PERSPECTIEF

Personal development report

Alex · fictional profile

FICTIONAL SAMPLE · No real participant data

Personality · cooperation · leadership

An original CoCoReCo report: five domains, fifteen facets, five context scales and seven wheels. Read scores as discussion hypotheses and check them against real work situations.

Development version, not yet psychometrically validated. Not for diagnosis or selection.

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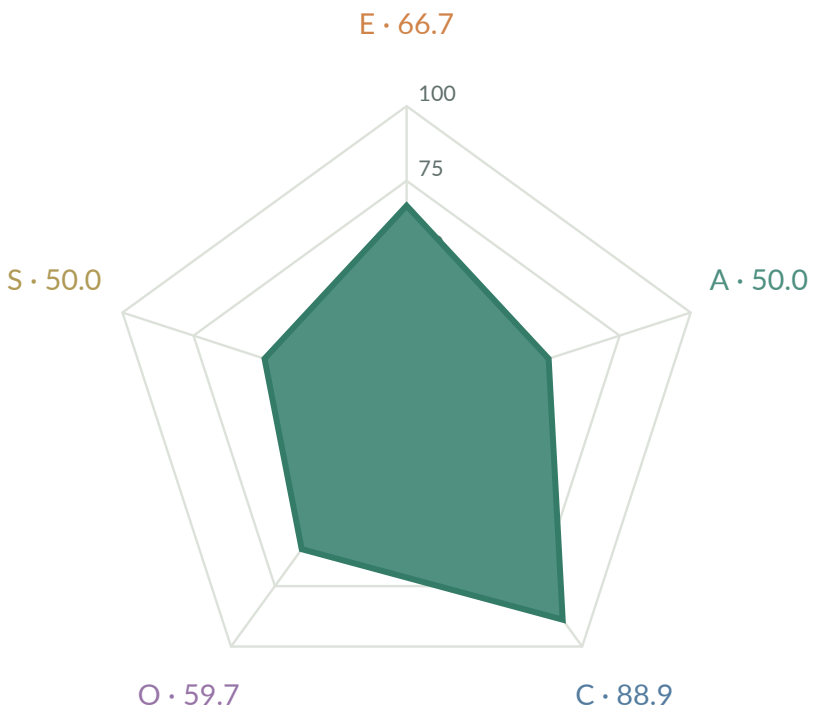
Your personality in five domains



E · Contact & initiative 66.7 / 100

A · Consideration & connection 50.0 / 100

C · Structure & delivery 88.9 / 100

O · Exploration & innovation 59.7 / 100

S · Emotional stability 50.0 / 100

All charts: linear scale score 0–100 based on response means; not a position relative to others. More is not automatically better. No uncertainty margins are available without a reliability study.

Points to discuss about the response pattern

Response coverage: 120/120 · Unanswered / not applicable: 0

No preset technical signals. This does not prove reliability or honesty.

These are technical discussion signals, not lie detection or a proven validity check.

Facets, strengths and possible pitfalls

Text zones: <40, 40–60 and >60. Provisional editorial boundaries, not scientific cut-offs.

Social approach

75.0 / 100



You readily seek interaction. This can connect people and help information circulate. Frequent interaction may limit your concentration or space for quieter colleagues.

A development experiment

Deliberately leave silence after a question. Invite written input too. As a leader, protect uninterrupted working time.

Expressing a position

100.0 / 100



You express a clear position. This can support direction and decisions. Your confidence may reduce others' space or close down questions too early.

A development experiment

Explicitly invite objections before giving your proposal. Summarise two other views before deciding.

Activation

25.0 / 100



You tend to choose a measured pace. This can bring calm and continuity. A team may mistake your reserved start for lack of involvement.

A development experiment

Make your involvement visible through a concrete first result. Set a realistic start time instead of waiting for motivation.

Empathic attention

75.0 / 100



You strongly consider other people's experience. This can support care and involvement. You may assume what others need or postpone your own boundaries.

A development experiment

Ask what the other person wants and can take on. Alongside understanding, state your boundary and the required task outcome.

Respectful disagreement

50.0 / 100



Your answers fall in the broad middle zone. Both directions may fit depending on the situation. This does not itself demonstrate flexibility.

