INTERNATIONAL PERSONALITY TEST

Report No.
IPT-2611-48217
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Personality Test Report

PARTICIPANT	DATE OF TEST	ASSESSMENT
Example Participant	**21 November 2026**	**IPT Big Five · 50 questions**

PERSONALITY STYLE (ESTIMATED)	FOUR-LETTER STYLE (ESTIMATED)	MOST DISTINCTIVE TRAIT
The Reliable Planner	ISTJ	Conscientiousness

Big Five trait scores

Percentile: the share of the reference group who scored lower than you

TRAIT	PERCENTILE	RANGE	IN BRIEF
Extraversion	**28**	Lower	Prefers small groups and quiet focus; recharges alone and speaks after thinking things through.
Reserved ··· Outgoing			
Agreeableness	**41**	Mid-range	Balances cooperation with candor; willing to help, and also willing to disagree when it matters.
Direct ··· Accommodating			
Conscientiousness	**86**	Higher	Organized, dependable and thorough; plans ahead and finishes what has been started.
Flexible ··· Structured			
Emotional Stability	**63**	Mid-range	Generally calm and even-tempered; feels stress in demanding periods but usually recovers quickly.
Reactive ··· Steady			
Openness	**34**	Mid-range	Leans practical; values proven methods and concrete facts, open to new ideas that serve a clear purpose.
Practical ··· Curious			

HOW TO READ THIS REPORT

A percentile of 86 means your score was higher than about 86 in 100 people in the reference group. Scores between 30 and 70 are the mid-range: the middle 40% of the reference group. No score is good or bad; each end of a trait has advantages.

ABOUT THE RESULT

Trait scores are measured from your answers. The personality style and four-letter style are calculated from those scores and are estimates. Not the official MBTI® assessment. For self-understanding only; not for diagnosis or hiring decisions.

SAMPLE

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DETAILED PERSONALITY REPORT

Reading your report

This report explains what your answers say about five broad traits that psychologists use to describe personality, and what those traits mean for how you work, communicate and grow.

What was measured

You answered 50 statements about yourself. Each statement belongs to one of five traits, known together as the Big Five, a widely researched model of personality. Your answers to the ten statements for each trait were combined into a score.

What a percentile tells you

Your score on each trait is compared with a reference group of people who answered the same questions. A percentile of 28 means you scored higher than about 28 in 100 of them, and lower than about 72.

A percentile is a comparison, not a mark. A low percentile on Extraversion does not mean you failed at being sociable; it means you are more reserved than most.

The three ranges

Lower	Below 30	You tend to show the left-hand quality more than most people.
Mid-range	30 to 70	You may show both qualities, depending on the situation.
Higher	Above 70	You tend to show the right-hand quality more than most people.

Two kinds of content

MEASURED Your scores. These come directly from your answers.

INTERPRETATION Descriptions of what people with scores like yours are often like. They are informed descriptions, not measurements. Keep what fits and set aside what does not. On the trait pages the score is measured and the text is interpretation.

Your five scores

Extraversion	Reserved	Outgoing	**28** Lower
Agreeableness	Direct	Accommodating	**41** Mid-range
Conscientiousness	Flexible	Structured	**86** Higher
Emotional Stability	Reactive	Steady	**63** Mid-range
Openness	Practical	Curious	**34** Mid-range

In this report

Your profile in brief 3	Strengths and blind spots 10	Personal development 13
Your five traits in detail 4–8	Work and communication style 11	Your four-letter style 14
How your traits combine 9	How you contribute at work 12	About this assessment 15

SAMPLE

YOUR PROFILE IN BRIEF

The Reliable Planner

You are organized, dependable and practical. You prefer a clear plan, proven methods and enough quiet to do the job properly, and people tend to rely on you because you finish what you start.

The clearest feature of your profile is high Conscientiousness. You are likely to plan ahead, keep your commitments and notice details. Combined with a reserved, practical outlook, this makes you someone who prefers to work steadily and thoroughly rather than quickly and visibly.

Your Extraversion score is in the lower range. You are likely to think before you speak and to do your best work alone or in a small group. Your Openness score is in the mid-range but leans practical: you tend to judge ideas by whether they work.

Agreeableness and Emotional Stability are also in the mid-range. You are likely to be fair and straightforward with people, and generally even-tempered. Neither trait dominates your profile, so your behavior here may depend more on the situation.

