



# Le Corff Personality inventory Interpretative report

## Information on the candidate

Result for: Smith John

Sex: Male

Age: 30

Date of test: 2018-04-09

Date of report: 2018-04-09

Name of organisation: tandem carrière



## Information on this interpreted report

The purpose of this report is to provide information on the five big five fundamental personality traits and their different facets. The IPLC was developed, validated, and standardized with a sample of teens and adults from the general population of Quebec. The results presented in this report should be combined and consulted along with all the other relevant information before making any professional decisions regarding the participant. Those decisions should never be made upon the results of this report only. The results exposed in this report are based on the answers provided by the participant. The results don't take in consideration the specific contextual elements of the candidate that might allow them some nuance or precision. This report is confidential and is intended to be used by qualified professionals only. When will come the time to disclose the results to the candidate, it is recommended that a qualified professional does an individual interpretation of the report.

### Duration of the results' validity

« From the thirties onwards and during all adulthood, changes rarely occur when it comes to personality. Those changes occur slower and are generally more moderate than before. Taking in consideration the candidate's age, the results in this report can be considered as valid for a few years. However, significant life events can lead to more meaningful changes of personality, in which case a new evaluation is recommended. »

### Validity indexes

« Number of missing answers » : 0 Strongly disagree .

The person seems to have responded conscientiously to the questions

**15,38 %SA** : Strongly agree

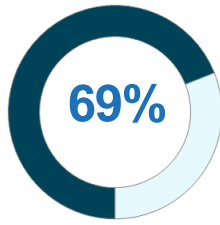
**30,77 %D** : Moderately disagree

**5,77 %SD** : Strongly disagree

**34,62 %A** : Moderately agree

**13,46 %N** : Neither agree nor disagree

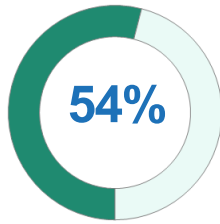
## Summary of scores with five major traits



### Emotional stability

Medium

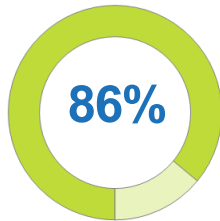
« This person is in the average regarding emotional stability, impulsiveness, self-confidence and propensity for negative emotions such as anxiety, depression and anger. »



### Extraversion

Medium

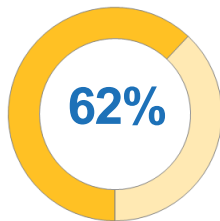
« This person is in the average in terms of extroversion, sociability, gregariousness, tendency to assert themselves and to express themselves, the energy they deploy, their need for stimulation and their optimism. »



### Openness to experience

High

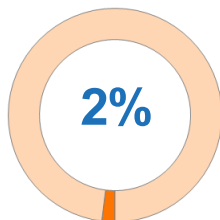
« This person usually shows intellectual curiosity, imagination, introspection, creativity, artistic sense and openness to novelty and diversity. »



### Agreeableness

Medium

« This person is in the average regarding his levels of altruism, modesty, sincerity, cooperation, sensitivity to others and trust in others. »



### Conscientiousness

Very low

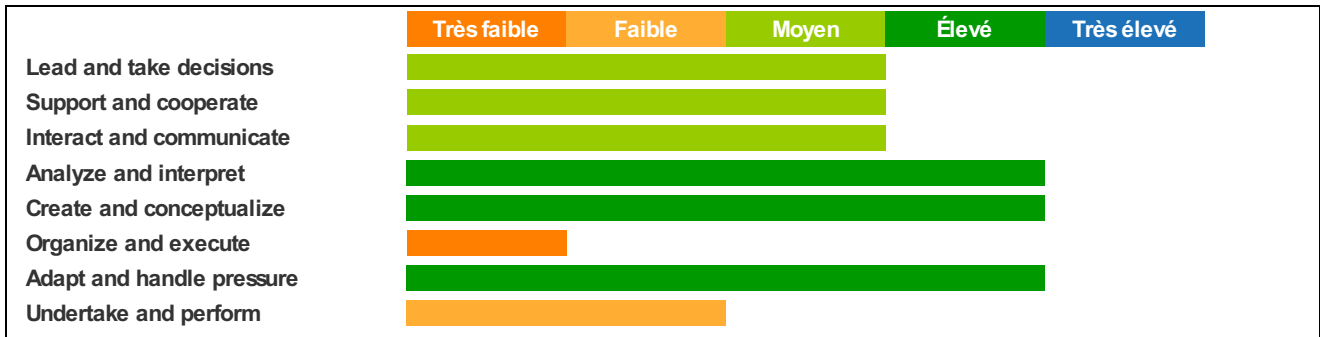
« This person is generally poorly motivated by performance, may have difficulty constraining effort, persevering and believing in their abilities, and prefers flexibility in organization and planning. »