You may respond directly and sharply to disagreement. This can make tensions visible. The delivery may overshadow the substance or discourage participation.

You maintain respectful interaction. This can enable constructive disagreement. Courtesy may soften necessary challenge or a clear boundary.

A development experiment

Connect respect to a concrete message: this is not working, this is the effect, this is our agreement. Check that the boundary is clear.

First describe the observable behaviour and its effect. Then ask for the other person's explanation. Avoid judging the person.

Willingness to trust

25.0 / 100



You tend to grant trust after verification. This can keep risks visible. Frequent checks may limit ownership and reciprocity.

A development experiment

Agree one outcome, decision boundary and fixed review. Release interim checks where the risk allows.

Organisation

95.8 / 100



You bring overview and order. This can support coordination and delivery. Organisation can become an end in itself when circumstances change.

A development experiment

Limit planning to what helps decisions. Leave space for unexpected work and review one rule that adds no value.

Persistence

95.8 / 100



You persist even without immediate reward. This can produce results. You may continue with an approach that needs adjusting or stopping.

A development experiment

Define in advance when to continue, adjust or stop. Ask someone to critically review the value of your effort.

Following commitments

75.0 / 100



You monitor agreements and consequences carefully. This can support reliability. You may carry too much responsibility or find renegotiation difficult.

A development experiment

Check capacity before committing. Renegotiate promptly and leave responsibility with the agreed owner.

Inquiring approach

75.0 / 100



You investigate ideas and underlying explanations. This can deepen understanding and nuance. Investigation may delay a decision or simple solution.

A development experiment

Set a time limit for research and identify the information that really matters. Then make a testable choice.

Imagination

100.0 / 100



You readily see alternatives and new connections. This can stimulate innovation. Many ideas may complicate choice and implementation.

A development experiment

Choose one idea using an explicit criterion. Translate it into a small outcome, an owner and the next step.

Willingness to experiment

4.2 / 100



You value continuity and proven approaches. This can provide stability. Adaptation may slow when circumstances require a different approach.

A development experiment

Test one change on a small scale, with an end date and evaluation criterion. State what you want to preserve for now.

Composure under uncertainty

50.0 / 100



Your answers fall in the broad middle zone. Both directions may fit depending on the situation. This does not itself demonstrate flexibility.

You are sensitive to uncertainty and possible risks. This can support early detection. Persistent concerns may burden attention and decisions; context deserves exploration.

You generally stay calm under uncertainty. This can bring steadiness. You may underestimate risk signals or other people's concerns.

A development experiment

Explicitly ask what risk you might be underestimating. Define which signals would trigger a review.

Separate a fact, a prediction and an actionable step. Ask what information or support is actually missing.

Emotional evenness

50.0 / 100



Your answers fall in the broad middle zone. Both directions may fit depending on the situation. This does not itself demonstrate flexibility.

Events seem to affect your mood and reactions more strongly. This can make involvement visible but amplify tension in discussion. Consider demands and circumstances too.

Your reactions generally stay even. This can offer predictability and calm. Others may find it harder to see what affects you or where your boundary lies.

A development experiment

Express your involvement and boundary in words. Ask whether your calm tone could be experienced as distance.

Briefly pause an escalating conversation and agree a specific time to resume. Name the emotion without making it the decision.

Recovery after setbacks

50.0 / 100



Your answers fall in the broad middle zone. Both directions may fit depending on the situation. This does not itself demonstrate flexibility.

Experiences may continue to affect you for longer. This can support thorough processing. Dwelling may hinder recovery and next steps; this is not a diagnosis.

You return to your usual rhythm relatively easily. This can support progress. You may move on too quickly when another person or the situation still needs acknowledgement.

A development experiment

Before moving on, check that people have been heard and agreements are clear. Recovering quickly does not require others to match your pace.

Set aside a short reflection: what happened, what do I need, what is one next step? Examine recovery opportunities at work too.

Your contribution to a team

No fixed team role or ideal team type. Discuss where you can contribute and what complementary behaviour is needed.

