

Jan Janssen - Test function

AS-B5

This report was requested on 09-10-2008
by Mr Peter Peeters of Company Y
and provided on 09-02-2009

Introduction Alpha Selector B5

This report reflects the results generated from the answers given by the respondent in the *Alpha Selector Personality Questionnaire (AS-PQ)*.

The **AS-B5 report** is well suited to evaluate the respondent's behavior in relation with certain functional and environmental expectations.

The AS-B5 is the result of 3 years of development undertaken by the Research & Development department of The Astyre Group. The AS-B5 profile is based on the Big 5 personality theory and has been extensively scientifically validated. The Big 5 personality theory is internationally accepted by psychologists as the most relevant and reliable personality model of this era.

It describes the individual differences in personality according to 5 fundamental personality dimensions or scales, each limited by 2 markers. This model scores personality traits in a gradual way. Thus resulting in a balanced view with respect to the degree in which the respondent demonstrates a particular personality trait.

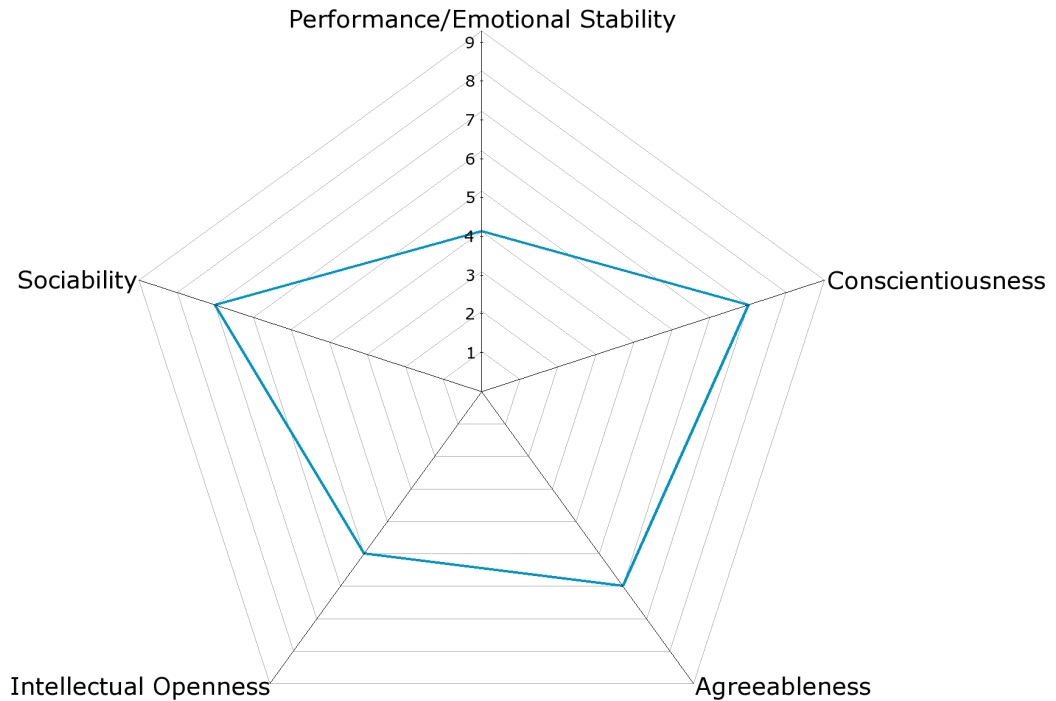
The AS-B5 profile provides a balanced and detailed view on the functioning of the respondent and the influence of both the context and environmental factors on this functioning.

This is obtained by means scoring the respondent's personality traits on the 5 dimensions :

- *Performance/Emotional Stability : sensitivity vs. calmness/stability*
- *Conscientiousness : result oriented vs. acting impulsively*
- *Agreeableness : kindness vs. professionalism*
- *Intellectual Openness : intellectual openness vs. conventional/practical thinking*
- *Sociability : extravert vs. introvert*

The AS-B5 profile however does not replace a full assessment, where expert-psychologists apply all-embracing research techniques and behavior oriented interviews.

