

5 Big 5 at Work

SAMPLE REPORT

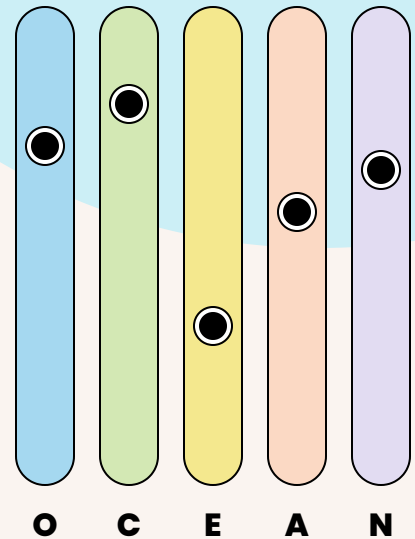
See what your Big 5 at Work report looks like

A full-assessment report for one fictional person:
scores first, plain workplace language, and a coaching
script for a real conflict at work.

Built on the Five Factor Model

IPIP-NEO-120 items

Trait and facet scores



INSIDE THIS SAMPLE

How to read your results	2
Your scores at a glance and opening portrait	3
All five traits, facet by facet	4
Your coaching script	6
What makes this report different	7
The Team Dashboard	8
Get your own report	9

The person in this sample is fictional. Scores and text are illustrative of a typical full-assessment report as of October 2026.

BEFORE THE RESULTS

How to read your results

Everyone sees this short guide before their analysis. Each of the five traits is a spectrum, and every position on it carries a superpower and a pitfall. There is no correct setting.



Openness

How strongly you're drawn to new ideas, experiences, and ways of doing things, versus proven, familiar approaches.

Practical and grounded

Makes things work reliably. May dismiss new approaches too early.

Exploratory and inventive

Spots new possibilities. May chase ideas past the point of usefulness.



Conscientiousness

How you approach structure, planning, and follow-through: working toward goals methodically versus staying flexible and spontaneous.

Flexible and adaptive

Pivots easily when plans change. Details and deadlines can slip.

Organized and disciplined

Reliably gets things done. May hold on to the plan when it should change.



Extraversion

How much energy you draw from people, activity, and stimulation, versus quieter, more independent settings.

Reserved and reflective

Focused, thoughtful, a strong listener. Contributions can go unseen.

Outgoing and energetic

Builds connection and momentum. May fill space others need.



Agreeableness

How you balance others' needs against your own: prioritizing harmony and cooperation, versus candor and independent judgment.

Direct and skeptical

Challenges ideas and negotiates hard. Can come across as blunt or combative.

Warm and accommodating

Builds trust and team cohesion. May avoid necessary conflict.



Neuroticism

How readily you notice and react to stress, risk, and the possibility that something could go wrong.

Calm and resilient

Steady in a crisis. May miss early warning signs.

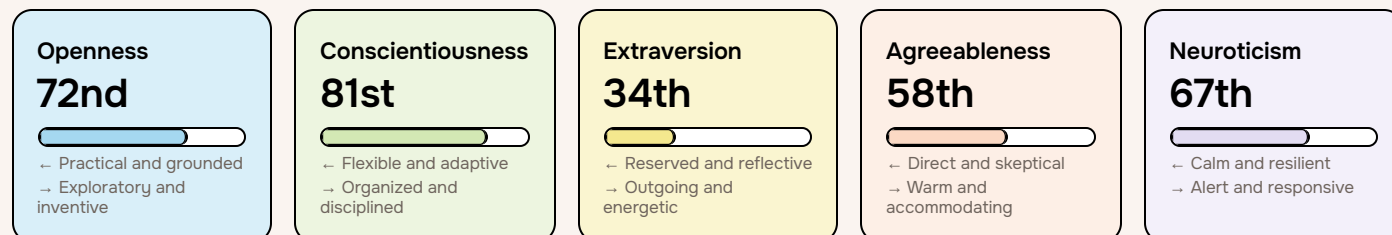
Alert and responsive

Spots risks before others do. May carry stress that others don't see.

THE REPORT

Your scores at a glance

Scores always come before any written analysis, so you can see where you land before you read what it means.



Percentiles show where you fall relative to others: the 50th is the midpoint. Your facet scores appear with each trait.

