What Is The Narrative Big Five?

The Narrative Big Five is an assessment based on the Five Factor Model – currently, the preferred model for personality scholars and researchers. Five Factor Model research findings have been replicated in many countries around the world.

The Narrative Big Five Report provides users with scores on five main traits (Resilience, Extraversion, Openness, Agreeableness, and Conscientiousness) and 23 subtraits.

- Resilience refers to a person's tolerance to stress.
- Extraversion has to do with general sociability and influence.
- Openness refers to a person's levels of imagination, complexity, and comfort with change.
- Agreeableness refers to a person's comfort with cooperating with others.
- Conscientiousness refers to a person's general levels of drive, self-discipline, and organization.

What are the main differences between the Narrative Big Five and other commonly used personality instruments?

Many personality tools currently adopted categorize individuals under a finite number of "types." The latest personality research, however, fails to support the existence of such types. Conversely, researchers now believe that human personalities are best described by infinite combinations of traits distributed in a normal curve. The Narrative Big Five uses a trait approach, helping users better understand, not only their individual trait tendencies, but also how they score relative to others.

What are possible applications for the Narrative Big Five?

The Narrative Big Five is commonly used to support professional development in various areas such as leadership, team building, diversity, conflict management, sales, and customer service. It is also recommended as a supportive tool in selection, succession planning, 360 evaluations, and employee engagement initiatives.

How can the Narrative Big Five be used for professional development?

Because considerable research has been conducted on the Five Factor Model, researchers can now connect Big Five traits to a person's "energy" to develop a particular workplace competency. Thus, the assessment helps participants gain awareness of potential areas of strength and caution areas.

How can the Narrative Big Five be used in the Selection process?

We believe that requirements for a specific job are very specific to the company, department, and position. The specific job and what tasks someone will be performing are the primary drivers of the target profile. However, we also tweak the target rofile based on the manager and the culture of the company. At Narrative, we create a custom target profile for a specific position, based on learning about the job requirements and distinguishing between incumbent top performers and low

performers. Once the target profile is defined, candidates are assessed against the target. A fit score from 1 to 10 is determined and the fit on each of the 23 Narrative subtraits is provided. This is one piece of the selection process and it gives an indication whether the job will be energizing, draining, or somewhere in between, for each candidate.

How can the Narrative Big Five support a 360-evaluation process?

The Narrative Big Five is particularly useful as a support tool for a 360 process because it contrasts personality with performance. The performance improvement professional in charge of the 360 process is able to:

- contrast the 360 and the Narrative Big Five results
- contrast the individual's personality with typical personalities of top performers
- design a development plan that takes into consideration the individual's current performance in the competency and his/her probable energy to further develop it

Of course, personality is one component of performance. Experience, values, motivation, and cognitive intelligence also matter. For instance, it is possible for an individual to be an excellent leader and yet have different personality tendencies from those of "typical" strong leaders. Contrasting one's personality with the personalities of "typical" top performers, however, can give individuals insight on:

- potential reasons for strengths and challenges in a given competency.
- a "stretching" road map (i.e. an indication of areas in which one must "stretch" a typical preference for limited periods of time in order to improve performance).
- hidden areas of potential (but still unrecognized) strength.

How can the Big Five help improve employee engagement?

Employee engagement was defined by Wilmar Schaufeli as a combination of vigor (energy, resilience), dedication (passion, enthusiasm, connection to your job), and absorption (focus, concentration).   Arguably, one cannot be enthusiastic and passionate about a job that is completely foreign to one's nature. Selecting the right person for the right job and offering well designed career development plans are vital elements of engagement initiatives.

For additional information please contact us!

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