Make a position visible

Expressing a position · 100.0/100

You express a clear position. This can support direction and decisions. Your confidence may reduce others' space or close down questions too early.

Explicitly invite objections before giving your proposal. Summarise two other views before deciding.

Generate alternatives and connections

Imagination · 100.0/100

You readily see alternatives and new connections. This can stimulate innovation. Many ideas may complicate choice and implementation.

Choose one idea using an explicit criterion. Translate it into a small outcome, an owner and the next step.

Support overview and handovers

Organisation · 95.8/100

You bring overview and order. This can support coordination and delivery. Organisation can become an end in itself when circumstances change.

Limit planning to what helps decisions. Leave space for unexpected work and review one rule that adds no value.

These are the three relatively highest available facets within your own profile. In the middle zone or below, they are discussion topics only, not established strengths.

Leadership: contributions, boundaries and counterbalance

This profile does not measure leadership quality. These questions translate combinations of self-reports into possible working agreements. Check them against actual behaviour and feedback.

Direction and space

You take a clear position. Check that respectful disagreement remains possible when someone slows your decision.

E2: 100.0 · A2: 50.0 · Possible meaning — check against examples

Trust and follow-up

You may check extensively before granting trust. Test delegated decision space with a proportionate review.

A3: 25.0 · C3: 75.0 · Possible meaning — check against examples

Change and embed

You tend to protect continuity. Make room for one small reversible experiment with a clear review point.

O3: 4.2 · C1: 95.8 · Possible meaning — check against examples

Tension and human connection

Discuss how to stay engaged and clear under tension. Ask for a concrete example of your impact.

S2: 50.0 · A1: 75.0 · Possible meaning — check against examples

Your work context — separate

These scales describe your experience, not an objective assessment of the whole organisation. Low context values also invite work adjustments. They do not explain your personality scores.

Autonomy

25.0 / 100



You perceive limited autonomy. Explore which decisions remain unnecessarily centralised. This concerns your perceived work context, not a personal deficit.

A development experiment

Discuss one decision that could move closer to the work. Clarify decision boundaries and escalation points.

Role clarity

75.0 / 100



You perceive clear expectations and responsibilities. This can support focused work. Check whether others share this understanding.

A development experiment

Compare your view of your role with one collaboration partner's view and resolve one inconsistency.

Perceived room to speak

50.0 / 100



Your answers fall in the broad middle zone. Both directions may fit depending on the situation. This does not itself demonstrate flexibility.

You perceive limited room to discuss mistakes, questions or disagreement. Explore actual responses and power relations. Do not infer personal unsuitability from this.

You perceive room to speak. This is a useful resource. Your experience does not prove that everyone in the team has the same room.

A development experiment

Invite disagreement and thank someone for raising an error. Check how quieter colleagues experience the room to speak.

Discuss a specific situation and a desired safe response with a trusted person. Choose a feasible next step together.

Manageable work pace

25.0 / 100



You perceive a difficult work pace. Examine workload, staffing, priorities and recovery. This is neither burnout screening nor personal failure.

A development experiment

Make a stop-continue-postpone list with your manager. Change one structural demand and track the effect for two weeks.

Learning support

75.0 / 100



You perceive support for learning and experimenting. This can support development. Check whether learning transfers into work practice.

A development experiment

Choose one learning goal and show a colleague an application within two weeks. Ask what improvement is actually noticeable.

From insight to action: 30 / 60 / 90 days

Choose no more than two development themes. Describe behaviour and context change separately. Growth does not mean increasing every score.

My concrete work example and desired change

Within 30 days: one small behavioural experiment

Within 60 days: feedback, effects and adjustments

Within 90 days: keep, adapt or stop

Questions for a facilitated conversation

- What recent example confirms or qualifies this profile?
- What expectations or work conditions influence my behaviour?
- When does a strength become less helpful?
- What complementary behaviour do I ask of others and offer myself?
- What one work adjustment is needed alongside my own practice?

How this report is produced

Six items per facet, three reverse scored. At least five valid answers per facet. A domain appears only when all three facets are available. Report zones are provisional text choices, not norms. No overall score, type label or performance prediction.