THREE THINGS TO KNOW ABOUT YOU

1. **You are at your best with structure.** Clear goals, defined responsibilities and time to prepare.
2. **You contribute quietly.** Your work speaks for you, so it helps to make it visible.
3. **You trust what is proven.** A strength in most situations, and worth questioning when circumstances change.

Words that often describe people with your profile

Dependable · Organized · Thorough · Practical · Reserved · Even-tempered · Straightforward · Prepared · Consistent

Your profile at a glance

TRAIT	PERCENTILE	RANGE	IN ONE LINE
Extraversion	**28**	Lower	Prefers small groups and quiet focus; recharges alone and speaks after thinking things through.
Agreeableness	**41**	Mid-range	Balances cooperation with candor; willing to help, and also willing to disagree when it matters.
Conscientiousness	**86**	Higher	Organized, dependable and thorough; plans ahead and finishes what has been started.
Emotional Stability	**63**	Mid-range	Generally calm and even-tempered; feels stress in demanding periods but usually recovers quickly.
Openness	**34**	Mid-range	Leans practical; values proven methods and concrete facts, open to new ideas that serve a clear purpose.

SAMPLE

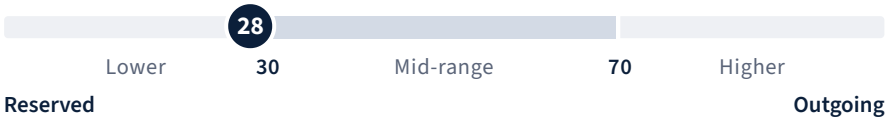
TRAIT 1 OF 5

Extraversion

28

PERCENTILE

Lower



What your score means

Your score is higher than about 28 in 100 people in the reference group. You are likely to do your best thinking on your own or with one or two people, and to find long stretches of group activity tiring rather than energizing. You can be perfectly sociable; it simply costs you more energy than it costs a person at the outgoing end.

ABOUT THIS TRAIT

Extraversion describes how much energy you draw from other people and from activity around you. It is not a measure of confidence or social skill.

Where this helps you

+ Deep, uninterrupted concentration on one task
+ Listening carefully before you respond
+ Staying calm and steady when others are excitable

Where it may cost you

– Your ideas may go unheard in fast, loud meetings
– People can read quiet as lack of interest
– You may wait too long before asking for help

In everyday life

At work	You work best with clear blocks of quiet time and prefer written updates to open-ended meetings.
With people	You keep a small circle and invest in it. New acquaintances may need time to get to know you.
Under pressure	You tend to withdraw and solve the problem alone. Telling one person what you are doing prevents misunderstanding.

ONE THING TO TRY

Before your next meeting, write down the one point you most want to make and say it in the first ten minutes.

SAMPLE

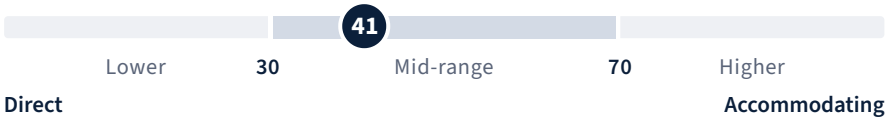
TRAIT 2 OF 5

Agreeableness

41

PERCENTILE

Mid-range



What your score means

Your score is higher than about 41 in 100 people in the reference group. That places you in the middle range, slightly toward the direct side. You are considerate in most situations, but you do not avoid a disagreement to keep the peace. People are likely to see you as fair and straightforward rather than as especially warm or especially tough.

ABOUT THIS TRAIT

Agreeableness describes how you weigh other people's needs and feelings against your own goals and views. Neither end is better: one favors harmony, the other favors frankness.

Where this helps you

+ Giving honest feedback without being harsh
+ Judging requests on their merits, not on who asks
+ Holding a position when the facts support it

Where it may cost you

– Feedback may land more bluntly than you intend
– You may overlook how a decision feels to others
– Praise can go unsaid because it seems obvious to you

In everyday life

At work	You are comfortable challenging a plan, and equally comfortable accepting a better argument.
With people	You may show care through practical help more than through words.
Under pressure	You become more task-focused. A short acknowledgement of the other person's effort keeps relationships intact.

ONE THING TO TRY

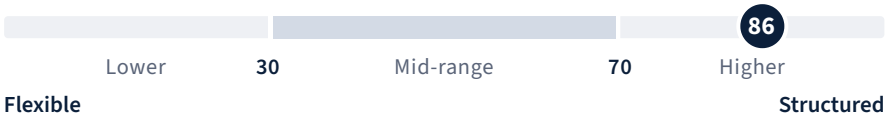
When you give critical feedback this week, start with one specific thing the person did well. Make sure it is true.