OPENING PORTRAIT

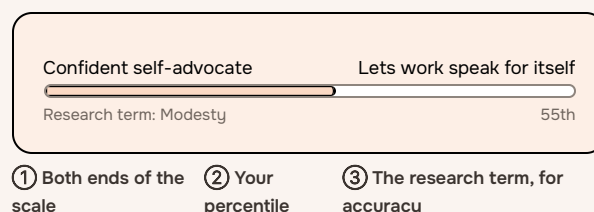
Your Big 5 at Work Assessment

The defining thread in your profile is foresight. You see where a plan could go, and you see where it could break, often in the same moment. You described yourself as someone who would "rather be the one who saw it coming than the one who has to explain what happened," and your scores back that up. You pair an inventive streak with a strong preference for structure, and a quiet working style with a keen eye for risk.

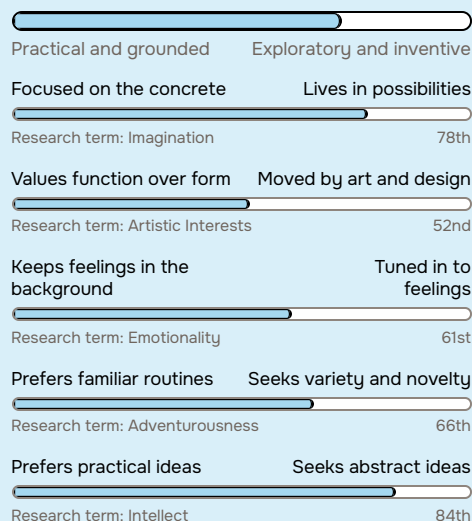
That combination holds a real paradox. The part of you that loves new ideas wants to move, and the part of you that thinks it through first wants to wait until the map is complete. Neither part is wrong. The core premise behind Big 5 at Work, introduced in "Why You Need Neurotic People on Your Team," is that your traits are your default, not your destiny. They're where you start, and where you drift back to under pressure; the strategies you build are how you go further. The goal is not to change who you are but to understand yourself clearly enough to work with your own nature, including the parts that pull in different directions.

Reading a facet

Each trait breaks into facets. We show every facet by its two ends in plain workplace language, with the Five Factor Model's research term in small type underneath, because some research names mean something narrower than they do in everyday English.



Every facet shows both ends in workplace language

Openness**72nd**

● TRAIT 1 OF 5

Openness**SUMMARY**

You sit toward the higher end of Openness, which describes how strongly you are drawn to new ideas and ways of working. Your scores lean furthest toward seeking abstract ideas and living in possibilities, while your interest in art and design sits closer to the middle.

SUPERPOWER

You see the larger pattern behind a problem, and you can explain why a new approach might work before anyone has tried it. On a team that defaults to last year's plan, you are often the person who asks whether the plan still fits.

PITFALL

Ideas can arrive faster than your team can absorb them. When you are excited about a concept, colleagues who think more concretely may hear a moving target rather than a direction, so a single clear next step will carry further than three possibilities.

Conscientiousness**81st**

● TRAIT 2 OF 5

Conscientiousness**SUMMARY**

You sit near the high end of Conscientiousness, the trait that covers planning and follow-through. Organizing by default and thinking things through first are your strongest facets. Trusting your own approach sits lower than the rest, which suggests you double-check your work more than your track record requires.

SUPERPOWER

People rely on you because commitments you make tend to happen. You build the structure others work inside, and as a manager, your direct reports likely know exactly what is expected of them and by when.

PITFALL

Careful preparation can turn into waiting for certainty that never arrives. When a decision needs to be made with incomplete information, your instinct to gather one more data point can slow the whole team, and the double-checking can quietly consume hours you meant to spend on bigger work.

TRAIT 3 OF 5

Extraversion

SUMMARY

You sit toward the lower end of Extraversion, which describes how much energy you draw from people and activity. Preferring small groups and preferring calm are your clearest facets, while how easily you warm up to new people sits right at the midpoint.

