



Report for Sam Sample



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SIGMA Personality Report

Respondent Information

Name	Sam Sample
ID Number	--
Norm	Optimized: Adult - Combined
Completion Date	November 12, 2024

This report is intended for use by qualified professionals only and should not be shared with the respondent or any other unauthorized persons.

About SIGMA Personality

SIGMA Personality is a measure of personality that is used to assess individuals on several important traits related to their functioning in a wide variety of situations, including the workplace. It builds upon the popular Five-Factor Model of personality, which consists of personality traits that can be used to describe all individuals to varying degrees.

It is important to note that when it comes to personality, higher scores are not always better. There are unique strengths and potential constraints associated with each personality trait. As such, there are no "best" or "right" answers.

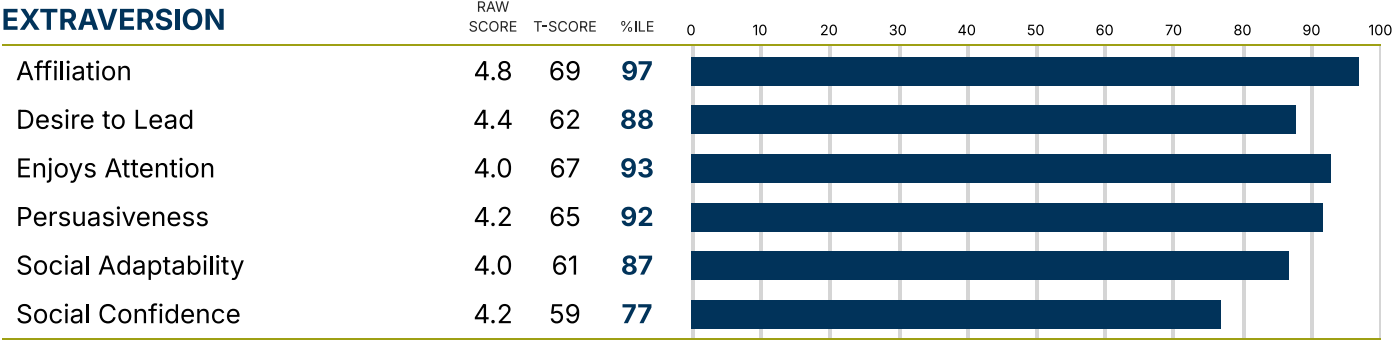
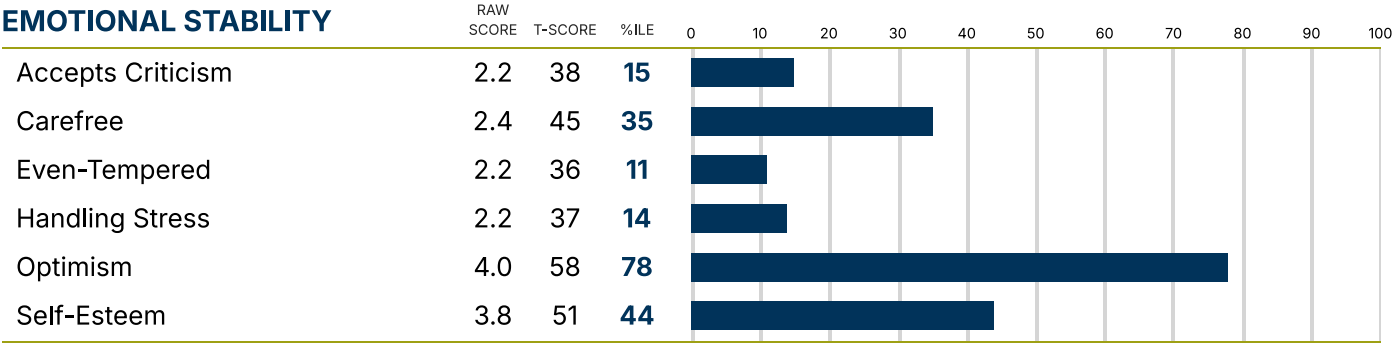
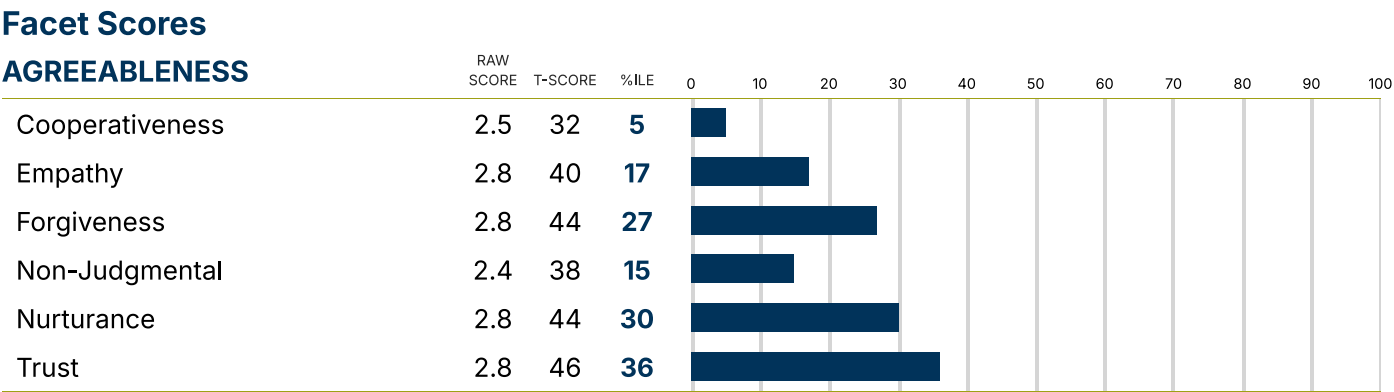
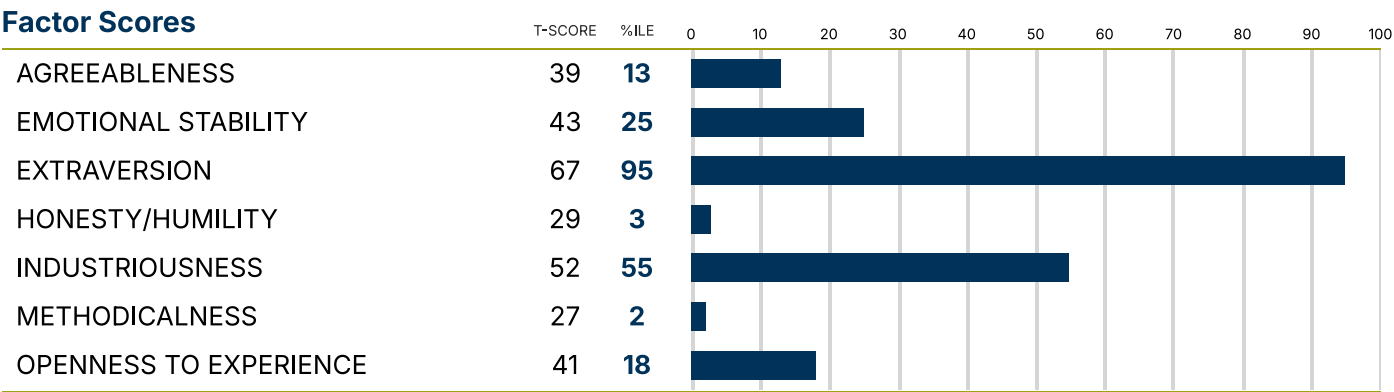
This report should be interpreted by a qualified professional and compared with other available sources of information about the test-taker. This report is confidential and should be treated as such.

