



TALENTTESTER
for a perfect match

TALENT ASSESSMENT HEXACO TT PROFESSIONAL

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CONCERNING

Voorbeeld Rapport

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**Together we help you to understand
yourself, to discover your motives
and strengths.**

HISTORY HEXACO TT

HEXACO-TT (= Big Five with Honesty-Humility as an extra domain).

In the book 'the H factor of personality', Canadian (organization) psychologists Kibeom Lee and Michael C. Ashton describe how it is that some people are manipulative and others, for example, materialistic. They use the HEXACO model for this that can map out the personality of people.

The letters are an acronym for honesty-Humility, Emotionality, Extraversion, Agreeableness, Conscientiousness and openness to experience.

The goal of HEXACO is to get the most complete picture of people's personality.

We use the International Personality Item Pool-based measurement of the HEXACO factors.

In order to give a good meaning to someone's score on a scale in a questionnaire, the candidate's score is compared with a large group of others who have made the questionnaire in the same situation (gender, function 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. For example, the 98th percentile is that value where 98% of the scores are lower and 2% of the scores are higher.

It is also essential that the norm group is representative and up-to-date to ensure that a good and fair picture of someone is sketched. Our current standard group was set up in 2020 and only consists of people with a Belgian nationality.

DOMAIN

FACETS OF DOMAIN

Honesty-Humility	Sincerity, Fairness, Greed Avoidance, Modesty
Extraversion	Sociability , Social Boldness, Expressiveness, Liveliness
Agreeableness	Forgiveness , Gentleness , Flexibility , Patience
Emotional	Fearfulness, Anxiety, Indecisive, Sentimentality
Conscientiousness	Organization, Diligence, Perfectionism, Prudence
Openness to Experience	Creativity, Aesthetic appreciation, Inquisitiveness , Unconventionality

HONESTY-HUMILITY

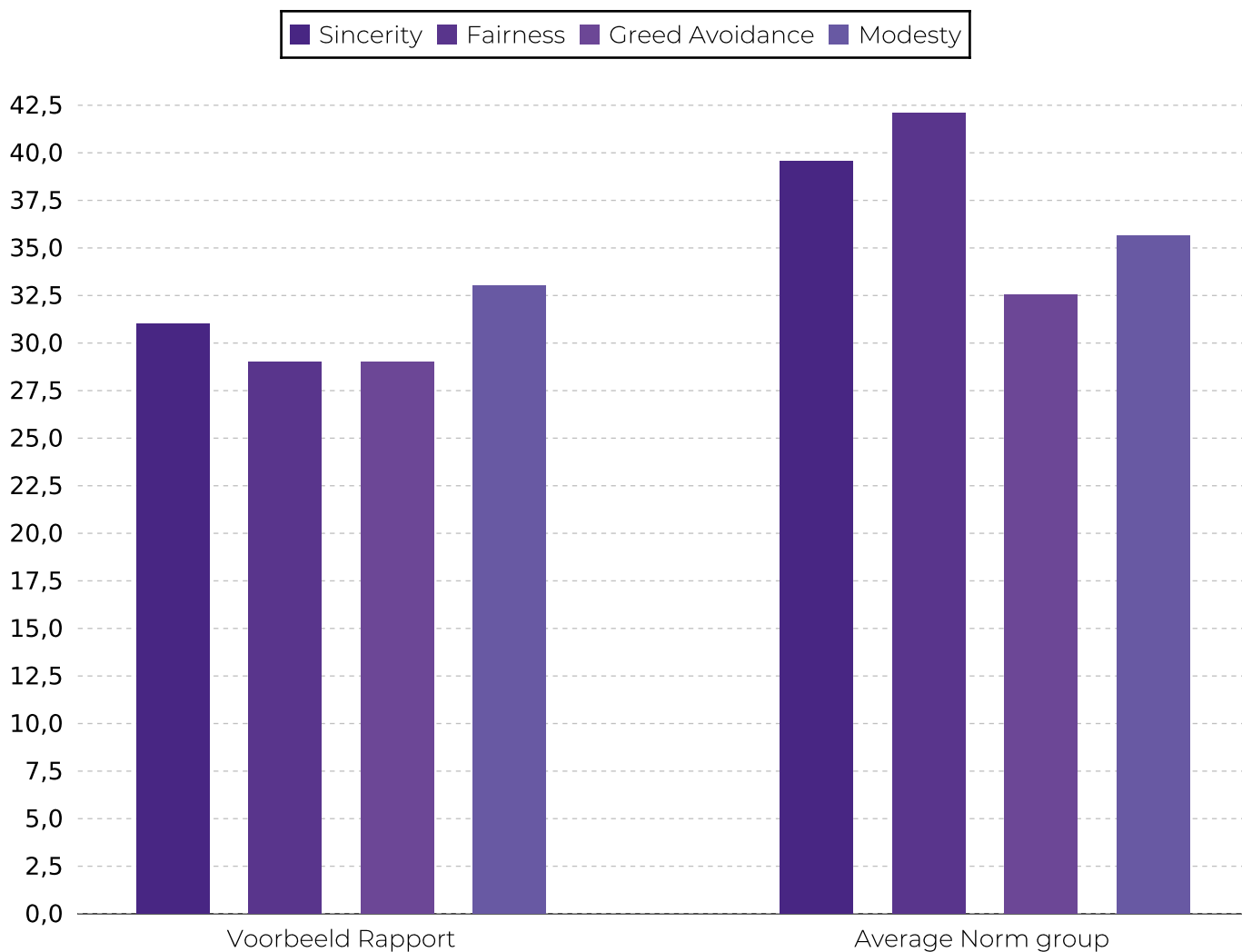
DEFINITION

This part of the HEXACO test relates to the degree to which people are sincere, fair, modest, and avoid greed.