Research basis and development

The dimensional Big Five model is the starting point; this is not BFI-2, DISC, MBTI or Insights Discovery. The original items and report rules do not inherit their validity. Translations are first drafts. See the dossier for construct decisions and the validation plan.

Soto & John (2017), DOI 10.1037/pspp0000096 · ITC (2017) · Open the development and administration dossier

COCORECO · PERSONAL EXPLORATION

From profile to everyday behaviour

This report describes responses at this point in time. Check each hypothesis with an example, a counterexample and feedback from someone who knows you. A higher score is not a better score. The texts are discussion prompts, not established characteristics.

Using these chapters

- Recognition: what fits and in what context?
- Nuance: when do you behave differently?
- Impact: what does a colleague actually notice?
- Experiment: what small behaviour will you test for two weeks?

DOMAIN EXPLORATION · E

Contact & initiative

66.7 / 100

You make your thinking visible through contact, initiative and taking a position. This can connect information and create momentum. Explore when visibility is a conscious choice and when it is a habit.

Nuance within the domain

Social approach · 75.0 / 100

You readily seek interaction. This can connect people and help information circulate. Frequent interaction may limit your concentration or space for quieter colleagues.

Expressing a position · 100.0 / 100

You express a clear position. This can support direction and decisions. Your confidence may reduce others' space or close down questions too early.

Activation · 25.0 / 100

You tend to choose a measured pace. This can bring calm and continuity. A team may mistake your reserved start for lack of involvement.

Highest–lowest facet difference: 75.0. A large gap calls for nuance in the domain average; it is not an error or statistical significance.

Potential contribution and overuse

Too much airtime can crowd out other views; too little visibility can leave useful information unspoken. Ask a colleague for a specific example of when your pace helped or hindered.

Practical experiment

Agree when to think individually and when to explore aloud. End a meeting with a round where everyone can add one insight not yet voiced.

Explore with a colleague

When have you seen this behaviour in me? What helped you? What did you need differently? What specific counterexample changes this picture?

DOMAIN EXPLORATION · A

Consideration & connection

50.0 / 100

Your responses fall around the middle. Look at the facets: your preferences may vary by situation.

Nuance within the domain

Empathic attention · 75.0 / 100

You strongly consider other people's experience. This can support care and involvement. You may assume what others need or postpone your own boundaries.

Respectful disagreement · 50.0 / 100

Your answers fall in the broad middle zone. Both directions may fit depending on the situation. This does not itself demonstrate flexibility.

You may respond directly and sharply to disagreement. This can make tensions visible. The delivery may overshadow the substance or discourage participation.

You maintain respectful interaction. This can enable constructive disagreement. Courtesy may soften necessary challenge or a clear boundary.

Willingness to trust · 25.0 / 100

You tend to grant trust after verification. This can keep risks visible. Frequent checks may limit ownership and reciprocity.

Highest–lowest facet difference: 50.0. A large gap calls for nuance in the domain average; it is not an error or statistical significance.

Potential contribution and overuse

Accommodation can suppress a useful disagreement; directness can create distance unintentionally. Describe the behaviour, its impact and then your request.

Practical experiment

Practise a conversation involving two legitimate interests. Reflect the other person's interest, state your boundary and agree a verifiable next step.

Explore with a colleague

When have you seen this behaviour in me? What helped you? What did you need differently? What specific counterexample changes this picture?

DOMAIN EXPLORATION · C

Structure & delivery

88.9 / 100

Your answers emphasise organisation, persistence and following commitments. This can support predictability and completion. Explore when structure helps and when a workable exception is needed.

Nuance within the domain

Organisation · 95.8 / 100

You bring overview and order. This can support coordination and delivery. Organisation can become an end in itself when circumstances change.

Persistence · 95.8 / 100

You persist even without immediate reward. This can produce results. You may continue with an approach that needs adjusting or stopping.

Following commitments · 75.0 / 100

You monitor agreements and consequences carefully. This can support reliability. You may carry too much responsibility or find renegotiation difficult.

Highest–lowest facet difference: 20.8. A large gap calls for nuance in the domain average; it is not an error or statistical significance.

