



NASA SCOPE Workshop

Understanding Your Self through the Lens of the
Workplace Big 5

Barb Fries, Program Manager and Team Lead,
Leadership and Supervisor Development

February 2023



OCHCO
Office of the Chief Human Capital Officer



Objectives of Session

- Understand the importance of emotional intelligence
- Develop a new appreciation for the need for self-awareness
- Learn about the science of personality and why it's important at work
- Become familiar with the 5-factor model and the WorkPlace Big 5 (WPB5)
- Reflect on your results
- Ask questions



The Yardstick for Success has Changed

- Most people are hired because of their IQ
- Research on more than 500 organizations by the Hay Group and Goleman shows that:
 - Emotional Intelligence (EI) accounts for over 85% of outstanding performance in top leaders
 - EI – not IQ – predicts top performance.
- It's the one attribute that helps you work more effectively with all types of people in all types of situations.
- It's a skill that can immediately impact success or hold us back.

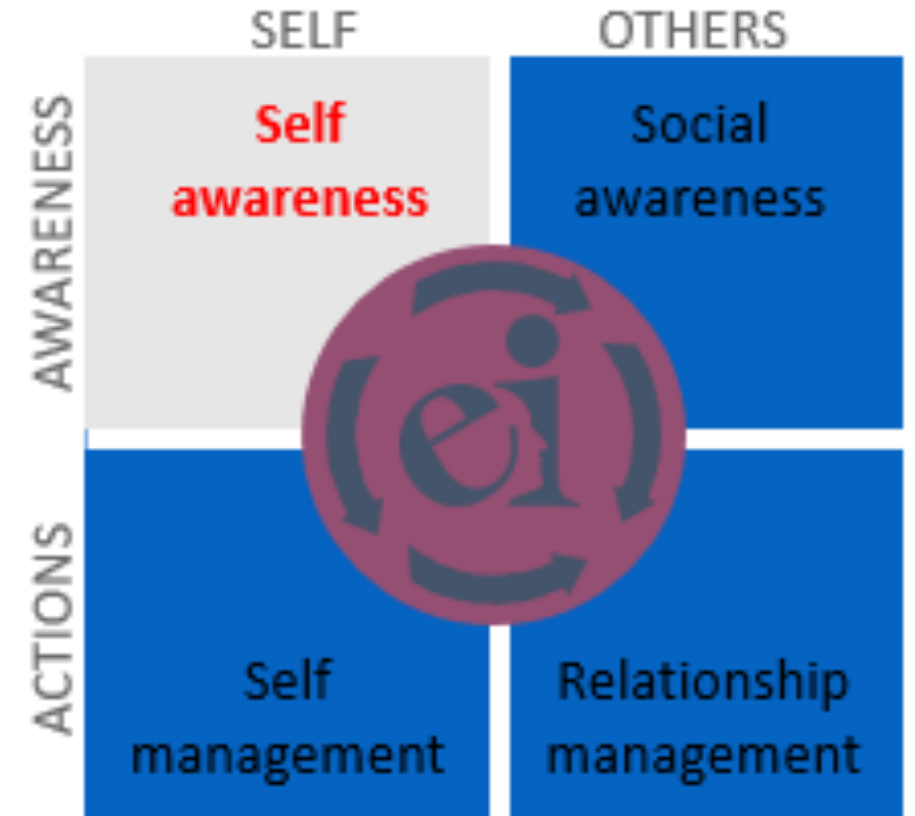


OCHCO

Office of the Chief Human Capital Officer



The Heart of EI – Self Awareness



Conscious knowledge of one's own character, feelings, motives and desires.”



OCHCO

Office of the Chief Human Capital Officer



What is Personality

- What is personality?
 - a set of distinctive traits and characteristics by which we are recognized by (i.e. outgoing, kind, even tempered)
- What is a trait?
 - relatively stable characteristic that causes individuals to behave in certain ways (i.e. extroversion can be one trait of personality)
- There is no right way to be or any one ideal profile.



Personality: Where does it come from?

- 60% Inherited
- 40% Environmental and other elements

Did you Know? The Big Five traits are linked to body chemistry and hormones

Why Study Personality at Work?



- In order to get our jobs done, we have to interact with many types of personalities.
 - Some interfere and some make it easier
- Understanding your own personality and those of others can make a significant difference in performance and advancement



- “Every individual nature has its own beauty.”

