

Mateo Riwilis

mateo+code@testgorilla.com

Overall rating

☆☆☆☆☆ 0.0

Comparison group	Percentile	Raw score	Status
All candidates	N/A	N/A	Completed: Feb 05, 2025

This PDF provides a comprehensive overview of your candidate's test results. It gives you a detailed insight into their scores, skills and strengths, so you can use it to easily compare the candidate with other applicants for this role.

In addition to their overall average score, you'll receive a full breakdown of their assessment, including how long they spent completing the tests, what scores they achieved, and how they performed in different areas of each test.

You can see ratings and reviews from your team members, plus the answers to any custom questions. And for your peace of mind, we indicate whether your candidate has followed the guidelines for taking the tests.

Overall rating and review

There is no overall rating or review for this candidate.

Anti-cheating monitor

Device used?	Desktop
Location	Dublin (L), IE
Filled out only once from IP address?	Yes
Webcam enabled?	No
Full-screen mode always active?	No
Mouse always in assessment window?	Yes

Extra time

No extra time was granted to this candidate

# Personality

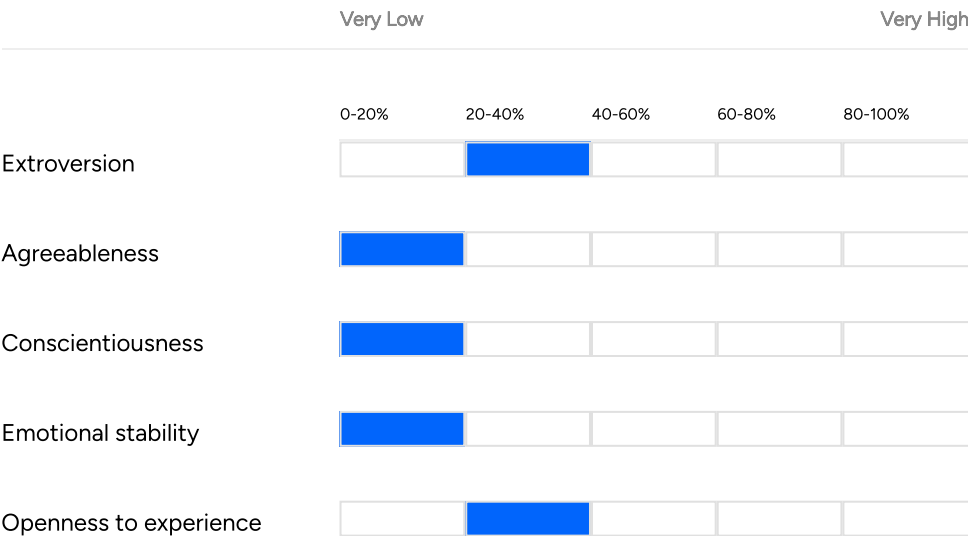
## Big 5 (OCEAN)

None

The big 5 personality test follows the Five-Factor Model, an empirical-based theory in psychology that evaluates five overarching dimensions of personality: openness, conscientiousness, extroversion, agreeableness, and emotional stability.

[View full test description](#)

Finished in 00:00:26 out of 00:10:00



## Extroversion

Extroversion refers to a focus on the external world, especially social relationships. Individuals who score higher in extroversion often prefer larger groups and are energized by extended time spent socializing with others. They tend to be assertive, active, and talkative, thriving in highly interactive environments. Conversely, those who score lower in extroversion, known as introverts, enjoy being in the company of others but often prefer smaller groups or less extended time socializing. They are likely to feel recharged by more time spent in solitary pursuits, finding energy in their independence and quiet reflection.

### Low in extroversion

#### Description

People who score low in extroversion often show a preference for engaging in solitary or introspective activities, which can help them recharge. In larger groups, they may be more reserved, though they enjoy socializing with those they know well. They often have a strong capacity for concentration and can immerse themselves deeply in tasks.

#### In work relationships

These individuals usually seek a balance between working individually and engaging with colleagues. While they enjoy interacting with others, they tend to prefer one-on-one conversations or small group settings with coworkers they are familiar with. These environments allow them to build meaningful connections.

#### At work

People who score low in extroversion tend to work well in small teams or individually, especially when they have opportunities to collaborate and consult with others. They often enjoy tasks that require sustained

concentration and focus.

