5 **Big 5 at Work**

SAMPLE REPORT

See what your Big 5 at Work report looks like

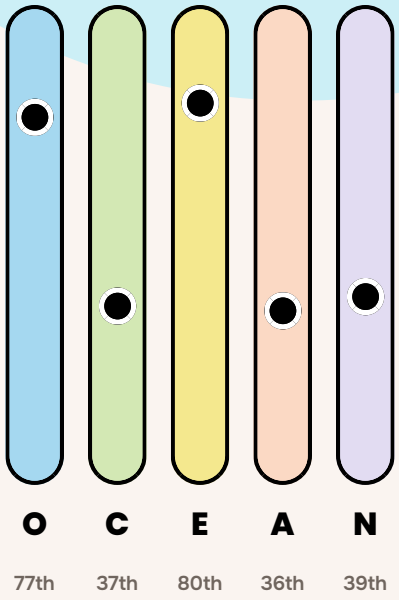
A full Comprehensive Assessment report for one real person: scores first, plain workplace language, and a coaching script for a real conflict at work.

October 21, 2026

Built on the Five Factor Model

Adapted from the IPIP-NEO

Trait and facet scores



INSIDE THIS SAMPLE

How to read your results

Your scores, portrait and all five traits

How your traits work together

Your coaching script and common questions

What makes this report different

The Team Dashboard and getting your own

Based on a real Comprehensive Assessment, shared with the person's permission. Written by the Virtual Coach as of October 2026.

How to read your results

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.

Lower score · **Practical and grounded**

- **Superpower** Makes things work reliably.
- **Pitfall** May dismiss new approaches too early.

Higher score · **Exploratory and inventive**

- **Superpower** Spots new possibilities.
- **Pitfall** 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.

Lower score · **Flexible and adaptive**

- **Superpower** Pivots easily when plans change.
- **Pitfall** Details and deadlines can slip.

Higher score · **Organized and disciplined**

- **Superpower** Reliably gets things done.
- **Pitfall** 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.

Lower score · **Reserved and reflective**

- **Superpower** Focused, thoughtful, a strong listener.
- **Pitfall** Contributions can go unseen.

Higher score · **Outgoing and energetic**

- **Superpower** Builds connection and momentum.
- **Pitfall** May fill space others need.

Agreeableness

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

Lower score · **Direct and skeptical**

- **Superpower** Challenges ideas and negotiates hard.
- **Pitfall** Can come across as blunt or combative.

Higher score · **Warm and accommodating**

- **Superpower** Builds trust and team cohesion.
- **Pitfall** May avoid necessary conflict.

Neuroticism

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

Lower score · **Even-keeled**

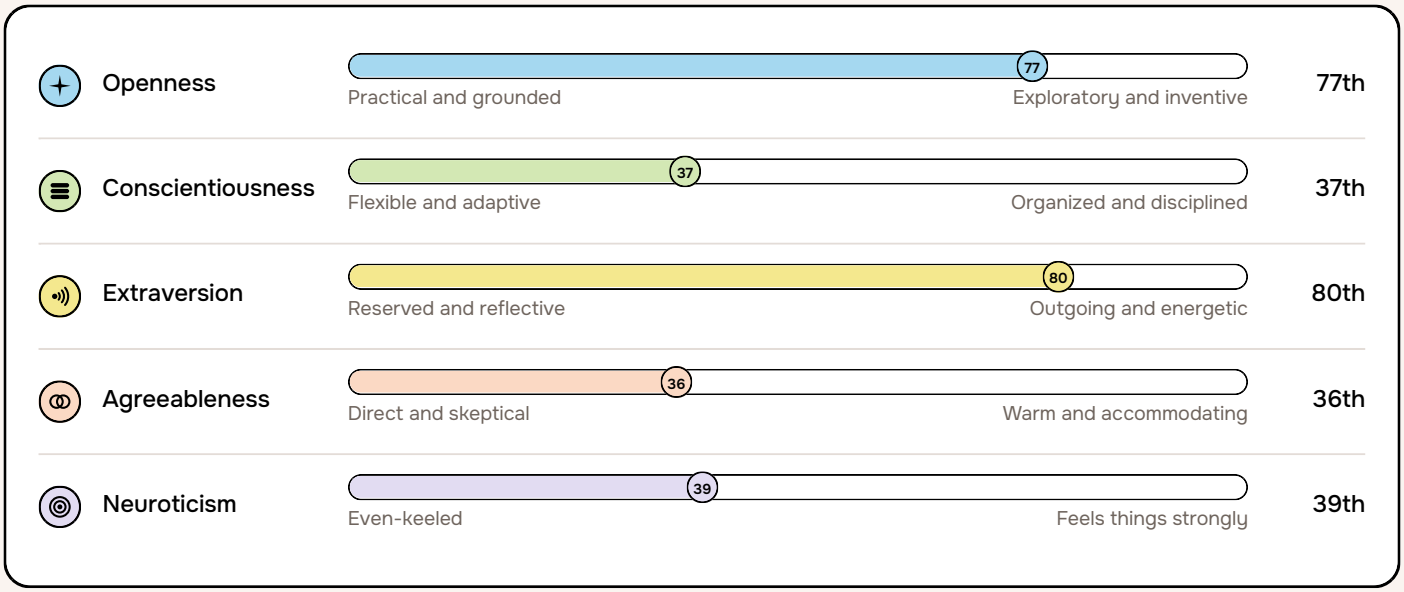
- **Superpower** Steady in a crisis.
- **Pitfall** May miss early warning signs.