People who score high on integrity are unable to manipulate others. They do not seek personal gain and are unlikely to break rules. Wealth or other outward signs of social status are of little interest to them.

On the other hand, people who score low on integrity are selfish and tend to put themselves first. Unlike the other group, they are highly attached to material possessions. They easily break rules if it benefits them. Manipulation is part of their nature, and they do not hesitate to use others to achieve their personal goals.

Characteristic adjectives for integrity include, on the one hand: sincere, loyal, honest, trustworthy, helpful; and on the other hand: boastful, pretentious, snobbish, arrogant, greedy, cunning, deceitful, self-satisfied.



HONESTY-HUMILITY

SINCERITY

LOW SCORE < 36.96/50
AVERAGE > 36.96/50 and < 42.38/50
HIGH SCORE > 42.38/50

People with a low score may flatter others or feign affection to gain favours. In contrast, people with a high score are unwilling to manipulate others.

The average score on this facet of the norm group is 39.67/50 or 79%, 46 percentile. Your score is 31/50 or 62%, in the 6 percentile.

FAIRNESS

LOW SCORE < 39.5/50
AVERAGE > 39.5/50 and < 44.46/50
HIGH SCORE > 44.46/50

Lying is not the same as fairness! People with a low score are more likely to take advantage of situations that benefit them, rather than correcting them. They also tend to flatter others more readily.

In contrast, people with a high score avoid exploiting or manipulating others for personal gain. They will honestly point out and correct mistakes, even when it works against their own interests (e.g., receiving too much change at the cash register)

The average score on this facet of the norm group is 41.98/50 or 84%, 44 percentile. Your score is 29/50 or 58%, in the 2 percentile.

GREED AVOIDANCE

LOW SCORE < 29.98/50
AVERAGE > 29.98/50 and < 35.24/50
HIGH SCORE > 35.24/50

People with a low score are driven by the desire to enjoy and showcase wealth and status. In contrast, those with a high score are less motivated by financial gain or social status. Luxury holds little importance to them.

The average score on this facet of the norm group is 32.61/50 or 65%, 51 percentile. Your score is 29/50 or 58%, in the 27 percentile.

MODESTY

LOW SCORE < 32.41/50
AVERAGE > 32.41/50 and < 38.35/50
HIGH SCORE > 38.35/50

People with a low score see themselves as superior and believe they are entitled to privileges others do not have. In contrast, those with a high score view themselves as ordinary, without any expectation of special treatment.

The average score on this facet of the norm group is 35.38/50 or 71%, 54 percentile. Your score is 33/50 or 66%, in the 32 percentile.

