

# TALENT ASSESSMENT NEO TT PROFESSIONAL

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**Report for**

Person X

08/12/2024



**Together we help you better  
understand yourself and discover  
your drivers and strengths.**

# HISTORY NEO TT

Big Five tests are psychometric instruments used worldwide to map personality. They are used in recruitment, but equally to help someone make a career choice.

The name Big Five comes from the five personality traits we measure:

- Emotionality (anxious vs calm)
- Extraversion (outgoing vs reserved)
- Tolerance (accommodating vs critical)
- Conscientiousness (structured vs disorganized)
- Openness to Experience (creative vs conventional)

Psychologists Paul Costa and Robert McCrae laid the foundation for this model in the 1970s and 1980s, with their research into Neuroticism, Extraversion and Openness. That is where the name NEO comes from. Tolerance and Conscientiousness were added later, which produced the scientifically validated model we know today as the Big Five.

For the NEO TT we work with items from the International Personality Item Pool (IPIP).

To interpret someone's score on a scale properly, we compare it with a large group of people who completed the questionnaire in the same situation (gender, job role and nationality). We call this the norm group. In other words: a Belgian male manager is compared with a group of other Belgian male managers.

We also report a percentile score. The 98th percentile, for example, is the value at which 98% of the scores are lower and 2% are higher.

An accurate and fair picture only emerges if that norm group is representative and up to date. Our norm group was set up in 2020 and consists of people with Belgian nationality. We update it every year with new participants, so your scores are compared with people of today.

DOMAIN

FACETS OF DOMAIN

|                        |                                                                                                                           |
|------------------------|---------------------------------------------------------------------------------------------------------------------------|
| Extraversion           | Friendliness, Gregariousness, Assertiveness, Excitement seeking, Activity level, Cheerfulness                             |
| Tolerance              | Trust, Morality, Altruism, Cooperation, Modesty, Compassion                                                               |
| Emotionality           | Anxiety, Anger, Depression, Shyness, Immoderation, Stress sensitivity                                                     |
| Conscientiousness      | Confidence, Orderliness, Dutifulness, Achievement striving, Self-Discipline, Cautiousness                                 |
| Openness to Experience | Imagination, Artistic interests, Emotionally intuitive, Open to new experiences, Intellect, Openness to alternative ideas |

# EXTRAVERSION

## DEFINITION

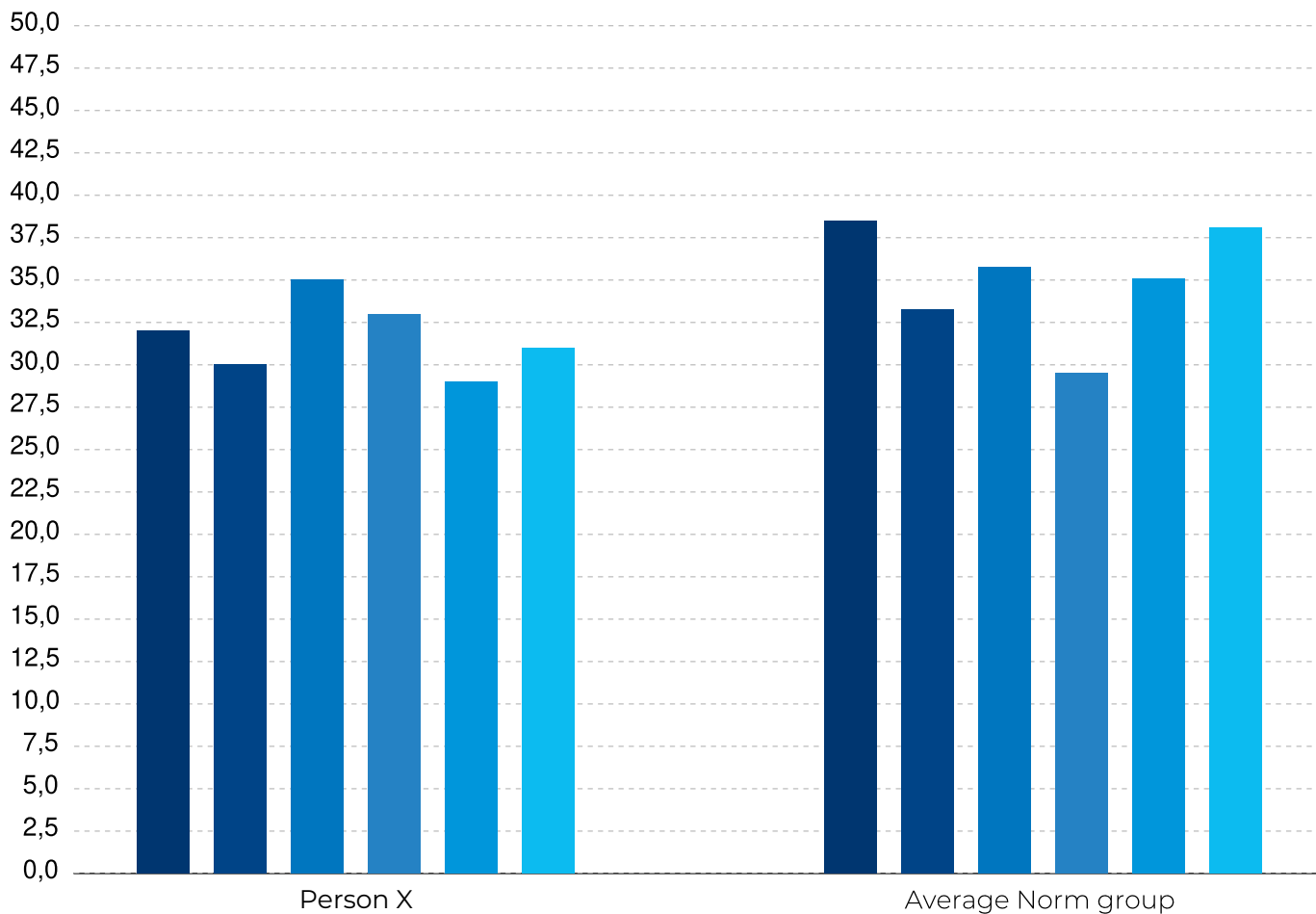
This part of the NEO TT test relates to the degree to which people are full of vitality and show this enthusiastically to those around them. They love any social situation, seek out busy environments, and feel right at home at parties or other crowded events.