Higher score · **Feels things strongly**

- **Superpower** Spots risks before others do.
- **Pitfall** May carry stress that others don't see.

Your scores at a glance

Your scores come first, so you can see where you land before you read what it means.



Percentiles compare you with more than 320,000 adults (Kajonius & Johnson, 2018); the 50th is the midpoint. A percentile is a position, not an amount, and every position carries strengths and pitfalls.

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Your Big 5 at Work Assessment

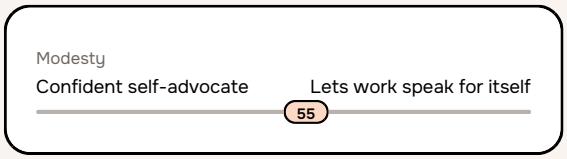
You operate at high speed, carry a lot of threads at once, and project enough confidence that people often read you as someone with a plan, even when your process is looser than it looks. The real tension in your profile is between your imagination and momentum on one side and your comfort treating commitments as starting points on the other. You said it yourself: "when I am with the team I feel like I am actually high in conscientiousness," and that observation is worth sitting with, because the version of you that shows up around others and the version working alone may be drawing on different things.

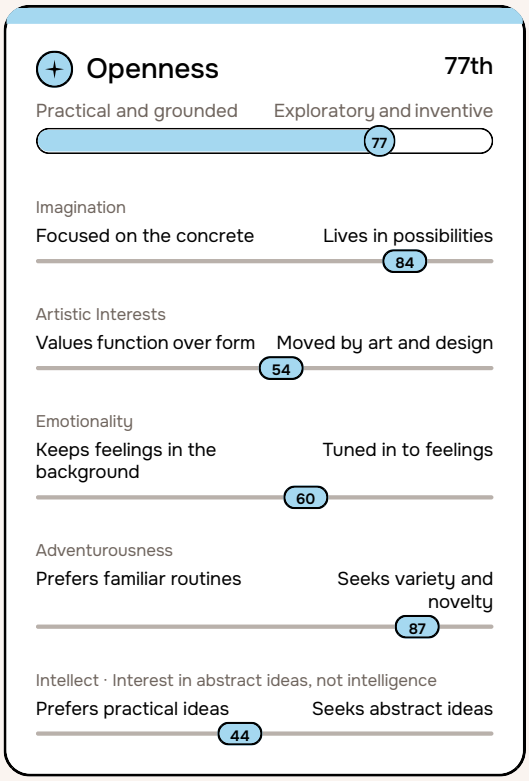
The core premise behind Big 5 at Work, introduced in the book "Why You Need Neurotic People on Your Team" by Big 5 at Work's founder, Christin Camacho, is that your traits are your default, not your destiny. They are where you start and where you drift back to under pressure; the habits and structures you build around them are how you go further. That's why each trait in this report ends with a practical step to try, so you can put these insights to work all year.

Generated by your Big 5 at Work Virtual Coach from your answers.

Reading a facet

Each trait breaks into facets, shown by their two ends in plain workplace language. The research name sits above in grey, because some research names mean something narrower than they do in everyday English. The marker is your percentile.