Potential contribution and overuse

Care can become endless refinement; flexibility can leave completion unclear. Agree what is good enough, who decides and when it is done.

Practical experiment

Choose one recurring task and define done: outcome, owner, date and check. Review whether the agreement reduces effort rather than adding administration.

Explore with a colleague

When have you seen this behaviour in me? What helped you? What did you need differently? What specific counterexample changes this picture?

DOMAIN EXPLORATION · O

Exploration & innovation

59.7 / 100

Your responses fall around the middle. Look at the facets: your preferences may vary by situation.

Nuance within the domain

Inquiring approach · 75.0 / 100

You investigate ideas and underlying explanations. This can deepen understanding and nuance. Investigation may delay a decision or simple solution.

Imagination · 100.0 / 100

You readily see alternatives and new connections. This can stimulate innovation. Many ideas may complicate choice and implementation.

Willingness to experiment · 4.2 / 100

You value continuity and proven approaches. This can provide stability. Adaptation may slow when circumstances require a different approach.

Highest–lowest facet difference: 95.8. A large gap calls for nuance in the domain average; it is not an error or statistical significance.

Potential contribution and overuse

Too many options can dilute focus; holding to the familiar too long can slow learning. Separate exploring, choosing and implementing.

Practical experiment

Design one reversible experiment with a hypothesis, small trial, risk agreement and review date. Define what observation would justify continuing or stopping.

Explore with a colleague

When have you seen this behaviour in me? What helped you? What did you need differently? What specific counterexample changes this picture?

DOMAIN EXPLORATION · S

Emotional stability

50.0 / 100

Your responses fall around the middle. Look at the facets: your preferences may vary by situation.

Nuance within the domain

Composure under uncertainty · 50.0 / 100

Your answers fall in the broad middle zone. Both directions may fit depending on the situation. This does not itself demonstrate flexibility.

You are sensitive to uncertainty and possible risks. This can support early detection. Persistent concerns may burden attention and decisions; context deserves exploration.

You generally stay calm under uncertainty. This can bring steadiness. You may underestimate risk signals or other people's concerns.

Emotional evenness · 50.0 / 100

Your answers fall in the broad middle zone. Both directions may fit depending on the situation. This does not itself demonstrate flexibility.

Events seem to affect your mood and reactions more strongly. This can make involvement visible but amplify tension in discussion. Consider demands and circumstances too.

Your reactions generally stay even. This can offer predictability and calm. Others may find it harder to see what affects you or where your boundary lies.

Recovery after setbacks · 50.0 / 100

Your answers fall in the broad middle zone. Both directions may fit depending on the situation. This does not itself demonstrate flexibility.

Experiences may continue to affect you for longer. This can support thorough processing. Dwelling may hinder recovery and next steps; this is not a diagnosis.

You return to your usual rhythm relatively easily. This can support progress. You may move on too quickly when another person or the situation still needs acknowledgement.

Highest–lowest facet difference: 0.0. A large gap calls for nuance in the domain average; it is not an error or statistical significance.

Potential contribution and overuse

A calm appearance does not reveal total load; tension is not a lack of competence. Do not infer mental-health status from this self-report. Examine demands and working conditions too.

Practical experiment

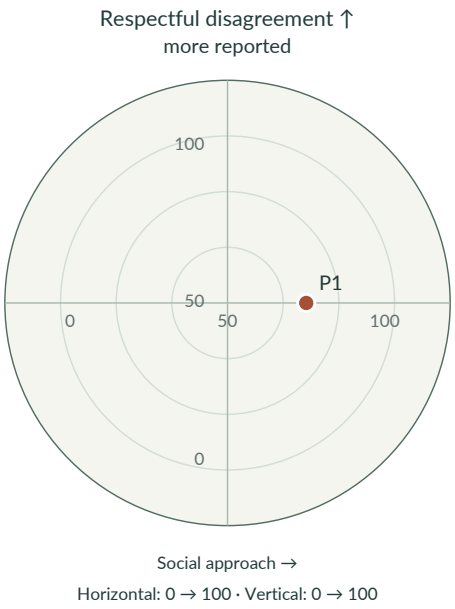
Create a pause agreement: the signal you notice, one useful action, a support person and when to resume the conversation. Test it in an ordinary working week.