- --*Ralph Waldo Emerson*



OCHCO

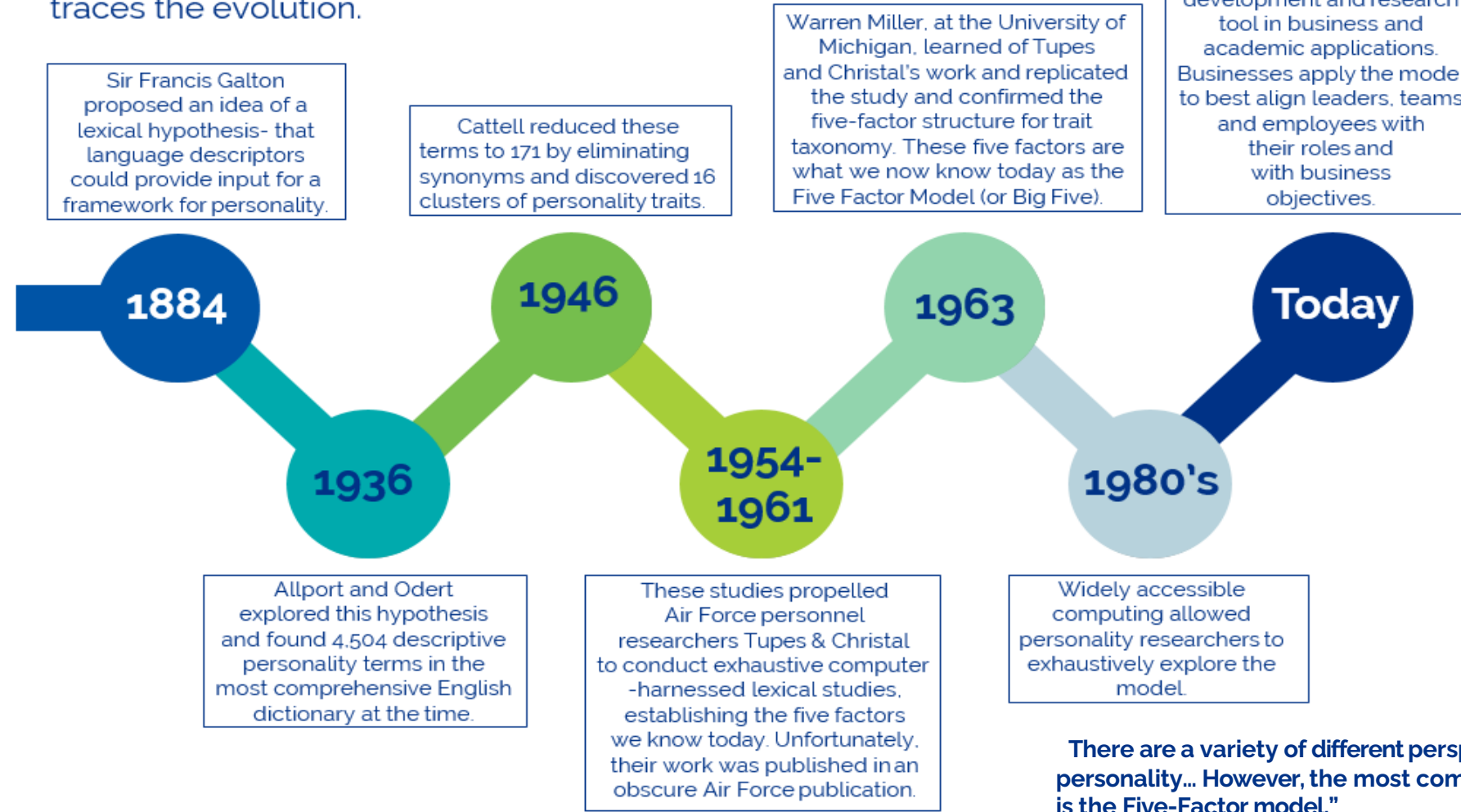
Office of the Chief Human Capital Officer

© 2017 PARADIGM PERSONALITY LABS. ALL RIGHTS RESERVED.



Timeline of Five Factor Model Development

The Five Factor Model evolved over close to a century. Because it is an empirical model, wide-scale validation of the model was not possible until the advent and availability of computers. The timeline below traces the evolution.