Administrative Indices

Impression Management	Sam Sample received a score of 0 out of 6, suggesting that they responded in a candid and honest manner.
Infrequency	Sam Sample received an Infrequency score of 0, indicating that they responded in a purposeful manner.

SIGMA Personality Overview of Results

Norm Group
Optimized: Adult - Combined



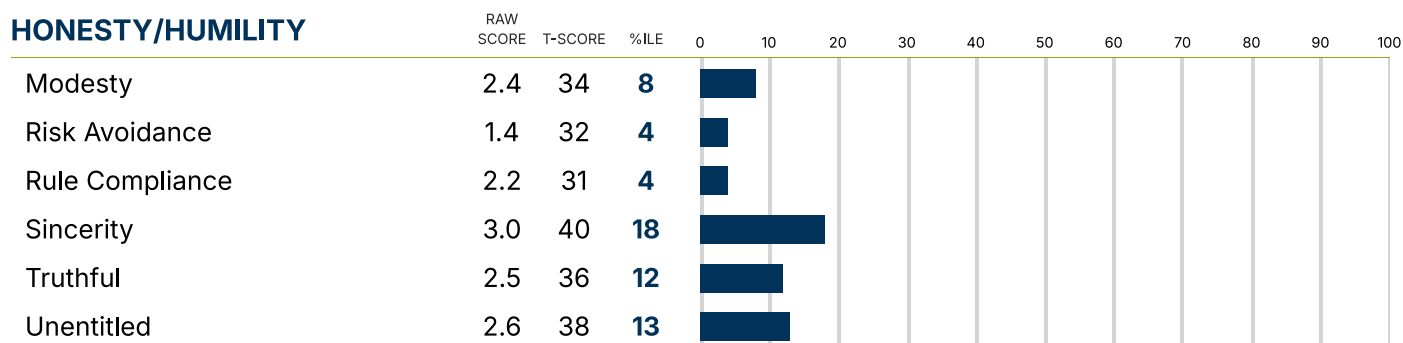
Raw Scores reflect the average score out of 5 for each scale.