Explore with a colleague

When have you seen this behaviour in me? What helped you? What did you need differently? What specific counterexample changes this picture?

WORK APPLICATION

Communication and disagreement



Two separate perspectives

Social approach

You readily seek interaction. This can connect people and help information circulate. Frequent interaction may limit your concentration or space for quieter colleagues.

Respectful disagreement

Your answers fall in the broad middle zone. Both directions may fit depending on the situation. This does not itself demonstrate flexibility.

You may respond directly and sharply to disagreement. This can make tensions visible. The delivery may overshadow the substance or discourage participation.

You maintain respectful interaction. This can enable constructive disagreement. Courtesy may soften necessary challenge or a clear boundary.

The position shows two raw scale scores. No type, norm position, conscious/unconscious layer or performance indicator.

Create a working agreement

Let everyone write observations first, then exchange information and check which disagreement remains unheard.

When a colleague works differently

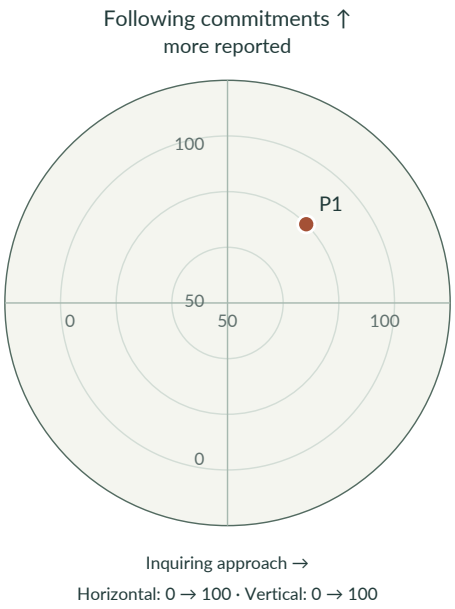
Ask what the person needs to contribute. Make the difference concrete in a task, conversation or decision; do not automatically attribute behaviour to personality. Do not assign roles solely from this position.

Two-week review

What behaviour did you try? What did the other person notice? What remained difficult? Which agreement or environmental factor needs adjusting?

WORK APPLICATION

Decisions and commitments



Two separate perspectives

Inquiring approach

You investigate ideas and underlying explanations. This can deepen understanding and nuance. Investigation may delay a decision or simple solution.

Following commitments

You monitor agreements and consequences carefully. This can support reliability. You may carry too much responsibility or find renegotiation difficult.

The position shows two raw scale scores. No type, norm position, conscious/unconscious layer or performance indicator.

Create a working agreement

Separate information gathering, deciding and follow-up. Name the decision owner and one review point.

When a colleague works differently

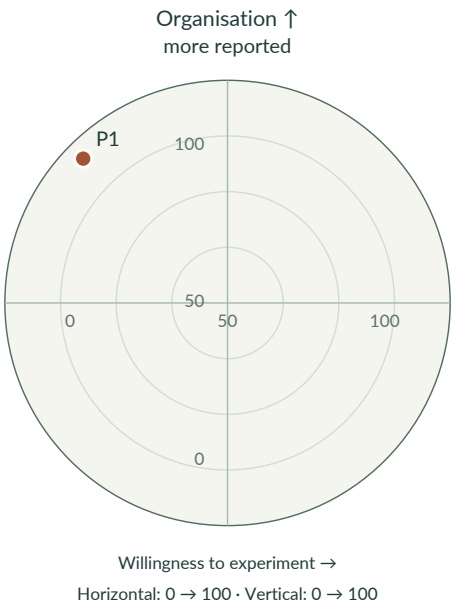
Ask what the person needs to contribute. Make the difference concrete in a task, conversation or decision; do not automatically attribute behaviour to personality. Do not assign roles solely from this position.

Two-week review

What behaviour did you try? What did the other person notice? What remained difficult? Which agreement or environmental factor needs adjusting?

WORK APPLICATION

Change and embedding



Two separate perspectives

Willingness to experiment

You value continuity and proven approaches. This can provide stability. Adaptation may slow when circumstances require a different approach.

