**	.04	-.25*	.34**
Conscientiousness (CO)	.00	-.03	-.06	.04	.54**
Flexibility (FL)	-.50**	.47**	.18**	.00	.21**
Action Orientation (AO)	-.56**	.33**	-.01	.08	.65**
Social Sensitivity (SS)	-.30**	.39**	.22**	.29**	.19**
Openness to Contact (OC)	-.38**	.69**	.15**	.08	.15**
Sociability (SO)	-.10	.08	.04	.69**	.02
Team Orientation (TO)	-.30**	.39**	.02	.16**	.14**
Assertiveness (AS)	-.43**	.49**	.10	-.34**	.30**
Emotional Stability (ES)	-.77**	.45**	-.02	.08	.32**
Working under Pressure (WP)	-.67	.46**	-.01	.03	.42**
Self Confidence (SC)	-.64**	.47**	.09	-.13**	.35**

\*p<.05; \*\*p<.01 (two-tailed), N=363

## BIP vs NEO-FFI

	E	A	C	ES	O	Primary	Secondary	Ratio 1st to 2nd	Vector	E/A	E/C	E/ES	E/O	A/C	A/ES	A/O	C/ES	C/O	ES/O
Achievement Motivation	.23	-.15	.36	.19	.06	C+	E+	1.57	.43	.27	.43	.30	.24	.39	.24	.16	.41	.36	.20
Power Motivation	.39	-.25	.22	.28	.24	E+	ES+	1.39	.48	.46	.45	.48	.46	.33	.38	.35	.36	.33	.37
Leadership Motivation	.54	-.25	.34	.45	.04	E+	ES+	1.20	.70	.60	.64	.70	.54	.42	.51	.25	.56	.34	.45
Conscientiousness	-.03	.04	.54	.00	-.06	C+	(O-)	-9.00	.54	.05	.54	.03	.07	.54	.04	.07	.54	.54	.06
Flexibility	.47	.00	.21	.50	.18	ES+	E+	1.06	.69	.47	.51	.69	.50	.21	.50	.18	.54	.28	.53
Action Orientation	.33	.08	.65	.56	-.01	C+	ES+	1.16	.86	.34	.73	.65	.33	.65	.57	.08	.86	.65	.56
Social Sensitivity	.39	.29	.19	.30	.22	E+	ES+	1.30	.49	.49	.43	.49	.45	.35	.42	.36	.36	.29	.37
Openness to Contact	.69	.08	.15	.38	.15	E+	ES+	1.82	.79	.69	.71	.79	.71	.17	.39	.17	.41	.21	.41
Sociability	.08	.69	.02	.10	.04	A+	(ES+)	6.90	.70	.69	.08	.13	.09	.69	.70	.69	.10	.04	.11
Team Orientation	.39	.16	.14	.30	.02	E+	ES+	1.30	.49	.42	.41	.49	.39	.21	.34	.16	.33	.14	.30
Assertiveness	.49	-.34	.30	.43	.10	E+	ES+	1.14	.65	.60	.57	.65	.50	.45	.55	.35	.52	.32	.44
Emotional Stability	.45	.08	.32	.77	-.02	ES+	E+	1.71	.89	.46	.55	.89	.45	.33	.77	.08	.83	.32	.77
Working under Pressure	.46	.03	.42	.67	-.01	ES+	E+	1.46	.81	.46	.62	.81	.46	.42	.67	.03	.79	.42	.67
Self Confidence	.47	-.13	.35	.64	.09	ES+	E+	1.36	.79	.49	.59	.79	.48	.37	.65	.16	.73	.36	.65