SIGMA Personality Overview of Results *continued*

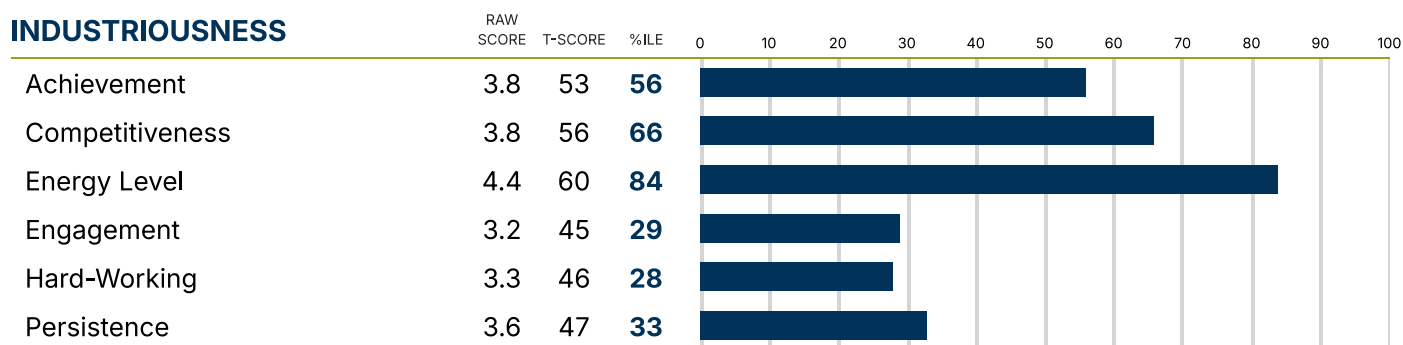
Norm Group
Optimized: Adult - Combined

Facet Scores *continued*

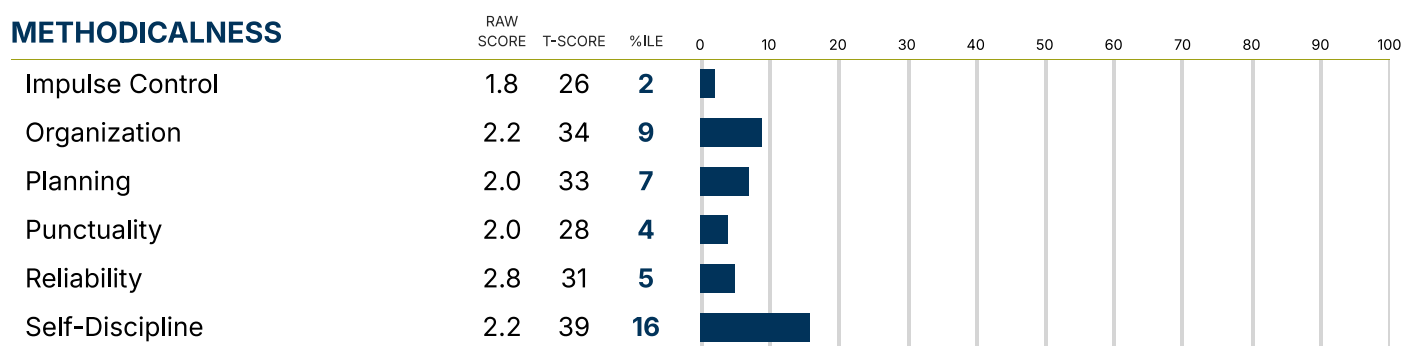
HONESTY/HUMILITY



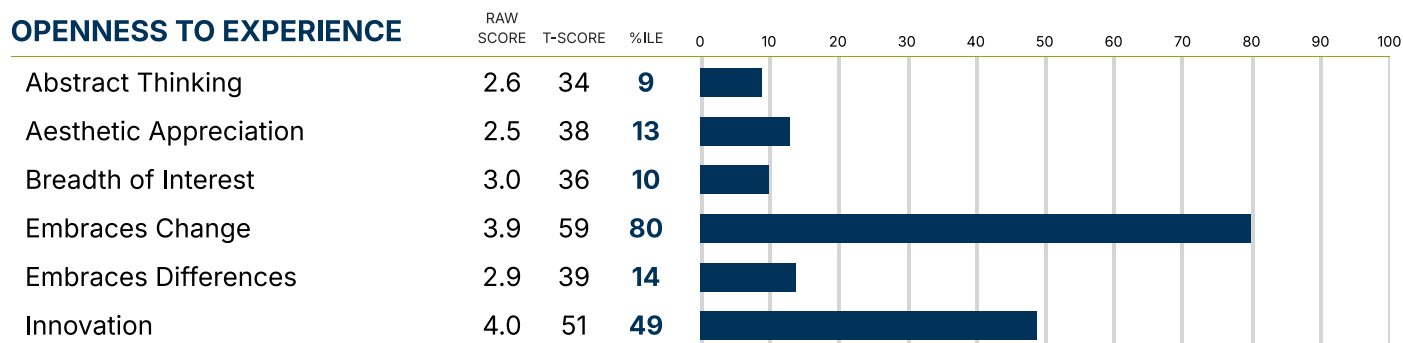
INDUSTRIOUSNESS



METHODICALNESS



OPENNESS TO EXPERIENCE



Raw Scores reflect the average score out of 5 for each scale.

SIGMA Personality Factor Scale Descriptions

	Description of High Scorers	Description of Low Scorers
AGREEABLENESS	Gets along easily with others; demonstrates a genuine desire to help those in need; tends to be forgiving, non-judgmental, and willing to trust others	Opinionated, confrontational, and disinclined to help others; may struggle to form close personal connections; critical and often unwilling to forgive perceived wrongdoings
EMOTIONAL STABILITY	Holds positive views of themselves and of the future; tends to be calm, patient, composed, and confident; unlikely to be upset or offended by criticism	Holds generally low opinions of themselves; likely to be hurt or offended by criticism; expects negative things to happen in the future; tends to worry; may become overwhelmed in stressful situations
EXTRAVERSION	Prefers being part of a group; enjoys being the center of attention or taking on leadership roles; tends to navigate social situations with confidence; skilled at persuading others; appropriately modifies behavior to fit the situation	Prefers solitary activities; may feel uncomfortable or shy in group settings; unlikely to adjust behavior based on the situation; struggles to persuade others; tends to prefer the role of follower than leader