EXTRAVERSION

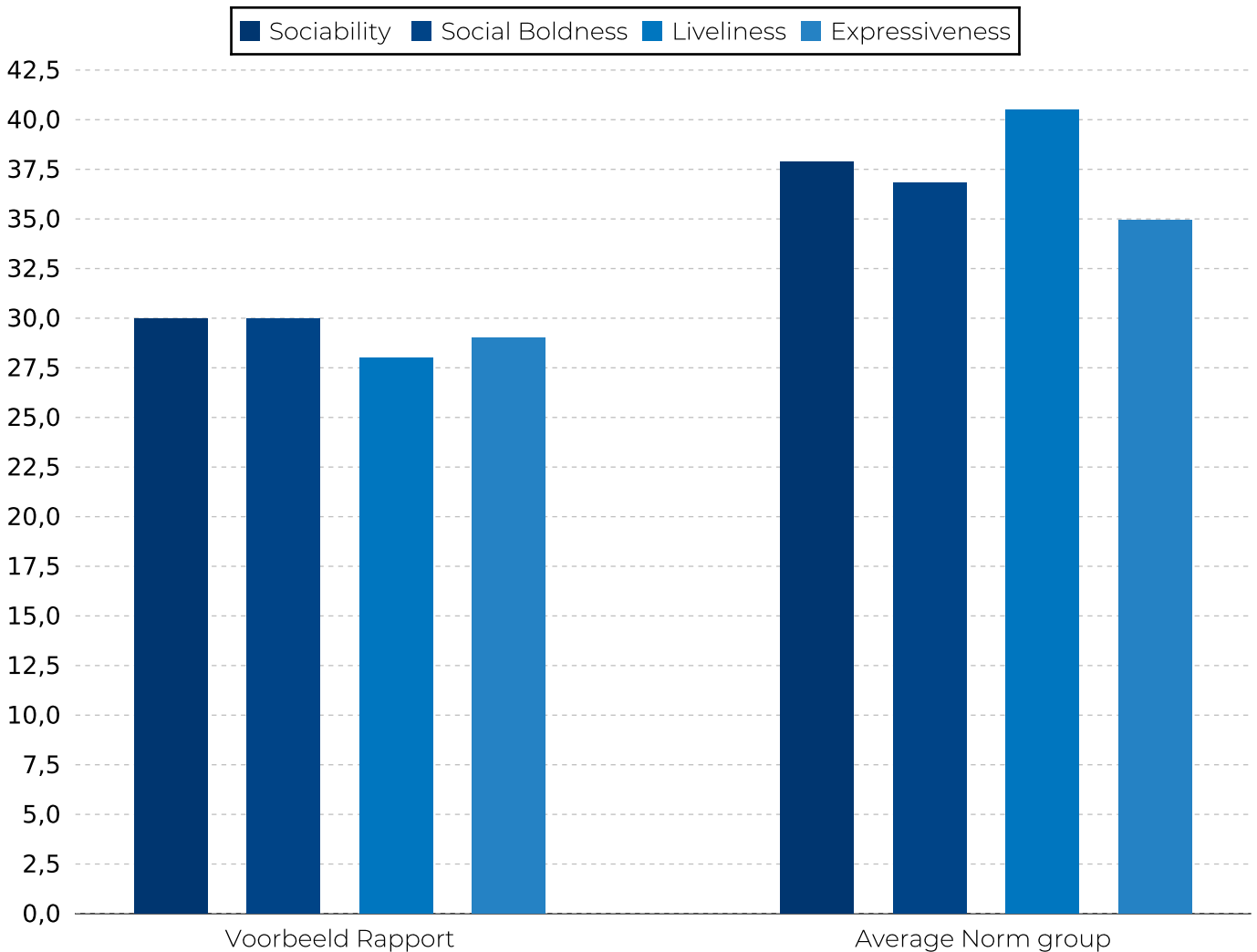
DEFINITION

This part relates to the degree to which people are full of vitality and express this enthusiasm 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, addressing a large audience, or spontaneously taking the lead. They enjoy every social gathering and love engaging with strangers. They are enthusiastic and often say 'Yes!' or 'Let's go!' when faced with exciting new experiences.

Those who score low on extraversion are the exact opposite. They are very reserved and value their privacy. They prefer to stay in the background and avoid busy birthday parties. When they find themselves at the center of attention, they feel uncomfortable and wish they could disappear.

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



EXTRAVERSION

SOCIABILITY

LOW SCORE < 35.16/50
AVERAGE > 35.16/50 and < 41.12/50
HIGH SCORE > 41.12/50

People with a low score tend to be more introverted, preferring solitary activities and avoiding social interaction. In contrast, those with a high score are outgoing, enjoying conversation, social gatherings, and celebrations with others.

The average score on this facet of the norm group is 38.14/50 or 76%, 48 percentile. Your score is 30/50 or 60%, in the 10 percentile.

SOCIAL BOLDNESS

LOW SCORE < 34.1/50
AVERAGE > 34.1/50 and < 40.48/50
HIGH SCORE > 40.48/50

People with a low score often feel shy or uncomfortable in leadership roles or when speaking in public.

In contrast, those with a high score enjoy taking charge, thrive when they are the center of attention, and are confident speaking to strangers and addressing an audience.

The average score on this facet of the norm group is 37.29/50 or 75%, 48 percentile. Your score is 30/50 or 60%, in the 10 percentile.

LIVELINESS

LOW SCORE < 37.41/50
AVERAGE > 37.41/50 and < 43.05/50
HIGH SCORE > 43.05/50

People with a low score tend to lack cheerfulness or dynamism and may not feel energetic throughout the day.

In contrast, those with a high score are optimistic, generally in a good mood, and stay active and full of energy throughout the day.

The average score on this facet of the norm group is 40.23/50 or 80%, 45 percentile. Your score is 28/50 or 56%, in the 5 percentile.

EXPRESSIVENESS

LOW SCORE < 31.64/50
AVERAGE > 31.64/50 and < 37.86/50
HIGH SCORE > 37.86/50

People with a low score tend to be more reserved, allowing others to take control of group activities. They often keep their feelings to themselves.

In contrast, people with a high score are more talkative and assertive, taking charge and directing the activities of others. They often emerge as leaders within groups.

The average score on this facet of the norm group is 34.75/50 or 70%, 46 percentile. Your score is 29/50 or 58%, in the 13 percentile.

