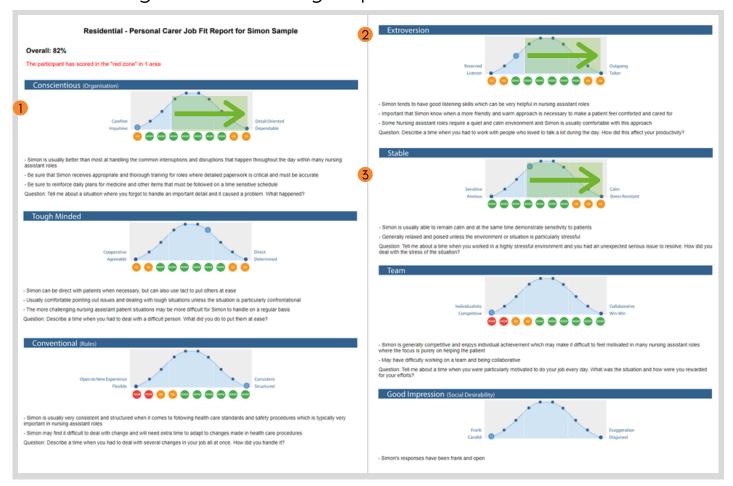


## Using the Personality Report to assess resilience



There is robust evidence indicating a link between resilience and the Big5 personality traits, the framework on which the Care Advantage Personality Assessment is built. While all 5 traits have been linked to resilience, the three most significant linkages are: Stable (Neuroticism), Extroversion and Conscientiousness.

Across all 5 traits, these links appear logical, for example:

- Higher on the Stability Scale: Less inclination to feel anxious, insecure, impulsive, overwhelmed by stress.
- Higher on the **Extroversion Scale**: Associated with positive emotions and seeking out /maintaining interpersonal relationships (the latter being an important tool for building/maintaining resilience).
- Higher on the Conscientious Scale: Associated with being planned, organised, and action oriented. People scoring
  high may be inclined to address challenges in a managed, structured and pragmatic way.
- Lower on the **Conventional Scale**: Associated with thinking flexibly, being open and adaptive to change/new situations, and willing to try new things in the face of challenges.
- Lower on the Tough-Minded Scale: Associated with individuals who are helpful, cooperative, and supportive. These
  individuals may be less inclined to become involved in conflict and may attract reciprocal help/support from others
  when they are going through difficult times themselves.

To quickly gauge an applicant's resilience, we recommend looking at the following three scales:

Stable



Is the applicant's score in the **middle or to the right of the curve** for these traits? If yes to all three, then that is a good indication that the applicant may well be more resilient. If the score is all the way to the left on any of these scales, dig deeper during the interview.

Keep in mind that resilience can increase through life experience, one's social network and training. The personality assessment helps to identify people who are possibly naturally better equipped to overcome difficulties.