HONESTY/HUMILITY	Tends to be truthful; willing to follow rules; avoids taking risks; straightforward with others; unlikely to brag or be boastful; does not expect to receive special treatment	Willing to flatter, deceive, or cheat to accomplish a particular goal; tends to take chances; may be unwilling to follow rules; tends to feel they are more deserving than others; may be considered boastful or arrogant
INDUSTRIOUSNESS	Tends to strive for excellence and set challenging goals; pursues goals with determination and perseverance; works long hours; pushes themselves to be the best; derives purpose and meaning from their work	Tends to set relatively low expectations for themselves; avoids comparing themselves to others; unlikely to set challenging goals; does just enough to get by; may lack energy or drive to persevere through obstacles; does not derive enjoyment from their work
METHODICALNESS	Well-organized, punctual, and demonstrates initiative; often schedules their time and acts with deliberation; can be counted on to meet deadlines; follows through on commitments	Takes immediate action without planning; quick to make decisions; postpones or defers work; may fall short of meeting their obligations on time
OPENNESS TO EXPERIENCE	Has a wide variety of interests; frequently enjoys thinking deeply about various topics; enjoys new and different experiences; likes working with those who hold different or opposing opinions; tends to be creative and imaginative	Has a narrow range of interests; avoids discussions with those who hold different opinions; prefers routine and things that are familiar; avoids tasks that require originality; may not adjust well to change