AGREEABLENESS

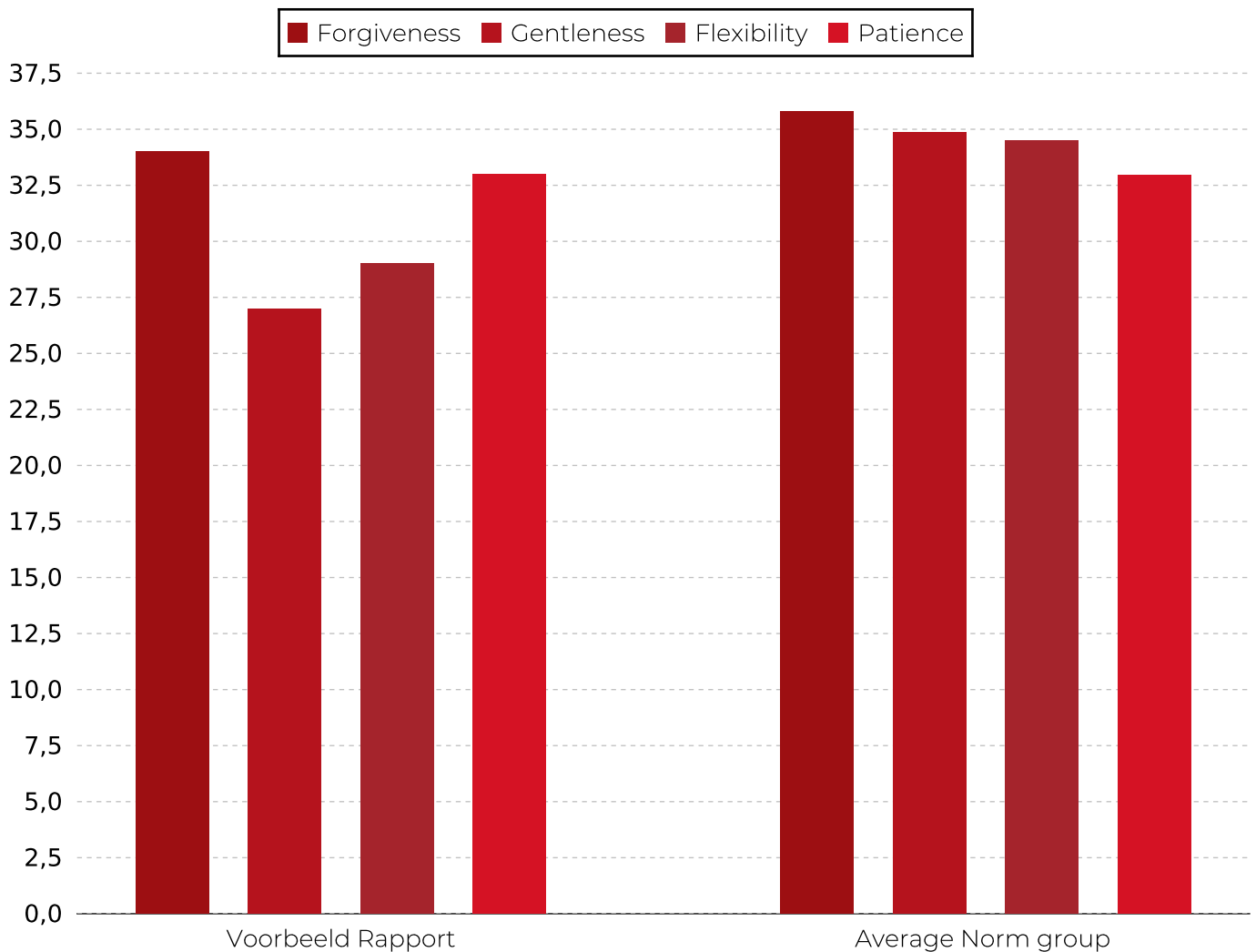
DEFINITION

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.



AGREEABLENESS

FORGIVENESS

LOW SCORE < 33.18/50
AVERAGE > 33.18/50 and < 39.02/50
HIGH SCORE > 39.02/50

People with a low score tend to 'hold a grudge' against those who have offended them and are less likely to trust others.

In contrast, people with a high score are generally quick to trust again and re-establish friendly relations, even after being treated unfairly. They are also more likely to be kind to people they might otherwise feel anger toward.

The average score on this facet of the norm group is 36.1/50 or 72%, 46 percentile.
Your score is 34/50 or 68%, in the 26 percentile.

GENTLENESS

LOW SCORE < 32.4/50
AVERAGE > 32.4/50 and < 37.76/50
HIGH SCORE > 37.76/50

People with a low score tend to be more critical of others. They are quicker to notice mistakes and often confront others about them.

In contrast, people with a high score are less judgmental and more accepting of others as they are.

The average score on this facet of the norm group is 35.08/50 or 70%, 45 percentile.
Your score is 27/50 or 54%, in the 8 percentile.

FLEXIBILITY

LOW SCORE < 31.99/50
AVERAGE > 31.99/50 and < 37.51/50
HIGH SCORE > 37.51/50

People with a low score are often perceived as stubborn and willing to argue. They are harder to convince and may react strongly to criticism.

In contrast, people with a high score tend to avoid conflict and accommodate others' suggestions, even if they seem unreasonable. They are more adaptable.

The average score on this facet of the norm group is 34.75/50 or 70%, 46 percentile.
Your score is 29/50 or 58%, in the 14 percentile.

PATIENCE

LOW SCORE < 29.3/50
AVERAGE > 29.3/50 and < 36.3/50
HIGH SCORE > 36.3/50

People with a low score lose their temper quickly and become angry more easily.

In contrast, people with a high score have a high tolerance for anger and are not easily irritated.

The average score on this facet of the norm group is 32.8/50 or 66%, 48 percentile.
Your score is 33/50 or 66%, in the 48 percentile.