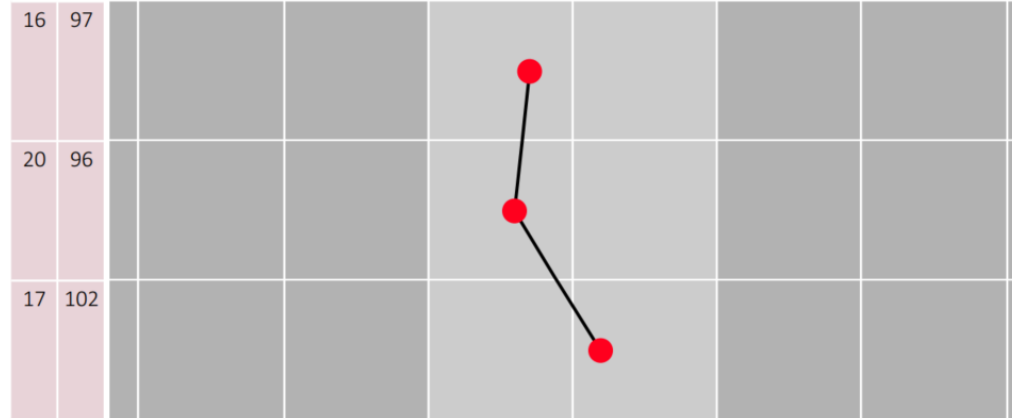
	E	A	C	ES	O
E+	E+E+ / <u>E-E-</u>	A+E+ / <u>A-E</u>	C+E+ / <u>C-E-</u>	ES+E+ / <u>ES-E-</u> Flexibility Emotional Stability Working under Pressure Self Confidence	O+E+ / <u>O-E-</u>
E-		A+E- / <u>A-E+</u>	C+E- / <u>C-E+</u>	ES+E- / <u>ES-E+</u>	O+E- / <u>O-E+</u>
A+	E+A+ / <u>E-A-</u>	A+A+ / <u>A-A-</u> Sociability	C+A+ / <u>C-A-</u>	ES+A+ / <u>ES-A-</u>	O+A+ / <u>O-A-</u>
A-	E+A- / <u>E-A+</u>		C+A- / <u>C-A+</u>	ES+A- / <u>ES-A+</u>	O+A- / <u>O-A+</u>
C+	E+C+ / <u>E-C-</u> Achievement Motivation	A+C+ / <u>A-C-</u>	C+C+ / <u>C-C-</u> Conscientiousness	ES+C+ / <u>ES-C-</u>	O+C+ / <u>O-C-</u>
C-	E+C- / <u>E-C+</u>	A+C- / <u>A-C+</u>		ES+C- / <u>ES-C+</u>	O+C- / <u>O-C+</u>
ES+	E+ES+ / <u>E-ES-</u> Power Motivation Leadership Motivation Social Sensitivity Openness to Contact Team Orientation Assertiveness	A+ES+ / <u>A-ES-</u>	C+ES+ / <u>C-ES-</u> Action Orientation	ES+ES+ / <u>ES-ES-</u>	O+ES+ / <u>O-ES-</u>
ES-	E+ES- / <u>E-ES+</u>	A+ES- / <u>A-ES+</u>	C+ES- / <u>C-ES+</u>		O+ES- / <u>O-ES+</u>
O+	E+O+ / <u>E-O-</u>	A+O+ / <u>A-O-</u>	C+O+ / <u>C-O-</u>	ES+O+ / <u>ES-O-</u>	O+O+ / <u>O-O-</u>
O-	E+O- / <u>E-O+</u>	A+O- / <u>A-O+</u>	C+O- / <u>C-O+</u>	ES+O- / <u>ES-O+</u>	

## BIP Scales Vs NEO FFM

- **Alert: NEO FFM** (N=363) D
- Woods & Anderson (2015) method extended using 5 NEO FFM scores
- **Alert: 'Big 5' Domain scores instead of Varimax Rotated Orthogonal Factors**
- 6 scales in E+ / ES+ 'Social Poise'
- 4 scales in ES+ / E+ 'Positive Emotionality'
- Conscientiousness and Sociability are 'Factor Pure'
- No Coverage of Openness (Power Motivation highest correlation .24)



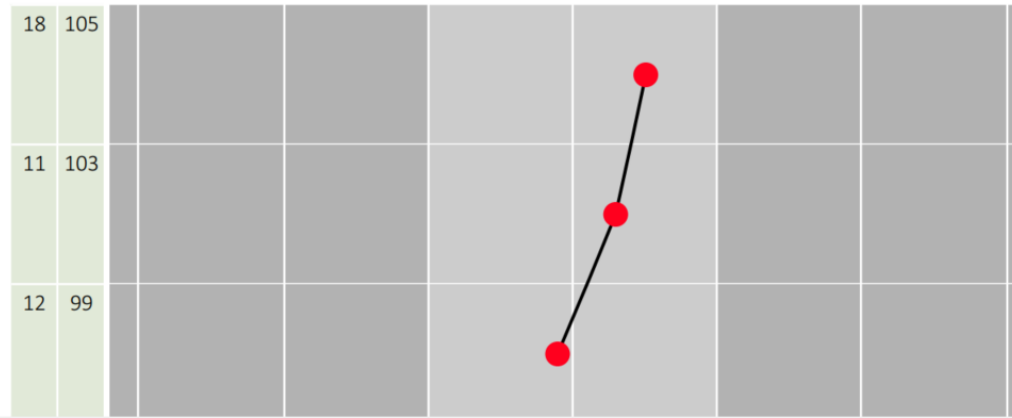
## „Machiavellistische Arbeitseinstellung“