People who score high on extraversion feel completely at ease when they are at the center of attention, speaking to a large audience, or expected to spontaneously take the lead. They enjoy every social gathering and love engaging with strangers. They often respond enthusiastically with 'Yes!' or 'Let's go!' when faced with exciting new experiences.

In contrast, those who score low on extraversion are very reserved and value their privacy. They prefer to stay in the background and avoid busy birthday parties. When they are the center of attention, they feel uncomfortable and would prefer to disappear.

Characteristic adjectives for extraversion include, on the one hand: exuberant, cheerful, spontaneous, open, lively, enthusiastic, jovial, optimistic, and on the other hand: introverted, reserved, quiet, somber, withdrawn, distant, and shy.

■ Friendliness ■ Gregariousness ■ Assertiveness ■ Excitement seeking ■ Activity level  
■ Cheerfulness



# EXTRAVERSION

## FRIENDLINESS

LOW SCORE < 36.18/50  
AVERAGE > 36.18/50 and < 41.14/50  
HIGH SCORE > 41.14/50

Individuals who score low on Friendliness aren't necessarily cold or hostile, but they tend not to initiate contact with others and may come across as distant and reserved. Conversely, those with high scores genuinely enjoy being around others and readily express positive emotions toward them. They quickly form friendships and find it easy to establish close, intimate relationships.

The average score on this facet of the norm group is 38.66/50 or 77%, percentile 45. Your score is 32/50 or 64%, percentile 9.

## GREGARIOUSNESS

LOW SCORE < 31.16/50  
AVERAGE > 31.16/50 and < 36.3/50  
HIGH SCORE > 36.3/50

People with a low score don't particularly enjoy large gatherings. They tend to need more privacy and time for themselves. They are more introverted types. People with a high score are more extroverted. They enjoy company, love large gatherings, and appreciate being part of a group.

The average score on this facet of the norm group is 33.73/50 or 67%, percentile 48. Your score is 30/50 or 60%, percentile 23.

## ASSERTIVENESS

LOW SCORE < 33.11/50  
AVERAGE > 33.11/50 and < 37.99/50  
HIGH SCORE > 37.99/50

People with a low score in this area tend not to talk much and are more likely to let others take the lead. They are less comfortable when the attention is focused on them. People with a high score enjoy taking the lead, are capable of motivating others to complete tasks, and are more likely to express their opinions.

The average score on this facet of the norm group is 35.55/50 or 71%, percentile 48. Your score is 35/50 or 70%, percentile 40.

## EXCITEMENT SEEKING

LOW SCORE < 27.27/50  
AVERAGE > 27.27/50 and < 33.41/50  
HIGH SCORE > 33.41/50

People with a low score are less fond of excitement and commotion. They prefer to stay in their comfort zone. They don't seek out action and aren't particularly fond of noise. People with a high score get bored more quickly when their challenge is gone. They enjoy adventure, excitement, action, and paths that aren't easy.

The average score on this facet of the norm group is 30.34/50 or 61%, percentile 52. Your score is 33/50 or 66%, percentile 67.

## ACTIVITY LEVEL

LOW SCORE < 32.75/50  
AVERAGE > 32.75/50 and < 37.11/50  
HIGH SCORE > 37.11/50

People with a low score tend to move at a slower pace. They are calmer and allow things to progress at their own speed.

People with a high score lead a faster and more challenging life. They move quickly, are energetic and strong, rarely sit still, and often engage in multiple activities at once.

The average score on this facet of the norm group is 34.93/50 or 70%, percentile 45. Your score is 29/50 or 58%, percentile 7.

## CHEERFULNESS

LOW SCORE < 35.38/50  
AVERAGE > 35.38/50 and < 40.72/50  
HIGH SCORE > 40.72/50

People with a low score tend to be more reserved. They make fewer jokes and are less easily amused.

People with a high score usually display a positive attitude. They are enthusiastic, happy, and enjoy having fun. They laugh out loud and love life.

The average score on this facet of the norm group is 38.05/50 or 76%, percentile 50. Your score is 31/50 or 62%, percentile 5.