SIGMA Personality Facet Scale Descriptions

AGREEABLENESS	Description of High Scorers	Description of Low Scorers
Cooperativeness	Easy to get along with; willing to be flexible and compromise; goes to great lengths to cooperate; accommodates people's wishes; avoids conflict	Refuses to give in or compromise; gets into arguments rather than shying away from confrontation; stubborn and opinionated
Empathy	Identifies closely with people and takes on their emotions; upset by others' misfortunes; values close emotional ties with others; demonstrates compassion and sympathy	Not particularly affected by other people's emotions; displays little compassion or concern for others' problems; may have trouble connecting with others
Forgiveness	Willing to forgive wrongdoings; gives others second chances; moves past disagreements without holding a grudge	Holds a grudge; slow to accept apologies; wants enemies to suffer
Non-Judgmental	Accepts people without judging or criticizing them; avoids quick judgments when meeting someone new	Critical of others; quick to judge others who make a mistake; tends to form immediate opinions about people
Nurturance	Feels compelled to help others; assists others whenever possible; interested in caring for people in need	Disinclined to help others; tends to avoid caring for those who are in need of assistance
Trust	Believes other people are generally trustworthy and well-intentioned; has confidence in others; sees most people as honest and reliable	Naturally suspicious of people's motives and intentions; cynical about whether others can be relied upon; generally suspicious and untrusting of others

SIGMA Personality Facet Scale Descriptions *continued*

EMOTIONAL STABILITY

	Description of High Scorers	Description of Low Scorers
Accepts Criticism	Not easily offended or upset by criticism; unlikely to interpret negative comments as a personal attack; open to receiving feedback on personal shortcomings	Likely to defend oneself against criticism; takes offence easily; interprets critical comments as a personal attack
Carefree	Tends not to worry or be burdened with inappropriate levels of fear or anxiety; rarely feels nervous or insecure	Prone to worrying; often feels nervous; tends to dwell on negative thoughts; anticipates the worst
Even-Tempered	Rarely gets angry; patiently handles provocations without becoming upset; does not express frustration or annoyance when irritated; stays calm when provoked	Prone to losing temper; easily annoyed or frustrated; expresses irritations and frustrations; lacks control over negative reactions
Handling Stress	Remains calm in stressful situations; performance is maintained or even enhanced in a crisis; remains focused even when others may panic; usually composed and collected when under stress	Has difficulty coping with stressful situations; tends to panic in emergencies; becomes overwhelmed in stressful situations
Optimism	Believes good things will happen in the future; looks on the favorable side of events; expects positive outcomes; expresses optimism about the future; full of hope	Tends to believe bad things will happen in the future; often sees the worst in most situations; lacks hope for the future
Self-Esteem	Has positive views of self; generally feels good about and likes oneself; possesses confidence in abilities; takes pride in and values own accomplishments and contributions	Generally has a low self-opinion; often questions self-worth and abilities

SIGMA Personality Facet Scale Descriptions *continued*

EXTRAVERSION	Description of High Scorers	Description of Low Scorers
Affiliation	Prefers group activities over those done alone; enjoys socializing and meeting new people; would rather work with people than alone	Prefers to work alone; does not actively seek out the company of others; has little desire to meet new people; does not initiate conversations
Desire to Lead	Prefers to influence or direct people rather than follow others; enjoys the role of leader and is likely to assume leadership positions in groups	Tends to avoid positions of authority and leadership; prefers to follow others rather than lead; does not show an interest in leading others
Enjoys Attention	Wants to be the center of attention; drawn to the spotlight; enjoys performing for and entertaining others; loves having an audience	Feels uncomfortable receiving attention from others; prefers to go unnoticed; experiences shyness when at the center of attention
Persuasiveness	Tends to be skillful at persuading others to achieve a particular goal, sometimes by indirect means; can talk people into doing things or into changing their minds	Has difficulty convincing people; speaks in a direct, straightforward manner that may be perceived as blunt; does not enjoy trying to persuade others
Social Adaptability	Regulates behavior to accommodate social situations; can fit comfortably into most situations; good at telling stories and believable lies; skilled at detecting social nuance	Acts without considering the audience; does not adjust behavior based on social nuances and situations; has difficulty deceiving people
Social Confidence	Confident interacting with others in social settings; not easily embarrassed; projects confidence in social situations and when in front of a group	Feels shy and awkward among people, especially strangers; uncomfortable in most social situations; prefers to remain unnoticed at social events; has difficulty speaking up in groups; easily embarrassed