As leaders, they tend to be most effective with proactive teams. They listen attentively and typically make decisions collaboratively rather than dominating the process, allowing space for team members to express ideas.

As team members, these individuals tend to demonstrate strong listening skills and are likely to express their ideas, particularly with direct colleagues or when well-prepared for meetings. When given sufficient autonomy and time to focus, they thrive in team environments. Their relaxed, reserved approach often creates a comfortable, collaborative atmosphere for others.

### **Their best attributes**

Individuals who score low in extroversion tend to be excellent listeners and deep thinkers, showing this strength in both personal and professional contexts. Their strong focus often allows them to engage fully in meaningful projects.

### **Their main challenges**

While they think deeply, they may need more time to formulate their thoughts and might not always share them immediately in meetings. Highly stimulating or socially demanding environments, such as busy offices, have the potential to leave them feeling drained and may impact their ability to concentrate fully on tasks.

### **Tips for communicating and working with people low in extroversion**

They generally communicate most effectively when they are prepared and feel that their input is valued. When interacting with them:

- Provide time for them to prepare for conversations and let them know in advance what kind of input or participation will be expected.
- Minimize small talk, but do engage in meaningful discussions about their interests, including those outside of work.
- Practice active listening, such as paraphrasing their ideas, to show understanding and encourage further elaboration.
- Ask thoughtful questions, especially about areas of interest, while recognizing they may need time to formulate a response.

To help them reach their potential at work:

- Allow them time to think through ideas instead of requiring immediate decisions.
- Ensure they have opportunities to work individually and recharge after social interactions.
- Assign projects that involve individual work, one-on-one collaboration, or small teams. Encourage the development of strong working relationships with close colleagues.

Possible coaching points:

- These individuals may find it challenging to share ideas spontaneously during group meetings. With preparation, however, they can contribute effectively. To support this, ask them to identify topics where they can lead discussions or other sessions.
- Provide constructive feedback on presentations they lead and encourage them to apply these communication skills when participating in meetings, not just when presenting.

### **Discussion points**

Consider touching on the following points during an interview, whether you are an employer or job-seeker. As a job-seeker, consider your preferences and how you might meet any challenges related to these points.

- What are the social expectations in this role?
- To what degree does this role allow for individual work?

## **Agreeableness**

Agreeableness reflects a focus on others and the common good. People who score higher in this trait often prioritize collaboration over self-interest, with a tendency to be accommodating, courteous, and cooperative in their interactions. In contrast, individuals who score lower in agreeableness may use a more direct communication style and be more focused on their own perspectives, which can help them be more assertive in their decision-making.

### **Very low in agreeableness**

#### **Description**

People who score very low in agreeableness may tend to focus primarily on their tasks, goals, and perspectives, often prioritizing results over relationships. This strong focus on their own work can sometimes be perceived as being unconcerned with meeting social expectations, but it also allows them to stay committed to their objectives without distraction.

## In work relationships

Due to their primary focus on their own tasks over relationships, these individuals may not invest as much time in developing personal connections at work. Colleagues may sometimes perceive them as detached in their interactions. This can occasionally lead to misunderstandings, especially in environments where social connections are highly valued.

### At work

People with very low scores in agreeableness tend to be competitive and ambitious, often aspiring to positions of power. They are naturally driven to achieve individual success and may sometimes find collaboration more challenging. When pursuing results, they are not deterred from taking actions that may be unpopular with others.

As leaders, they may be perceived as primarily focused on results and outcomes rather than interpersonal relationships. To achieve their goals, they may adopt a direct or critical approach, which can sometimes come across as intimidating if they don't balance it with a focus on others' needs. This direct approach can be effective, however, especially in fast-paced or high-pressure environments.

As team members, these individuals often find criticism directed at themselves or the team energizing rather than demotivating, using it as an impetus to improve. However, if they feel they are being treated or criticized unfairly, then they tend to react assertively. They are typically effective at delivering strong, clear messages due to their comfort with being direct.

### Their best attributes

Individuals who score very low in agreeableness are highly task-oriented. Their dedication to results, combined with this strong sense of duty, makes them effective in challenging, results-driven environments.

### Their main challenges

They may sometimes overlook others' emotions and interests, which can lead to strained relationships. Their direct communication style, while efficient, may invoke discomfort if perceived as overly critical. Additionally, their preference for individual achievement over collaboration can sometimes result in isolation within teams, making it harder for them to build strong professional relationships or foster a collaborative work environment.

