



Reflector *BIG FIVE PERSONALITY*

Make the most of employees' strengths

Knowing what someone is good at

How do you employ people to maximum advantage according to what they are good at and what suits them? Everyone has their own characteristic way of doing things that sets them apart from other people: their personality. It makes people demonstrate one type of behaviour automatically and another type only seldom. Knowing who you are is important to be able to respond to issues you are confronted with; and likewise to be able to perform at work. The Reflector Big Five Personality helps to place the right person in the right place and keep them there. To enable employees to perform and develop to the best of their abilities.

Overall view of personal opportunities and limitations

Every employee must have command of a number of competencies to be able to perform well at work. Account managers, for example, need to be able to network well. This will be easier the more extravert the person is. It will then take less energy to network often and well. Introverts would have to invest a great deal of energy in networking, at the expense of the energy they could have invested in work that suits them better. Employees apply their energy as efficiently and effectively as possible when they are challenged to use competencies that suit their personalities. Energy is then converted into performance.

Basis for development

An awareness of which competencies suit a person's personality well and less well forms the basis for a feasible plan. A decision can be made in conjunction with the manager or coach to place people where they can (mainly) use competencies they have already mastered or that could easily be developed further. The focus on other competencies would then be minimised or the person could be given assistance to compensate these, when such competencies were required. Besides this, career choices can be linked to what suits a person's personality. A manager or coach can also put together teams based on the personality matches and differences as measured by the Reflector Big Five Personality: teams in which the members can make use of each other's strengths and can provide support for each other's weaknesses.

The five predictors in detail

The Reflector Big Five Personality is a modern, online personality questionnaire that provides a complete picture of how an employee scores on the five most important personality characteristics on which people differ. Not only that, the Reflector Big Five Personality reports on all the underlying aspects of these five characteristics. The result is a detailed and accurate picture.

The Reflector Big Five Personality identifies the following five personality factors:

- **Emotional Stability:**
the extent to which we react emotionally to setbacks
- **Extraversion:**
the extent to which we actively maintain contact with others
- **Openness to experience:**
the extent to which we seek out new experiences and new ideas
- **Agreeableness:**
the extent to which we put other people's interests above our own
- **Conscientiousness:**
the extent to which we behave in an organised and focused fashion.

Clear report

These five personality factors are described extensively in the report and mapped out in detail. The report also looks at the personality characteristics to see how closely they match the competencies the employee will need at work. How easily will a person be able to demonstrate or develop certain behaviour based on his or her personality?

Assistance with administering and usage

For the Reflector Big Five Personality to be valuable, it must become solidly embedded and be followed up. PiCompany assists organisations to create an appropriate infrastructure around the Reflector Big Five Personality. This includes training members of the organisation to:

- Provide information about the instrument
- Conduct feedback sessions
- Coach employees on the basis of the results of the Reflector Big Five Personality.

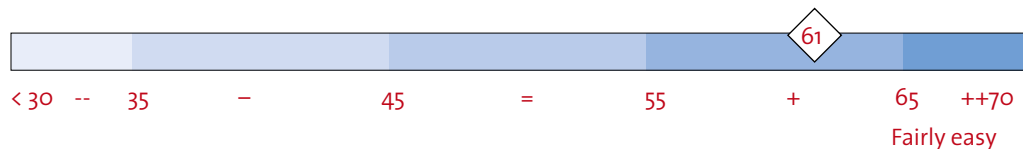
We also provide various means of support (manuals, interview models, et cetera) to assist managers as much as possible in the day-to-day coaching of their staff.

Our aim is for organisations to be able to work on their own with our instruments as soon as possible.

EXAMPLE FROM THE
REFLECTOR BIG FIVE
PERSONALITY REPORT

Coaching

Directing and guiding an employee in the performance of his /her job; adapting coaching style to employee and situation so that the employee can develop optimally.



The competency Coaching is generally fairly easy to develop by people who usually place the interests of others above their own interests, mostly remain calm and collected when faced with setbacks, usually trust others and devote personal attention to them.

Most elements of this description fit your personality.

PiCompany links your organisation's ambitions to your employees' performance.

We offer solutions that touch on performance management, leadership, competency development and selection.