### Durchsetzungsbezogene Arbeitseinstellung (DA)

- Unsentimentalität (Un)**  
Ablehnung von Empathie im Arbeitskontext
- Durchsetzungsglaube (Du)**  
Glauben an die Notwendigkeit von Härte und Stärke für die Durchsetzung eigener Ziele
- Skepsis (Sk)**  
skeptische Haltung gegenüber (den Absichten von) Kollegen

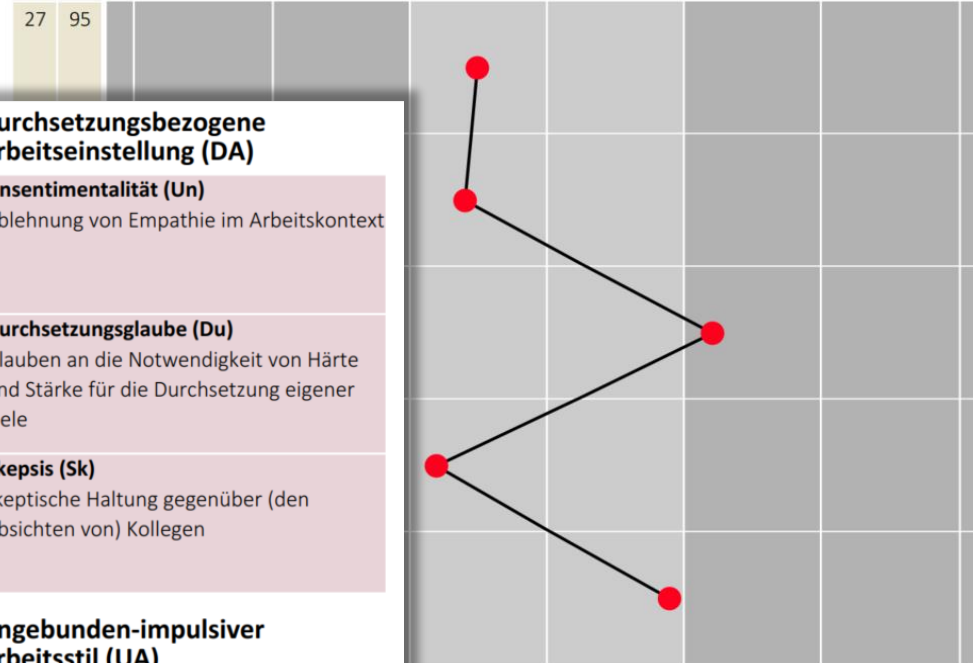
## „Psychopathischer Arbeitsstil“



### Ungebunden-impulsiver Arbeitsstil (UA)

- Flexibilität (Fl)**  
Ungeplantheit und Spontaneität bei der Bearbeitung von Aufgaben
- Impulsivität (Im)**  
emotionale Ungehaltenheit in der Reaktion auf ungewünschte Einwirkungen von außen
- Beschönigung (Be)**  
Bereitschaft zu lügen oder etwas zu verschweigen, um berufliche Vorteile zu erzielen

## „Narzisstische Arbeitshaltung“



### Selbstbezogene Arbeitshaltung (SA)

- Führungsanspruch (Fü)**  
Überzeugung von überragenden eigenen Führungsfähigkeiten
- Überzeugungsglaube (Ze)**  
Glauben, eine überragende Wirkung und Überzeugungskraft auf andere zu haben
- Autoritätsbedürfnis (Au)**  
Gefallen am Bestimmen über andere
- Risikofreude (Ri)**  
Neigung zu risikoreichen und herausfordernden Aufgaben
- Überlegenheitsgefühl (Le)**  
Überlegenheitsgefühl gegenüber anderen und Glauben an eigene überragende Leistungen

Tabelle 17: Zusammenhänge der TOP mit dem Fünf-Faktoren- und dem HEXACO-Modell

	TOP-Standardform			TOP-Kurzform		
	NA	MA	PA	NA	MA	PA
N	-.29**	.27**	.38**	-.36**	.22*	.18
X	.40**	-.13	-.03	.45**	-.04	-.01
A	-.54**	-.57**	-.56**	-.34**	-.49**	-.63**
C	.04	-.02	-.34**	.05	.02	-.13
O	.04	-.21*	-.09	.13	-.09	-.20*
H	-.47**	-.44**	-.52**	-.35**	-.33**	-.54**
E	-.35**	.00	.15	-.45**	.00	.03
X	.36**	-.33**	-.17	.45**	-.22*	-.09
A	-.38**	-.32**	-.44**	-.22*	-.30**	-.51**
C	-.07	-.02	-.32**	.00	.02	-.13
O	.18	-.15	-.07	.22*	-.06	-.13

Anmerkungen: N = 109; NA: Narzisstische Arbeitshaltung; MA: Machiavellistische Arbeitseinstellung; PA: Psychopathischer Arbeitsstil; N: Neurotizismus; X: Extraversion; A: Verträglichkeit; C: Gewissenhaftigkeit; O: Offenheit (für Erfahrungen); H: Honesty-Humility; E: Emotionality; \*\* $p < .01$ ; \* $p < .05$ .