### Tips for communicating and working with people very low in agreeableness

They tend to respond best to direct communication, and their own style can sometimes come across as blunt or unfeeling. When communicating with them:

- Understand that they may not focus on others' emotions, which can sometimes make their remarks seem callous or overly direct.
- If their communication feels unreasonable or intimidating, address the issue directly, but avoid focusing on emotional responses.
- Use negotiation techniques to reach a compromise, and when conflicts arise, consider agreeing to disagree or ending the discussion if necessary.

To help them reach their potential at work:

- Engage in discussions about their goals to better understand what drives them and assign tasks that align with these goals.
- Place them in roles or on projects where their strengths, such as overcoming obstacles, can be utilized effectively. They may excel in positions that require focus, determination, and a direct approach to problem-solving.

Possible coaching points:

- They may benefit from coaching to better understand how their words and actions impact others and how they may be perceived as confrontational rather than direct. If they are responsible for providing feedback, coaching them on how to deliver it constructively rather than bluntly can enhance their communication skills.

### Discussion points

Consider touching on the following points during an interview, whether you are an employer or job-seeker. As a job-seeker, consider your preferences and how you might meet any challenges related to these points.

- To what degree does someone in this role require balancing task focus with consideration of others' emotions?
- How much collaboration does this role require?
- In situations where consensus is needed, how does this candidate communicate with others and ensure that all perspectives are considered?

## Conscientiousness

Conscientiousness is the tendency to be organized, careful, and goal-oriented. People who score higher in conscientiousness are often reliable, hard-working, and thorough in their approach to tasks. They tend to be well-organized, diligent, and committed to following through on their objectives. In contrast, those who score lower generally take a more flexible or spontaneous approach to their tasks, which can help them adapt to changes and arrive at creative solutions to challenges.

## **Very low in conscientiousness**

### **Description**

People who score very low in conscientiousness tend to prefer working on their own terms, following their own schedule and methods. They may be less responsive to authority and can find it challenging to plan for the future, often preferring to act more spontaneously and make decisions in the moment. This can help them excel in situations that require adaptability and creative problem-solving.

### **In work relationships**

These individuals thrive in environments that value flexibility and spontaneity, often connecting best with colleagues who share a similar work style. While highly organized or structured individuals may sometimes perceive them as less focused on rigid planning, they can bring a sense of fun and adaptability to the team. Their enthusiasm for last-minute plans and changes can be energizing for those who enjoy a more relaxed and dynamic workplace.

### **At work**

People who score very low in conscientiousness tend to work well in environments with minimal structure, where flexibility is key. While they may sometimes find it challenging to adhere to strict deadlines and workplace routines, they often have their own unique methods of organization and can thrive in chaotic or fast-changing situations, especially where flexibility is required.

As leaders, they perform best in settings that allow for flexibility and creativity, where strict organization and adherence to detailed plans are less critical. They are likely to encourage team members to explore unconventional approaches and approach tasks in their own way, which can foster innovation and out-of-the-box thinking.

As team members, these individuals often introduce fresh perspectives when plans need to be adapted to address setbacks. While they may not always follow traditional approaches, their flexibility allows them to help the team navigate changes and stay focused on finding workable solutions.

### **Their best attributes**

Individuals who score very low in conscientiousness tend to be adaptable and flexible, thriving when plans change and living fully in the moment. They are able to enjoy the present without being overly concerned about potential obstacles or risks. This mindset allows them to remain open to and energized by spontaneous opportunities as they arise.

### **Their main challenges**

It can be challenging for them to take direction that they haven't sought out, as they prefer following their instincts over structured plans. While they are capable of delivering results, they may not always communicate their approach clearly and often operate without a set plan. Additionally, they may find it challenging to maintain consistent focus and attention to detail, which can occasionally result in oversights – not from a lack of skill or knowledge, but because they may skip over certain details.

### **Tips for communicating and working with people very low in conscientiousness**

They respond best to communication that is clear and direct. When interacting with them:

- Avoid unnecessary small talk, focusing on the key points you want to communicate.
- Keep conversations and meetings concise and focused on immediate tasks.
- Emphasize upcoming tasks and deliverables rather than discussing long-term plans.