# TOLERANCE

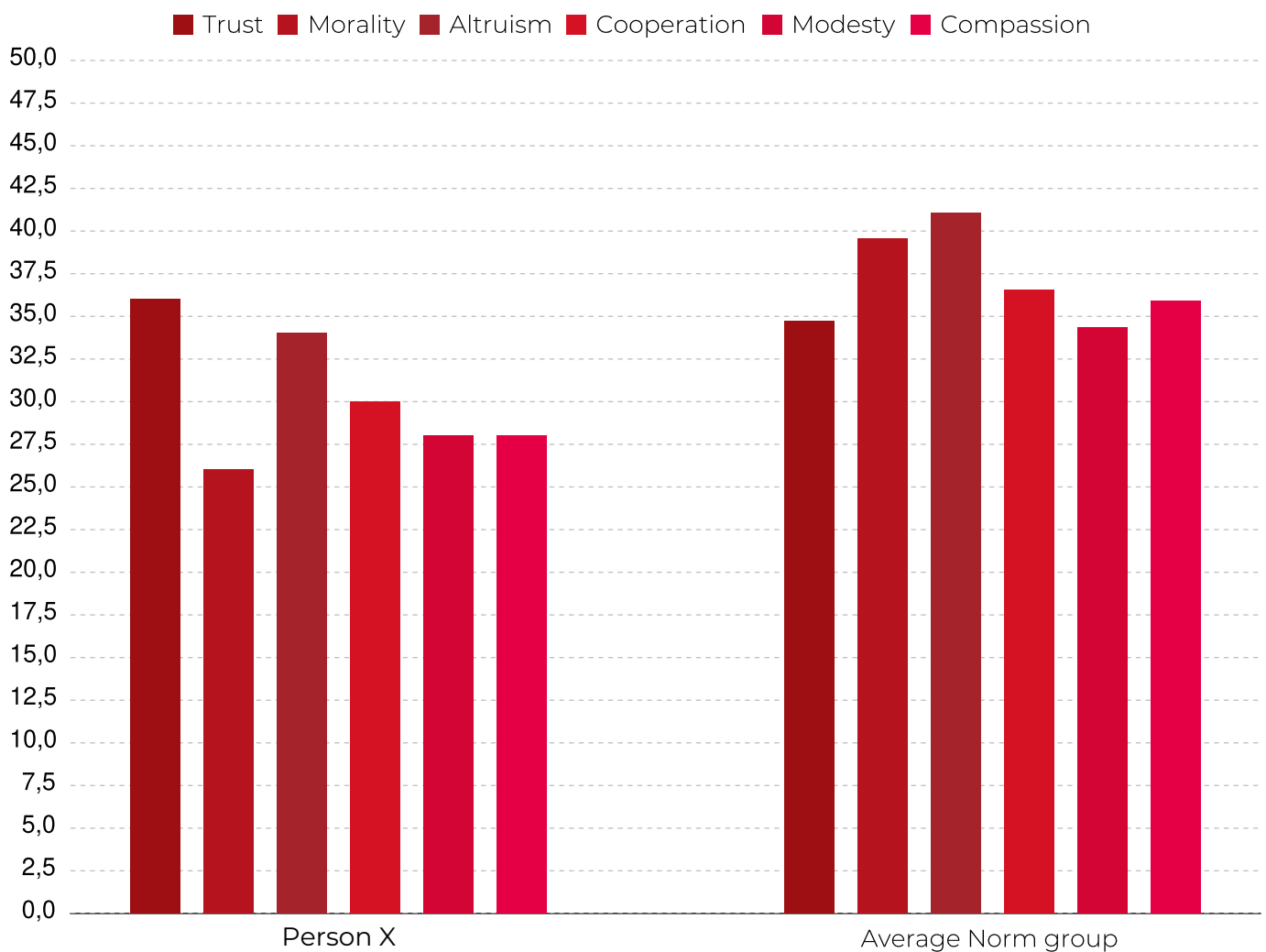
## DEFINITION

This refers to the degree to which people are gentle, forgiving, adaptable, and patient.

People who score high on tolerance quickly seek compromises when there is a disagreement. They avoid conflicts or try to calm them with a middle-ground solution. They are very patient, stay calm in difficult situations, and control their anger. They prefer cooperation with others over personal gain. Tolerant people also have an optimistic view of humanity; they believe that people are generally honest, decent, and trustworthy.

On the other hand, people who score low on tolerance lack patience, are quicker to anger, and are more likely to confront others. They are highly critical of others, rarely admit their own mistakes, and find it hard to forgive. They generally do not concern themselves with the well-being of others. Their skepticism about the motives of others can lead to distrust, hostility, and opposition.

Characteristic adjectives for tolerance include, on the one hand: kind, calm, patient, forgiving, gentle, peaceful, compassionate, lenient; and on the other hand: hot-tempered, aggressive, rebellious, impulsive, stubborn, unreasonable, bossy, authoritarian.



# TOLERANCE

## TRUST

LOW SCORE < 31.91/50  
AVERAGE > 31.91/50 and < 38.45/50  
HIGH SCORE > 38.45/50

People with a low score on trust tend to view others as selfish, unreliable, and potentially dangerous. They carry a sense of suspicion.  
People with a high score on trust assume that most people are honest, fair, and have good intentions.

The average score on this facet of the norm group is 35.18/50 or 70%, percentile 45.  
Your score is 36/50 or 72%, percentile 47.

## MORALITY

LOW SCORE < 37.24/50  
AVERAGE > 37.24/50 and < 42.04/50  
HIGH SCORE > 42.04/50

People with a low score are more likely to manipulate others to achieve their own goals. They have less difficulty putting pressure on people or bypassing rules.  
People with a high score will not try to manipulate others. They adhere to rules and agreements, even if it means a personal loss.

The average score on this facet of the norm group is 39.64/50 or 79%, percentile 39.  
Your score is 26/50 or 52%, percentile 0.

## ALTRUISM

LOW SCORE < 39.12/50  
AVERAGE > 39.12/50 and < 43.92/50  
HIGH SCORE > 43.92/50

People with a low score are more likely to look down on others and are less inclined to take the time to help them. Saying nice things about others is also more difficult for them.  
People with a high score enjoy helping others. They see doing things for others as a form of self-fulfillment rather than self-sacrifice. They will make an effort to ensure others feel welcome and often say kind things about them.

The average score on this facet of the norm group is 41.52/50 or 83%, percentile 48.  
Your score is 34/50 or 68%, percentile 7.

## COOPERATION

LOW SCORE < 33.88/50  
AVERAGE > 33.88/50 and < 39.16/50  
HIGH SCORE > 39.16/50

People with a low score tend to have a sharper tongue, are quicker to intimidate others, and may harbor grudges.  
People with a high score dislike conflicts or confrontations. They will try to find compromises and put aside their own needs to achieve this.

The average score on this facet of the norm group is 36.52/50 or 73%, percentile 43.  
Your score is 30/50 or 60%, percentile 7.

## MODESTY

LOW SCORE < 31.72/50  
AVERAGE > 31.72/50 and < 36.56/50  
HIGH SCORE > 36.56/50

People with a low score on modesty often believe they are better than others. They think highly of themselves and believe they know the answers to many questions.  
People with a high score see themselves more as average individuals. They are unlikely to brag about their abilities and often dislike talking about themselves.

The average score on this facet of the norm group is 34.14/50 or 68%, percentile 48.  
Your score is 28/50 or 56%, percentile 12.

## COMPASSION

LOW SCORE < 34.05/50  
AVERAGE > 34.05/50 and < 39.17/50  
HIGH SCORE > 39.17/50

People with a low score on compassion are not quick to show empathy. They judge based on numbers and facts, without taking human suffering into account.  
People with a high score on compassion are tender and compassionate.