Organisation

You bring overview and order. This can support coordination and delivery. Organisation can become an end in itself when circumstances change.

The position shows two raw scale scores. No type, norm position, conscious/unconscious layer or performance indicator.

Create a working agreement

Choose a small experiment. Define what stays stable, what is tested, the owner and how to review it.

When a colleague works differently

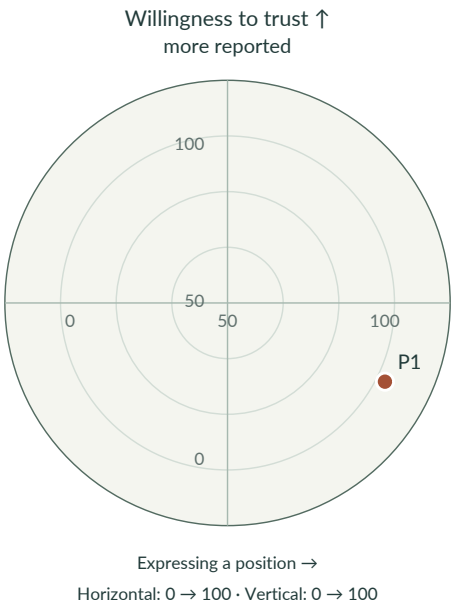
Ask what the person needs to contribute. Make the difference concrete in a task, conversation or decision; do not automatically attribute behaviour to personality. Do not assign roles solely from this position.

Two-week review

What behaviour did you try? What did the other person notice? What remained difficult? Which agreement or environmental factor needs adjusting?

WORK APPLICATION

Leadership and trust



Two separate perspectives

Expressing a position

You express a clear position. This can support direction and decisions. Your confidence may reduce others' space or close down questions too early.

Willingness to trust

You tend to grant trust after verification. This can keep risks visible. Frequent checks may limit ownership and reciprocity.

The position shows two raw scale scores. No type, norm position, conscious/unconscious layer or performance indicator.

Create a working agreement

Agree the outcome and decision space. Let the colleague propose an approach and schedule only necessary check-ins.

When a colleague works differently

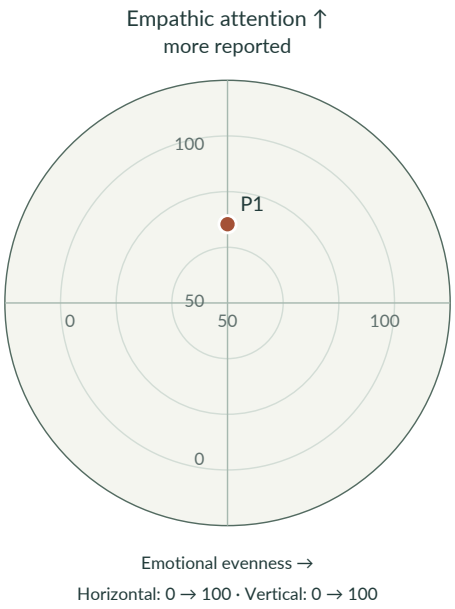
Ask what the person needs to contribute. Make the difference concrete in a task, conversation or decision; do not automatically attribute behaviour to personality. Do not assign roles solely from this position.

Two-week review

What behaviour did you try? What did the other person notice? What remained difficult? Which agreement or environmental factor needs adjusting?

WORK APPLICATION

Cooperation under pressure



Two separate perspectives

Emotional evenness

Your answers fall in the broad middle zone. Both directions may fit depending on the situation. This does not itself demonstrate flexibility.

Events seem to affect your mood and reactions more strongly. This can make involvement visible but amplify tension in discussion. Consider demands and circumstances too.

Your reactions generally stay even. This can offer predictability and calm. Others may find it harder to see what affects you or where your boundary lies.

Empathic attention

You strongly consider other people's experience. This can support care and involvement. You may assume what others need or postpone your own boundaries.

The position shows two raw scale scores. No type, norm position, conscious/unconscious layer or performance indicator.

Create a working agreement

Notice tension without assigning it to someone. Name the work problem, slow down and ask what support would help.