To help them reach their potential at work:

- Assign tasks that align with their interests, trusting that their unique approach will yield results. Encouraging too much structure may hinder their creativity and productivity.
- For important deadlines, break tasks into smaller, immediate steps and focus on short-term goals. Keep the longer-term planning in your hands.
- When strict deadlines are involved, pair them with team members who are more structured and can help manage the overall timeline.

Possible coaching points:

- They may benefit from learning to balance their spontaneity with more attention to detail. Coaching them to take a bit more time to review their work before submitting it can help reduce

errors. Introducing tools like checklists can also improve their organization without restricting their creativity.

## Discussion points

Consider touching on the following points during an interview, whether you are an employer or job-seeker. As a job-seeker, consider your preferences and how you might meet any challenges related to these points.

- To what degree does this role allow for autonomy and creativity?
- To what degree does this role require careful planning and error-free work?
- What processes does this candidate use to deliver their work on time and error-free?

## Emotional stability

Emotional resilience refers to the ability to remain calm and adaptable in the face of stress or challenges. People who score higher in emotional stability generally perceive life with optimism and tend to regulate their emotions, keeping their expression within acceptable ranges. Low scorers, on the other hand, may experience emotions more intensely and be more sensitive to stress. They may also find it more challenging to regulate their emotions consistently, sometimes feeling more overwhelmed by difficulties or uncertainties.

### Very low in emotional stability

#### Description

People who score lower in emotional stability may experience stronger emotional reactions to stress and can be more sensitive to changes in their environment. While this sensitivity can help them notice potential challenges early on, they may take a bit longer to recover from stressful events and can benefit from strategies that help them manage their emotions and restore balance.

#### In work relationships

In work relationships, individuals with very low emotional stability may find interactions occasionally challenging, as they can be sensitive to stress or tension within the team. They may take time to feel comfortable in collaborative settings, especially when navigating challenging feedback or differing opinions. However, their attentiveness to team dynamics often allows them to pick up on shifts in mood or atmosphere, helping them understand others' emotional states even if it sometimes affects their own sense of security.

#### At work

People who score very low in emotional stability thrive in supportive environments that offer stability, encouragement, and safety. Their heightened emotional sensitivity and wide range of expressed feelings can make them valuable contributors on teams that prioritize open communication and emotional support. However, due to the fluctuations in their emotions, colleagues may sometimes find it challenging to predict their responses in high-pressure or uncertain situations.

As leaders, they have the ability to inspire passion and encourage emotional engagement among team members. Their sensitivity can help foster a caring, emotionally connected team culture. However, their strong emotional expressiveness may sometimes influence team morale – positively when emotions are constructive, but negatively when they interpret situations more pessimistically. If they are unaware of this tendency, it can affect team morale and trust.

As team members, these individuals may view themselves as needing support from others and can sometimes find emotional regulation challenging, leading to tension or potential conflicts. Despite these challenges, they tend to be capable of forming personal connections with their team and contributing positively in supportive environments.

#### Their best attributes

Individuals who score very low in emotional stability tend to be adept at anticipating problems and demonstrate a deep emotional sensitivity. This heightened sensitivity often accompanies a strong desire for self-improvement, as they are motivated to continuously refine their approach and make meaningful contributions to the workplace.

#### Their main challenges

They may find it challenging to manage stress and emotional fluctuations, which can increase their risk of experiencing burnout and work-related stress. Additionally, their intense emotions may sometimes be difficult for colleagues to navigate.

#### Tips for communicating and working with people very low in emotional stability

Positive communication is essential for these individuals, especially as they may steer conversations toward strong emotions. When interacting with them:

- Be supportive and non-judgmental while maintaining a positive attitude.
- Share personal stories of similar situations when they discuss difficult experiences, as this can help them feel more understood.
- Recognize that they may seek emotional support and could attempt to turn you into their therapist if discussions focus heavily on emotions.
- If emotions become intense, suggest taking a break from the conversation to allow for reflection and emotional balance.

To help them reach their potential at work:

- When you notice they are emotionally reactive, stay calm and provide gentle guidance to help them regain composure.
- Offer support and redirect their emotions into positive energy that can enhance their work.
- Use humor, be relatable, and exude confidence to inspire their passion and cultivate appreciation.
- Place them in a supportive environment with empathetic colleagues who can provide understanding.