The average score on this facet of the norm group is 36.61/50 or 73%, percentile 41.  
Your score is 28/50 or 56%, percentile 5.

# EMOTIONALITY

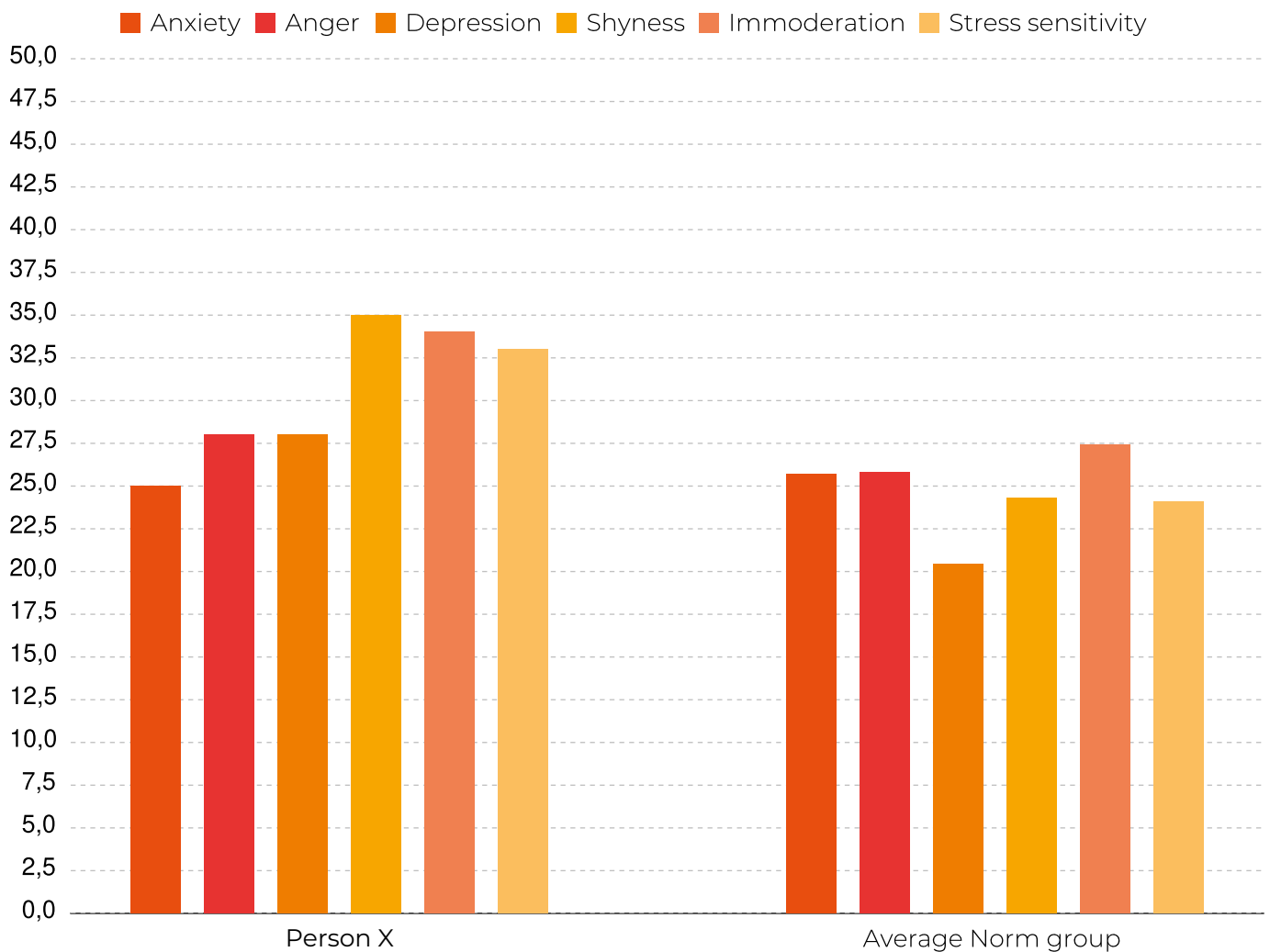
## DEFINITION

This refers to the degree to which people tend to be anxious, worried, dependent, and sentimental.

Individuals who score high on emotionality are more likely to experience worry, concern, or perceive fear and danger. They often need emotional support from others and are more likely to empathize with the concerns of those around them.

Those who score low on emotionality tend to be more distant and independent. They show less interest in others and do not easily form emotional attachments. They experience little fear and are rarely affected by stress. They approach dangerous situations with full determination.

Characteristic adjectives for emotionality include, on the one hand: hypersensitive, indecisive, fearful, sentimental, dreamy, anxious, dependent, labile, nervous, unbalanced, uncertain, emotional, panicky; and on the other hand: determined, stable, confident, balanced, decisive, resolute, firm, cool-headed, and independent.



# EMOTIONALITY

## ANXIETY

LOW SCORE < 22.36/50  
AVERAGE > 22.36/50 and < 27.68/50  
HIGH SCORE > 27.68/50

People with a low score are generally calm and brave. They do not worry easily and adapt quickly to new situations.  
For individuals with a high anxiety score, the "fight-or-flight" system is activated quickly. As a result, people with a high score often feel that something dangerous or bad is about to happen. They are more prone to feeling scared, tense, anxious, and nervous.

The average score on this facet of the norm group is 25.02/50 or 50%, percentile 55.  
Your score is 25/50 or 50%, percentile 51.

## ANGER

LOW SCORE < 22.16/50  
AVERAGE > 22.16/50 and < 28.62/50  
HIGH SCORE > 28.62/50

People with a low score do not get angry easily. They tend to remain patient and calm for longer periods.  
People with a high score become irritated quickly when things don't go their way. They are more likely to complain and are often in a bad mood.

The average score on this facet of the norm group is 25.39/50 or 51%, percentile 50.  
Your score is 28/50 or 56%, percentile 70.