AS B5



Performance/Emotional Stability : sensitivity vs. calmness/stability

Emotional Stability, the manner in which one reacts emotionally to pressure or setbacks. An indication of one ability to perform under stress or pressure

Conscientiousness : result oriented vs. acting impulsively

The degree in which one is organized and goal oriented. An indication of one's need for result

Agreeableness : kindness vs. professionalism

The degree in which one takes others into consideration, is empathic and/or helpful

Intellectual Openness : intellectual openness vs. conventional/practical thinking

The degree in which one is intellectually curious, looking for new experiences and ideas

Sociability: extravert vs. introvert

The degree in which one both needs and stays in contact with others

Performance/Emotional Stability

1 2 3 4 5 6 7 8 9

- Confident of his/her own abilities/insight in a familiar setting.
Checks own insights with his/her surroundings.
- Prepared to stand up for his/her own opinion.
Defends his/her own visions without persisting blindly.
- Prepared to take on responsibilities in familiar matters.
Prepared to manage from a formal role.
- Avoids competition. Does not like to compete with.
Acts in function of the team. Likes to contribute to the team result.
- Takes decision in a well considered manner.
Ability to decide when situation calls for it.

Conscientiousness

1 2 3 4 5 6 7 8 9

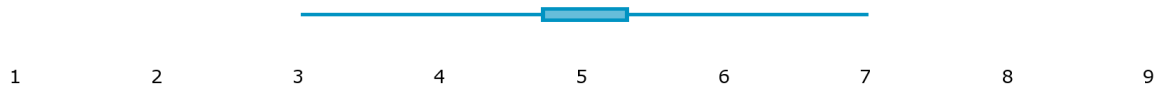
- Aims to address things systematically to avoid mistakes.
Tries to work in a considerate manner. Attention to details without neglecting timing.
- Likes to work systematically. Prefers stability and routine.
Seeks and adheres to procedures and rules in his/her actions.
- Prefers to acquire clarity and insight before taking action.
Prepared to take acceptable risks. Able to handle insecurity, yet prefers to have clear expectations from his surroundings.
- Act orderly and according to plan. Works systematically by applying existing structure or creating it.
Complies to methods and procedures. Low in flexibility.

Agreeableness



- Attention to both the formal interaction and the perception of others.
Considerate of others and their feelings in communicating, without neglecting his own perception.
- Generous towards others. Strong focus on helping others.
Charitable and as a result too lenient towards others.
- Very open towards others. Has good intentions and believes others do as well.
Gives trust easily, almost naively.
- Critical and reserved. Reveals own intentions and motives rarely spontaneously.
Questions motives and qualities of others severely. Experiences difficulties in letting go.
- Adapts spontaneously. Prefers clarity in terms of rules and structure.
Low tendency towards creative initiatives. Prefers the familiar ways.

Intellectual Openness



- Functional attitude. Aware of the importance of analysis, without neglecting the operational.
Acts after consideration. Analyses when required to initiate focused actions.
- Works in general with ease towards the targets. Can persevere.
Values a specific and continuous working method, yet allowing the necessary flexibility.
- Rational attitude. Considers thoughtfully and prefers to verify things prior to acting.
Thinks things through. Avoids reacting instantly on events.

Sociability

1 2 3 4 5 6 7 8 9



- Communicative and extravert.
Initiates relationships easily accross all levels.
- Likes the company of others, without needing it.
Able to work in team and independent.

Disclaimer Alpha Selector B5

The AS-B5 report is generated directly from the results of the online AS-PQ. Hence, the general subjective nature of judgments based on the questionnaires has to be taken into consideration when interpreting these results.

The Astyre Group accepts no liability for the variation in interpretation whilst judging these results nor for the consequences of the use of this report and the decisions formulated on basis of this report.