



Le Corff Personality inventory Interpretative report

Information on the candidate

Result for: John Smith

Sex: Male

Age: 30

Date of test: 2022-01-25

Date of report: 2022-01-25

Name of organisation: ENTREP_Interpreto



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

33,65 %SA : Strongly agree

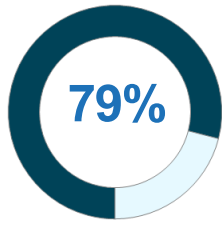
3,85 %D : Moderately disagree

27,88 %SD : Strongly disagree

21,15 %A : Moderately agree

13,46 %N : Neither agree nor disagree

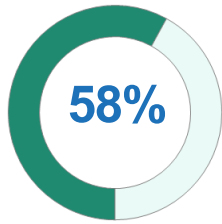
Summary of scores with five major traits



Emotional stability

High

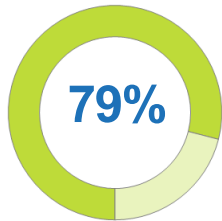
« This person is usually emotionally stable, reluctant to negative emotions, calm, confident and in control of themselves.»



Extraversion

Medium

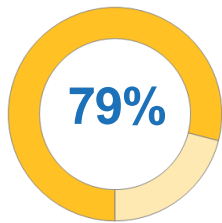
« This person is in the average in terms of extroversion, sociability, gregariousness, tendency to assert themselves and to express themselves, the energy they deploy, their need for stimulation and their optimism.»



Openness to experience

High

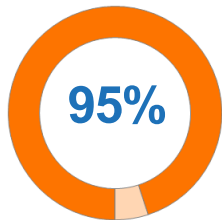
« This person usually shows intellectual curiosity, imagination, introspection, creativity, artistic sense and openness to novelty and diversity.»



Agreeableness

High

« This person is generally altruistic, conciliatory, cooperative, modest, honest, sincere, sensitive to others and easily trusted.»



Conscientiousness

Very high

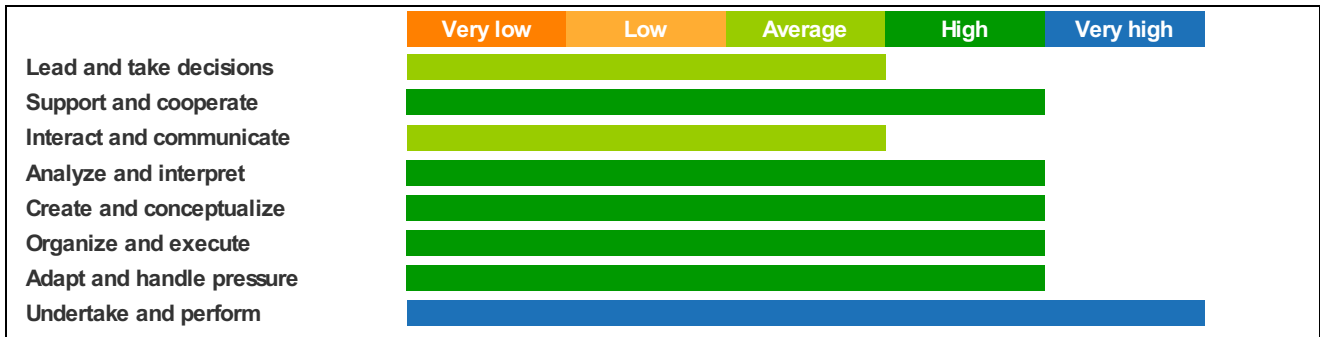
« This person is generally oriented toward performance and goal attainment, confident in his abilities, determined, disciplined, thoughtful, reliable and organized. »

Managers & Executives

Global Appreciation

90%

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 generally interact with colleagues, superiors, and clients with positivity and respect. They tend to value a democratic and collaborative approach at work. They accord importance to others and regularly offer support to their colleagues.

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 generally plan ahead of time and their work is more systematic and organized than the average. They follow directions and procedures. They endeavor to make a product or give a service with the quality standards the organization and the clients expect.

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

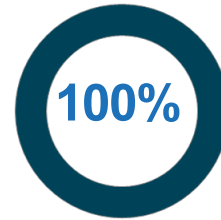
They are focused on results and on achieving their goals. Performance and perseverance are among their prevailing qualities. They are at their best in tasks when the scope of their efforts are important and apparent in the results. They actively seek opportunities to grow and progress in their career.