Office of the Chief Human Capital Officer

– Piers Steel, Joseph Schmidt, & Jonas Shultz (2008)



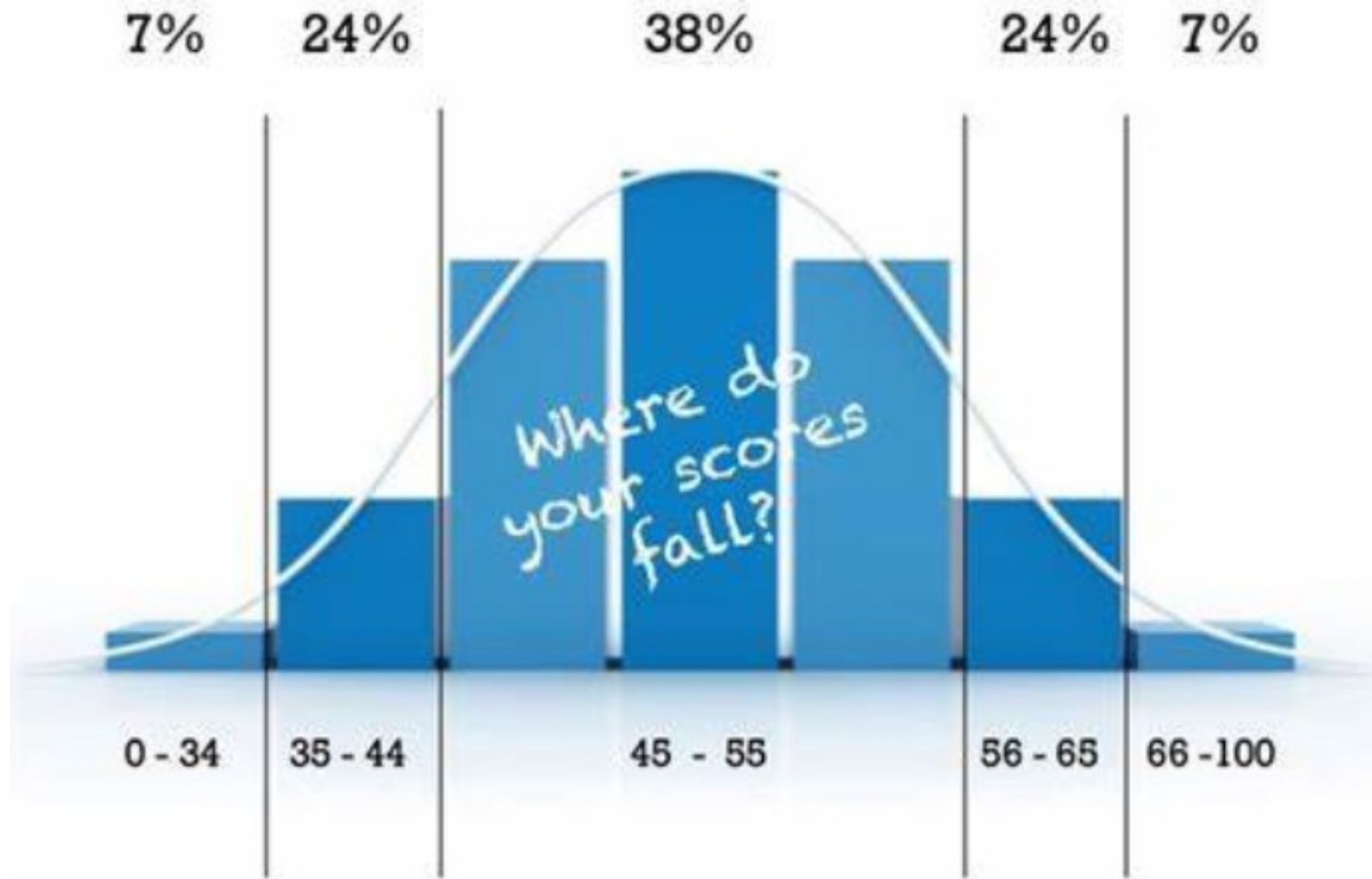
Workplace Big 5 (WPB5)

- Grounded in latest personality science
- Simple approach to understand complex human behaviors
- Respected
- Complies with
 - International Test Commission standards
 - Equal Opportunity Commission
 - Americans with Disabilities Act
- You will receive 2 reports, the Trait Report and the Competency Report



Workplace Big 5: What does it reveal?

