

# The difference between Conscientious (Personality) and Conscientiousness (Attitudes)

The Care Advantage Assessments measure different traits and behaviours to help form a more complete picture of job applicants.

The **Personality Assessment** is built on the well accepted 5 Factor Model or Big5 which includes 5 traits that are part of one's overall personality profile:

- Openness (our Conventional scale)
- Conscientious
- Extroversion
- Agreeableness (our Tough-Minded scale)
- Neuroticism (our Stable scale)

The Care Advantage Personality assessment has two additional scales:

- Team focus
- Good Impression

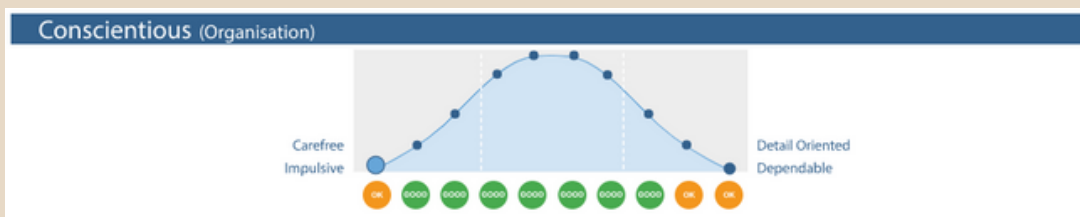
The **Attitudes Assessment** develops a participant's risk profile specific to three counter-productive work behaviours:

- Hostility
- Integrity
- Conscientiousness

We have also added a Good Impression scale to this assessment.

Both the Personality and the Attitudes assessments have a similar measure: Conscientious(ness). But what is the difference between these two measures and how do they relate?

## Conscientious – Personality Assessment



The Conscientious scale in the Personality Assessment describes the degree to which the individual is persistent, organised and motivated. At the high end (towards the right of the scale), people are careful, organised, meticulous, precise, orderly, punctual, and comfortable with details. On the low end (towards the left), this scale identifies people who tend to be unstructured, spontaneous, prefer little or no planning, have a relaxed view of time, and are typically more comfortable dealing with interruptions.

### Sample questions:

- Too much planning on the job can get in the way of enjoying things.
- I like being spontaneous on the job.
- There are times on the job when it's been a little hard to get organised.

## Conscientious – Attitudes Assessment



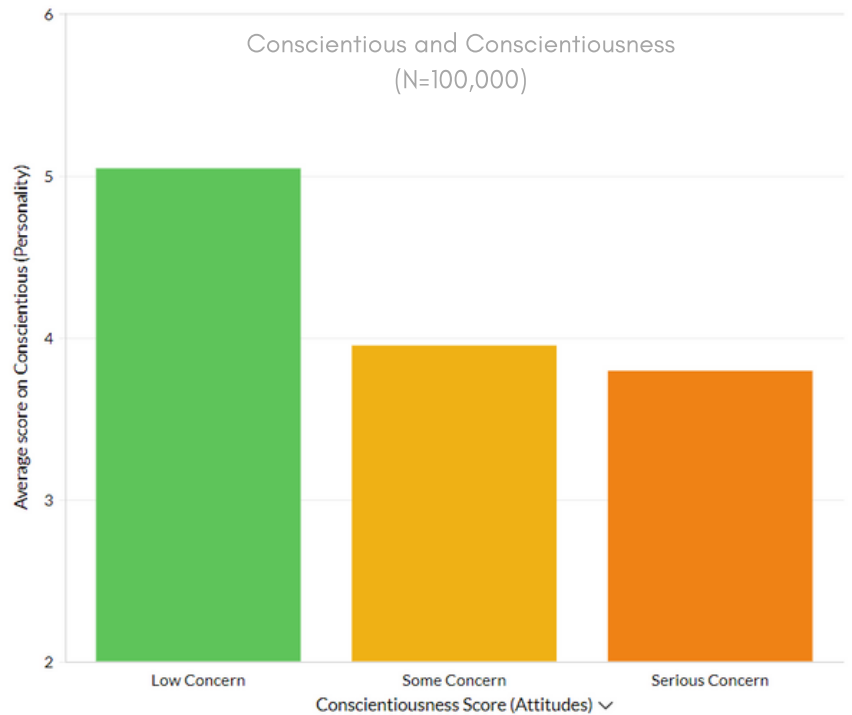
The Conscientiousness scale in the Attitudes Assessment is focused on how dependable, planned and reliable the participant claims to be. It is a measure of potential risk where Low scorers (to the left) tend to be dependable, conscientious, and reliable. High scorers (to the right) can potentially be undependable, careless, lazy, and disorganised.

### Sample questions:

- I am usually satisfied with work that is "good enough."
- Other people at work know that my work usually has few, if any, errors.
- Sometimes I take a break when I should be working.

## How these scales relate

As the two scales measure a similar construct, there seem to be some relatedness between them. For example, people who score a “Low Concern” on the Conscientiousness scale of the Attitudes assessment – on average – score higher on the Conscientious scale of the Personality assessment (higher = more conscientious).



The Conscientious scale in the **Personality assessment** relates to a participant's preferred work style: are they more spontaneous and unstructured in their approach to work or do they put time in planning and organising. This result is then compared against the benchmark to put the score into perspective.

Broadly speaking a Conscientious Score in the middle or further to the right of the scale is preferable for more conventional roles as it is one of the stronger predictors of job performance. A score further to the left appears more appropriate for roles that require creativity and spontaneity.

The Conscientiousness scale in the Attitudes assessment is a single scale focused on dependability in relation to work and provides a risk rating: Low, Some or Serious Concern. This score is not benchmarked against a specific job, instead, it is normed against the total population across different sectors.

## To Summarise

The Conscientious Scale in the Personality Assessment measures – on average – the degree to which the participant approaches their work in an organised, meticulous and careful way. This result is then compared against a relevant benchmark. There is no real right or wrong result as the score should be reviewed against the chosen benchmark and the actual role.

The Conscientiousness scale in the Attitudes Assessment measures if there is a risk related to someone’s approach to work specifically around reliability and dependability. The result is a risk rating in relation to an individual's approach to work, regardless of the type of role the participant is being considered for.