## DEPRESSION

LOW SCORE < 17.7/50  
AVERAGE > 17.7/50 and < 23.52/50  
HIGH SCORE > 23.52/50

People with a low score are usually optimistic and feel comfortable in their own skin. People with a high score tend to feel more down or depressed. They experience more frequent mood swings and have a lower self-esteem.

The average score on this facet of the norm group is 20.61/50 or 41%, percentile 61.  
Your score is 28/50 or 56%, percentile 88.

## SHYNESS

LOW SCORE < 22.11/50  
AVERAGE > 22.11/50 and < 27.53/50  
HIGH SCORE > 27.53/50

People with a low score don't worry about what others think of them. They feel confident and comfortable in new situations.  
Shy individuals (people with a high score) are sensitive to what others think of them. They find it harder to approach others and are more easily intimidated.

The average score on this facet of the norm group is 24.82/50 or 50%, percentile 45.  
Your score is 35/50 or 70%, percentile 100.

## IMMODERATION

LOW SCORE < 26.07/50  
AVERAGE > 26.07/50 and < 30.65/50  
HIGH SCORE > 30.65/50

People with a low score can more easily resist temptations that would distract them from their goals or cause regret later. They rarely spend more than they can afford.  
People with a high score tend to focus on short-term pleasure rather than long-term thinking. They may overindulge, spend too much money, eat too much, and later regret their actions.

The average score on this facet of the norm group is 28.36/50 or 57%, percentile 48.  
Your score is 34/50 or 68%, percentile 86.

## STRESS SENSITIVITY

LOW SCORE < 21.57/50  
AVERAGE > 21.57/50 and < 26.15/50  
HIGH SCORE > 26.15/50

People with a low score feel more balanced and confident. They remain calm under pressure and can handle complex problems more easily.  
People with a high score experience panic, confusion, and helplessness when under pressure or stress. Decision-making becomes more difficult for them.

The average score on this facet of the norm group is 23.86/50 or 48%, percentile 52.  
Your score is 33/50 or 66%, percentile 100.

# CONSCIENTIOUSNESS

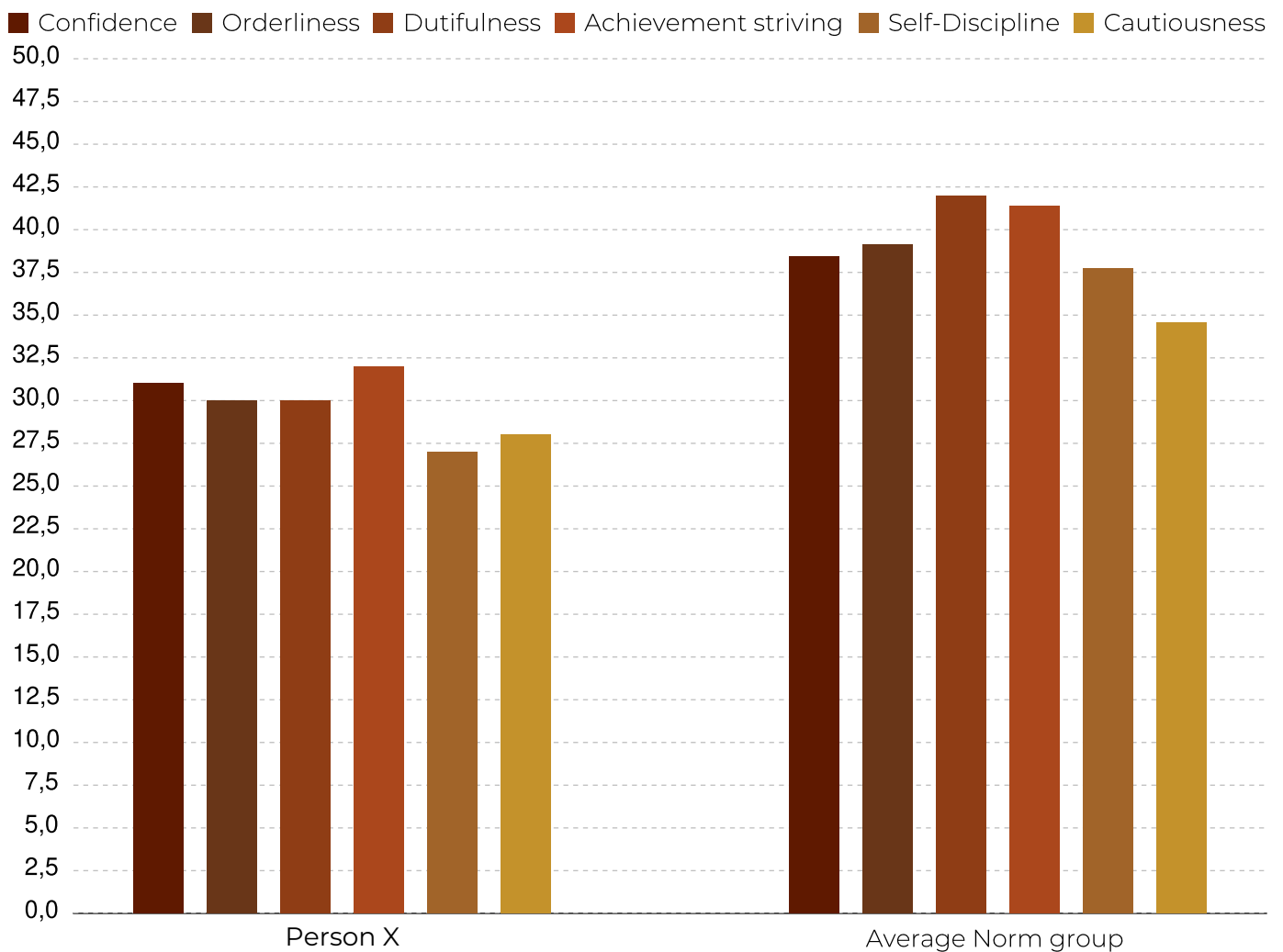
## DEFINITION

This part of the NEO TT test relates to the degree to which people are orderly, diligent, perfectionistic, and thoughtful.

Those who score high on conscientiousness are excellent at organizing, highly disciplined, work with precision, and strive for perfection.