EMOTIONAL

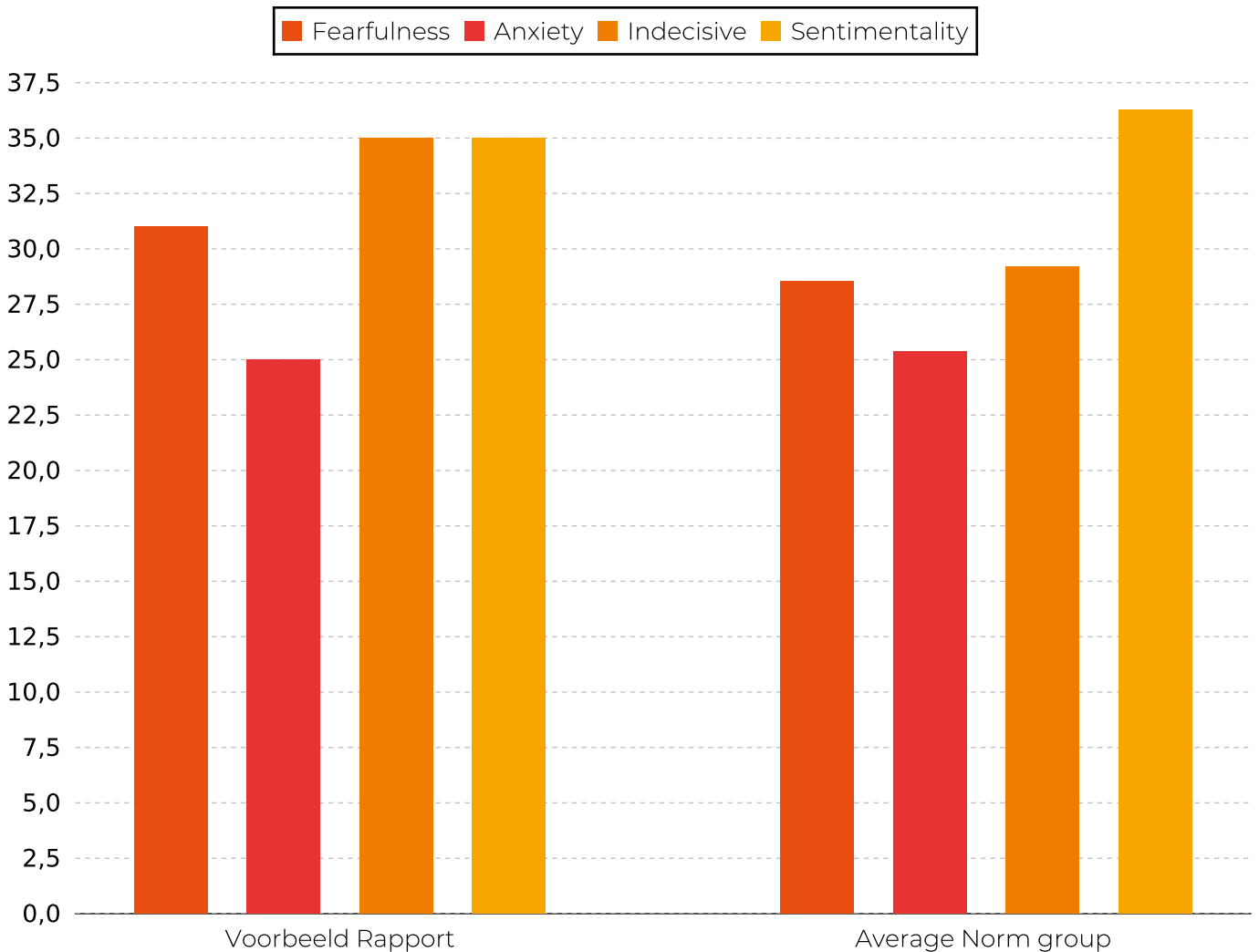
DEFINITION

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

Individuals who score high on emotionality are more likely to worry, feel concern, or perceive fear and danger. They also need emotional support from others and are more likely to empathize with the worries 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 connections. They experience little fear and are not affected by stress. They throw themselves wholeheartedly into dangerous situations.

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, pragmatic, stable, confident, balanced, decisive, resolute, cool-headed, and independent.



EMOTIONAL

FEARFULNESS

LOW SCORE < 24.6/50
AVERAGE > 24.6/50 and < 31.32/50
HIGH SCORE > 31.32/50

People with a low score feel little fear of injury and tend to be tough, brave, and less sensitive to physical pain. They enjoy adventure and taking on challenging projects. In contrast, people with a high score are more cautious and inclined to avoid physical harm, often panicking more quickly in dangerous or difficult situations.

The average score on this facet of the norm group is 27.96/50 or 56%, 51 percentile.
Your score is 31/50 or 62%, in the 65 percentile.

ANXIETY

LOW SCORE < 21.99/50
AVERAGE > 21.99/50 and < 29.17/50
HIGH SCORE > 29.17/50

People with a low score are generally calm and fearless. They are much less concerned than others. In contrast, people with a high score tend to worry a lot, even about unimportant things, and they panic more easily, becoming stressed or upset more quickly.

The average score on this facet of the norm group is 25.58/50 or 51%, 52 percentile.
Your score is 25/50 or 50%, in the 45 percentile.

INDECISIVE

LOW SCORE < 26.44/50
AVERAGE > 26.44/50 and < 32.16/50
HIGH SCORE > 32.16/50

People with a low score feel confident in handling problems on their own, without needing help or advice. In contrast, people with a high score prefer to share their challenges with others who can offer encouragement and comfort. They seek approval and support, making them more easily influenced than those with a lower score.

The average score on this facet of the norm group is 29.3/50 or 59%, 51 percentile.
Your score is 35/50 or 70%, in the 80 percentile.

SENTIMENTALITY

LOW SCORE < 33.58/50
AVERAGE > 33.58/50 and < 39.68/50
HIGH SCORE > 39.68/50

People with a low score do not easily feel emotionally involved and have less empathy for the feelings of others. In contrast, people with a high score feel strongly emotionally connected to others and are much more empathetic than those with a low score.

The average score on this facet of the norm group is 36.63/50 or 73%, 49 percentile.
Your score is 35/50 or 70%, in the 36 percentile.