Undefined

Appréciation globale

60%

## Indexes of the great eight competences



### Lead and take decisions

They are in the average when it comes to providing leadership and guidance, taking over a situation or a project, initiating actions, and taking on responsibilities.

### Support and cooperate

They interact with colleagues, superiors, and clients with positivity and respect as long as it is mutual. They are disposed to offer support to their colleagues. They can be less democratic, collaborative, or friendly, when the work team's dynamic is not centered around those elements.

### Interact and communicate

They don't stand out from the average when it comes to their abilities to connect with people, network and develop contacts, or to influence and persuade. They have an average level of confidence when meeting new people, interacting in a group, expressing themselves or asserting their view.

### Analyze and interpret

They probably have an analytic way of thinking. They are at ease with complex problems and ideas, and can manipulate a lot of information at once. They are open to novelty, such as technologic evolution, and will generally adapt quickly.

### Create and conceptualize

They are susceptible to perform well in tasks and situations requiring openness to new ideas and experiences. They can show innovation and creativity when handling different situations. They look for opportunities to learn and grow. They are generally in favor of most organizational changes and can be drivers of change themselves.

### Organize and execute

They prefer spontaneity and improvisation rather than scheduling. They tend to do things their way instead of following directions and procedures. They sometimes can't meet the organization or the client's standard expectations because of their looseness, their lack of attention to details, and their reluctance to be bound by rules and procedures.

### Adapt and handle pressure

They have a great capacity to handle pressure, to adapt, and to face setbacks and failure as well. It is rare that they feel overwhelmed by events.

### Undertake and perform

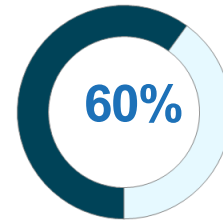
They don't prioritize results and the achievement of their goals. Their commitment to performance, perseverance and success are below average. Opportunities to grow and progress in their career are not their main focus.

## Graphs of interactions between traits

<b>Famille d'Emploi :</b>	Undefined
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### Global appreciation

The interpretation of the combined effects (interactions) between the big five personality traits delivers a considerable wealth of information. The interpretations displayed in the following pages are based on propositions made by experts in this field, and on the IPLC author's experience and knowledge. Each interaction is displayed with a graph. Each graph is divided in four quadrants depending on the elevation of the two traits in interaction.



#### Emotional style

Calm	Optimistic
Pessimistic	Emotional reactivity

#### Handling dangers, stress and setbacks

Stoic	Adaptation
Maladjustment	Sensitivity Reactivity

#### Handling conflicts and anger

Insensitivity	Conciliatory
Conflictual	Inhibition

#### Handling expectations and performances

Relaxed	Determined
Unorganised	Performance anxiety

### Style of interests

Popular culture	<b>Creative interactions</b>
Stay at home	Introspection

### Interpersonal style

Modest	Friendly leader
Individualist	Egocentric leader

### Style of activities

<b>Seeking pleasure</b>	Centered on collective projects
Passivity	Centered on individual projects

### Social values

Social values	<b>Progressive values</b>
Conservative values	Free thinker

### Style of learning

Pragmatic learner	Great learner
Uncommitted	<b>Inconsistent learner</b>

### Collaboration with others

<b>Committed</b>	Benevolent
Uncommitted	Task-centered

## Feedback on interactions

### Emotional style

Optimistic

They have an optimistic emotional style. They experience very few negative emotions while they experience positive emotions very frequently and intensely. They address life with positivity, they see it as a source of fun and stimuli. Social relationships are a source of positive emotions. They have a propensity to seek pleasure instead of avoiding pain.

### Handling dangers, stress and setbacks

Adaptation

They adapt. They maintain their emotional control in stressful situations or challenges, and respond with adjustment and creative solutions. They have the ability to distance themselves from stressful experiences and to handle them with creativity.