- WPB5 contains an individual's personality results on 5 supertraits and 23 subtraits
- It provides insights about one's behavioral tendencies and preferences, as well as their natural strengths and blind spots
- BUT.. it does not tell us about what the person actually does in a given situation or how well they perform in those situations.

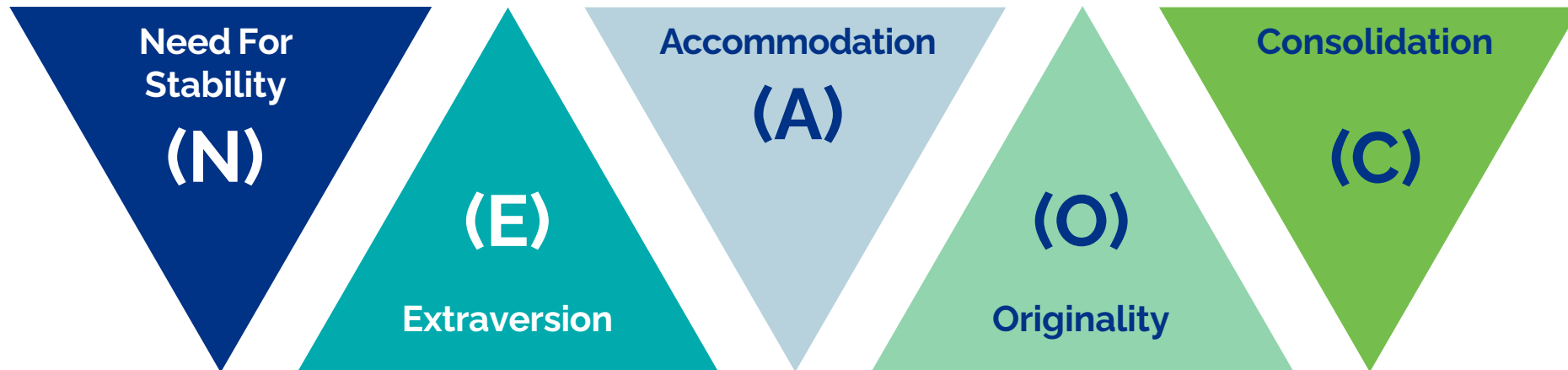


The WorkPlace Big Five Dimensions



The WorkPlace Big Five Profile™ measures the five dimensions of the FFM and applies them to the workplace. We call these five dimensions Super Traits. Each Super Trait is much like a container, holding multiple Subtraits that define the Super Trait.

SUPER TRAITS



OCHCO

Office of the Chief Human Capital Officer

Each of the Super Traits, including their respective Subtraits, are described in detail on the following pages.