When a colleague works differently

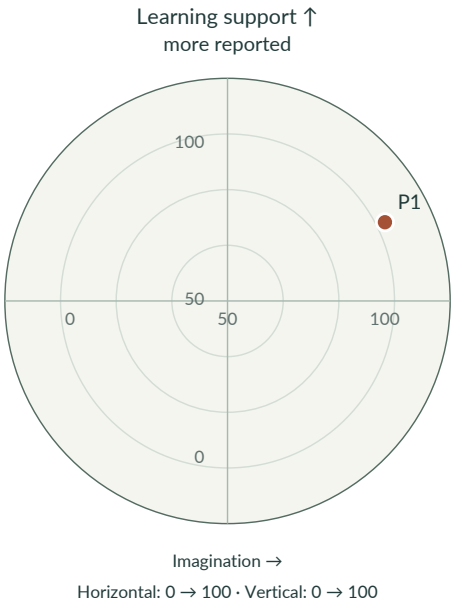
Ask what the person needs to contribute. Make the difference concrete in a task, conversation or decision; do not automatically attribute behaviour to personality. Do not assign roles solely from this position.

Two-week review

What behaviour did you try? What did the other person notice? What remained difficult? Which agreement or environmental factor needs adjusting?

WORK APPLICATION

Learning and support



Two separate perspectives

Imagination

You readily see alternatives and new connections. This can stimulate innovation. Many ideas may complicate choice and implementation.

Learning support

You perceive support for learning and experimenting. This can support development. Check whether learning transfers into work practice.

The position shows two raw scale scores. No type, norm position, conscious/unconscious layer or performance indicator.

Create a working agreement

Choose one learning question and a safe practice setting. Ask for focused feedback and clarify time and support.

When a colleague works differently

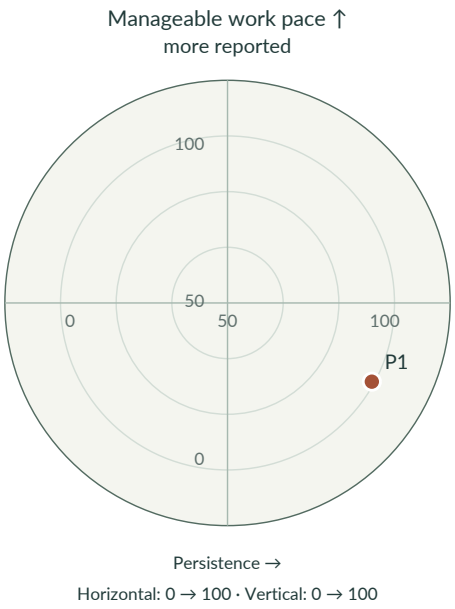
Ask what the person needs to contribute. Make the difference concrete in a task, conversation or decision; do not automatically attribute behaviour to personality. Do not assign roles solely from this position.

Two-week review

What behaviour did you try? What did the other person notice? What remained difficult? Which agreement or environmental factor needs adjusting?

WORK APPLICATION

Persistence and work rhythm



Two separate perspectives

Persistence

You persist even without immediate reward. This can produce results. You may continue with an approach that needs adjusting or stopping.

Manageable work pace

You perceive a difficult work pace. Examine workload, staffing, priorities and recovery. This is neither burnout screening nor personal failure.

The position shows two raw scale scores. No type, norm position, conscious/unconscious layer or performance indicator.

Create a working agreement

Make visible what fits available time. Stop or renegotiate one task before asking for additional effort.

When a colleague works differently

Ask what the person needs to contribute. Make the difference concrete in a task, conversation or decision; do not automatically attribute behaviour to personality. Do not assign roles solely from this position.

Two-week review

What behaviour did you try? What did the other person notice? What remained difficult? Which agreement or environmental factor needs adjusting?

Personal growth plan: 30 · 60 · 90 days

30 days · Experiment

Choose one work situation and an observable behaviour. Ask a colleague to note two concrete observations.

60 days · Adjust

Compare two examples. What improved for you and the other person? Adjust if the agreement is not workable.

90 days · Embed

Define the behaviour to retain, the support needed and the next review. A new self-report does not on its own prove behavioural change.