### Handling conflicts and anger

Conciliatory

It is unlikely that they get involved in interpersonal conflicts. They are conciliatory, not inclined to react negatively, they are well-meaning, and want to understand other's points of view. They are disposed to overlook an offense and forgive in order to maintain good relationships, while others would react with hostility.

### Handling expectations and performances

Relaxed

They have few self-expectations, they don't strive for success and are not worried about it. They have nothing to prove to themselves or to others. They handle uncertainty well and they take things as they come. They have faith and they believe that it will all turn out for the better.

### Style of interests

Creative interactions

Their interests join at a crossroad between social assimilation, social influencing, creativity and intellectual curiosity. They are creative and innovative leaders. They are interested in understanding and influencing people and the society. They want to share their knowledge and creativity with people, in a way in which they could be an influence (teachers, politicians, managers).

### Interpersonal style

Neutral Profile

Neutral Profile

### Style of activities

Seeking pleasure

They spontaneously express social assertiveness, dynamism, sociability and enthusiasm (associated with extraversion), instead of expressing it through structured and completed projects. They preferably invest their time in social stimulating and diversified activities, that don't require binding and formal efforts, or planning in advance.

### Social values

Progressive values

They are committed people who dedicate themselves for the good of the group. They are willing to help people who need it and accept to take over difficult or thankless tasks, even if they aren't getting the credits for it.

### Style of learning

Inconsistent learner

They have diversified intellectual and creative interests, but they probably won't be exploited much because of a lack of determination and organization. They might lose their willingness to learn when the efforts required increase, which might lead to a lot of superficial knowledge with no thorough understanding.

### Collaboration with others

Benevolent

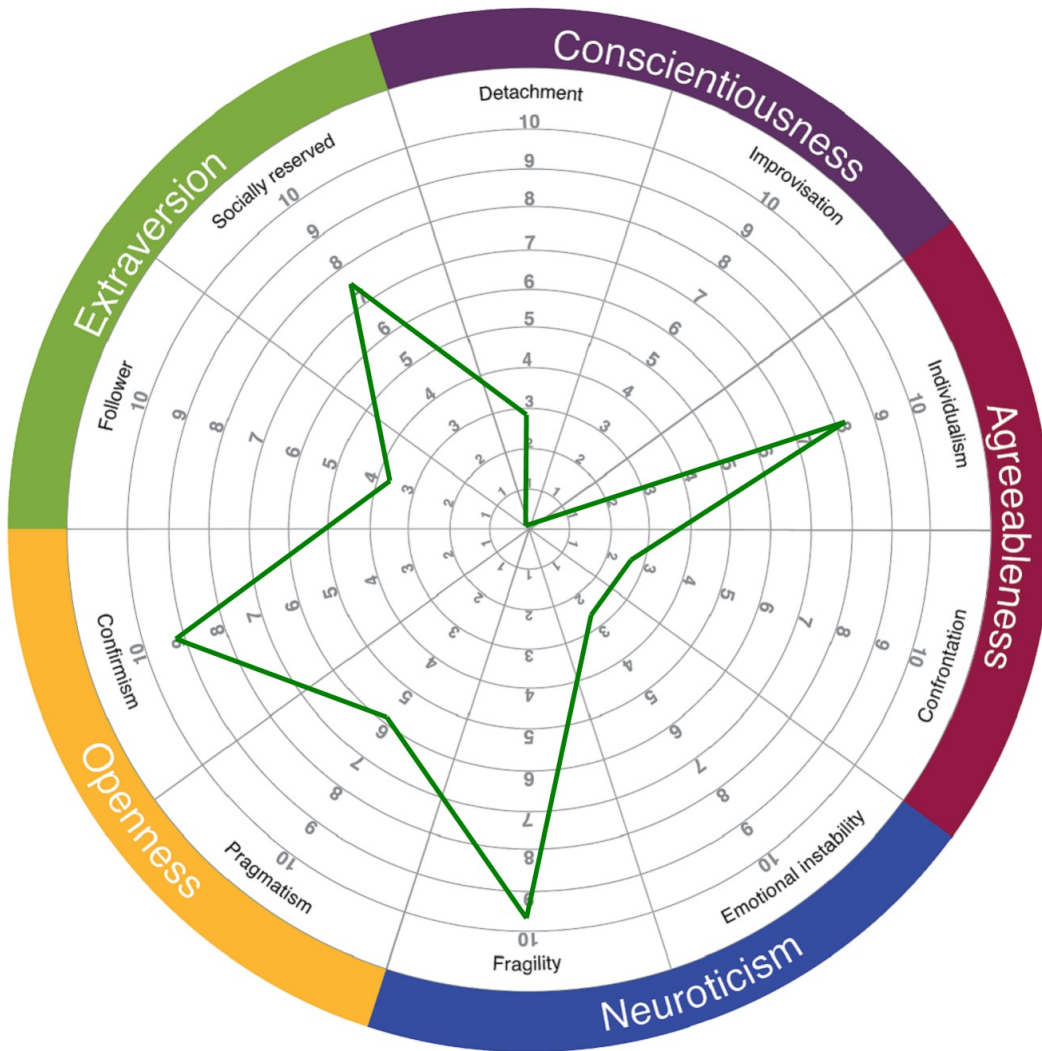
They are well-meaning, they care about other's well being and good relationships between collaborators. They can sometimes find it difficult to assume their part of responsibility in a task that needs to be completed, or to give concrete follow-up of their good intentions.