CONSCIENTIOUSNESS

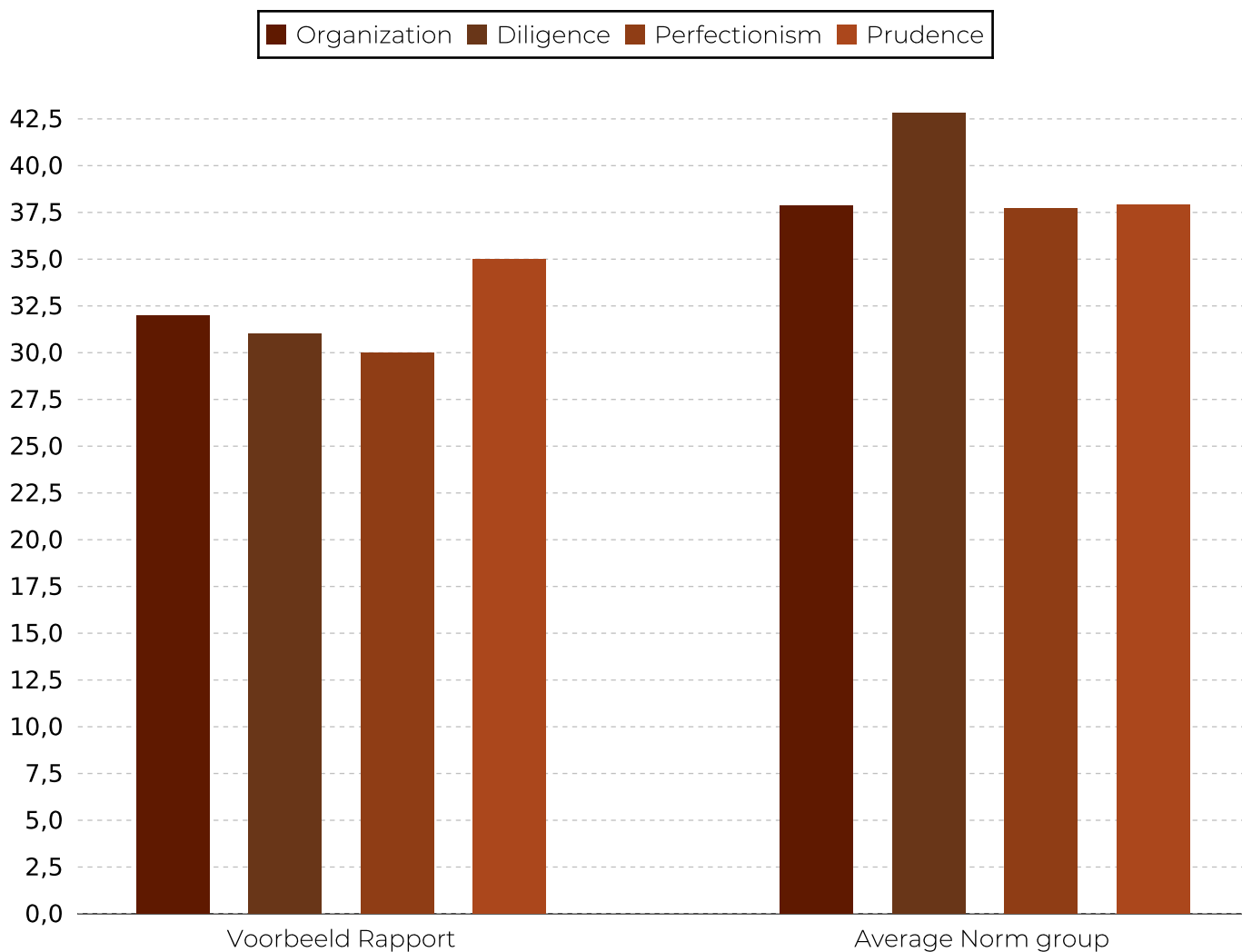
DEFINITION

This indicates the degree to which people are orderly, diligent, perfectionistic, and thoughtful.

People who score high on conscientiousness are excellent at organizing, highly disciplined, work with focus, are accurate, and strive for perfection.

Those who score low on conscientiousness are sloppy, often late, do not worry about potential 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, reckless, frivolous, and unpredictable.



CONSCIENTIOUSNESS

ORGANIZATION

LOW SCORE < 34.14/50
AVERAGE > 34.14/50 and < 40.62/50
HIGH SCORE > 40.62/50

People with a low score tend to be disorganised and scattered. In contrast, those with a high score in orderliness are well-organised. They prefer to follow routines and schedules, often making lists and planning ahead.

The average score on this facet of the norm group is 37.38/50 or 75%, 45 percentile. Your score is 32/50 or 64%, in the 15 percentile.

DILIGENCE

LOW SCORE < 40.12/50
AVERAGE > 40.12/50 and < 44.66/50
HIGH SCORE > 44.66/50

People with a low score tend to lack self-discipline and are not highly motivated to achieve their goals. They are more likely to give up when faced with difficulty and rarely go beyond what is expected.

In contrast, people with a high score have a strong work ethic and are willing to put in the effort. They are driven and often begin tasks promptly.

The average score on this facet of the norm group is 42.39/50 or 85%, 46 percentile. Your score is 31/50 or 62%, in the 2 percentile.

PERFECTIONISM

LOW SCORE < 34.77/50
AVERAGE > 34.77/50 and < 39.99/50
HIGH SCORE > 39.99/50

People with a low score are more tolerant of errors in their work and may overlook details. In contrast, people with a high score carefully check for mistakes and seek potential improvements. They strive for perfection and continuously look for ways to enhance their work.

The average score on this facet of the norm group is 37.38/50 or 75%, 45 percentile. Your score is 30/50 or 60%, in the 10 percentile.

PRUDENCE

LOW SCORE < 35.08/50
AVERAGE > 35.08/50 and < 40.2/50
HIGH SCORE > 40.2/50

People with a low score are prone to acting impulsively, often without considering the consequences, leading to hasty decisions and careless mistakes. In contrast, those with a high score carefully evaluate their options, demonstrating caution and self-control. They approach tasks in a deliberate and organised way.

The average score on this facet of the norm group is 37.64/50 or 75%, 44 percentile. Your score is 35/50 or 70%, in the 27 percentile.