Those who score low on conscientiousness are sloppy, often late, don't worry about the mistakes they make, and make impulsive decisions.

Characteristic adjectives for conscientiousness include, on the one hand: careful, precise, orderly, disciplined, diligent, conscientious, punctual, rigorous, perfectionistic, serious; and on the other hand: careless, thoughtless, lazy, inaccurate, irresponsible, impulsive, rebellious, lax, indifferent, and unpredictable.



# CONSCIENTIOUSNESS

## CONFIDENCE

LOW SCORE < 36.29/50  
AVERAGE > 36.29/50 and < 40.07/50  
HIGH SCORE > 40.07/50

People with a low score do not feel confident and often believe they have no control over themselves or situations. They frequently feel that they contribute very little.  
A person with a high score has confidence in their ability to achieve things. They believe they possess the intelligence, drive, and self-control necessary to succeed.

The average score on this facet of the norm group is 38.18/50 or 76%, percentile 55.  
Your score is 31/50 or 62%, percentile 0.

## ORDERLINESS

LOW SCORE < 34.21/50  
AVERAGE > 34.21/50 and < 41.07/50  
HIGH SCORE > 41.07/50

People with a low score are less orderly. They have less discipline and routine, and tend to leave things lying around more easily.  
People with a high score work in an organized and structured manner. They enjoy routines and planning, and keep things tidy.

The average score on this facet of the norm group is 37.64/50 or 75%, percentile 41.  
Your score is 30/50 or 60%, percentile 12.

## DUTIFULNESS

LOW SCORE < 39.42/50  
AVERAGE > 39.42/50 and < 44.04/50  
HIGH SCORE > 44.04/50

People with a low score are more likely to break rules and may sometimes fail to keep promises. They tend to neglect their obligations.  
People with a high score have a strong sense of duty and high moral values. They pay their bills on time, keep their promises, and rarely break rules.

The average score on this facet of the norm group is 41.73/50 or 83%, percentile 36.  
Your score is 30/50 or 60%, percentile 0.

## ACHIEVEMENT STRIVING

LOW SCORE < 38.92/50  
AVERAGE > 38.92/50 and < 43.58/50  
HIGH SCORE > 43.58/50

People with a low score will do the minimum to achieve their goals. They tend to invest less time and effort in their work. Their drive for success is often not very strong.  
People with a high score strive for excellent results. Their ambition for success helps them achieve their goals. They know what they want in life and in their career, and they pursue their goals with determination.

The average score on this facet of the norm group is 41.25/50 or 83%, percentile 52.  
Your score is 32/50 or 64%, percentile 2.

## SELF-DISCIPLINE

LOW SCORE < 34.16/50  
AVERAGE > 34.16/50 and < 40.38/50  
HIGH SCORE > 40.38/50

Those with low self-discipline tend to procrastinate when making decisions and find it difficult to start tasks. They often waste their time.  
People with high self-discipline are usually well-prepared, tackle tasks immediately, and execute their plans.

The average score on this facet of the norm group is 37.27/50 or 75%, percentile 50.  
Your score is 27/50 or 54%, percentile 2.

## CAUTIOUSNESS

LOW SCORE < 30.81/50  
AVERAGE > 30.81/50 and < 36.79/50  
HIGH SCORE > 36.79/50

People with a low score tend to react more impulsively. They act without considering the potential consequences beforehand.  
People with a high score will think carefully before taking action. They only make decisions when they are certain.

The average score on this facet of the norm group is 33.8/50 or 68%, percentile 48.  
Your score is 28/50 or 56%, percentile 16.