## Detailed report



# Personality profile

This radar chart illustrates the results to the evaluation of the ten facets. The results are displayed in deciles, calculated with the same gendered normative sample from the general population of Quebec.

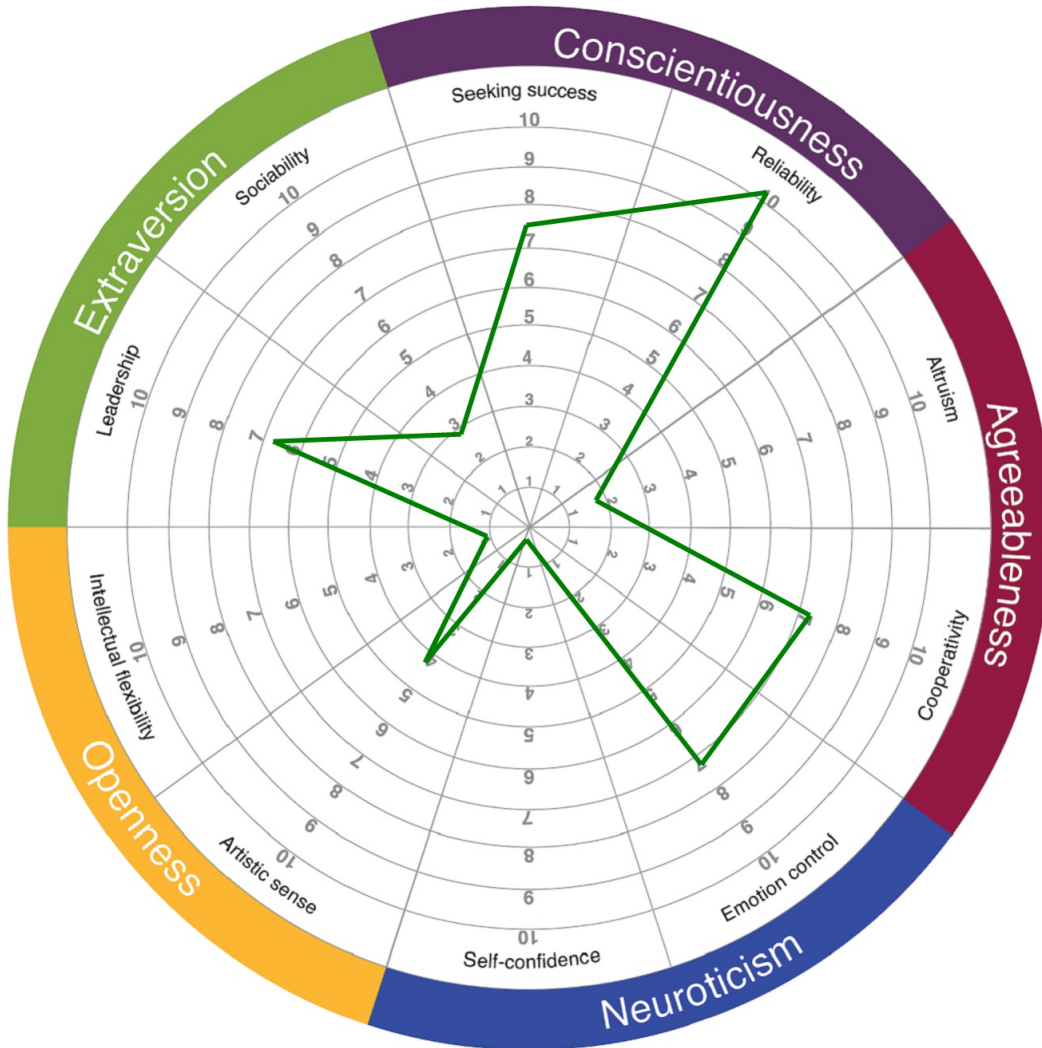


John Smith      IPLC - INT - EN

# Personality profile

## (reversed scales)

This radar chart displays the results obtained to the ten facets, following a reversal of the poles (for example, a weaker score to the Sociability facet becomes a higher score to Social shyness). The results are displayed in deciles, calculated with the same gendered normative sample from the general population of Quebec.



John Smith      IPLC - INT - EN

# Interpretation of the personality profile

## Personality

The traits and facets of the personality allow to evaluate the substance of someone's psychological functioning. They deliver a review on the way a person will think and process information (cognitive aspect), experience and deal with emotions (emotional aspect), interact with others (relational aspect), and react and adapt to different situations (experiential aspect). Personality also informs on the motivational and attitudinal aspects of someone's behavior.

The domains and facets of personality in which the scores are the most disparate relative to the mean of the normative sample represent the candidate's most distinctive characteristics. The higher or lower a trait is (the more it stands out from the mean), the more it will stick out. The more prominent traits represent the characteristics we will first notice when meeting a person for the first time. Those prominent traits will also be the most representative of a person's behavior in different situations.

## Score interpretation by scales

### Openness



This type of people is characterized by a flexible intellect. They appreciate ideas and brainwork. They like to juggle with ideas, and to consider different possibilities and points of view. They are comfortable with abstract concepts, but have nonetheless some sense of practicality. They have a taste for innovation and like to propose new ideas. They like to solve complex problems and are most of the time at ease with manipulating a lot of information at once. They have diversified interests and are generally stimulated by learning. They probably have an overall knowledge superior to the average. They usually are open to new ideas and work methods, and to different opinions, values and cultures as well. In general, they see change and novelty as a positive opportunity and adapt well to a reshuffle of their tasks or of their environment. They have a potential of success superior to the average in jobs requiring the execution of complex tasks, innovation, adaptation, and someone who is constantly learning.