	E	A	C	ES	O
E+	E+E+ / <u>E-E-</u>	A+E+ / <u>A-E</u>	C+E+ / <u>C-E-</u>	ES+E+ / <u>ES-E-</u>	O+E+ / <u>O-E-</u>
E-		A+E- / <u>A-E+</u> „Narzisstische Arbeitshaltung“	C+E- / <u>C-E+</u>	ES+E- / <u>ES-E+</u>	O+E- / <u>O-E+</u>
A+	E+A+ / <u>E-A-</u>	A+A+ / <u>A-A-</u>	C+A+ / <u>C-A-</u>	ES+A+ / <u>ES-A-</u>	O+A+ / <u>O-A-</u>
A-	E+A- / <u>E-A+</u>		C+A- / <u>C-A+</u>	ES+A- / <u>ES-A+</u>	O+A- / <u>O-A+</u>
C+	E+C+ / <u>E-C-</u>	A+C+ / <u>A-C-</u>	C+C+ / <u>C-C-</u>	ES+C+ / <u>ES-C-</u>	O+C+ / <u>O-C-</u>
C-	E+C- / <u>E-C+</u>	A+C- / <u>A-C+</u>		ES+C- / <u>ES-C+</u>	O+C- / <u>O-C+</u>
ES+	E+ES+ / <u>E-ES-</u>	A+ES+ / <u>A-ES-</u> „Machiavellistische Arbeitseinstellung“ „Psychopathischer Arbeitsstil“	C+ES+ / <u>C-ES-</u>	ES+ES+ / <u>ES-ES-</u>	O+ES+ / <u>O-ES-</u>
ES-	E+ES- / <u>E-ES+</u>	A+ES- / <u>A-ES+</u>	C+ES- / <u>C-ES+</u>		O+ES- / <u>O-ES+</u>
O+	E+O+ / <u>E-O-</u>	A+O+ / <u>A-O-</u>	C+O+ / <u>C-O-</u>	ES+O+ / <u>ES-O-</u>	O+O+ / <u>O-O-</u>
O-	E+O- / <u>E-O+</u>	A+O- / <u>A-O+</u>	C+O- / <u>C-O+</u>	ES+O- / <u>ES-O+</u>	

## TOP Scales Vs FFM

- Alert: FFM (N=109) D
- Woods & Anderson (2015) method extended using 5 FFM scores
- Alert: 'Big 5' Domain scores instead of Varimax Rotated Orthogonal Factors
- All three TOP higher-order scales concern primarily 'Disagreeableness'

	E	A	C	ES	O	Primary	Secondary	Ratio 1st to 2nd	Vector	E/A	E/C	E/ES	E/O	A/C	A/ES	A/O	C/ES	C/O	ES/O
„Narzisstische Arbeitshaltung“	.40	-.54	.04	.29	.04	A-	E+	-1.35	.67	.67	.40	.49	.40	.54	.61	.54	.29	.06	.29
„Machiavellistische Arbeitseinstellung“	-.13	-.57	-.02	-.27	-.21	A-	ES-	2.11	.63	.58	.13	.30	.25	.57	.63	.61	.27	.21	.34
„Psychopathischer Arbeitsstil“	-.03	-.56	-.34	-.38	-.09	A-	ES-	1.47	.68	.56	.34	.38	.09	.66	.68	.57	.51	.35	.39



HUMAN CAPITAL MANAGEMENT

Hucama  
Big 5 Report

Max Mustermann

2020-08-15

Text ID  
NBH2-2172-7229c94e82e379c3cbc33554b4eb70f7



SWISS   
assessment

## Introduction

Personality tells something about the behavior that describes a person in comparison to others. The way in which a person will deal with people and situations in his/her work is determined by his/her personality, among other things, such as motivation or experiences.