SIGMA Personality Facet Scale Descriptions *continued*

HONESTY/HUMILITY	Description of High Scorers	Description of Low Scorers
Modesty	Avoids boasting about accomplishments; shows humility instead of bragging; adopts a humble demeanor, refraining from arrogance	May be perceived as arrogant or egotistical; prone to bragging and boasting; may be confident to the point of cockiness
Risk Avoidance	Avoids taking risks, even when there are large potential rewards; cautious about unpredictable situations; unlikely to place bets or gamble; chooses the safe option over uncertain ones; does not take chances	Enjoys taking chances and participating in situations with uncertain outcomes; seeks out thrills and adventures; willing to take big risks for big rewards
Rule Compliance	Closely follows rules, even ones that may seem trivial; likes being guided by rules, having a positive view of them; does not feel inconvenienced by following laws and rules	Sees rules as a hassle; finds ways to get around the rules; resents having to follow trivial or minor rules; opposes authority
Sincerity	Speaks in a direct, straightforward manner; unwilling to use deception to gain agreement	Willing to manipulate people to achieve a goal; socially skilled at pretending, flattering, and tricking people
Truthful	Has a strong sense compelling one to be honest; tells the truth even when it may be hard or problematic to do so; avoids lying, cheating, or stealing	Willing to lie or cheat for personal gains; believes dishonesty is only problematic if one gets caught; inclined to be selfish rather than do what others might consider right
Unentitled	Does not want or expect to get more than others do; shuns special treatment; believes others are just as capable and worthy of respect	Feels entitled to get more than other people do; sees oneself as more deserving than others; expects special treatment

SIGMA Personality Facet Scale Descriptions *continued*

INDUSTRIOUSNESS	Description of High Scorers	Description of Low Scorers
Achievement	Strives for excellence in all areas of life; sets ambitious goals for oneself; highly motivated to reach goals and be the best	Unconcerned about challenging oneself; not particularly driven to create or achieve goals; sets relatively low expectations for oneself
Competitiveness	Has a strong desire to win and outperform others; tends to view many situations as a competition; frequently compares self to others; prioritizes winning	Avoids comparing oneself to others; happy to see other people succeed; focuses on fun rather than winning
Energy Level	Active and spirited; has an abundance of energy; full of vitality; does not tire easily; prefers to stay active rather than rest	Tires quickly and easily; avoids strenuous activities; lacks stamina; avoids tasks requiring sustained effort
Engagement	Derives meaning, pride, and happiness from work; gets absorbed in work tasks; wakes up eager to start working	Views their work as relatively pointless, boring, and uninspiring; easily bored by work; does not enjoy what they do
Hard-Working	Enjoys hard work and working long hours; does more than necessary; pushes oneself to one's limits; puts work above other priorities	Avoids hard work; does just enough work to get by; likely to prioritize fun over work
Persistence	Perseveres in the face of obstacles; works tirelessly to overcome barriers; exhibits an abundance of determination; committed to tackling problems without giving up	Gives up quickly when facing problems; unconcerned with overcoming obstacles; does not push oneself beyond normal limits; lacks drive to persist in the face of challenges

