

OVERVIEW OF THE FIVE PERSONALITY TRAITS



AGREEABLENESS

The degree to which an individual is altruistic, trusting, cooperative, and kind.

LOW SCORES

STRENGTH

Direct communication, works well in competitive environments

WATCH OUT

Perceived as confrontational, skeptical of others

HIGH SCORES

STRENGTH

Cooperative, communicates sensitively

WATCH OUT

Uncomfortable with confrontation

CONSCIENTIOUSNESS

The degree to which an individual is hardworking, determined, organized, and dependable.

LOW SCORES

STRENGTH

Flexible, works quickly

WATCH OUT

May procrastinate, disorganized

HIGH SCORES

STRENGTH

Self-disciplined, follows through on commitments, goal-oriented

WATCH OUT

Not able to pivot easily

EXTRAVERSION

The degree to which an individual is talkative, sociable, assertive, and excitement-seeking.

LOW SCORES

STRENGTH

Works independently, listens well

WATCH OUT

Perceived as unengaged in social environments

HIGH SCORES

STRENGTH

Energetic, takes charge in groups

WATCH OUT

Tends to dominate

OPENNESS

The degree to which an individual is intellectually curious, imaginative, and flexible.

LOW SCORES

STRENGTH

Uses proven solutions, prefers job-relevant training

WATCH OUT

Views change as disruptive

HIGH SCORES

STRENGTH

Open to ideas, uses creative problem solving

WATCH OUT

May disregard practical implications of change

EVEN-TEMPERED

The degree to which an individual is calm and composed.

LOW SCORES

STRENGTH

Expressive, passionate

WATCH OUT

May overreact, takes feedback personally

HIGH SCORES

STRENGTH

Calm under pressure, positive attitude

WATCH OUT

Lacks a sense of urgency

The Five Personality Traits

This handout summarizes the InVista Select: Overview of the Five Personality Traits video.

There are strengths within high and low scores, as well as potential areas to watch out for if the candidate were to be hired.

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