Openness

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Summary

You sit toward the higher end of Openness, drawn to possibility and untested approaches more than proven routines. Your highest facets are your "Adventurousness," at the 87th percentile, and your imagination, at the 84th percentile, meaning you readily picture what does not exist yet and feel energized in ambiguous situations. Your "Intellect" facet is closer to the middle, so this Openness is less about abstract theory and more about seeing new possibilities and acting on them.

Superpower

You tend to spot a different and often better approach before others have finished accepting the current one as fixed. When a plan breaks, you treat it as information rather than a setback, and you can redirect a project quickly because you are not attached to the original design.

Pitfall

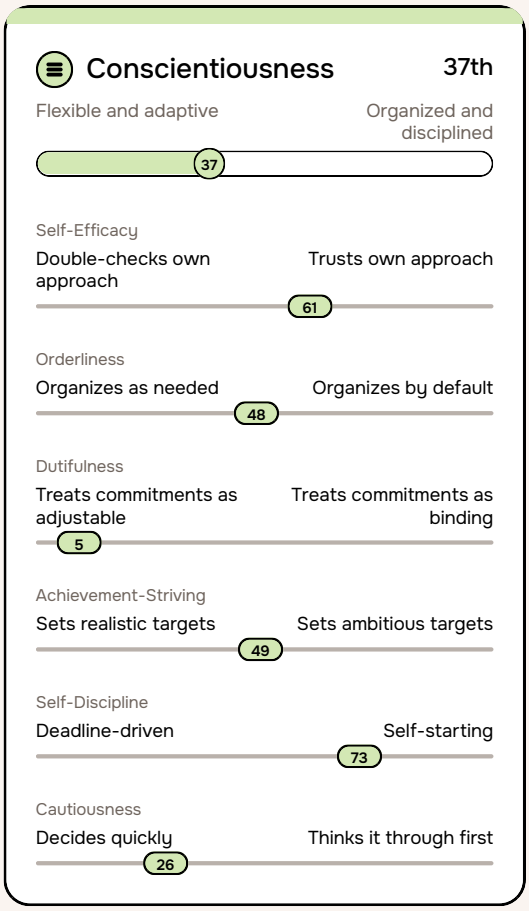
You can generate more possibility than the people around you can absorb. Collaborators may still be executing the last shift when you have moved to the next idea, and that gap can read to them as restlessness.

Before you judge

When a colleague wants to keep the process that has run smoothly for years and pushes back on a new approach, you might read them as resistant or stuck in their ways. From their side, the current way is proven, and every change carries real costs in time, retraining, and risk that you may be weighing less heavily. Their caution often protects the parts of the work that already run well. Before you push again, ask what would need to be true for the change to feel worth it to them.

Try this

Before your next project kickoff, write down one idea you are setting aside, along with what it would take to revisit it later.



Conscientiousness

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Summary

You sit at the 37th percentile on Conscientiousness, working more flexibly than systematically. Your "Dutifulness" score is at the fifth percentile, meaning you treat commitments as adjustable when circumstances shift. Your "Self-Discipline" is at the 73rd percentile, so you can push through on tasks you care about. The structure tends to stay in your head rather than written down anywhere.

Superpower

You keep moving when a plan breaks, which is often the most valuable thing on a team. Because you are not attached to the original design of how work gets done, you improvise quickly and make decisions without needing every answer first. The people around you benefit from that momentum, especially in fast-moving situations.

Pitfall

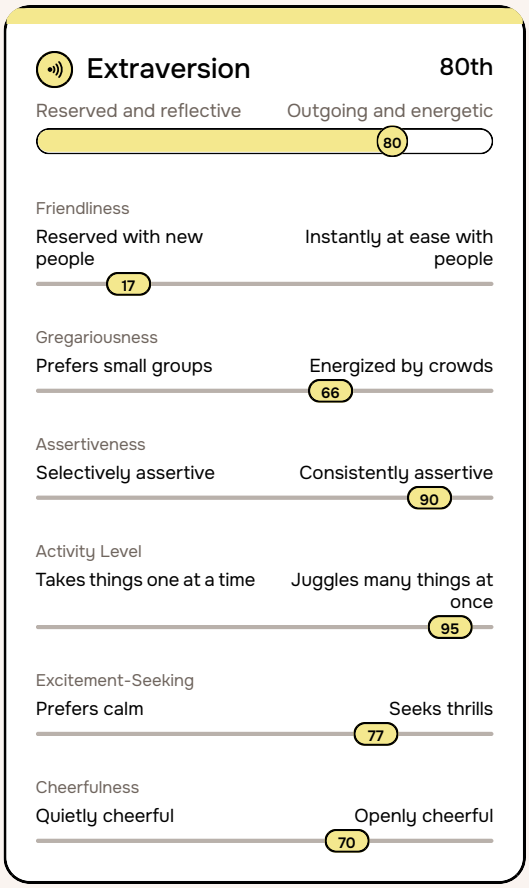
Commitments you hold loosely can look like broken promises to someone who built a timeline around them. Without external accountability, follow-through on lower-stakes items can drift.