SAMPLE

TRAIT 3 OF 5

Conscientiousness

86
PERCENTILE
Higher



What your score means

This is your most distinctive trait. Your score is higher than about 86 in 100 people in the reference group. You are likely to prefer order and clear plans, to notice details, and to feel uncomfortable leaving things unfinished. Others are likely to rely on you because you do what you say you will do.

ABOUT THIS TRAIT

Conscientiousness describes how you organize yourself: how much you plan, how carefully you work, and how firmly you stick to commitments.

Where this helps you

+ Delivering on time and to a consistent standard
+ Breaking large goals into manageable steps
+ Spotting errors before they become problems

Where it may cost you

– Sudden changes of plan can be frustrating
– High standards may slow you down on low-stakes tasks
– You may take on work rather than trust others to do it well

In everyday life

At work	You prefer defined responsibilities, deadlines and a clear standard for "done".
With people	You keep promises and expect the same. Lateness and loose ends bother you.
Under pressure	You work harder and tighten control. Deciding what is "good enough" in advance protects your time.

ONE THING TO TRY

Pick one routine task and deliberately finish it to a good-enough standard. Notice whether anyone, including you, is worse off.

SAMPLE

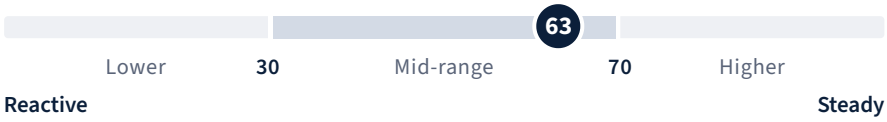
TRAIT 4 OF 5

Emotional Stability

63

PERCENTILE

Mid-range



What your score means

Your score is higher than about 63 in 100 people in the reference group. That places you in the middle range, toward the steady side. Day to day you keep an even keel and setbacks rarely derail you. You notice stress when demands pile up, but your reactions are usually in proportion and pass fairly quickly.

ABOUT THIS TRAIT

Emotional Stability describes how strongly and how often you experience worry, irritation and low mood in everyday life. It is a personality trait, not a measure of mental health.

Where this helps you

+ Keeping perspective when things go wrong
+ Making decisions without being ruled by mood
+ Being a steadying presence for people around you

Where it may cost you

– You may underestimate how stressed others feel
– Early warning signs of overload can be easy to ignore
– Others may assume you are fine and not offer support

In everyday life

At work	You handle routine pressure well and are seldom thrown by criticism.
With people	You are predictable in a good way: people know what mood to expect.
Under pressure	Stress may show as tiredness or irritability rather than worry. Rest may work better for you than pushing through.

ONE THING TO TRY

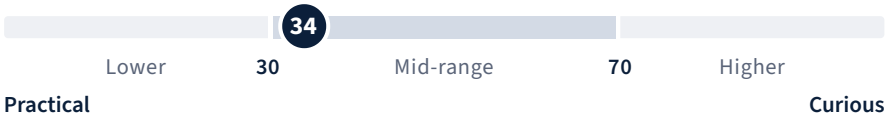
At the end of each working day this week, note how stretched you felt. A pattern over several days tells you more than any single day.

SAMPLE

TRAIT 5 OF 5

Openness

34
PERCENTILE
Mid-range



What your score means

Your score is higher than about 34 in 100 people in the reference group. That places you in the lower part of the middle range. You are interested in ideas when they lead somewhere useful, and you tend to trust experience over theory. You are unlikely to change a method that works simply because a newer one exists.

ABOUT THIS TRAIT

Openness describes your appetite for new ideas, abstract thinking and unfamiliar experiences. The questionnaire measures the intellect and imagination side of this trait.

Where this helps you

+ Turning plans into realistic, workable steps
+ Judging ideas by evidence rather than novelty
+ Building depth of skill by staying with a subject

Where it may cost you

– You may dismiss an unusual idea too early
– Open-ended brainstorming can feel like wasted time
– Long-term trends are easier to miss when focused on the present

In everyday life

At work	You add most value where ideas have to be made practical, tested and maintained.
With people	You prefer conversations about real events and plans to speculative debate.
Under pressure	You return to what has worked before. Usually that is wise; occasionally the situation is new.

ONE THING TO TRY

Next time you reject an idea, write down what would have to be true for it to work. Then check one of those conditions.

