NASA SCOPE Workshop

Understanding Your Self through the Lens of the Workplace Big 5

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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.
The Heart of EI – Self Awareness

Conscious knowledge of one’s own character, feelings, motives and desires.”
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
There are a variety of different perspectives in the field of personality... However, the most commonly used and accepted is the Five-Factor model.”

– 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.
Where do your scores fall?
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.

Each of the Super Traits, including their respective Subtraits, are described in detail on the following pages.
Need for Stability  Extraversion  Originality  Accommodation  Consolidation

Worry  Intensity  Interpretation  Rebound Time  Warmth  Sociability  Activity Mode  Taking Charge  Trust of Others  Tact  Imagination  Complexity  Change  Scope  Others’ Needs  Agreement  Humility  Reserve  Perfectionism  Organization  Drive  Concentration  Methodicalness
Your WorkPlace Big Five Profile™ Report

Trait Report
The WorkPlace 4.0 Trait Report:

• Page 1
• The 5 Supertraits
• Note:

Only text that relates to your individual scores appears on this page
Need For Stability (N)

Need for Stability (N) refers to 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.
<table>
<thead>
<tr>
<th>Subtraits</th>
<th>Resilient (N-)</th>
<th>Responsive (N-)</th>
<th>Reactive (N+)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Worry</td>
<td>At ease most of the time</td>
<td>Some concern from time to time</td>
<td>Frequently worries</td>
</tr>
<tr>
<td>Intensity</td>
<td>Usually Calm</td>
<td>Occasionally heated</td>
<td>Quicker temper</td>
</tr>
<tr>
<td>Interpretation</td>
<td>More optimistic</td>
<td>Realistic explanations</td>
<td>Less optimistic</td>
</tr>
<tr>
<td>Rebound Time</td>
<td>Rapid rebound time</td>
<td>Moderate rebound time</td>
<td>Longer rebound time</td>
</tr>
</tbody>
</table>
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.
<table>
<thead>
<tr>
<th>Subtraits</th>
<th>Introvert (E-)</th>
<th>Ambivert (E=)</th>
<th>Extravert (E+)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Warmth</strong></td>
<td>Holds down positive feelings</td>
<td>Demonstrates some positive feelings</td>
<td>Shows a lot of positive feelings</td>
</tr>
<tr>
<td><strong>Sociability</strong></td>
<td>Prefers working alone</td>
<td>Occasionally seeks out others</td>
<td>Prefers working with others</td>
</tr>
<tr>
<td><strong>Activity Mode</strong></td>
<td>Prefers being still or in one place</td>
<td>Maintains a moderate activity level</td>
<td>Prefers to be physically active</td>
</tr>
<tr>
<td><strong>Taking Charge</strong></td>
<td>Prefers being independent of others</td>
<td>Accepts some responsibility of others</td>
<td>Enjoys leading others</td>
</tr>
<tr>
<td><strong>Trust of Others</strong></td>
<td>Skeptical of others</td>
<td>Somewhat trusts others</td>
<td>Readily trusts others</td>
</tr>
<tr>
<td><strong>Tact</strong></td>
<td>Tends to speak more directly</td>
<td>Some care in selecting words</td>
<td>Carefully selects words</td>
</tr>
</tbody>
</table>

*OCHCO*

Office of the Chief Human Capital Officer
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.
<table>
<thead>
<tr>
<th>Subtraits</th>
<th>Preserver (O-)</th>
<th>Moderate (O±)</th>
<th>Explorer (O+)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Imagination</td>
<td>Implements plans</td>
<td>Creates and implements equally</td>
<td>Creates new plans and ideas</td>
</tr>
<tr>
<td>Complexity</td>
<td>Prefers simplicity</td>
<td>Balances simple and complex</td>
<td>Seeks complexity</td>
</tr>
<tr>
<td>Change</td>
<td>Wants to maintain existing methods</td>
<td>Somewhat accepting of changes</td>
<td>Accepting of changes and innovations</td>
</tr>
<tr>
<td>Scope</td>
<td>Attentive to details</td>
<td>Attends to details if needed</td>
<td>Prefers broad view and resists details</td>
</tr>
</tbody>
</table>
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.
<table>
<thead>
<tr>
<th>Subtraits</th>
<th>Challenger (A-)</th>
<th>Negotiator (A=)</th>
<th>Adapter (A+)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Other's Needs</td>
<td>More interested in self needs</td>
<td>Interested in needs of others and self</td>
<td>More interested in others' needs</td>
</tr>
<tr>
<td>Agreement</td>
<td>Welcomes engagement</td>
<td>Seeks resolution</td>
<td>Seeks harmony</td>
</tr>
<tr>
<td>Humility</td>
<td>Wants recognition</td>
<td>Likes some recognition</td>
<td>Uncomfortable with recognition</td>
</tr>
<tr>
<td>Reserve</td>
<td>Often expresses opinions</td>
<td>Expresses opinions somewhat</td>
<td>Keeps opinions to self</td>
</tr>
</tbody>
</table>
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.
<table>
<thead>
<tr>
<th>Subtraits</th>
<th>Flexible (C-)</th>
<th>Balanced (C=)</th>
<th>Focused (C+)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Perfectionism</strong></td>
<td>Low need to refine or polish</td>
<td>Occasional need to refine or polish</td>
<td>Continually refines or polishes</td>
</tr>
<tr>
<td><strong>Organization</strong></td>
<td>Comfortable with little organization</td>
<td>Maintains some organization</td>
<td>Keeps everything organized</td>
</tr>
<tr>
<td><strong>Drive</strong></td>
<td>Satisfied with current achievements</td>
<td>Needs some additional achievement</td>
<td>Craves even more achievement</td>
</tr>
<tr>
<td><strong>Concentration</strong></td>
<td>Shifts easily between on-going tasks</td>
<td>Some shifting between tasks</td>
<td>Completes tasks before shifting</td>
</tr>
<tr>
<td><strong>Methodicalness</strong></td>
<td>Operates in a spontaneous mode</td>
<td>Does some planning</td>
<td>Develops plans for everything</td>
</tr>
</tbody>
</table>
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.
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

**Legend**

- **Green Circle**: GOOD FIT
- **Yellow Circle**: MEDIUM FIT
- **Red Circle**: POOR FIT
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.
  - MEDIUM FIT

- **C3: DRIVE** High Drive provides the energy to engage others across levels of the organization, supporting individual learning and growth for self and others.
  - MEDIUM FIT

- **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.
  - MEDIUM FIT

**Identifiers**

- Is genuinely curious about the natural capabilities, motivation and personal goals of others
- Is approachable, ambitious, composed, empathetic 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!