OPENNESS TO EXPERIENCE

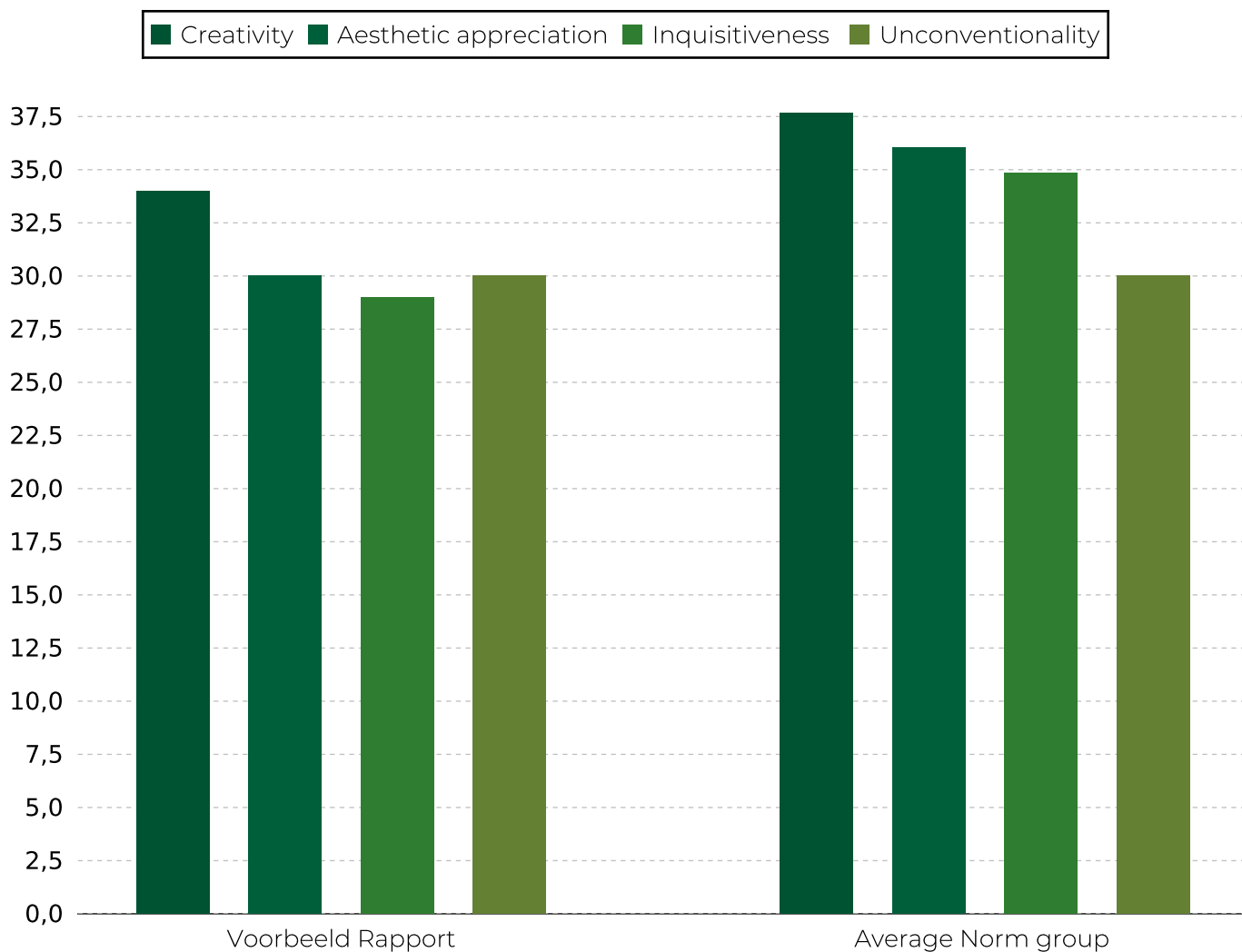
DEFINITION

This refers 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

CREATIVITY

LOW SCORE < 35.37/50
AVERAGE > 35.37/50 and < 40.73/50
HIGH SCORE > 40.73/50

People with a low score tend to have limited original thinking, with a less active imagination and fewer intuitive insights.

In contrast, people with a high score are natural problem solvers, often possessing innovative ideas, strong intuition, and a vivid imagination. They are frequently able to express themselves well through art, music, or other creative outlets.

The average score on this facet of the norm group is 38.05/50 or 76%, 51 percentile.
Your score is 34/50 or 68%, in the 25 percentile.

AESTHETIC APPRECIATION

LOW SCORE < 33.68/50
AVERAGE > 33.68/50 and < 39.04/50
HIGH SCORE > 39.04/50

People with a low score show little aesthetic sensitivity or interest in the arts. They are less inclined to enjoy concerts or dance performances.

In contrast, people with a high score on this scale have a deep appreciation for beauty, both in art and nature. They are easily captivated by artistic and natural experiences. While not all are artistically trained or gifted, many may possess such talents.

The average score on this facet of the norm group is 36.36/50 or 73%, 51 percentile.
Your score is 30/50 or 60%, in the 10 percentile.

INQUISITIVENESS

LOW SCORE < 32.2/50
AVERAGE > 32.2/50 and < 38.38/50
HIGH SCORE > 38.38/50

People with a low score prefer working with people or objects rather than engaging with ideas. They often view intellectual pursuits as a waste of time. It's important to note that intellect refers to an intellectual style, not necessarily intellectual ability.

In contrast, people with a high score are open to new and unconventional ideas and enjoy debating intellectual topics. They find pleasure in riddles, puzzles, political discussions, and thought-provoking reading material.

The average score on this facet of the norm group is 35.29/50 or 71%, 50 percentile.
Your score is 29/50 or 58%, in the 18 percentile.

UNCONVENTIONALITY

LOW SCORE < 27.6/50
AVERAGE > 27.6/50 and < 33.16/50
HIGH SCORE > 33.16/50

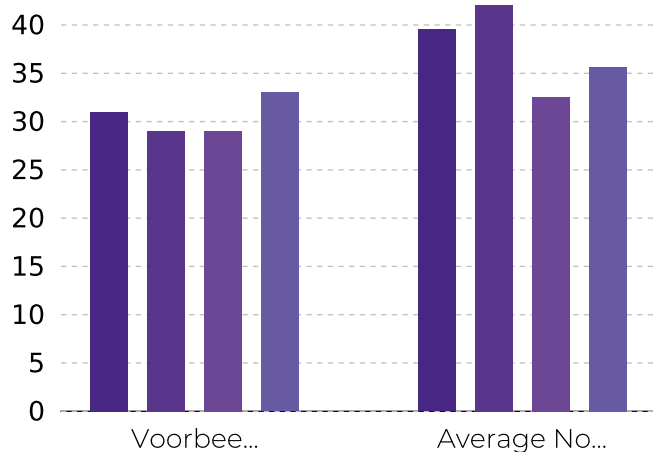
People with a low score tend to value the security and stability that come from adhering to tradition.

In contrast, those with a high score challenge authority and question conventional or traditional values. In extreme cases, they may feel hostility toward rules and sympathise with those who break them, sometimes leading to chaos and disorder.