Before you judge

When a colleague builds detailed plans, tracks every commitment, and flags the two items you assumed would sort themselves out, you might sometimes see it as slowing things down or adding steps that aren't needed. From their side, those steps are what keep a promise from becoming an apology later, and their memory for what was agreed three meetings ago is what others quietly rely on. Their structure makes good results repeatable rather than lucky. Before you move on, ask which items on their list would be expensive to fix after the fact.

Try this

When you agree to a deliverable, name a specific check-in point out loud: "I will have something to you by Thursday afternoon." Saying it creates external accountability before any doubt about delivery starts.



Extraversion

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Summary

You sit at the 80th percentile for Extraversion, with two facets that stand out sharply. Your activity level is at the 95th percentile: you keep many things in motion at once and prefer a fast pace. Your "Assertiveness" is at the 90th percentile, meaning you speak up and take the lead without waiting for others to ask you to. Your "Friendliness" facet is much lower, at the 17th percentile, so warmth with new people tends to develop gradually.

Superpower

You bring energy and initiative, and you are comfortable speaking up, claiming credit, and taking the lead when others wait for permission. That "Assertiveness" combined with your high activity level keeps projects moving.

Pitfall

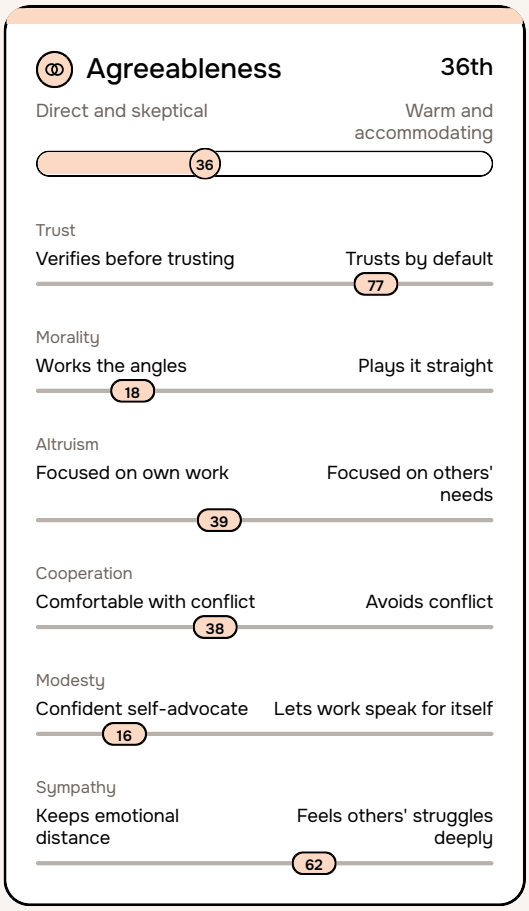
Running many workstreams at once leaves less room for quieter voices. Colleagues who prefer to think before speaking may not get a word in before you move to the next item, and over time they may stop trying to contribute.

Before you judge

When a colleague says little in a group discussion and sends their thoughts in a note afterward, you might read them as disengaged or uncertain about their own ideas. From their side, they were listening closely and working out a response they could stand behind, and what arrived in writing is often their sharpest thinking. That careful approach means they tend to catch the detail others spoke past. Before you assume they had nothing to add, ask them directly what they were thinking during the conversation.

Try this

In your next team discussion with more than two people, let two others respond fully before you speak a second time. Notice which ideas surface that you would not have raised yourself.



Agreeableness

5 Virtual Coach

Summary

You sit toward the lower end of Agreeableness, at the 36th percentile. You are comfortable with conflict and direct about your own position, at the 38th percentile on cooperation. Your "Modesty" facet is at the 16th percentile, meaning you advocate for yourself clearly and claim credit without hesitation. Your "Sympathy" facet is meaningfully higher, at the 62nd percentile, so you do register how outcomes affect people, even when your candor does not always show that.