## Structure of the Personality Report

This personality report deals with the personality factors of the so-called 'Big Five model' and their underlying facets. This Big Five model describes the differences between people efficiently and completely. The following pages report sequentially on the following Big Five personality factors:

### Openness:

The extent to which we look for new experiences and new ideas

### Conscientiousness:

The extent to which we are organized and purposeful

### Extraversion:

The extent to which we actively maintain contact with others

### Agreeableness:

The extent to which we place other people's interests above our own

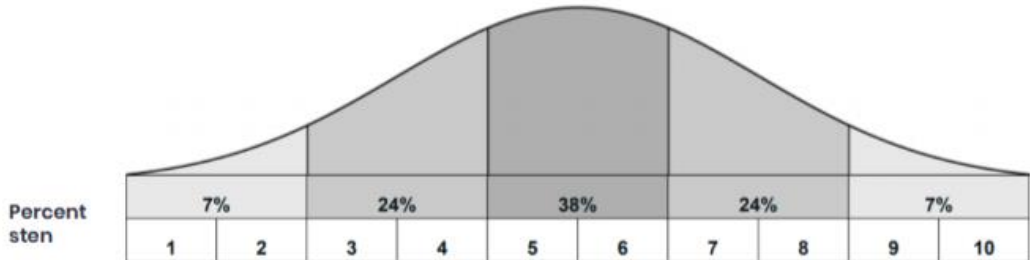
### Self-Confidence:

The extent to which we feel confident inside

### Sten Scores:

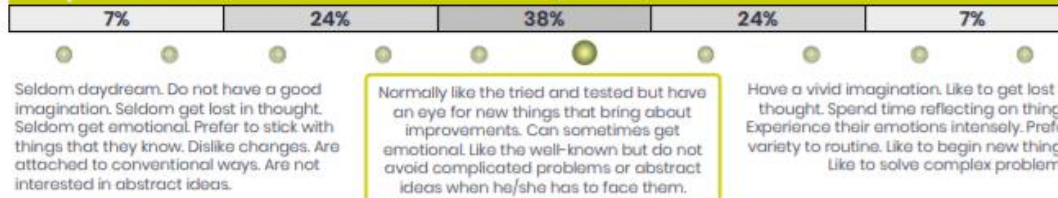
The candidate's scores in the factors and facets are compared to a norm group. The candidate's score is represented by a highlighted circle. Beneath the circle there is an explanatory text that describes the meaning of the score. The scale used is a so called Sten scale.

Sten scores go from 1 to 10, the graph and table below describe how to understand Sten Scores:

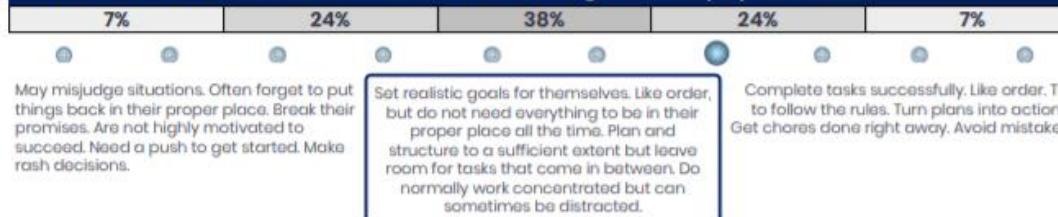


## BIG FIVE FACTOR OVERVIEW

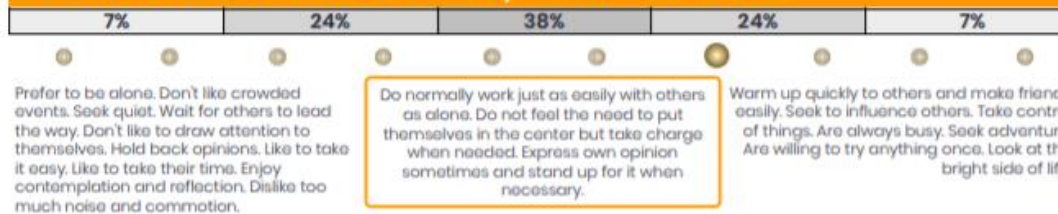
### O: Openness - The extent to which we look for new experiences and new ideas



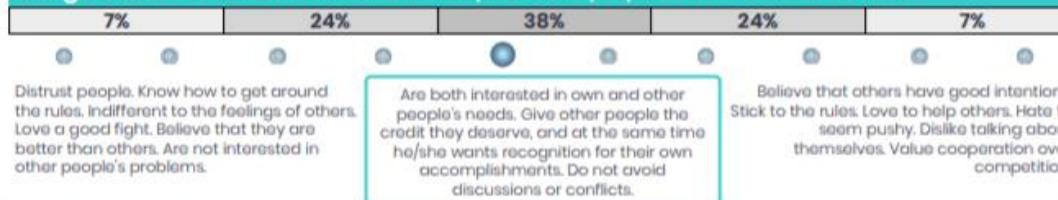
### C: Conscientiousness - The extent to which we are organized and purposeful