Graphs of interactions between traits

Job Family :	Managers & Executives
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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.



- Adequate and desirable behavior
- Neutral behavior, could pose a risk to the position.
- Undesirable behavior, presents a risk for the position.

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	Creative interactions
Stay at home	Introspection

Interpersonal style

Modest	Friendly leader
Individualist	Egocentric leader

Style of activities

Seeking pleasure	Centered on collective projects
Passivity	Centered on individual projects

Social values

Social values	Progressive values
Conservative values	Free thinker

Style of learning

Pragmatic learner	Great learner
Uncommitted	Inconsistent learner

Collaboration with others

Committed	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

Determined

They have a great capacity to overlook their negative emotions and to delay gratification so they can focus on their objectives. They have high achievement goals while being able to deal with difficulties. They don't get too discouraged and it doesn't affect their objectives or what was planned. They can handle the pressure that comes with performance expectations.

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

Friendly leader

They actively seek opportunities to create and maintain relationships with people. They sincerely bond with others. They light the spark in a group and often become the leader or the initiator in common activities. They are warm and collaborative leaders, and they like teamwork.

Style of activities

Centered on collective projects

They are full of energy, enthusiastic, and productive. They are determined to do what it takes to achieve their goals. They like to organize activities or projects involving other people. They initiate, take over, and complete projects. They can be demanding leaders focused on success.

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

Great learner

The intellectual and creative interest in the trait Openness to experience combined with the will to success and the organization in the trait Conscientiousness make the profile type of the good learner. They have great interest in learning and do what they need to carry their interest on. They have the capacity to take a critical distance from what is taught. The chances are they will be successful in formation.