SAMPLE

BEYOND SINGLE SCORES

How your traits combine

No trait works alone. Two people with the same Conscientiousness score will behave differently if one is outgoing and the other reserved. These are the combinations that shape your profile most.

Conscientiousness 86 + Extraversion 28

Quiet reliability

High structure with low need for attention. You tend to deliver steadily in the background. The risk is that your contribution goes unnoticed, because you rarely announce it.

Conscientiousness 86 + Openness 34

Proven methods, carefully applied

You refine and maintain rather than reinvent. Processes you own are likely to run well. When the situation is genuinely new, you may need to push yourself to experiment before the plan is complete.

Extraversion 28 + Openness 34

Depth over breadth

You prefer a few subjects and a few people, known well. This builds real expertise and loyal relationships. It can also narrow the range of views you hear, so one deliberate outside voice is valuable.

Emotional Stability 63 + Agreeableness 41

Calm candor

You can say a difficult thing without heat. People may experience this as fairness. With more sensitive colleagues, adding a sentence of warmth makes the message easier to hear.

A note on mid-range scores. Three of your five scores are in the mid-range. Mid-range does not mean "no result". It means your score is close to the middle of the reference group, and you may show qualities from both sides of the trait depending on the situation.

SAMPLE

WHAT YOU BRING

Strengths and blind spots

These are strengths and blind spots that often go with scores like yours. Most blind spots are a strength seen from the other side.

Your likely strengths

Follow-through

You tend to finish what you start and to keep commitments.

From: Conscientiousness

Attention to detail

You are likely to catch errors and gaps early.

From: Conscientiousness

Focus

You may find it easy to stay with one demanding task.

From: Extraversion, Conscientiousness

Practical judgment

You tend to ask whether an idea will actually work, and how.

From: Openness

Composure

You tend to keep a level head when plans go wrong.

From: Emotional Stability

Fairness

You tend to weigh the facts before the personalities.

From: Agreeableness

Possible blind spots

AREA	WHAT CAN HAPPEN	WHAT HELPS
Visibility	Good work done quietly is easy to overlook.	Send a short written summary when you complete something significant.
Flexibility	A changed plan can feel like a problem even when it is an improvement.	Ask what the change makes possible before listing what it disrupts.
Delegation	It can seem quicker and safer to do it yourself.	Hand over one task with a clear standard, then check the result, not the method.
Warmth in feedback	Accurate feedback can still land as cold.	Say what you appreciate before what you would change.

SAMPLE

YOU WITH OTHERS

Work and communication style

How people with your profile typically prefer to work, and what others may notice when they work with you.

How you prefer to work

- With a clear brief, a deadline and an agreed standard
- On one thing at a time, with few interruptions
- With time to prepare before you are asked to decide
- Using methods you know are reliable

Environments that suit you

- Stable priorities and defined roles
- Quiet space or protected focus time
- Colleagues who keep their commitments

Environments that drain you

- Constant change without explanation
- Back-to-back meetings with no clear outcome
- Vague responsibilities and shifting deadlines

How you communicate

- Precisely and factually, often in writing
- After thinking, rather than while thinking
- Directly when something is wrong

How others may experience you

THEY VALUE	THEY MAY MISREAD
You are reliable and prepared	Quiet as disagreement or disinterest
You say what you mean	Directness as criticism
You stay calm	Calm as not caring about the problem

IF YOU WORK WITH SOMEONE LIKE THIS

Share this with a colleague or manager:

- Send the agenda or question in advance
- Give reasons when plans change
- Ask for their view directly; they may not volunteer it

On careers. Personality describes how you like to work, not what you are able to do. People with every profile succeed in every field. Use this page to shape your role and habits, not to rule options in or out.

SAMPLE

YOU AT WORK

How you contribute at work

The kinds of contribution that often come naturally to people with your profile, the part you may play in a team, and how to talk about your way of working.

Where you may contribute most

Planning and coordination

Turning a goal into steps, owners and dates, and keeping track of them.

Quality and accuracy

Checking, reviewing and maintaining a standard where errors are costly.

Process and upkeep

Running and improving something that has to work the same way every time.

Depth of knowledge

Becoming the person who knows one subject or system thoroughly.

Your likely team role

The anchor. In a group you are likely to be the person who keeps commitments visible, turns decisions into a plan and notices what has been missed. Teams tend to rely on this role most when work is complex or deadlines are close.

You may be less drawn to the roles of promoter or idea-generator. A team needs those too; working alongside people who enjoy them can suit you well.