This type of people is in the average when it comes to the Personality facet translating a penchant for imagination, esthetic and interiority. Although they can act on imagination and creativity, those elements are not necessarily prevailing characteristics in their behavior. They can be attentive to their inner world, but analyzing their emotions is not necessarily an important step in their functioning. They can be sensitive to their intuition and to their feelings, without particularly relying on them when taking a decision. Even if they might be interested in certain arts or have a stronger interest in one type of art in particular (music for example), they probably have a very moderate interest in general arts.

## Conscientiousness

Seeking success



Detachment

This type of people values professional success and performance a little less than the average. Work environments focused on performance and competitiveness are not the most fitting for them. They can have a tendency to procrastinate or to invest themselves in the projects they're involved in with moderation. They sometimes find it difficult to finish a project on their own, especially when it is a long-term project or when they face some difficulties. They are more motivated by short-term projects. Their feeling of competency and capacity to overcome obstacles is a little below average. They usually prefer to enjoy the present moment rather than plan and work ahead of time. Performance, competitiveness, and goal achieving are not principal sources of satisfaction and personal fulfilment. They are more focused on their personal life than their work.

Reliability



Improvisation

This type of people generally is carefree when it comes to commitments, rules and conventions. To them, those elements are general indicators that need to be adapted depending on the situation or needs. They have a flexible management of their schedule, prefer to deal with things as they come, and rarely plan things in advance. They don't really pay attention to details and are not meticulous. They don't tend to take the time to weigh up the pros and cons before taking a decision. They are comfortable with ambiguity. It will be said of them that they are flexible, messy, disorganized, spontaneous and unreliable.