# OPENNESS TO EXPERIENCE

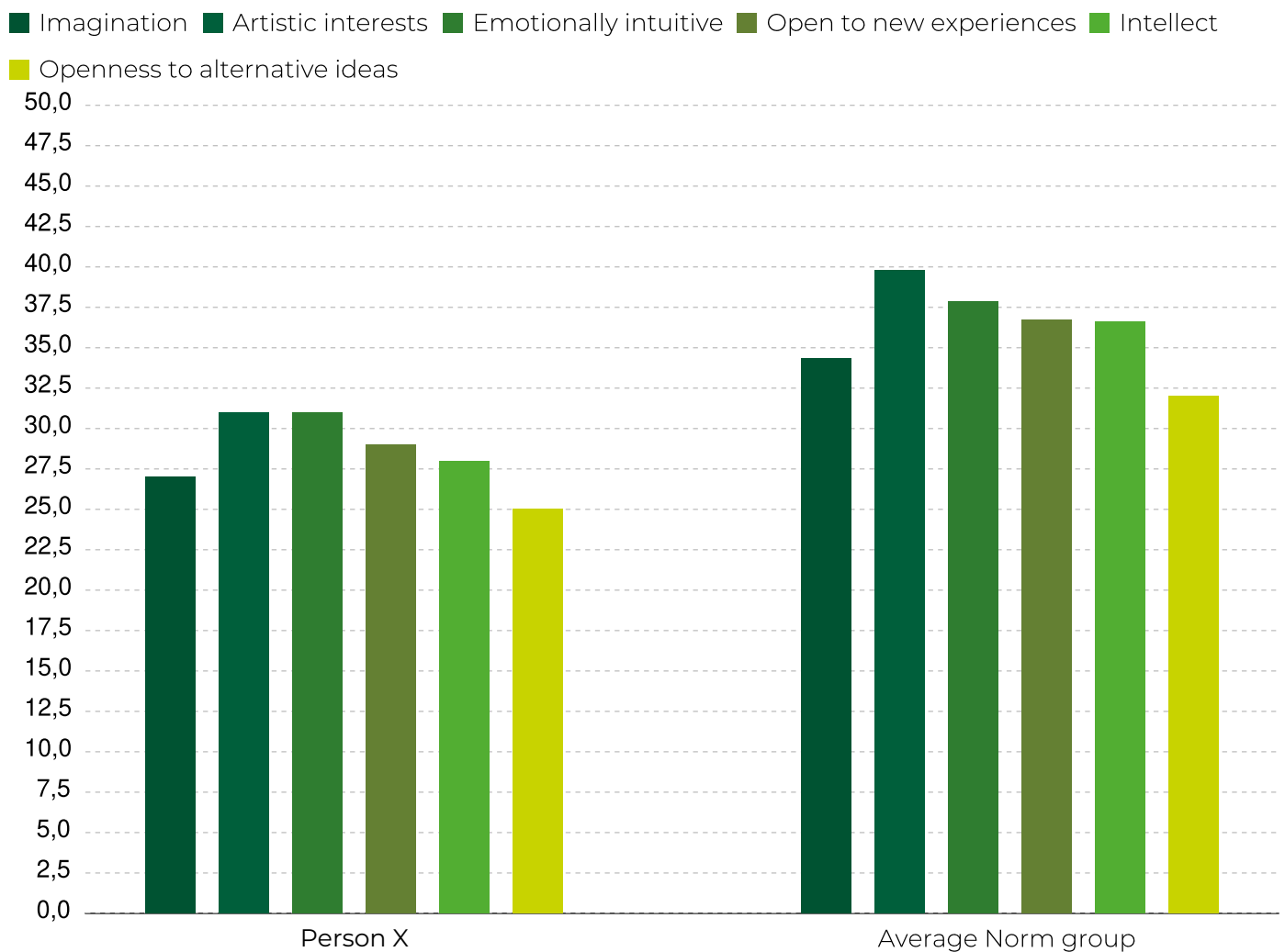
## DEFINITION

This relates to the degree to which people are curious, open, and creative, and enjoy unconventional things.

People who score high on openness to experience have a strong interest in everything new, fully enjoy art and culture, frequently use their imagination, and love listening to inspiring speakers.

Those who score low on openness to experience are conventionally minded, find change unpleasant, and are not drawn to eccentric ideas. In general, this group does not choose creative and/or liberal professions.

Characteristic adjectives for openness to experience include, on the one hand: profound, critical, original, philosophically insightful, creative, witty, clever, artistic, inventive, versatile; and on the other hand: superficial, conventional, docile, submissive, unimaginative, narrow-minded, uncritical, conservative, and characterless.



# OPENNESS TO EXPERIENCE

## IMAGINATION

LOW SCORE < 31.21/50  
AVERAGE > 31.21/50 and < 38.51/50  
HIGH SCORE > 38.51/50

People with a low score rely mainly on facts and figures, using less imagination. They are less likely to daydream or stray from their goals.

People with a high score on this scale use their imagination to create a richer, more interesting world. They enjoy getting lost in their thoughts and love to daydream.

The average score on this facet of the norm group is 34.86/50 or 70%, percentile 48.  
Your score is 27/50 or 54%, percentile 19.

## ARTISTIC INTERESTS

LOW SCORE < 37.57/50  
AVERAGE > 37.57/50 and < 43.03/50  
HIGH SCORE > 43.03/50

People with a low score show much less interest in art, music, or the beauty of nature. People with a high score appreciate beauty in art, music, and nature. They are easily engaged by artistic and natural events. They are not necessarily artistically trained or talented, although many may be.

The average score on this facet of the norm group is 40.3/50 or 81%, percentile 57.  
Your score is 31/50 or 62%, percentile 2.

## EMOTIONALLY INTUITIVE

LOW SCORE < 35.54/50  
AVERAGE > 35.54/50 and < 41/50  
HIGH SCORE > 41/50

People with a low score are primarily thinkers and are less inclined to listen to their emotions. They rarely show their feelings openly and experience fewer emotional highs and lows.

People with a high score are emotionally driven and have a strong sense of self-awareness. They experience their emotions intensely and are very attuned to the emotions of others.

The average score on this facet of the norm group is 38.27/50 or 77%, percentile 50.  
Your score is 31/50 or 62%, percentile 7.

## OPEN TO NEW EXPERIENCES

LOW SCORE < 34.32/50  
AVERAGE > 34.32/50 and < 40.32/50  
HIGH SCORE > 40.32/50

People with a low score are not fond of change; they prefer routine and familiar things. People with a high score are eager to try new activities, travel abroad, and experience different things. They prefer variety over routine.

The average score on this facet of the norm group is 37.32/50 or 75%, percentile 48.  
Your score is 29/50 or 58%, percentile 5.

## INTELLECT

LOW SCORE < 34.21/50  
AVERAGE > 34.21/50 and < 39.79/50  
HIGH SCORE > 39.79/50

People with a low score prefer to deal with people or things rather than ideas. They consider intellectual activities a waste of time. Intellect should not be equated with intelligence; it is an intellectual style, not a skill.

People with a high score love working on new ideas. They are open-minded and enjoy discussions. They like brain teasers, difficult problems, and complex issues.

The average score on this facet of the norm group is 37/50 or 74%, percentile 52.  
Your score is 28/50 or 56%, percentile 2.

## OPENNESS TO ALTERNATIVE IDEAS

LOW SCORE < 29.64/50  
AVERAGE > 29.64/50 and < 33.5/50  
HIGH SCORE > 33.5/50

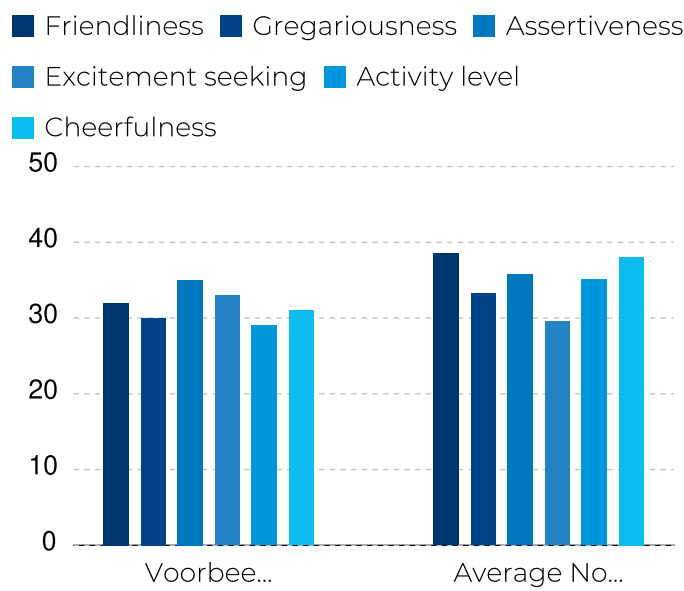
People with a low score prefer the safety and stability that tradition offers. They believe that crime should be punished severely and that laws should be enforced strictly.