What to watch at work

- Taking on extra work quietly instead of raising a workload problem
- Waiting for a complete plan when a quick trial would teach you more
- Assuming others know what you have done without being told

Talking about yourself in interviews

Bring two worked examples.	You may describe your work modestly. Prepare two specific situations: what the problem was, what you did, and the result, with a number if you have one.
Say how you work best, as a preference.	For example: "I do my best work when priorities are clear and I have time to prepare." This tells an employer how to get the most from you.
Practice your opening out loud.	You are likely to think before you speak. Rehearsing a one-minute summary of your experience means your first answer is ready.

This page describes how you may prefer to contribute. It does not measure skills or experience and does not indicate suitability for any job or occupation.

SAMPLE

NEXT STEPS

Personal development

Your traits describe your starting point; your habits are what you can change. These three suggestions build on your strengths and address the blind spots most likely to matter for your profile.

1 Make your work visible

Because you are reserved and dependable, results can be taken for granted.

TRY THIS

Once a week, send a three-line update: what you finished, what is next, where you need input.

YOU WILL KNOW IT IS WORKING WHEN

People refer to your work without being reminded of it.

2 Practice "good enough"

High standards applied to everything cost time and energy.

TRY THIS

Before starting a task, decide whether it deserves your full standard or a faster pass.

YOU WILL KNOW IT IS WORKING WHEN

You finish low-stakes tasks sooner and feel no worse about them.

3 Stay with a new idea for five minutes

A practical outlook can close the door on an unfamiliar option too quickly.

TRY THIS

When your first reaction is "that will not work", ask two questions about it before you say so.

YOU WILL KNOW IT IS WORKING WHEN

You sometimes change your mind, and can say why.

Questions for reflection

1. Which description in this report felt most accurate? Which felt least accurate, and why?

2. Where has your preference for structure served you best in the past year?

3. Who in your life sees a different side of you from the one described here?

SAMPLE

ESTIMATED FROM YOUR TRAIT SCORES

Your four-letter style: ISTJ

Many people know personality through four-letter types. This page shows the four-letter style that best matches your Big Five scores, and how clearly your scores point to each letter.

I	**Introversion** — Extraversion Calculated from your Extraversion score (28)	CLARITY	**Moderate**
S	**Sensing** — Intuition Calculated from your Openness score (34)	CLARITY	**Moderate**
T	**Thinking** — Feeling Calculated from your Agreeableness score (41)	CLARITY	**Slight**
J	Perceiving — **Judging** Calculated from your Conscientiousness score (86)	CLARITY	**Clear**

How to read clarity

Clear	Your score is well to one side of the middle.
Moderate	Your score leans to one side of the middle.
Slight	Your score is near the middle. The opposite letter may describe you equally well.

Clarity shows how far your score is from the middle. It is not a probability, and it does not say how accurate the letter is.

Your T is slight. If descriptions of ISFJ also sound like you, that is consistent with your scores.

Why "estimated"

You did not take a four-letter type questionnaire. Your style is an illustrative estimate calculated from four of your Big Five scores. The letter pairs are not measured directly by this assessment, and the result is not equivalent to a separately administered type assessment. Emotional Stability is not used here.

Types sort people into two groups on each letter. Your trait scores are more precise, because they show how far you are from the middle. Where the two disagree, trust the trait scores.

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METHOD AND LIMITS

About this assessment

The questionnaire

The assessment uses the 50-item Big-Five Factor Markers from the International Personality Item Pool (IPIP), a public collection of personality items developed for research and widely used in it. Each trait is measured by ten statements, some worded positively and some negatively.

Scoring

Answers are scored from 1 to 5, with negatively worded statements reversed, and added for each trait. Your total is then compared with the reference group to give a percentile.

Reference group

Percentiles compare you with a large group of people who completed the same 50 statements online. They are not a random sample of the general population, so treat your percentiles as a good guide rather than an exact position.

What this report can and cannot do

IT CAN	IT CANNOT
Describe your typical tendencies	Predict what you will do in a given moment
Give you language for self-reflection	Diagnose any condition
Start a useful conversation	Measure ability, intelligence or values
Show how you compare with others	Decide whether you suit a job

Accuracy

Results depend on how openly you answered and can be affected by mood or circumstances on the day. A score a few points higher or lower would not change the picture. If a description does not fit, your own knowledge of yourself comes first.

Your data

See the Privacy Policy at internationalpersonalitytest.com/privacy/.

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