



# John Example

Personal Flexibility

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# Introduction

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Personal flexibility is your ability to cope with major challenges and changes in your life. Your personal flexibility is based on a number of personality traits. These traits are described in this report. The traits can generally be influenced. In other words, you could work at your personal flexibility in order to increase it. In drawing up this report, your answers were compared to those of a thousand other respondents.

## Disclaimer and copyright

In accordance with NIP guidelines, this report is valid for a maximum of two years as people may change over a period of time.

This automatically generated report describes an individual's personality traits as derived from the answers to the questionnaires. The answers are compared to those given by a large group of other people. The subjective nature of assessments based on questionnaires should be taken into account when interpreting the results. The test supplier can therefore not accept responsibility for the accuracy of the results and descriptions.

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# Personality traits

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## *Adaptability to change*

Adaptability to change indicates to what extent you are willing (and capable) to adapt to new circumstances and changes and to what extent you experience change and variation as a challenge. Your adaptability to change is above average in comparison to many others. You are well capable of dealing with changes and new circumstances. Sometimes you will actively look for those. A bit of variation once in a while will definitely be stimulating for you as well.

## *Social initiative*

Social initiative indicates the ease with which you make and maintain contacts with others. This factor is important regarding your personal flexibility, because social support may be important to get information from others. Besides, it has turned out that people with social support are better able to deal with the stress that may accompany changes. You can be said to be more extrovert than introvert. You find it fairly easy to make contact with people and socially you adopt an active attitude. You are rarely shy, although occasionally you can be reticent. You will not hesitate to ask for the support of others if you need that.

## *Energy level*

The energy level indicates to what extent you are energetic and feel capable of doing large amounts of work. Some changes require a lot of work and dedication to be able to deal with them. Therefore, the energy level may be important for your personal flexibility. When we compare your score on energy level to the scores of a large number of other respondents, it can be said that in general you have a lot of energy. You like to work hard and you are able to do large amounts of work.

## *Self-confidence*

The personality trait of self-confidence requires little explanation. It is about whether you have confidence in your own skills and whether you believe you are able to bring most tasks to a good finish. From the questionnaire it emerges that your self-confidence is average. Sometimes you feel capable of finishing the job properly and of solving the problems, but you may also doubt yourself once in a while.

## *Control over own situation*

Control over own situation indicates the degree to which you have the feeling you are able to have influence on your own life. A low score indicates that you believe that things happen to you which leave you feeling powerless. A high score indicates that you believe that you are able to influence most things. People with high scores are inclined to learn from mistakes. They look into what they could do the next time in order to prevent mistakes. Your answers indicate that in general you often think you are able to influence things that happen to you instead of having the feeling you are a victim of circumstances. You regularly feel you are capable of turning things round and you have the feeling that you have a grip on the things that happen in your life.

## *Emotional resilience*

Emotional resilience indicates to what extent you are able to deal with change, disappointment and adversity. Although feelings can be very important indeed, emotional resilience also indicates to what extent you are able to come to terms with these feelings and to not let yourself be daunted by them. When we compare your score on emotional resilience with the scores of a large number of other respondents, it can be said that your emotional resilience is slightly below average. Sometimes adversity upsets you and then you need a fair amount of time to recover from it.

### *Conclusion regarding personal flexibility*

In comparison to a thousand others, we can conclude that on the whole your personal flexibility is high. You are fairly well to well capable of coping with most challenges and changes and to make decisions about your own life. Although there does not appear to be a need for it, you might like to increase your personal flexibility even more. In that case, you could focus on the personality traits on which you have scored slightly bit lower.

# Tips for improvement

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We recommend that you don't start working at all personality traits at once. If you want to improve your flexibility you could for instance, start by focusing on two personality traits. We will provide you with two tips to improve the personality traits for which the scores were lowest in your case.

In order to increase your personal flexibility you could take the following into consideration.

## *Emotional resilience*

Increasing your emotional resilience is not easy and definitely requires an effort. It cannot be indicated what the reason for your diminished emotional resilience is based on this questionnaire. We will mention two possible causes. It is up to you to find out where your diminished emotional resilience or your lack of immunity to stress stems from.

First of all it can be caused by having too much on your plate over a prolonged period of time. This may lead to exhaustion which causes your resilience to be diminished temporarily. If this is the case, it is important to take it easy so that you are able to build up resilience again. You could learn how to deal with stress with the following five steps:

- Make sure you are aware of your personal stress indicators; familiarise yourself with your behaviour, feelings, thoughts or physical discomforts that indicate stress reactions to you.
- Recognise where your stress stems from; find out what causes stress for you.
- Ascertain which causes of stress you can and which you cannot influence.
- Learn how to deal with the causes of stress that you cannot influence in your opinion. Work at accepting the situation or become aware that you always have a choice. If your work causes you stress and you have the feeling that you cannot influence the causes of this stress, then you have the choice to either accept this situation or to leave this situation by looking for another job. Learn how to deal with these dilemmas.
- Make choices and plan to take action to reduce the causes of stress that you are able to influence.

Secondly, a diminished emotional resilience could be caused by the way you view events in your (working) life. To a large extent, people create their own stress. Often irrational thoughts cause emotional reactions that restrict you in the way you function. Examples of irrational thoughts are:

- To assess the situation as being far worse than it actually is. (exaggeration); "I cannot take it anymore", "all hope is lost".
- The 'always or never' way of thinking: "I always mess things up".
- Being extremely critical towards yourself or others; "I have to do everything to perfection, mistakes are not allowed".

The extent to which you are able to deal constructively with disappointment and adversity also depends on your ability to recognise the aforementioned irrational thoughts and to change them. You could try to change the first irrational thought into balanced negative evaluations, in expressions of tolerance. You could change the second by thinking more flexibly about the frequency of the events. You could change the third by accepting your own fallibility and that of others. Changing your way of thinking is not something you learn to do in one go or are able to do from then on, it requires continuous self analysis and investment.

## *Self-confidence*

Improving your self-confidence is often a long process of exertion, gaining small successes, learning to value yourself and having the courage to have confidence in your own qualities and skills again.

You could find out a couple of things about yourself:

- Ask yourself whether you are inclined to attribute success to yourself, to your surroundings or to coincidence?
- Ask yourself as well whether you are inclined to attribute your failings to yourself, to your surroundings or simply to bad luck?
- Ask yourself to which people, standards or values you compare yourself. Do you mainly look up to people who have more success than you or do you also allow the comparison with people who do not perform that well in different areas? People who always compare themselves with people who have more success, are not content with themselves, they always feel they have to excel over others and they allow little self-confidence for themselves.
- Ask yourself whether you do not demand too much of yourself. The saying: "Placing the bar too high" indicates that there are quite a number of people who are inclined to expect too much from themselves. Try to find out (together with your coach) what you expect from yourself and whether that can be called realistic and achievable.

Learning to value yourself, but also learning to accept your mistakes are steps along the way to more self-confidence.

# Graphical representation of the results

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**Personal flexibility**

Sten scores

Adaptability to change

Social initiative

Energy level

Self-confidence

Control over own situation

Emotional resilience



# Interpretation of the scores

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This report contains a number of figures we would like to explain. The graphic representation of the personality traits is shown in sten scores.

Sten scores have the following meanings:

<b>Sten</b>	<b>Meaning</b>
1	Far below average
2	Well below average
3	Below average
4	Just below average
5	Average
6	Average
7	Just above average
8	Above average
9	Well above average
10	Far above average