Need for Stability

Worry
Intensity
Interpre-
tation
Rebound
Time



Extraversion

Warmth
Sociability
Activity
Mode
Taking
Charge
Trust of
Others
Tact



Originality

Imagination
Complexity
Change
Scope



Accommodation

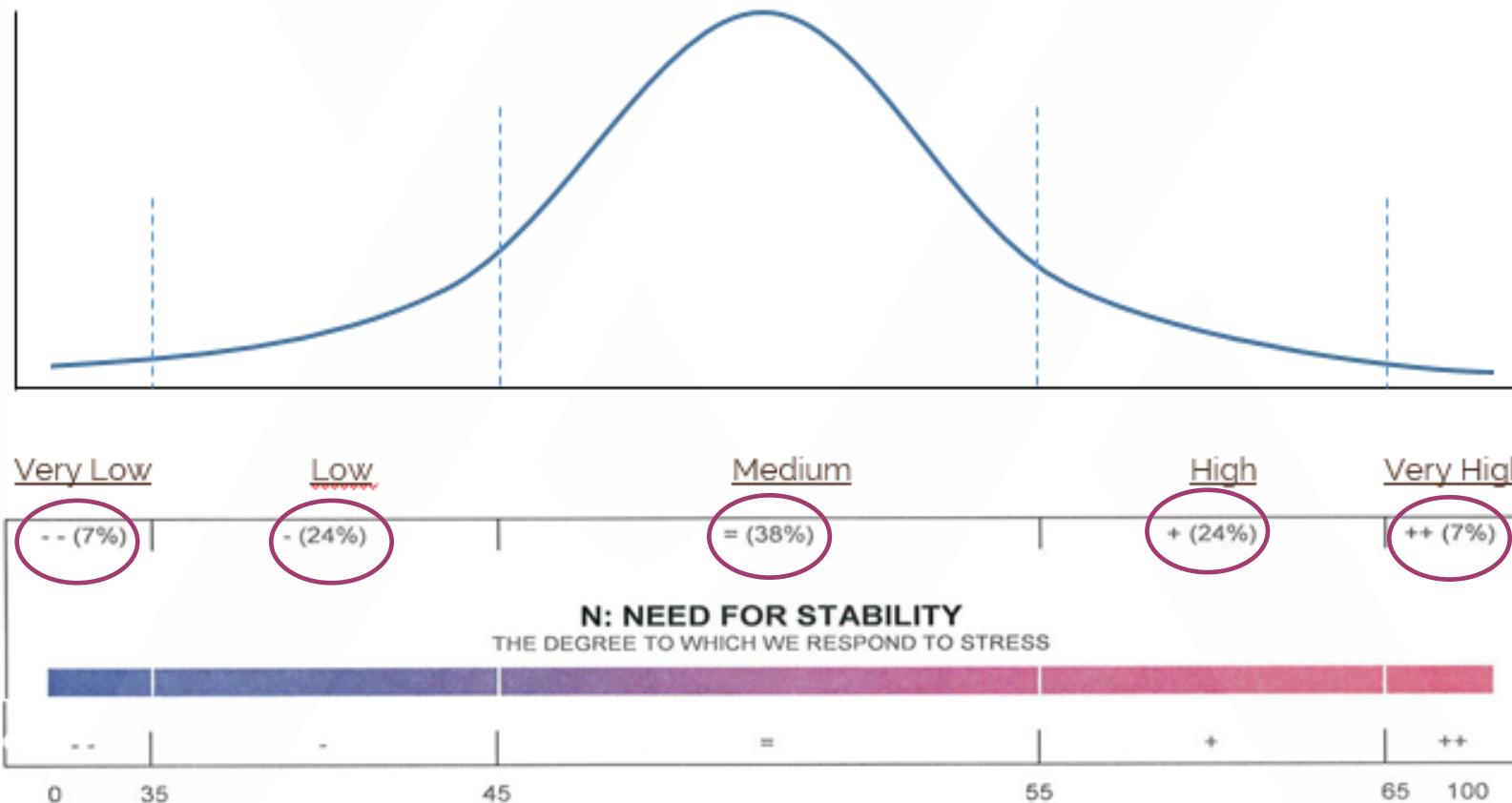
Others'
Needs
Agreement
Humility
Reserve