## Agreeableness

Altruism



Individualism

This type of people is generally altruistic, kind, pleasant, helpful, respectful and interested in others. They like to help and give some of their time when possible. They are great listeners, warm and hearty with others, sensitive to other people's emotions, and interested in their difficulties. They think most people have good intentions and their trust can be earned quite fast. The impact of their decisions on others is important to take in consideration when they take a decision. They will prioritize the solution that takes in account each and everyone involved instead of the most objectively valid solution. In a work team, they will do their best to make everyone feel welcomed, accepted and important.

Cooperativity



Confrontation

This type of people doesn't fear confrontation. They believe a great debate can be profitable and necessary, even if it might lead to a confrontation. They believe that people should stand up for themselves. They defend their rights and their reputation when they think it's necessary, and won't keep quiet when they think they are in a situation of injustice or injury. They might tend to act like they are more important than others or superior, but that doesn't necessarily lead to a pathological narcissism. They don't usually consult others when taking a decision. In their relationships, they might tend to be more competitive than cooperative, and to prioritize their own interests. They believe that this attitude is necessary in our society because « it's better to be a wolf than a sheep ». They can confront authority when they disagree with it and it will sometimes be difficult for them to work under the supervision of someone else.

## Extraversion

Leadership



Follower

This type of people is in the average when it comes to providing leadership, self-assertion, and initiating things. Even though they can show initiative and leadership in certain situations, those are not distinctive characteristics in their behavior. They are also around average in terms of their will to express authority, to influence, to get people to work together and to get involved in projects.

Sociability



Socially reserved

This type of people is sociable and outgoing. They like to meet new people, be around people and to work as a team instead of working alone. They are friendly and easily bonds with people they meet. They are comfortable with exposing themselves and letting people get to know them. The way they approach life and others is enthusiastic and optimistic, they have fun effortlessly. They usually bring energy and enthusiasm in their surrounding and in their work team.

## Neuroticism

Emotion control



Emotional instability

This type of people shows some emotional volatility. They can have mood swings and they sometimes find it difficult to have their emotions under control. They tend to be agitated, irritated and angry. They are easily bothered or upset by others, therefore they might tend to react impulsively and aggressively. They have a tendency to be responsive to what they perceive as an attack, such as criticism, and their reaction might be disproportionate relatively to the trigger. They tend to have impulsive reactions when facing negative situations, to have difficulty resisting to temptation, and to be frustrated with hindering the satisfaction of their desires. They are more vulnerable to stress than the average, and find it more difficult to keep calm in emergency situations.

Self-confidence



Fragility

This type of people is not very vulnerable to life's hazards. They feel good about themselves. They are very little susceptible to feel anxious or depressed, but when they do, it never becomes overwhelming or lasts too long. They don't really doubt or blame themselves, or feel guilty about things they could have or should have done. They have faith in what the future has for them. When it comes to sociability, they don't worry about the judgement of others, not because they're indifferent but because they have high self-confidence. They also have high resilience in regards of life's setbacks.

# Score's summary

**Subject** John Smith

**Relationship:**

**Test** IPLC - INT - EN

## Trait's scale

Scale	Raw score	T-score	Percentile	0	10	20	30	40	50	60	70	80	90	100
1 (O) Openness to experience	64	61	86											
2 (C) Conscientiousness	44	30	2											
3 (E) Extraversion	63	51	54											
4 (A) Agreeableness	55	53	62											
5 (N) Neuroticism	64	55	69											

## Facet's scale

### Openness to experience facets

Scale	Raw score	T-score	Percentile	0	10	20	30	40	50	60	70	80	90	100
1 (O1) Intellect	41	63	90											
2 (O2) Artistic personality	23	52	58											

### Conscientiousness facets

Scale	Raw score	T-score	Percentile	0	10	20	30	40	50	60	70	80	90	100
1 (C1) Seeking success	32	44	27											
2 (C2) Reliability and organisation	12	14	0											

### Extraversion facets

Scale	Raw score	T-score	Percentile	0	10	20	30	40	50	60	70	80	90	100
1 (E1) Confidence	28	46	35											
2 (E2) Sociability and positive emotionality	35	56	73											

### Agreeableness facets

Scale	Raw score	T-score	Percentile	0	10	20	30	40	50	60	70	80	90	100
1 (A1) Prosocial orientation	36	59	82											
2 (A2) Conformism and modesty	19	44	27											

### Neuroticism facets

Scale	Raw score	T-score	Percentile	0	10	20	30	40	50	60	70	80	90	100
1 (N1) Emotional control	27	44	27											
2 (N2) Trust	37	67	96											