Possible coaching points:

- Individuals with low emotional stability may benefit from coaching on emotional regulation and stress management techniques, helping them develop greater confidence and maintain focus on their work.

### Discussion points

Consider touching on the following points during an interview, whether you are an employer or job-seeker.

As a job-seeker, consider your preferences and how you might meet any challenges related to these points.

- How supportive and encouraging is the workplace culture, both in the team and in the larger company?
- How does the workplace culture support emotional well-being, both at the team level and across the larger company?
- How does this candidate typically respond to stressful and challenging work situations? What types of support or resources help them manage these moments?

## Openness to experience

Openness to experience refers to the willingness to be exposed to a variety of experiences that can include a range of views, ideas, and thoughts. People who score higher in openness to experience are curious and actively explore and try new ideas. People with lower scores, on the other hand, tend to focus on practicality and rely on established routines and methods that have proven reliable, preferring convention over novelty.

### Low in openness to experience

#### Description

People who score low in openness to experience generally conform to established norms and may exhibit resistance to change. They often prefer familiar routines and may initially be skeptical of new ideas or approaches. However, with time and convincing, they can gradually warm up to the idea of change, especially if they see clear benefits or practical applications. Their willingness to adapt may grow when they feel secure in their environment and trust the motivations behind proposed changes.

#### In work relationships

Though these individuals prefer to avoid abstract concepts and stick to concrete ideas, they remain open to trying new experiences as long as they stay within their comfort zone. While they may not consider themselves particularly creative, they are often receptive to the creative ideas and input of others, valuing collaboration and the contributions that diverse perspectives can bring to their work.

#### At work

People who score low in openness to experience tend to prefer familiarity over novelty and tend to err on the side of caution. They enjoy routine or repetitive tasks, often finding personal challenges and growth opportunities within each one.

As leaders, they typically adopt a conservative approach, focusing on stability and careful decision-making. However, they are open to considering new and innovative ideas from their team, carefully evaluating the potential downsides and risks associated with those proposals. If convinced, they are likely to implement new ideas gradually, taking small, manageable steps.

As team members, these individuals tend to thoughtfully assess the suggestions of others, even if they may not be the ones generating creative ideas. They focus on making these ideas more realistic and practical, ensuring that the team's initiatives align with established protocols and objectives.



## **Their best attributes**

Individuals who score low in openness to experience are known for their preferences for tradition and consistency. They tend to approach tasks with a practical mindset, favoring proven methods over experimentation. Their steady approach helps maintain stability and ensures that established processes are followed, making them dependable contributors in structured work environments.

## **Their main challenges**

They may find it challenging to adapt to new ideas or unfamiliar approaches, preferring to rely on established methods and routines. Their preference for consistency and routine can make it harder for them to navigate dynamic environments and may lead to resistance toward approaches or perspectives that differ from their own, potentially creating friction in collaborative settings. Additionally, this inflexibility can hinder their ability to embrace innovation, potentially limiting growth opportunities for themselves and their teams.

## **Tips for communicating and working with people low in openness to experience**

They respond best to concrete, slow-paced conversational approaches. When communicating with them:

- Focus on tangible concepts and present your ideas clearly and logically, as they may find it challenging to discuss abstract ideas.
- Incorporate pauses into your conversations to give them time to process the information being shared.
- Allow sufficient time for meetings and discussions; if they feel rushed, they may not effectively share their perspectives or ideas.

To help them achieve their potential at work:

- Acknowledge their reluctance to change by inviting them to evaluate new ideas, focusing on potential issues.
- Collaborate with them to create checklists, plan B options, and lists of pros and cons to ensure that projects run smoothly and minimize risks.

Possible coaching points:

- While they may often identify the most obvious solutions, coaching can help them recognize that more creative and original solutions can sometimes yield better results.
- Since they may quickly dismiss ideas, coaching can guide them to take more time to consider proposals before making definitive judgments.

## **Discussion points**

Consider touching on the following points during an interview, whether you are an employer or job-seeker.

As a job-seeker, consider your preferences and how you might meet any challenges related to these points.

- To what degree does change affect this role, the team, or the workplace as a whole? How does that align with this candidate's needs?
- To what degree is someone in this role required to come up with novel solutions rather than relying on what worked well in the past?
- How can a tendency to embrace time-tested approaches and/or see potential risk help someone succeed in this role?