Superpower

You name problems others are reluctant to raise, and you hold your position when the group begins agreeing before the real concerns have been stated.

Pitfall

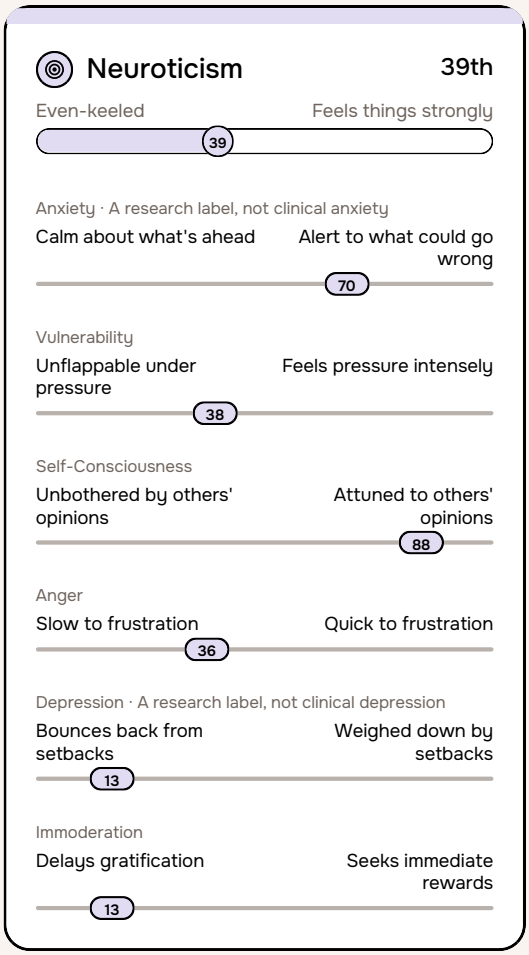
Directness delivered at pace can reach the other person before they have had time to say what they think. People who need to feel heard before they hear your assessment may stop responding rather than push back, which means you lose information you would have found useful.

Before you judge

When a colleague spends time checking in on how people are doing or works to keep two wary teammates collaborating, you might sometimes see it as a detour from the real work. From their side, they are building the trust that makes hard conversations possible later, and the meeting that stayed productive often did so because of moves they made that nobody noticed. That steadiness keeps people in the room through difficult stretches. Before you treat it as a distraction, ask what would be harder to accomplish if that effort stopped.

Try this

Before your next difficult conversation, write one sentence that names something true and useful about the other person's position. Lead with it. This does not soften your point; it creates enough trust that the point lands.



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.

Neuroticism

5 Virtual Coach

Summary

You sit at the 39th percentile on Neuroticism, with an interesting internal pattern. Your self-consciousness is at the 88th percentile, meaning you are attuned to how you and the team are perceived. Your "Anxiety" facet sits at the 70th percentile, so you do run a quiet background check on what could go wrong. But your score on what the Five Factor Model calls the "Depression" facet, a research label for how long discouragement lingers after a setback and not a clinical diagnosis, is at the 13th percentile, meaning you recover from disappointments quickly and feel settled at work.

Superpower

You stay calm and decisive when situations become uncertain, and you recover quickly after things go wrong, which means you can keep a group moving during a rough patch without waiting for reassurance.

Pitfall

Because pressure does not register intensely for you, you may underestimate how much it is registering for others, and easy reassurance can land as "you're not taking this seriously."

Before you judge

When a colleague raises several concerns about a plan the team feels ready to move on, you might see it as overthinking or unnecessary hesitation. From their side, they have already run the scenario and spotted two specific places where things could go wrong, and their early read on risk has often proved right. That vigilance is what catches the problem before it reaches a client or a deadline. Before you reassure them and move forward, ask which concern feels most urgent to them and whether there is a plan for it.

Try this

Once this week, when a teammate flags a concern, ask one follow-up question before you respond: "What would need to be true for this to feel manageable to you?"

How Your Traits Work Together

Your scores don't act alone. These are the pairs of traits that stand out most in your results, and how they show up together at work.