## Trait's description

### **(O) Openness to experience**

The trait Openness to experience is conceptualised as personality's dimension related to the intellect, openness to novelty, adaptation, artistic sensitivity, imagination, and curiosity in our outer and inner world. The opposite of this pole represents concrete and practical spirits, who prefer the consolidation of what's already been acquired rather than innovation, and who are more interested in the external physical world. These elements are more precisely presented in the descriptions of the two facets composing this trait: Intellect and Artistic personality. In general, a high level of Openness to Experience describes creative and original individuals, who can sometimes be perceived as weird or marginal in the eyes of more conventional people. The aspects of creativity and originality are transversal to the facets of this trait, which means that the two facets are implicitly measured by these aspects. People will express creativity and originality according to the elevation of each of the two facets. For example, people with a high level of Openness to experience with the Intellect as the dominant facet will reveal original thinkers who like to resolve complex problems with innovative and surprising solutions.

### **(C) Conscience**

The trait Conscientiousness is conceptualised as personality's dimension related to seeking success, and to the reliability of organisation and our senses. A conscientious personality calls for hard-working people, who set high goals, who are self-demanding, perseverant, disciplined, able to exert effort, and who trust their capacities to succeed no matter the challenges they may face. They are reliable, responsible, loyal, respectful of the rules and their commitments, and they are meticulous and attentive to details. Planning, foresight and the sense of organisation are also characteristics represented by this trait. The opposite of this trait will represent people whose life are not centered around goals and objectives, who are not motivated by performance and competition, and who find it difficult to show efforts and perseverance when it gets difficult. They also tend to be more flexible when it comes to respecting rules and their commitment, and they are a bit careless for details. They will take things as they come and will improvise rather than plan in advance, they will be unorganised and uncomfortable with strict schedules.

### **(E) Extraversion**

The trait Extraversion is conceptualised as personality's dimension related to sociability, enthusiasm, leadership, and social ascendancy. Extraverted people like to be surrounded by others, work in a team and create social bonds. They open up and express their emotions easily. They are prone to feel positive emotions and to approach life with enthusiasm and optimism, which can sometimes get a little contagious. They also like to convince and influence others, aren't afraid to speak their mind, and enjoy being in charge of a group or a project. At the opposite, introverted people prefer to work on their own and independently, they are satisfied with a restraint social circle and they don't particularly enjoy new encounters. They have a more cautious and realistic way of living, rather than enthusiastic. They don't really peak their mind in a group and don't appreciate being in charge of a group or taking decisions.

### **(A) Agreeableness**

The trait Agreeableness reveals the way people will address others. Individuals with a high level of agreeableness are well-intentioned. They are altruist, respectful, friendly, they easily trust others, and they take in consideration the impact their decisions will have on others. They believe that everybody is equal, they don't seek to be right all the time or to be in the spotlight at other's expenses, and they usually avoid taking conflictual actions. At the opposite, individuals with low levels of Agreeableness have a more individualist approach of life, they believe that people are responsible for themselves and shouldn't expect help from others, and that it is our job to take our own place and defend our rights, even if it might be hurtful to others or lead to conflicts.

### **(N) Neuroticism**

The trait Neuroticism is conceptualised as personality's dimension related to the propensity to feel negative emotions and handling them. A high level of Neuroticism reveals a low propensity for anxiety, depression, guilt, anger, and all other negative emotions. It also shows a great capacity to handle those negative emotions if they do occur, to delay gratification, to receive criticism and hostility, and to remain calm in stressful situations. At the opposite, individuals with low levels of neuroticism (emotional volatility) tend to experience intense inner negative emotions (for example, depression) as well as outer negative emotions (anger). Low levels of neuroticism also show vulnerability to stress, to judgement, to gestures perceived as hostile, such as criticism. The impulsive reaction (when facing negative affects) and the difficulty to resist to their desires also are characteristics of emotional volatility.

## Réponses de :

Sujet John Smith

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1-20: D A A SA SA SA A N A D A D A D N D N A D A  
21-40: SA A N SA A D A A D A SA A A SA D A A D A SA  
41-60: D N N SA A SA SD D A D SA N D SA N D D SA A D  
61-80: A SD D D A A D SA A D N D D N SD A D A N A  
81-100: D A A N A N N A D D A D SD A SA D D SA SD D  
101-120: A SD A D SD

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