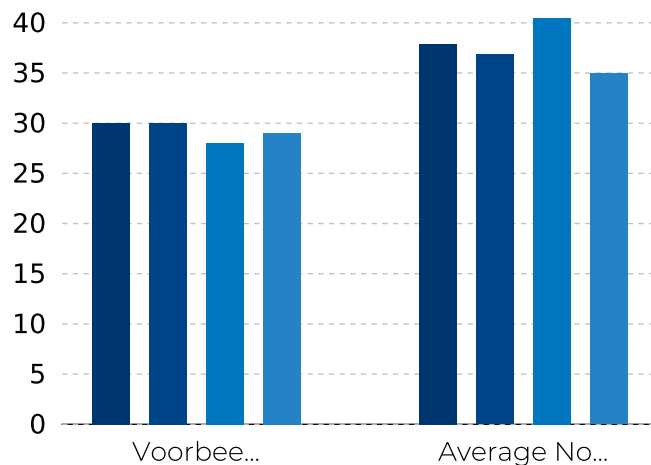
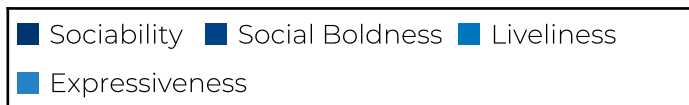
The average score on this facet of the norm group is 30.38/50 or 61%, 54 percentile.
Your score is 30/50 or 60%, in the 46 percentile.

SUMMARY SCORES STANDARD

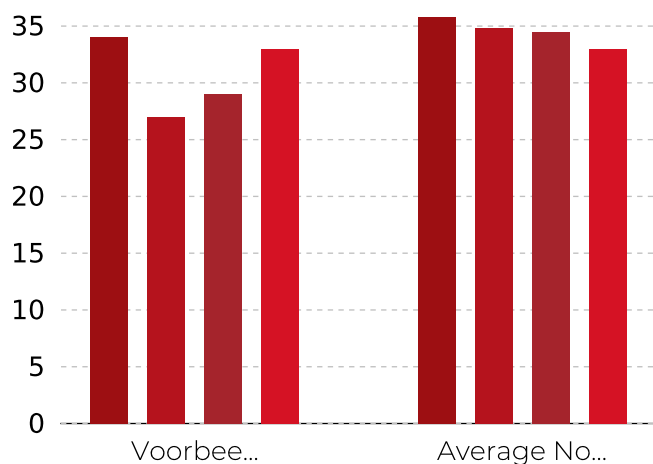
HONESTY-HUMILITY



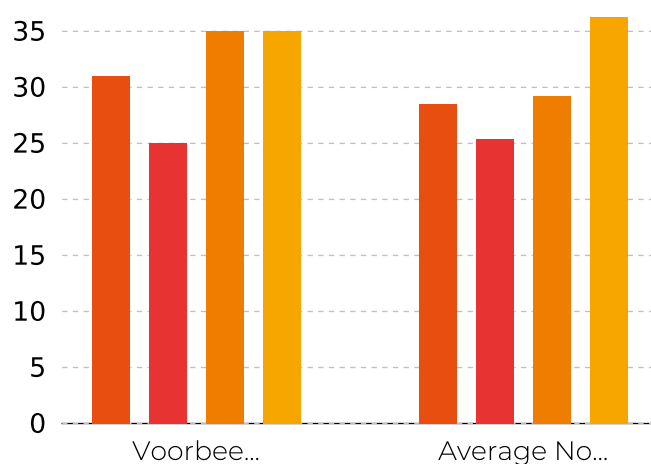
EXTRAVERSION



AGREEABLENESS

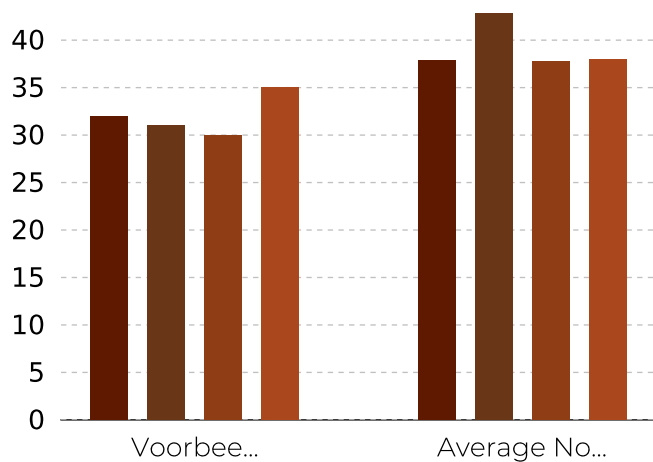


EMOTIONAL



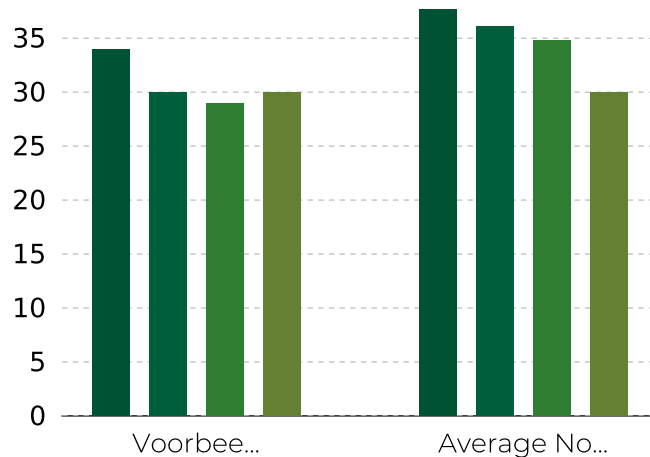
CONSCIENTIOUSNESS

Organization Diligence Perfectionism
Prudence



OPENNESS TO EXPERIENCE

Creativity Aesthetic appreciation
Inquisitiveness Unconventionality





TALENTTESTER
for a perfect match



"Intelligence plus character
that is the goal of true
education"

Martin Luther King Jr.

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

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