Collaboration with others

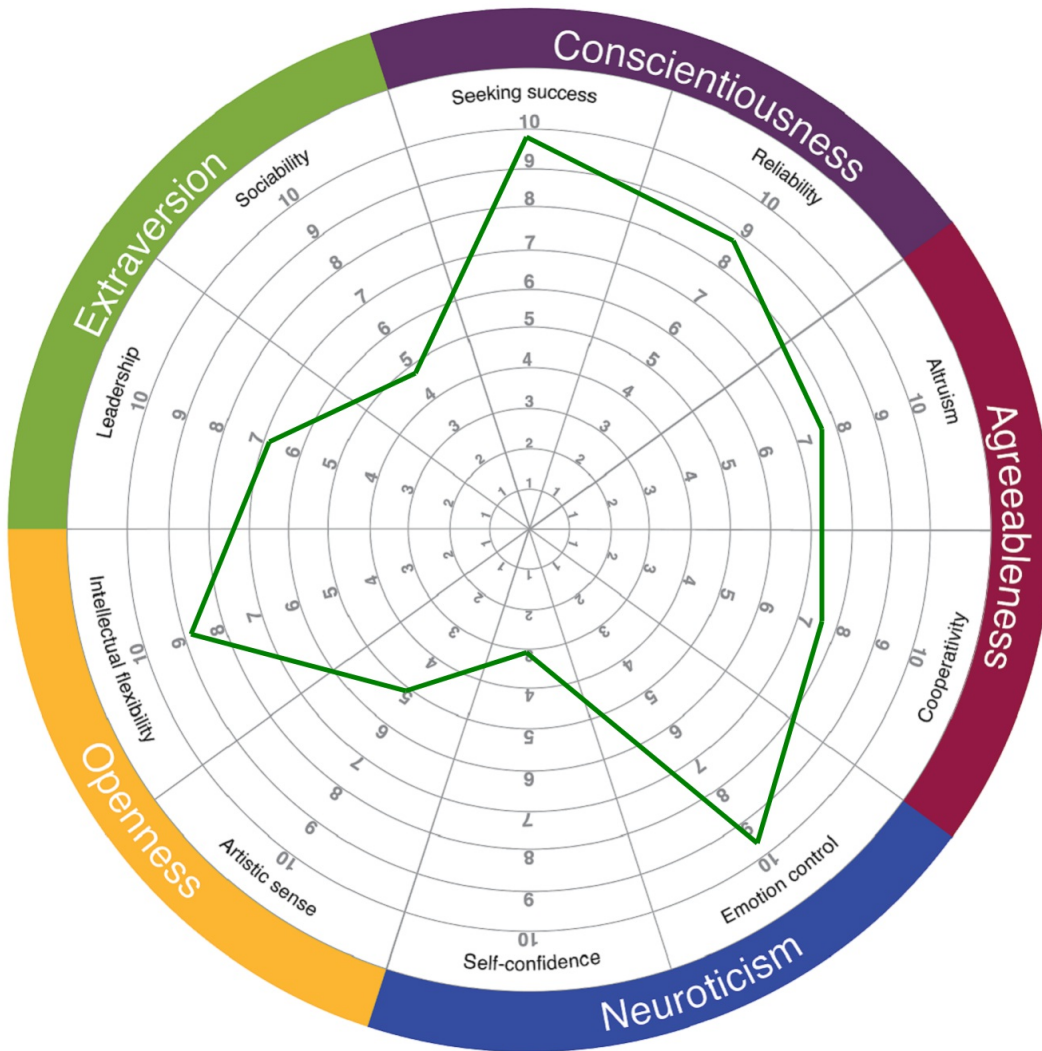
Committed

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.

Detailed report

Personality profile

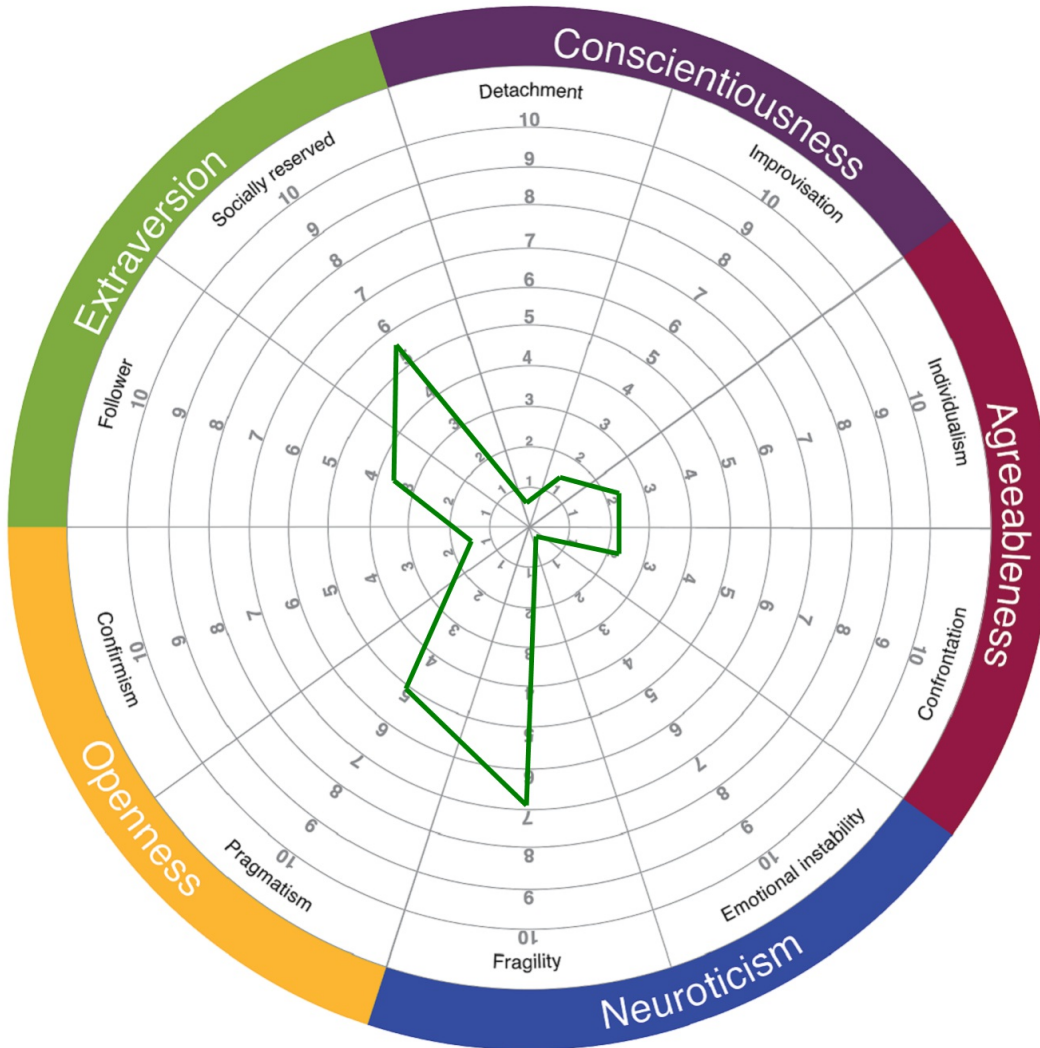
This radar chart illustrates the results to the evaluation of the ten facets. The results are displayed in deciles, calculated with the same gendered normative sample from the general population of Quebec.