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Openness 77 Extraversion 80

Many ideas, said out loud, fast

You tend to generate possibilities and voice them quickly, often in the same motion, so your thinking becomes visible before it is fully formed. This builds energy around an idea, and it can also mean the first version of your thinking becomes the version others treat as settled, before you have had time to reach the stronger version.

Watch for: committing to an idea in conversation before you have tested it, then feeling the constraint of a promise you made while still thinking.

Extraversion 80 Agreeableness 36

Direct, fast, and in charge

Your "Assertiveness" and comfort with conflict, combined with high activity, means you tend to drive a conversation toward a decision. This keeps things moving, and it can also mean the outcome reflects your read more than the group's full picture.

Watch for: moving a group to a conclusion before the people who need more time to form a view have had a chance to add what they know.

Openness 77 Agreeableness 36

Creative with a sharp edge

You are drawn to new approaches and comfortable saying so directly, even when it challenges an existing plan. That combination often surfaces what needs to change before others will say it, and it can also mean an honest critique of a process lands as a critique of the person who built it.

Watch for: framing a new idea as obviously better without asking what the current approach was protecting, since the person who built it may have had reasons you do not yet know.

Generated by your Big 5 at Work Virtual Coach from your answers.

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Your Coaching Script

When clients or collaborators cannot see your process clearly, they sometimes start to wonder whether the work will come through, even when your track record says it will. A very low "Dutifulness" score means you treat commitments as adjustable, and a decision-making style that prioritizes speed over documentation leaves few visible signals that the work is on track. At the same time, your self-consciousness is quite high, so you are probably aware of how this reads, and that awareness becomes useful once you have something concrete to direct it toward.

Here's what to say, built on the Two Things Are True method from the book.

1 **What's true for them** Name the strength they bring or what they're protecting.	"You have taken on real risk by counting on me for this, and I want you to have what you need to feel confident it is coming."
2 **The Objective Constraints** Join it with "and," not "but," to a fact you both work within.	"And the deliverable is due [date], so if there are specific checkpoints or formats that would help you track progress before then, this is the right moment to agree on them."
3 **Solve it together** Ask for their help finding a way through.	"Tell me what would make the most difference for you, and I will build that in from here."
Short on time? Say just this	"I know my process can look loose from the outside. Let's agree on one or two check-ins before [the deadline] so you have a clear signal it is on track."

Watch for: the impulse to defend your track record; what the other person needs is a structure they can see going forward. "Why You Need Neurotic People on Your Team" goes deeper on what to build around these traits.

Generated by your Big 5 at Work Virtual Coach from your answers.

Questions people ask

What if a result seems off?

A few things can cause that. A score near the middle can tip either way, you may express a trait in an unusual way even when the score is right, or your mood that day may have shaped your answers. If you think you didn't answer as you really are, you can retake the assessment from your account. Your newest result becomes your main one, and the earlier report stays under Past reports.

Is there a right score?

No. Every position on every trait comes with a superpower and a pitfall. A high or low score describes how you tend to work, not how well you work.

Can my scores change?

Traits are fairly stable in adulthood, but they do shift over the years, and the habits, tools and setups you build let you work well beyond your default.

Who sees my results?

Your answers, this report and your conversation with the Virtual Coach are yours. Your five trait scores go on a Team Dashboard only if you choose to share them with that team, and then the people that dashboard is open to (teammates, team leads and company admins) can see them.

Can my employer use this to hire or promote people?

No. Big 5 at Work is for development and teamwork, not for hiring, selecting job applicants or making promotion decisions. Every position on every trait has strengths, so a score never says whether someone is right for a job, and companies agree not to use it that way when they buy it.

Is this a clinical test?

No. The assessment describes everyday tendencies at work, based on the Five Factor Model. Facet names such as Anxiety or Depression are research labels, not diagnoses.

Where can I learn more?

Read "Why You Need Neurotic People on Your Team" by Big 5 at Work founder Christin Camacho: www.big5atwork.com/about/book

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

A short guided conversation with the Virtual Coach is part of the assessment. Your report draws on what you said, your role and the conflict you chose.

4

Something to try this week

Every trait ends with one small experiment for the next two weeks, and a page on how your traits work together shows where your combinations help and where to watch out.

5

A script you can actually use

The coaching script names something true about the other person, then an objective constraint, then a way to solve it together, with a short version for when time is tight.