SUPERPOWER

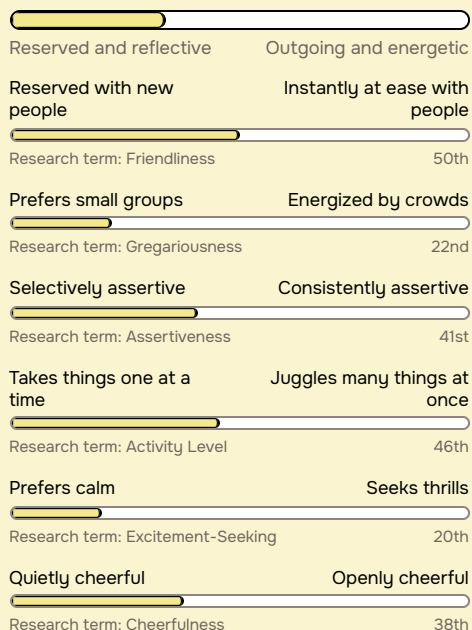
You listen closely and think before you speak, so when you do weigh in, people tend to pay attention. You do your best work in focused stretches and one-on-one conversations, which is where much of the real thinking on a team happens.

PITFALL

In large, fast meetings, your best ideas may never leave your notebook. You mentioned that meetings where "everyone talks over each other" drain you, and others can read your silence there as agreement or disinterest when it is neither.

Extraversion

34th



Each facet is described by its own score, not the trait's

Agreeableness

58th



TRAIT 4 OF 5

Agreeableness

SUMMARY

You sit slightly above the midpoint on Agreeableness, the trait that balances others' needs against your own. Playing it straight is your strongest facet, and verifying before trusting sits a little below the middle.

SUPERPOWER

You are fair and candid, and people can count on you to say what you actually think. Your habit of checking claims before accepting them makes you a reliable reviewer of plans that others are too quick to approve.

PITFALL

Verifying first can feel to colleagues like doubt about them rather than about the plan. When you question a decision, say plainly that you are testing the idea, not the person, or your care can be misread as distrust.

Research labels like "Anxiety" always carry a plain not-clinical note

○ TRAIT 5 OF 5

Neuroticism

SUMMARY

You sit toward the higher end of Neuroticism, which describes how readily you notice and react to stress, risk and the possibility that something could go wrong. Your strongest facet is being alert to what could go wrong, a score the Five Factor Model labels Anxiety, which is a research term for how much you think ahead about problems and has nothing to do with clinical or diagnosed anxiety. You stay slow to frustration and comfortable delaying rewards, and how long a setback stays with you sits near the middle.

SUPERPOWER

You notice risk early, often before anyone else has named it. That habit turns into preparation: backup plans, cleaner launches and fewer surprises, which is exactly the instinct a team needs before a high-stakes deadline.

PITFALL

You may carry the weight of a crowded week sooner than others, and you may carry it quietly. When concerns stay in your head, colleagues miss the warning you could have given, and you spend energy on worry that a short conversation could have shared.

Neuroticism

67th

Calm and resilient

Alert and responsive

Calm about what's ahead

Alert to what could go wrong

Research term: Anxiety*

79th

Unflappable under pressure

Feels pressure intensely

Research term: Vulnerability

62nd

Unbothered by others' opinions

Attuned to others' opinions

Research term: Self-Consciousness

63rd

Slow to frustration

Quick to frustration

Research term: Anger

36th

Bounces back from setbacks

Weighed down by setbacks

Research term: Depression*

52nd

Delays gratification

Seeks immediate rewards

Research term: Immoderation

30th

*A note on these names: "Anxiety" and "Depression" are the Five Factor Model's research labels for everyday tendencies, not clinical or diagnosed anxiety or depression. This is not a mental health screening and cannot identify any condition. Here, Anxiety is how readily you anticipate problems, even before anything has gone wrong. Depression is how strongly setbacks register with you and how long they linger, and Vulnerability is how overwhelmed you tend to feel when pressure piles up. Every position on these scales carries strengths at work.

PUTTING IT TO WORK

Your Coaching Script

The conflict you chose is a colleague who moves fast and commits to decisions before the risks are understood. This kind of conflict is characteristic of your profile. Your high scores on thinking it through first and being alert to what could go wrong mean you see the gaps clearly, while your lower Extraversion means you may hold back in the moment and raise concerns after the decision has already gained momentum.

Here is a version you could say out loud:

"You're right that speed matters here. If we wait too long, we lose the window, and the team has been ready to move for weeks."

