



PERSONALITY ASSESSMENT

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INTRODUCTION

Human Resources continues to evolve to meet the changing demands of the fast-paced, immensely dynamic and digitally-driven environment. Every year, employers are met with new challenges at the work front. At the same time, some challenges just continue to exist and need to be addressed differently, with time. These are challenges to *identify, develop, and retain talent*.

Some of the key challenges that lie at the core of every HR's role are:

- Hiring the Right Talent
- Finding the Right Employee - Role Fit
- Finding the Right Culture Fit
- Retaining The Right Talent
- Training Right

Personality Assessment is one such tool that offers support to the entire array of HR practices, right from hiring to training to retention.

WHAT IS PERSONALITY?

Personality is defined as an individuals' character, sets of behavior, temperaments, cognition, and emotional patterns. There is no universal definition for human personality; over the years it has been described differently by different theories.

BIG 5 PERSONALITY TRAITS

One of the most well researched and popular psychological theories is the Big 5 Personality Theory. This Five Factor model of personality represents five core aspects that interact to form human personality:

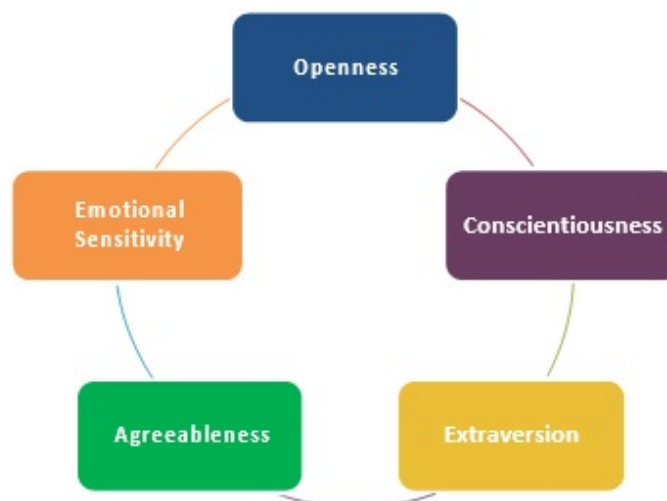
Openness to experience: General appreciation for new experiences and forms of art, emotions, adventure, unusual ideas, imagination, curiosity, etc.

Conscientiousness: Tendency to show self-discipline, impulse control, act dutifully, and aim for achievement against measures or beyond expectations.

Extraversion: Tendency to seek out social stimulation and opportunities to engage with others. Extraverts are often described as being full of life, energy and positivity.

Agreeableness: Tendency to be compassionate and cooperative rather than suspicious and antagonistic towards others. They believe people are basically honest, decent, and trustworthy.

Emotional Sensitivity: Emotional Sensitivity is the tendency to experience negative emotions, such as anger, stress, or anxiety. Those who score high on Emotional Sensitivity may be emotionally reactive and vulnerable to stress.



Why Personality?



An individual's personality plays a very significant role in how he/she performs at work.

For instance, traits such as extraversion or relationship building, might steer an individual towards public relations or sales. For those who are introverts, strong at conscientiousness or intellectual curiosity, something to do with research & development might be a better choice.

"Personality can predict performance"

A scientifically robust, standardized and validated personality assessment tool really shines in its ability to identify high-potential individuals, work behavior, core competencies and much more.



PERSONALITY ASSESSMENT - USE CASES

The utility of personality assessments is way beyond hiring. Personality tests prove very useful when it comes to not just recruitment and selection but also learning & development, succession planning and team productivity.

RECRUITMENT & SELECTION

Hire the right candidates & ensure an optimum role and culture fit.

LEARNING & DEVELOPMENT

Understand the current proficiency level of employees & improve performance.

SUCCESSION PLANNING

Fast-track identifying high potential teams & retain them.

TEAM BALANCE & PRODUCTIVITY

Identify traits people within a team to assess the team's strengths & pressure points.



PERSONALITY ASSESSMENTS - KEY CONSIDERATIONS

Here are some of the features to look for while zeroing down on an online personality test

DATA SECURITY

A secure assessment platform is crucial in order to ensure that all information remains protected and the chances of it being misused are minimized. This also ensures the sanctity of the test results.

FAKE RESISTANT TOOL

A fake proof design ensures that the test-taker sees no apparent test pattern and hence, is forced to answer honestly & refrain from giving socially desirable responses.

USER FRIENDLY INTERFACE

A user friendly assessment can be accessed by people from across different backgrounds. The assessment questions should be worded in the simplest language possible, to boost inclusiveness of the assessment.





PERSONALITY ASSESSMENTS - KEY CONSIDERATIONS

PROACTIVE SUPPORT

Test takers should be able to connect via phone, chat or email for clarification on any doubts or queries they may face while taking the assessment.

COMPREHENSIVE ANALYSIS

Make sure that the assessment tool offers key insights on candidates' behavior traits, temperament, performance metrics, etc. You need to get an true and complete picture.

CUSTOMIZED REPORTING

An assessment report that can customize certain job-specific competencies, etc in their analysis, can serve their clients better.



ABOUT GREENTHUMBS

GreenThumbs is a high-impact, targeted, & results-driven human resource consulting firm offering a wide array of talent assessment, performance management, talent search and related advisory solutions to businesses. We work quite extensively in the space of Employee feedback surveys and personality assessments.

We have worked with organisations of all types (of sizes of 50 to 5,000+) and completed successful exercises in:-

- Employee Engagement Survey
- Organisational Culture Survey
- Pulse Survey
- 360 Degree Appraisals
- Managerial Effectiveness Survey

GreenThumbs works through Psyft.com to run initiatives around surveys and assessments. Some of the features of our tools are -

- Multi-lingual Surveys
- Mobile Responsive Interface
- Benchmarking of Engagement Scores
- Fully Customisable
- Post-survey Assistance
- Based on protocols of APA & SIOP

GreenThumbs is determined to be the best in the business of assessments and surveys and we believe in constantly

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