Kevin Richards 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.



Kevin Richards

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

Intellectual flexibility



Confirmism

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.

Artistic sense



Pragmatism

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 is very industrious, success-oriented, and has an impressive ability for self-discipline. This trait is characteristic of big workers and people to whom success is important, who know what success demands, and who are willing to do what it takes to achieve it. They are ambitious, competitive and persistent. They get to work sharply and carry out their projects no matter the challenges they might face. They hate the feeling of wasting time and they don't easily get distracted from their objectives and duties by external elements. They are very thorough with their work and they like to take on responsibilities, and to take on leadership and decision-taking roles equally. They are boosted by challenges, have faith in their capacity to success and to face adversity with determination. They have a high level of personal efficiency when investing their energy in different tasks, and have an internal locus of control as well.

Reliability



Improvisation

This type of people is generally reliable and organized. They respect their words and commitments as far as possible. They like to work according to an established schedule, and to organize and plan their work ahead of time. They are more meticulous than the average and attentive to details. They normally take the time to study the situation and to consider the different options before taking a decision. They usually are uncomfortable with uncertainty. They are more reliable, punctual, ordered, methodical and farsighted than the average.

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 will preferably act in favor of maintaining social cohesion and avoiding disputes and confrontations. They would rather keep quiet than say something hurtful or something that could lead to interpersonal tensions, without being seen as manipulative. They could sometimes go as far as taking the blame for something they didn't commit. They tend to forgive easily. They are modest and don't consider themselves superior to others, without it necessarily leading to a low self-esteem. They also show humility, since they prefer not to be in the spotlight or draw attention. They usually are polite, they work well under the supervision of someone else and respect authority. They generally prefer to consult others before taking a decision.

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 person is in the average in terms of sociability, outgoingness and propensity to experience positive emotions. They usually are at ease when meeting new people and establishing new contacts, without necessarily actively looking for new encounters. They can appreciate being around people, but also like to on their own. They will probably prefer a balance between teamwork and individual tasks. Their energy and enthusiasm will adapt to their group or work team's dynamism.

Neuroticism

Emotion control



Emotional instability

This type of people has very little propensity to experience externalized negative emotions like anger and frustration, and has really good control over them. They mainly have a stable mood, are calm, and have their emotions under control. They are not easily irritated by the behavior of others or by events in other's lives. They are mostly calm with criticism. They don't panic easily and remain calmer than others when under pressure or in an emergency situation. They rarely act impulsively, even when facing emotional haste. They have a really good capacity to hinder the satisfaction of their desires.

Self-confidence



Fragility

This type of people feels internalized negative emotions such as anxiety, depression and guilt, more frequently and heavily than others. They often have doubts or worries about their value and their future, and feel overwhelmed by events. They have a propensity for pessimism. They tend to be critical and quick on reproaches with themselves, and to have regrets. They also tend to interpret events and behaviors of others as signs that they're being inappropriate. Socially speaking, they sometimes feel threatened and often worry about what others think of them. They can sometimes feel embarrassed in social situations.

Score's summary

Subject Kevin Richards

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	62	58	79											
2 (C) Conscientiousness	74	66	95											
3 (E) Extraversion	64	52	58											
4 (A) Agreeableness	59	58	79											
5 (N) Neuroticism	67	58	79											

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	40	61	86											
2 (O2) Artistic personality	22	50	50											

Conscientiousness facets

Scale	Raw score	T-score	Percentile	0	10	20	30	40	50	60	70	80	90	100
1 (C1) Seeking success	45	66	95											
2 (C2) Reliability and organisation	29	61	86											

Extraversion facets

Scale	Raw score	T-score	Percentile	0	10	20	30	40	50	60	70	80	90	100
1 (E1) Confidence	33	54	66											
2 (E2) Sociability and positive emotionality	31	49	46											

Agreeableness facets

Scale	Raw score	T-score	Percentile	0	10	20	30	40	50	60	70	80	90	100
1 (A1) Prosocial orientation	35	57	76											
2 (A2) Conformism and modesty	24	57	76											

Neuroticism facets

Scale	Raw score	T-score	Percentile	0	10	20	30	40	50	60	70	80	90	100
1 (N1) Emotional control	42	68	96											
2 (N2) Trust	25	45	31											

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 Kevin Richards

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