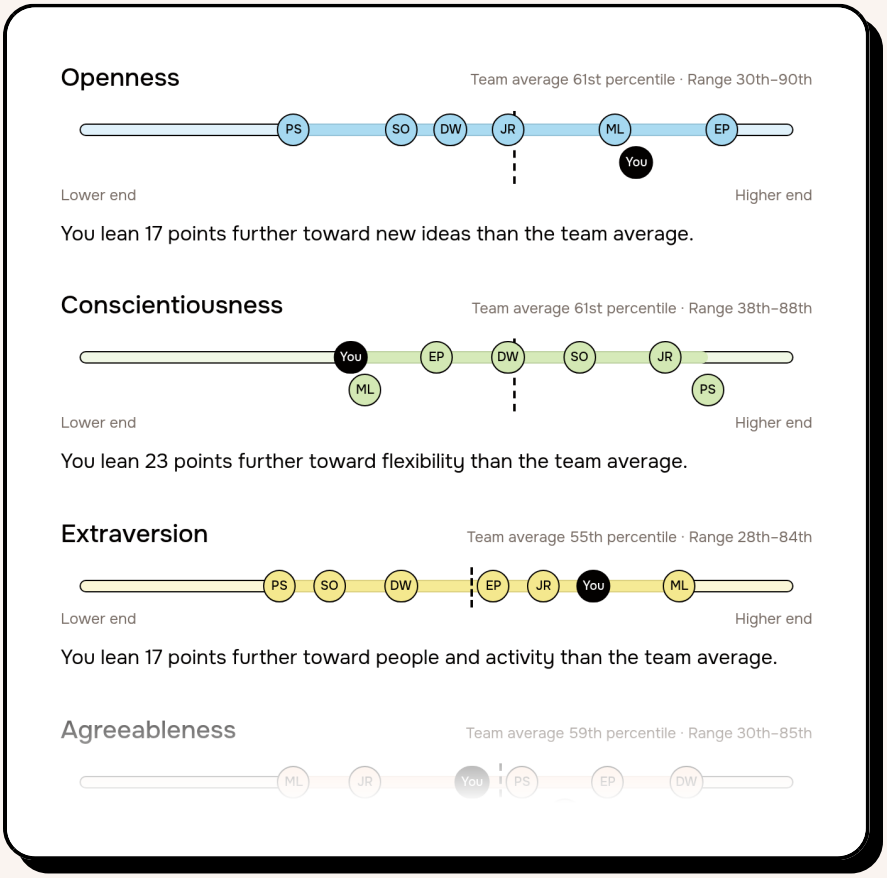
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Grounded in the research

Built on the Five Factor Model and the public-domain IPIP-NEO items. Research labels like Anxiety and Depression are explained as everyday tendencies, never diagnoses.

See your whole team side by side

A Team Dashboard puts everyone's five trait scores on one page, with each person's spot on every scale. It's a one-time $50 per dashboard, with no subscription, and everyone on it needs the Comprehensive Assessment, from $3.49 a person when you buy for your team.



Team or company setup

One team gets one dashboard and one invite link. A company can set up several teams, $50 per team dashboard; each team sees only its own, and company admins see every team at no extra cost. We recommend one dashboard per team, because past about 30 people it gets hard to read.

What's shared, and what isn't

On a named team, people see each other's five trait percentiles and nothing more. Facet scores, answers, the full report and the Virtual Coach conversation stay private. A team can also be anonymous, where teammates appear as unlabeled dots beside the team average.

Getting started

Try the demo team first: it opens your own private copy of a made-up team to click around in.

app.big5atwork.com/join/demoteam

When you're ready, a short setup guide walks you through buying assessments, choosing your dashboard settings and inviting your people by email or link.

Set up a Team Dashboard

5 Big 5 at Work

WHERE TO GO FROM HERE

Get your own Big 5 at Work report

It starts with knowing your own tendencies, becomes a shared language on your team, and grows into how your whole organization works.

FOR YOU

See how you tend to work

Your report shows your default at work and where it may clash with a teammate's, so you can build habits that help. Start free; the full report is $4.99.

big5atwork.com/about/test

FOR YOUR TEAM

Give your team a shared language

The Team Dashboard helps people name their differences without it getting personal, and put each style to use on purpose. From $3.49 a person, plus $50 per dashboard.

app.big5atwork.com/buy-team

WORKSHOPS

Better-performing teams

A facilitated session turns results into "Scaffolding": the habits and processes that help your team work well for the long run.

big5atwork.com/about/workshops