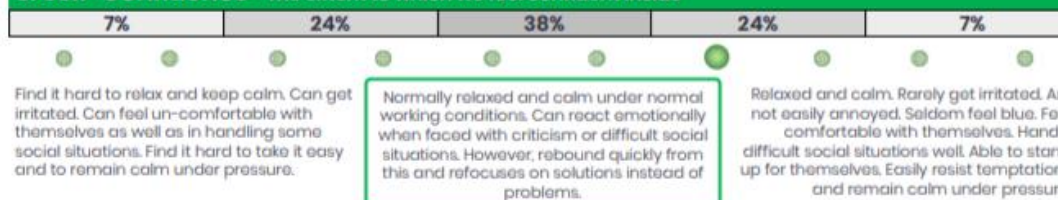
### E: Extraversion - The extent to which we actively maintain contact with others



### A: Agreeableness - The extent to which we place other people's interests above our own



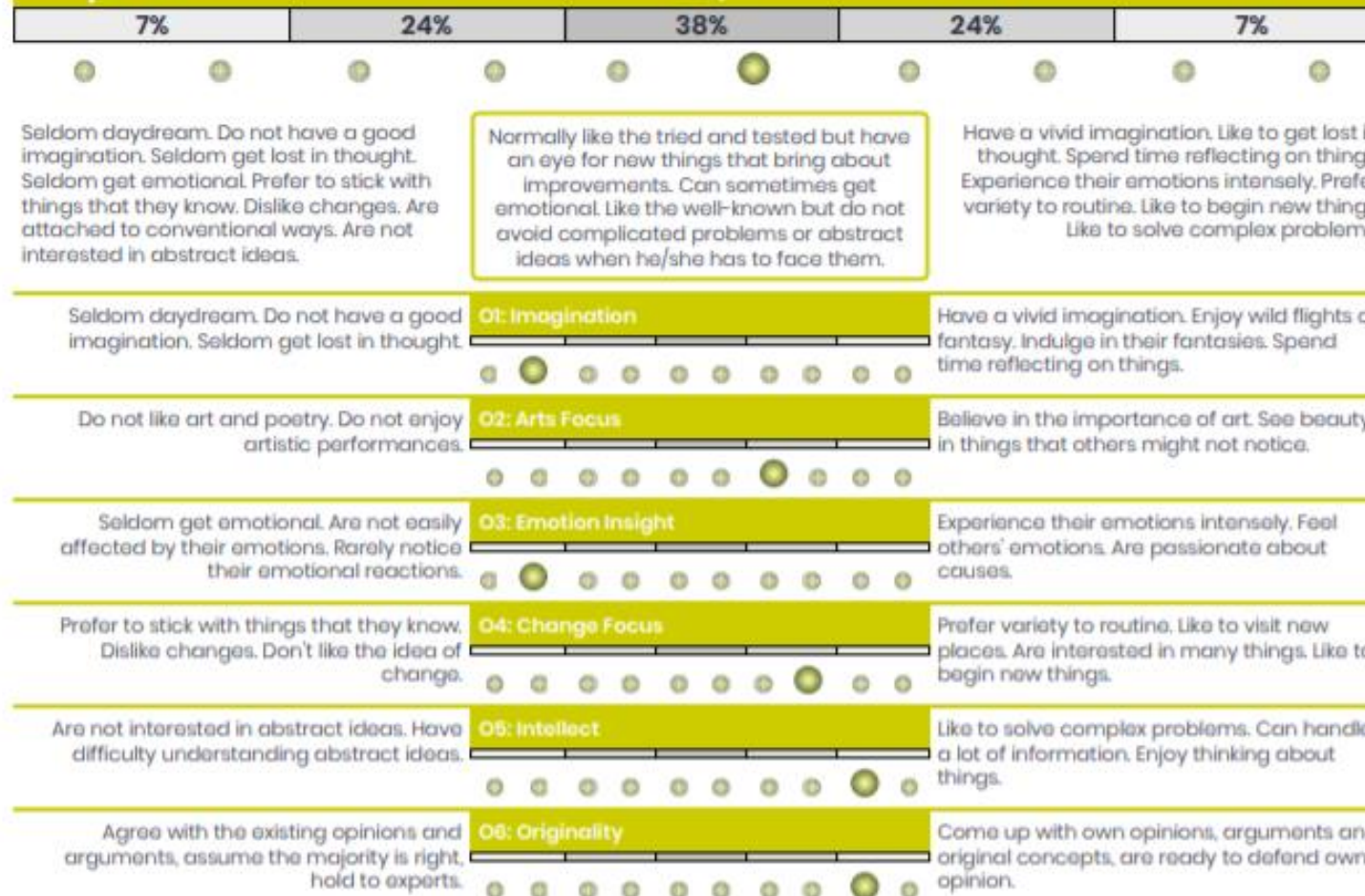
### S: Self-Confidence - The extent to which we feel confident inside