Consolidation

Perfectionism
Organization
Drive
Concentration
Methodicalness

WorkPlace Big Five Profile™ Continuum



OCHCO
Office of the Chief Human Capital Officer



WORKPLACE

BIG FIVE PROFILE™

Trait Report

- Your Workplace Big Five Profile™ Report

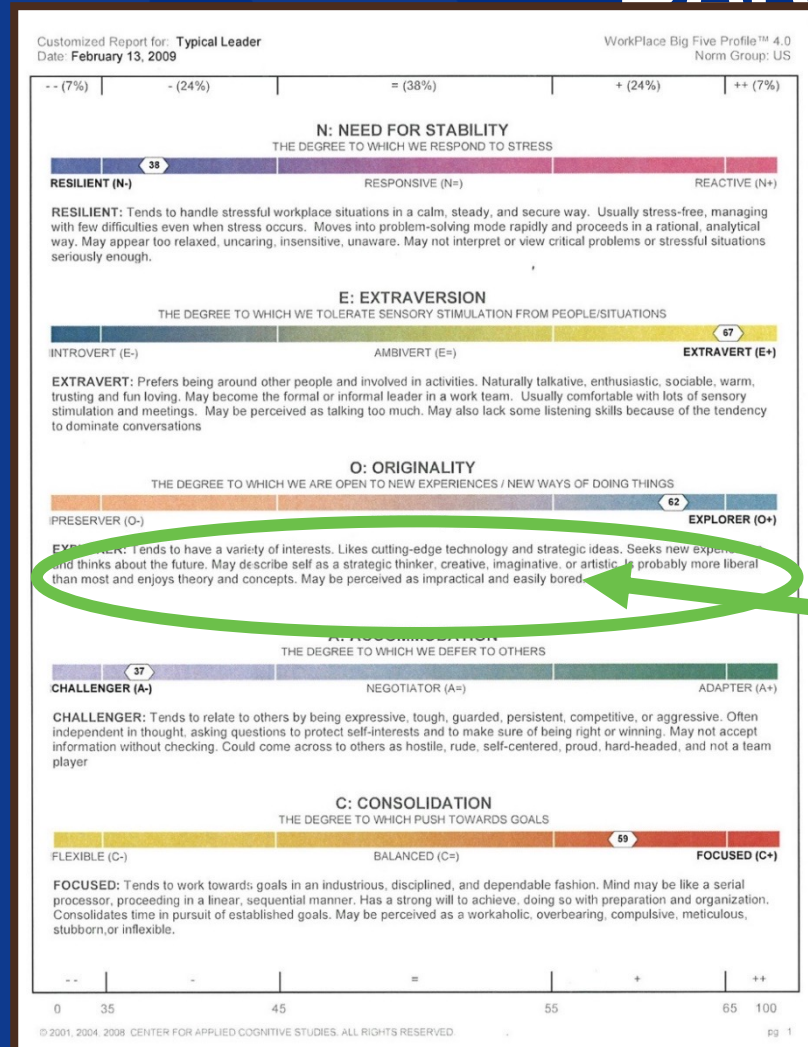


OO

Office of the Chief Human Capital Officer



The WorkPlace 4.0 Trait Report:



- Page 1
- The 5 Supertraits
- Note:
- Only text that relates to your individual scores appears on this page



Office of the Chief Human Capital Officer

N



Need For Stability (N)

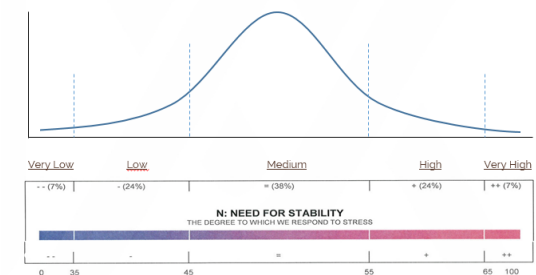
Need for Stability (N) refers to the how a person responds to stress. More resilient persons tend to handle stressful workplace situations in a calm, steady, and secure way. More reactive persons tend to respond in an alert, concerned, attentive, or excitable way, thus creating the opportunity to experience more workplace stress than others.

Biological Basis: The arousal system involved with Need for Stability (N) is the autonomic nervous system. The stimulus that triggers it is a stressor, which elicits the general adaptation syndrome, better known as the fight-or-flight response.



OCHCO

Office of the Chief Human Capital Officer



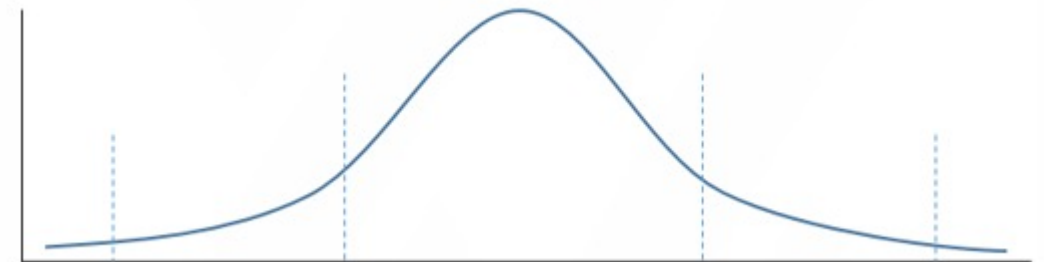
Subtraits	Resilient (N-)	Responsive (N=)	Reactive (N+)
Worry	At ease most of the time	Some concern from time to time	Frequently worries
Intensity	Usually Calm	Occasionally heated	Quicker temper
Interpretation	More optimistic	Realistic explanations	Less optimistic
Rebound Time	Rapid rebound time	Moderate rebound time	Longer rebound time




EXTRAVERSION (E)

Extraversion (E) refers to the degree to which a person can tolerate sensory stimulation, from both people and situations. Those who score high on extraversion prefer being around other people and involved in many activities. Low extraversion is characterized by a preference to work alone and is typically described as serious, skeptical, quiet, and a private person.