People with a high score enjoy challenging authority, conventional, and traditional values. They believe there is no absolute right or wrong.

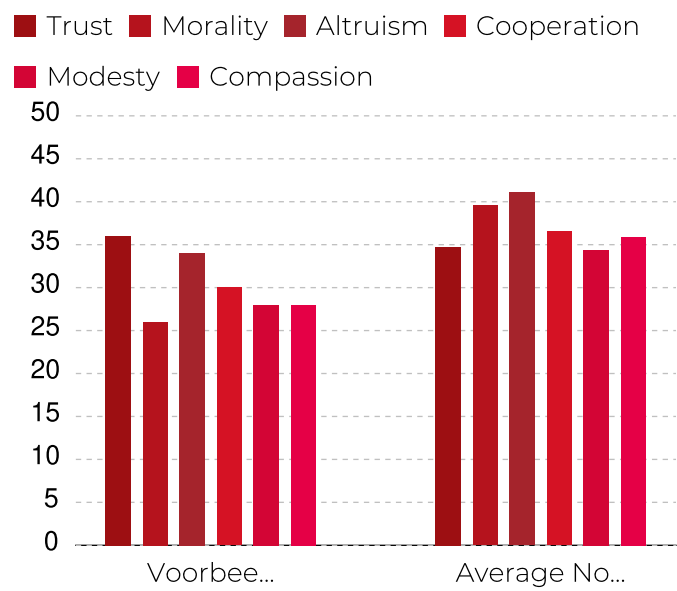
The average score on this facet of the norm group is 31.57/50 or 63%, percentile 45.  
Your score is 25/50 or 50%, percentile 2.

# SUMMARY OF SCORES

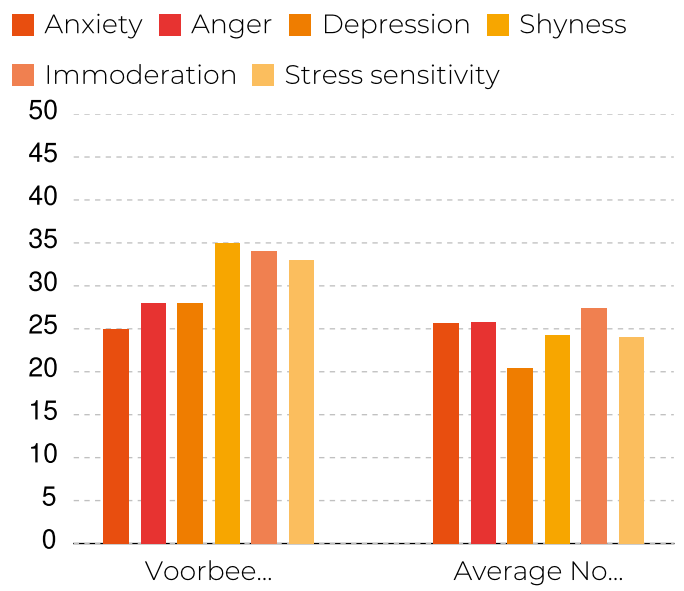
## EXTRAVERSION



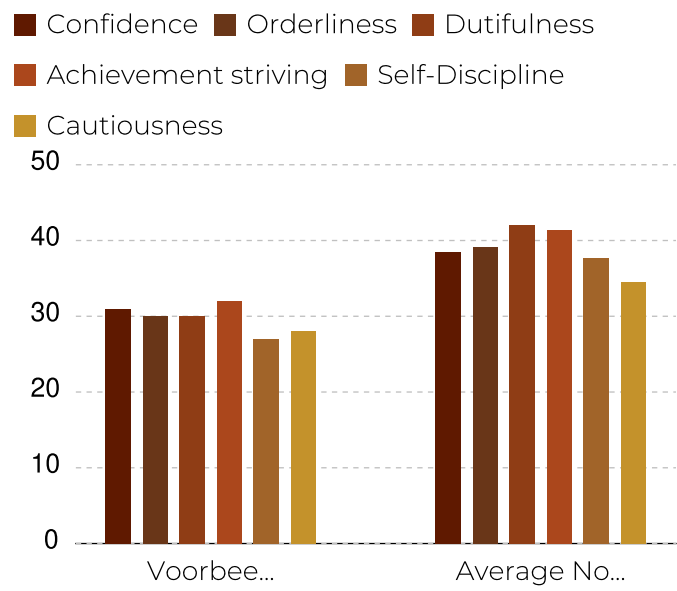
## TOLERANCE



## EMOTIONALITY

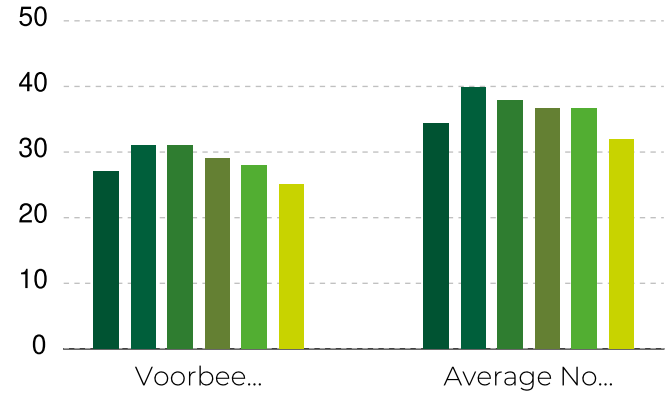


## CONSCIENTIOUSNESS



# OPENNESS TO EXPERIENCE

- Imagination
- Artistic interests
- Emotionally intuitive
- Open to new experiences
- Intellect
- Openness to alternative ideas





**We hope you will gain more  
insight through this report.**

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