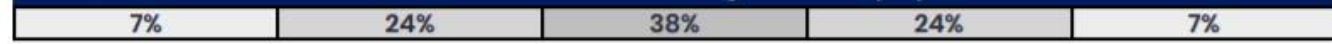
## O-SCALE-FACETS

### O: Openness - The extent to which we look for new experiences and new ideas



## C-SCALE-FACETS

### C: Conscientiousness - The extent to which we are organized and purposeful



May misjudge situations. Often forget to put things back in their proper place. Break their promises. Are not highly motivated to succeed. Need a push to get started. Make rash decisions.

Set realistic goals for themselves. Like order, but do not need everything to be in their proper place all the time. Plan and structure to a sufficient extent but leave room for tasks that come in between. Do normally work concentrated but can sometimes be distracted.

Complete tasks successfully. Like order. Try to follow the rules. Turn plans into actions. Get chores done right away. Avoid mistakes.

Don't understand things. Have little to contribute. Don't see the consequences of things.

#### C1: Completion Focus

Complete tasks successfully. Excel in what they do. Handle tasks smoothly. Come up with good solutions. Know how to get things done.

Are satisfied with less than perfect. Do not find all mistakes in own work, are comfortable with imperfections in delivery

#### C2: Perfectionism

Continually strive for perfect results, want to produce the highest quality and standards.

Often forget to put things back in their proper place. Are not bothered by messy people. Are not bothered by disorder.

#### C3: Order

Like order. Like to tidy up. Want everything to be "just right." Love order and regularity. Do things according to a plan.

Break rules. Break their promises. Gets others to do duties.

#### C4: Dutifulness

Try to follow the rules. Keep their promises. Listen to their conscience.

Are not highly motivated to succeed. Do just enough work to get by. Put little time and effort into their work.

#### C5: Achievement Striving

Go straight for the goal. Work hard. Turn plans into actions. Demand quality.

Find it difficult to get down to work. Waste their time. Need a push to get started.

#### C6: Self-discipline

Get chores done right away. Are always prepared. Start tasks right away. Get to work at once.

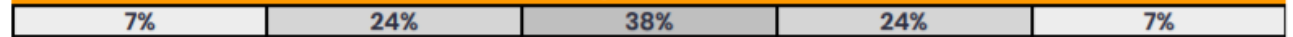
Jump into things without thinking. Make rash decisions.

#### C7: Caution

Avoid mistakes. Choose their words with care. Stick to their chosen path.

## E-SCALE-FACETS

### E: Extraversion - The extent to which we actively maintain contact with others



Prefer to be alone. Don't like crowded events. Seek quiet. Wait for others to lead the way. Don't like to draw attention to themselves. Hold back opinions. Like to take it easy. Like to take their time. Enjoy contemplation and reflection. Dislike too much noise and commotion.

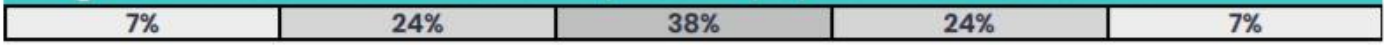
Do normally work just as easily with others as alone. Do not feel the need to put themselves in the center but take charge when needed. Express own opinion sometimes and stand up for it when necessary.

Warm up quickly to others and make friends easily. Seek to influence others. Take control of things. Are always busy. Seek adventure. Are willing to try anything once. Look at the bright side of life.

Can feel uncomfortable around others. Avoid contacts with others.	<b>E1: Friendliness</b>	Warm up quickly to others and make friends easily. Act comfortably with others. Cheer people up.
Prefer to be alone. Don't like crowded events. Seek quiet.	<b>E2: Outgoingness</b>	Talk to a lot of different people and enjoy being part of a group. Involve others in what they are doing.
Wait for others to lead the way. Don't like to draw attention to themselves. Hold back their opinions.	<b>E3: Assertiveness</b>	Take charge. Seek to influence others. Take control of things.
Like to take it easy. Like to take their time. Let things proceed at their own pace.	<b>E4: Activity Level</b>	Are always busy. Are always on the go. Can manage many things at the same time.
Enjoy contemplation and reflection. Dislike too much noise and commotion.	<b>E5: Excitement Seeking</b>	Love excitement. Seek adventure. Enjoy being part of a loud crowd. Are willing to try anything once.
Are not easily amused. Seldom joke around.	<b>E6: Cheerfulness</b>	Have a lot of fun. Look at the bright side of life.
Will keep opinions to themselves, reserved in expressing criticism.	<b>E7: Directness</b>	Immediately say what comes to mind, open with criticism, state own opinion directly.

