



## **Reflector** *BIG FIVE PERSONALITY*

### Deploy your employees' strong points!

#### Who am I?

Knowing who you are is important for making the most of the areas you are personally accountable for and, therefore, for performing well at work. All individuals have their own characteristic way of acting that differentiates them from others – their personality. This is expressed not just in our private lives, but also in the workplace. It means we naturally exhibit certain behaviours and seldom behave in other ways. Knowing who you are means knowing what you generally do and also what you tend to avoid doing. And therefore, it also means knowing what you can do, or learn to do, easily

#### How does this influence work?

Every employee must thoroughly master a number of different competencies to be able to perform well at work. An account manager, for example, must possess good networking competencies. An account manager who is more of an extrovert can develop those competencies more easily, and you could say his personality fits in well with his job. He needs to expend little energy to network efficiently and extensively. An introverted person would have to invest a lot more energy in the same task, energy that is wasted at the expense of energy he could invest in work that suits his personality better, for example archive research. Employees therefore apply their energy as efficiently and effectively as

possible when they are called on to cultivate competencies that are well matched to their personality. Energy is then translated into high performance.

#### How can you make use of it?

To find work that fits their personality, employees must first of all recognise what kind of competencies this work requires. These competencies are outlined in a job or role profile. In addition, employees need to have insight into what their most significant personality traits are. They can then determine which of the required competencies match their personality and which don't, and the extent to which they've already mastered those competencies.

Then, working with a supervisor or coach, a feasible plan can be developed to focus on those competencies they already possess or can develop further, while minimising the efforts expended on other competencies or turning to others for support with those competencies. In addition, they can let their career choices be guided by what fits their personality. On the basis of the similarities and differences in personality measured by Reflector Big Five Personality, the supervisor or coach can assemble teams in which employees can draw on each other's strengths and support each other's weaknesses.

## How is this supported by Reflector Big Five Personality?

Reflector Big Five Personality is a modern online personality questionnaire providing a comprehensive overview of how an employee scores on the five most important personality traits on which people differ, as well as a number of aspects underlying these five traits.

Reflector Big Five Personality covers the following five personality factors:

- **Need for Stability:**  
the extent to which we respond emotionally to setbacks;
- **Extraversion:**  
the extent to which we actively maintain contacts with others;
- **Openness:**  
the extent to which we look for new experiences and new ideas;
- **Accommodation:**  
the extent to which we place other people's interests above our own;
- **Conscientiousness:**  
the extent to which we act in an organised and goal-oriented manner.

The questionnaire focuses on behaviours that people show in work situations. The questionnaire paints a portrait of the measured

personality traits of an employee insofar as they match the competencies required for the work they do.

Reflector Big Five Personality is also a subcomponent of Time for Talent<sup>®</sup>, PiCompany's online environment for competency and performance management.

## How does PiCompany support its use?

The value of the Reflector Big Five Personality relies on good integration and follow-up. PiCompany supports its clients in creating a suitable infrastructure based around the Reflector Big Five Personality. This means, among other things, training the client in:

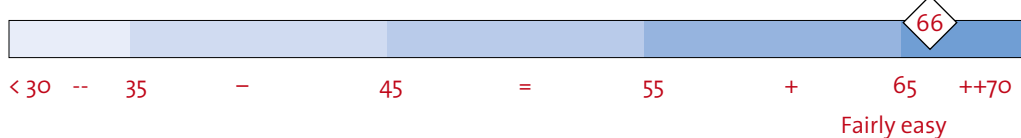
- giving advice about the tool;
- conducting feedback discussions;
- coaching employees on the basis of the results of the Reflector Big Five Personality.

In addition, we provide aids (manuals, discussion models, etc.) so as to provide managers with the optimal support in the day-to-day coaching of their people.

We strive to ensure that users can get up and running independently with our tools as fast as possible.

### 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 the ambition of your organisation with the performance of your employees. We offer solutions in the field of performance management, leadership, competency development and selection.