## Workplace Big Five

The "Big Five Profile" does not assess mental aptitudes. However, it is a personality assessment based on a "Five-Factor Model of Personality" which today is a benchmark for strong estimates of inferred personality qualities. As understood today, the Big Five personality factors are: Need for Stability; Extraversion; Originality; Accommodation; and Consolidation. Because the Big Five, like PES, is a normative-based tool it can be used for estimating new candidates' degrees of fit to selected jobs or to move someone into a better-fitting role in a department.