"It's also the case that we haven't confirmed the pricing with sales, and if it's wrong, the launch emails go to forty thousand people with the wrong number."

"Can we move forward with everything else today and give me until Thursday to close out the pricing check? That keeps us on schedule and takes the one real risk off the table."

When you use this, watch for the urge to list every concern at once; naming the single most important risk is what makes the request easy to say yes to. To go deeper on why your instinct for what could go wrong is an asset, read "Why You Need Neurotic People on Your Team."

WHY IT WORKS

What makes this report different

Most personality reports hand you a type and a paragraph. This one is built to be used at work, with care for how results land.

1

Scores before stories

You see your trait and facet scores before a single sentence of analysis, so the writing interprets your results instead of announcing them.

2

Plain workplace language

Every facet is named by its two ends in words you would use at work, like “Decides quickly” and “Thinks it through first,” with the research term kept underneath for accuracy.

3

Written from your own words

The full assessment includes a short guided conversation. Your report draws on what you said and the conflict you chose, so it reads like it was written for you, because it was.

4

Grounded in the research

Built on the Five Factor Model and the public-domain IPIP-NEO-120 items. The report describes patterns research consistently finds, never brain chemistry, and it is not a mental health screening.

5

A script you can actually use

The coaching script names something true about the other person’s reality, then an objective constraint, and closes with a way forward you can both agree to.

6

Ready for your team

Add your team and compare trait scores side by side on a shared Team Dashboard, then bring it to life in a facilitated workshop.

Why we handle Neuroticism with care. Two of its facets are called Anxiety and Depression in the research. Those are labels for everyday tendencies at work, not diagnoses. Higher scores bring real strengths, like spotting risk early and preparing well, and every report names them.

FOR TEAMS

See your whole team on one dashboard

The Team Dashboard puts everyone's five trait scores side by side, with an AI-written analysis of where each person fits. It's a one-time \$50 setup per dashboard, with no subscription.

Team or company setup

On a named team, everyone on the dashboard sees everyone else's scores, so set it up around who should see whom. You can also make a team anonymous, where teammates appear as plain, unlabeled dots beside the team average and nobody can tell who scored what.

TEAM SETUP

One team, one dashboard

\$50 one-time

One dashboard and one invite link. A good fit for a single team, or a small company that's comfortable seeing everyone in one place.

COMPANY SETUP

Several teams under one company

\$50 per team dashboard

Each team sees only its own dashboard. Company admins see every team plus a company-wide view at no extra cost, and decide which teams are named or anonymous.

We recommend one dashboard per team, because past about 30 people it gets hard to read. Each person on a dashboard needs the Comprehensive Assessment, from \$3.49 a person when you buy for your team together.

What's shared, and what isn't

On a named team, teammates, team leads and company admins see each person's five trait percentiles, and nothing more. Your facet scores, your answers, your full report and your AI conversation stay private to you.

The "where you fit" analysis is written for the person looking at it, and only that person sees it. Two optional features, Compare with a teammate and How others see you (asking a colleague to rate you), stay off until an admin turns them on, and never appear on anonymous teams.

Getting started

- 1 **Try the demo team.** It opens your own private copy of a made-up team, so you can click around first.
app.big5atwork.com/join/demoteam
- 2 **Buy for your team.** Choose team or company setup and add assessments for everyone, or ask us for an invoice.
app.big5atwork.com/buy-team
- 3 **Invite your people.** A short setup guide walks you through it. Share the invite link, send invites by email or import a spreadsheet, and each person takes the assessment and joins the dashboard.

YOUR TURN

Get your own Big 5 at Work report

Start with the free test. Unlock the full report when you are ready, or bring your whole team along.

FOR YOU

Free test, then the full report

Take the free test and see your five trait scores. Unlock the full assessment, every facet and your coaching script for \$4.99.

big5atwork.com/about/test

FOR YOUR TEAM

Reports already paid for

Buy places for your team from \$3.49 per person and add a Team Dashboard to compare everyone side by side (\$50 per dashboard).

app.big5atwork.com/buy-team

WORKSHOPS

Turn insight into teamwork

Facilitated sessions from a 2 Hour Session to a full Team Deep Dive, built around your team's results.

big5atwork.com/about/workshops