SIGMA Personality Facet Scale Descriptions *continued*

METHODICALNESS	Description of High Scorers	Description of Low Scorers
Impulse Control	Acts with deliberation; ponders issues and decisions carefully before acting; avoids spontaneity	Tends to act in the moment; often makes hasty decisions; perceived by others as impulsive
Organization	Keeps personal effects and surroundings organized; values being neat and tidy; bothered by mess	Tends to be messy and disorganized; forgets to return things to their places; struggles to stay organized and keep track of belongings
Planning	Creates and follows detailed plans; prefers to schedule activities beforehand; likes having a plan	Avoids making detailed plans or preparations; prefers to take immediate action rather than follow a schedule; dislikes following a routine
Punctuality	Arrives early or on time for appointments; finishes projects on or before the deadline	Often running late; prone to falling behind in work and missing deadlines
Reliability	Follows through on commitments; keeps promises; can be counted upon to meet obligations	May be willing to break promises and commitments; sometimes falls short of obligations
Self-Discipline	Starts tasks without delay; takes initiative to complete unpleasant chores; starts on work tasks without any delay or procrastination	Procrastinates by putting off unpleasant tasks; delays starting on chores; waits until the last moment to begin work; defers or postpones work until later

SIGMA Personality Facet Scale Descriptions *continued*

OPENNESS TO EXPERIENCE

Description of High Scorers

Description of Low Scorers

Abstract Thinking	Enjoys thinking, especially about topics with no clear answer or solution; likes to solve puzzles and discuss theories; explores all aspects of a problem in depth	Does not enjoy thinking deeply about topics, particularly about things that are hard to understand; avoids examining topics in depth; does not probe beyond obvious or minimal information; dislikes philosophical discussions
Aesthetic Appreciation	Deeply moved by art and beauty; pays attention to aesthetics and is sensitive to finding beauty in many experiences, including nature	Not particularly moved by art or beauty; unlikely to find beauty in nature; largely oblivious to aesthetics
Breadth of Interest	Loves to learn new things and likely to be interested in almost any topic; enjoys lectures, museums, and other educational experiences	Uninterested in learning new things or being introduced to new activities; may have a narrow range of interests
Embraces Change	Prefers new and different experiences; welcomes and adapts readily to change; values and enjoys having variety in tasks; would rather try new techniques over sticking with established methods	Prefers familiar activities; would rather stick with well-tested methods than try new ones; accepts and enjoys routine; avoids variety; dislikes change; has difficulty adjusting to change; seeks regularity and continuity
Embraces Differences	Enjoys working with people from different backgrounds and work styles; likes to discuss differences of opinion; open to changing one's beliefs	Dislikes talking about differences of opinion; avoids talking to people who disagree, or who hold unconventional beliefs; prefers to work with people from a similar culture or background
Innovation	A creative and imaginative individual; enjoys activities that require original thinking; motivated to develop novel solutions to problems; frequently generates new and inventive ideas	Demonstrates little interest in being creative; avoids tasks that require originality; tends to avoid activities that require new ideas

Appendix Summary of Raw Responses

SIGMA Personality Responses

Key	1					2					3					4					5					
	Strongly Disagree					Disagree					Neutral					Agree					Strongly Agree					
Item Number		Responses																								
1 – 25	2	3	1	4	4	4	4	5	2	1	3	4	3	4	4	2	3	4	4	4	5	2	3	3	2	
26 – 50	3	4	4	4	4	3	1	4	3	5	4	4	2	4	3	4	3	2	2	4	4	2	1	3	3	
51 – 75	4	4	4	3	2	4	5	2	5	4	1	4	4	4	3	3	4	3	5	4	3	4	4	2	4	
76 – 100	4	4	4	4	2	4	4	3	5	5	2	4	2	3	4	3	4	4	2	3	2	4	1	2	3	
101 – 125	4	5	1	2	3	2	2	3	4	5	4	2	2	5	4	4	4	3	3	4	2	3	3	3	2	
126 – 150	4	4	3	2	4	4	3	2	2	3	3	4	4	4	2	2	2	4	3	1	4	3	2	3	4	
151 – 175	4	3	4	2	3	2	4	2	3	1	4	1	3	4	2	1	2	4	3	4	2	4	4	3	3	
176 – 200	2	4	4	3	3	3	3	4	3	2	2	4	4	2	2	3	4	3	4	2	3	2	1	4	3	
201 – 225	4	2	3	2	4	3	4	4	3	4	4	3	2	5	4	4	4	5	4	3	3	2	4	4	4	
226 – 250	4	3	4	3	2	3	3	3	4	4	3	2	4	2	4	2	2	4	4	1	2	3	4	4	4	
251 – 260	3	4	4	2	4	3	3	2	3	2																