## A-SCALE-FACETS

### A: Agreeableness - The extent to which we place other people's interests above our own



Distrust people. Know how to get around the rules. Indifferent to the feelings of others. Love a good fight. Believe that they are better than others. Are not interested in other people's problems.

Are both interested in own and other people's needs. Give other people the credit they deserve, and at the same time he/she wants recognition for their own accomplishments. Do not avoid discussions or conflicts.

Believe that others have good intentions. Stick to the rules. Love to help others. Hate to seem pushy. Dislike talking about themselves. Value cooperation over competition.

Distrust people. Suspect hidden motives in others. Are wary of others.

#### A1: Trust

Believe that others have good intentions. Believe that people are basically moral. Think that all will be well.

Indifferent to the feelings of others. Make people feel uncomfortable. Turn their back on others.

#### A2: Helpfulness

Make people feel welcome. Anticipate the needs of others. Love to help others.

Have a sharp tongue. Contradict others. Love a good fight.

#### A3: Cooperation

Are easy to satisfy. Can't stand confrontations. Hate to seem pushy.

Think highly of themselves. Know the answers to many questions. Make themselves the center of attention.

#### A4: Modesty

Dislike being the center of attention. Dislike talking about themselves.

Are not interested in other people's problems. Believe people should fend for themselves.

#### A5: Sympathy

Feel sympathy for those who are worse off than themselves. Value cooperation over competition. Suffer from others' sorrows.

Know how to get around the rules. Like to make their own rules. Put people under pressure. Can take advantage of others.

#### A6: Straightforwardness

Would never cheat. Stick to the rules. Have high standards.

## S-SCALE-FACETS

### S: Self-Confidence - The extent to which we feel confident inside



Find it hard to relax and keep calm. Can get irritated. Can feel un-comfortable with themselves as well as in handling some social situations. Find it hard to take it easy and to remain calm under pressure.

Normally relaxed and calm under normal working conditions. Can react emotionally when faced with criticism or difficult social situations. However, rebound quickly from this and refocuses on solutions instead of problems.

Relaxed and calm. Rarely get irritated. Are not easily annoyed. Seldom feel blue. Feel comfortable with themselves. Handle difficult social situations well. Able to stand up for themselves. Easily resist temptations and remain calm under pressure.

Worry about things and fear for the worst. Get stressed out easily and get caught up in problems.

#### S1: Self-Assurance

Relaxed and calm; not easily disturbed by events. Don't worry and adapt easily to new situations.

Might easily lose temper. Get irritated or angry easily. Often in a bad or absent mood.

#### S2: Composure

Rarely get irritated. Seldom get angry. Are not easily annoyed. Keep cool.

Often feel blue. Not satisfied with themselves or with the results. Could have mood swings.

#### S3: Self-Regard

Seldom feel blue. Feel comfortable with themselves. Are very pleased with themselves.

Are easily intimidated. Are afraid to do the wrong thing. Find it difficult to approach others.

#### S4: Social Confidence

Are not embarrassed easily. Handle difficult social situations. Able to stand up for themselves.

Reflect when things go wrong. Brood after personal criticism. Take long time to recover after setbacks.

#### S5: Rebound

Keep good spirit when things go wrong. Recover quickly after setbacks. Are not bothered by mistakes.

Become overwhelmed by events. Feel unable to deal with things. Can't make up their mind.

#### S6: Calmness

Remain calm under pressure. Do not get pressured by complex problems. Readily overcome problems and make decisions.



# The Periodic Table of Personality

Webinar 1. September 2020

Dr Rainer Kurz, R&D Psychologist, London, rk@hucama.com

The screenshot shows a translation interface with two panels. The left panel is titled 'ENGLISH - DETECTED' and lists the Big 5 Personality Factors: Openness, Conscientiousness, Extraversion, Agreeableness, and Neuroticism. The right panel is titled 'GERMAN' and lists the corresponding German terms: Offenheit, Gewissenhaftigkeit, Extraversion, Verträglichkeit, and Neurotizismus. The interface includes language selection buttons (ENGLISH, GERMAN, SPANISH), a bidirectional arrow, and a star icon for saving the translation. At the bottom, there are icons for microphone, speaker, and a character count of 92/5000.