Biological Basis: The arousal system for Extraversion (E) is the somatic nervous system. The stimulus that triggers this system is sensation, that is the five senses. A person's E score is an estimate of that point at which his or her somatic nervous system becomes saturated.



E

Subtraits	Introvert (E-)	Ambivert (E=)	Extravert (E+)
Warmth	Holds down positive feelings	Demonstrates some positive feelings	Shows a lot of positive feelings
Sociability	Prefers working alone	Occasionally seeks out others	Prefers working with others
Activity Mode	Prefers being still or in one place	Maintains a moderate activity level	Prefers to be physically active
Taking Charge	Prefers being independent of others	Accepts some responsibility of others	Enjoys leading others
Trust of Others	Skeptical of others	Somewhat trusts others	Readily trusts others
 Tact OCHCO Office of the Chief Human Capital Officer	Tends to speak more directly	Some care in selecting words	Carefully selects words



ORIGINALITY (O)

Originality (O) refers to how open we are to new experiences and ways of doing things. People high in Originality (O+) usually have a variety of interests, are drawn to cutting edge technology, and like strategic ideas. Those lower in Originality (O-) tend to possess a more tactical mindset; they are usually experts in a specific area, possessing a down- to-earth view of the present.

Biological Basis: The arousal system that provides for the basis of the Originality (O) set of behaviors is a combination of the dopaminergic system and the general state of arousal of the cerebral cortex. Dopamine is proving to be the “creativity” chemical and each person has a natural set point.





Subtraits	Preserver (O-)	Moderate (O=)	Explorer (O+)
Imagination	Implements plans	Creates and implements equally	Creates new plans and ideas
Complexity	Prefers simplicity	Balances simple and complex	Seeks complexity
Change	Wants to maintain existing methods	Somewhat accepting of changes	Accepting of changes and innovations
Scope	Attentive to details	Attends to details if needed	Prefers broad view and resists details



OCHCO

Office of the Chief Human Capital Officer

A

ACCOMMODATION (A)

Accommodation (A) describes the degree to which we defer to others. For example, individuals high in Accommodation (A+) tend to relate to others by being tolerant, agreeable and accepting. On the other hand, individuals low in Accommodation (A-) tend to relate to others by being tough, persistent, and competitive. Low scorers on A may come across to others as hostile, rude, self-centered, and not a team player, while high A individuals may be perceived as easily walked over and too “go with the flow”.

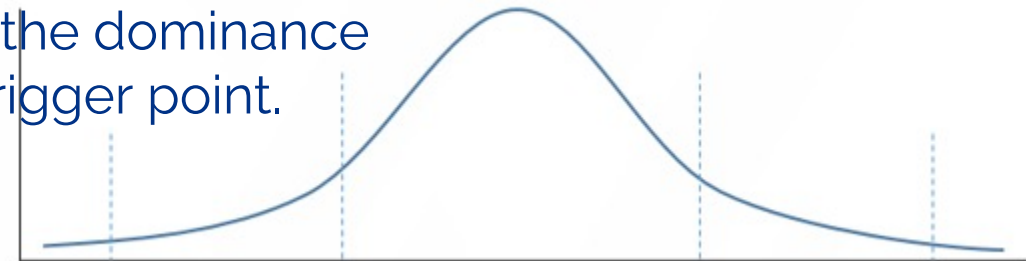
Biological Basis: The arousal system that governs the Accommodation

(A) set of behaviors consists of the ratio of sex hormones (whether in males and females), along with the serotonergic system. The stimulus that triggers this system into action is the dominance challenge, with serotonin levels affecting the trigger point.



OCHCO

Office of the Chief Human Capital Officer



A

Subtraits	Challenger (A-)	Negotiator (A=)	Adapter (A+)
Other's Needs	More interested in self needs	Interested in needs of others and self	More interested in others' needs
Agreement	Welcomes engagement	Seeks resolution	Seeks harmony
Humility	Wants recognition	Likes some recognition	Uncomfortable with recognition
Reserve	Often expresses opinions	Expresses opinions somewhat	Keeps opinions to self

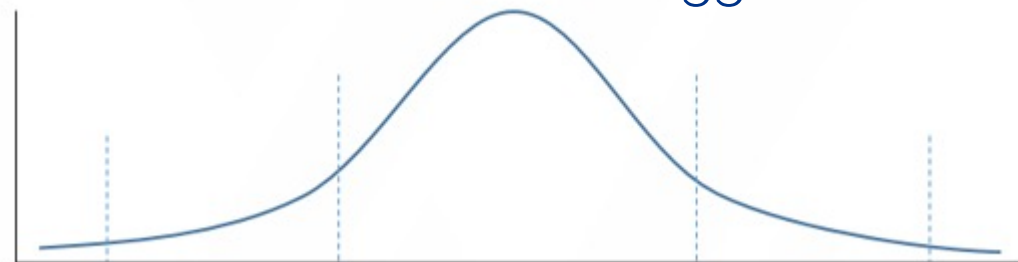
C



CONSOLIDATION (C)

Consolidation refers to how we push toward goals at work. Individuals high in Consolidation (C+) work toward goals in an industrious, disciplined, and dependable fashion. Individuals low in Consolidation (C-) approach goals in a relaxed, spontaneous, and open-ended fashion. People low in Consolidation are usually capable of multi-tasking and being involved in many projects and goals at the same time.

Biological Basis: The arousal system that supports the Consolidation (C) set of behaviors is the attentional focus system. This system is affected by levels of testosterone: higher levels are associated with a greater capacity to focus one's attention on sustained, repetitive, goal-focused behavior. Distractions are the stimuli that trigger the attentional system.



OCHCO

Office of the Chief Human Capital Officer

C



Subtraits	Flexible (C-)	Balanced (C=)	Focused (C+)
Perfectionism	Low need to refine or polish	Occasional need to refine or polish	Continually refines or polishes
Organization	Comfortable with little organization	Maintains some organization	Keeps everything organized
Drive	Satisfied with current achievements	Needs some additional achievement	Craves even more achievement
Concentration	Shifts easily between on-going tasks	Some shifting between tasks	Completes tasks before shifting
Methodicalness	Operates in a spontaneous mode	Does some planning	Develops plans for everything



OCHCO

Office of the Chief Human Capital Officer

Competency Report



- The WorkPlace Big Five Profile™ Competency Report measures your natural energy to perform the competencies selected.
- Your available energy for these competencies is calculated from your WorkPlace Big Five Profile™ subtrait scores.
- A distinct set of behavioral subtraits fuels performance in each competency.



WORKPLACE

BIG FIVE PROFILE™

Competency Report

Competencies Selected for the Science Community



- Collaboration
- Effective Communication
- Engaging Others
- Innovation
- Leadership
- Learning Agility
- Navigating Ambiguity
- People Development
- Presentation
- Self Directed
- Strategic Decision Making
- Vision

HOW TO READ THIS REPORT

The WorkPlace Big Five Profile™ Competency Report maps your trait score ranges to the optimal trait ranges for each competency. It also provides a narrative description of how each subtrait provides energy for a competency. The Competency Energy score reflects your natural overall trait energy for that competency. Your score is represented as a level of battery charge that shows how energizing or draining it is for you to perform this competency over a sustained time. Your Competency Energy ranges are represented as one of five charge levels:



Energizing

5 bars



Natural

4 bars



Somewhat Natural

3 bars



Outside Comfort Zone

2 bars



Draining

1 bar



GOOD FIT



MEDIUM FIT



POOR FIT






OCHCO

Office of the Chief Human Capital Officer

How to Read the Trait Report


Engaging Others

-  **A3: HUMILITY** Elevated levels of Humility facilitate empathy and honest conversations, ensuring that exchanges are about the other person's goals and motivations, not self-aggrandizement.
-  **C3: DRIVE** High Drive provides the energy to engage others across levels of the organization, supporting individual learning and growth for self and others.
-  **C5: METHODICALNESS** Moderate levels of Methodicalness support a systematic, planned approach to achieving business outcomes while remaining open to change and improvement with new insights gathered from others.

Fit Summary
Somewhat Natural

 MEDIUM FIT

 MEDIUM FIT

 MEDIUM FIT



Identifiers

- Is genuinely curious about the natural capabilities, motivation and personal goals of others
- Is approachable, ambitious, composed, empathatic and sociable
- Facilitates business outcomes by building an atmosphere of trust



Break

- Take a 10 minute break and scan your report that should be in your email inbox
- Come back with any questions, comments or insights.



Thank You!



OCHCO
Office of the Chief Human Capital Officer



OCHCO

Office of the Chief Human Capital Officer

[Closing Slide]