

PENILAIAN PERSONALITI STAF CICT



**Big Five CICT
Behaviour**

Who Am I?

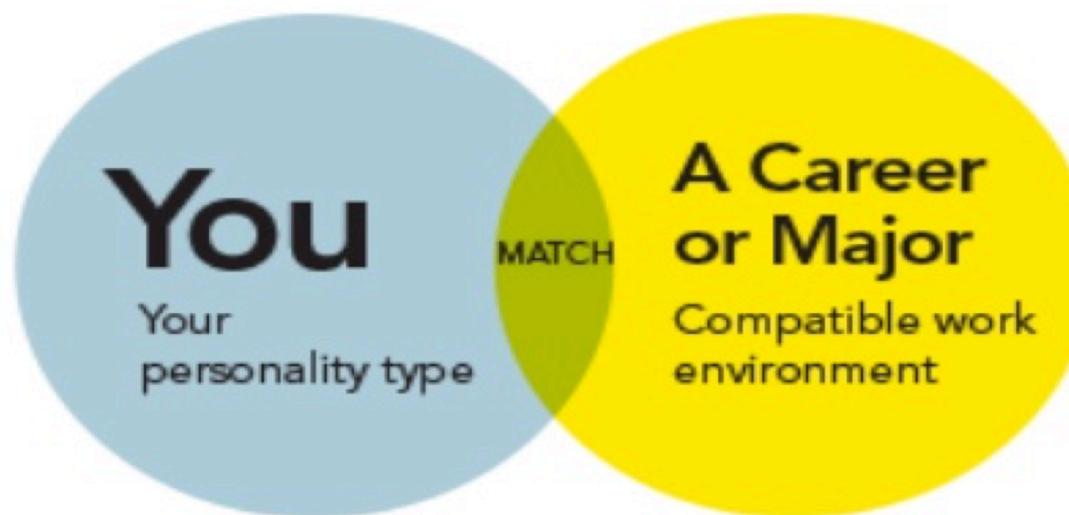
2016-2017

Kenapa perlu kenal diri sendiri



- Tahu siapa diri kita dengan lebih tepat
- Tahu kekuatan kita dan tingkatkannya
- Tahu kelemahan kita dan atasinya

Kenapa perlu kenal diri sendiri



Leads to greater
success and satisfaction

[Seta Wicaksana](#)

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NEO Five Factor Inventory-3 Instrument.

Big Five (BF)

Closed-Minded
Disorganized
Introverted
Disagreeable
Calm / Relaxed



Open to New Experiences
Conscientious
Extraverted
Agreeable
Nervous / High-Strung

Faktor Pengukuran

NEO Five Factor Inventory-3
instrument.



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NEUROTICISM (N)

- ① High score may be at risk for some kinds of psychiatric problems.
- ② The general tendency to experience negative affects such as fear, sadness, embarrassment, anger, guilt and disgust.
- ③ High score are also prone to have irrational ideas, to be less able to control their impulses, and to cope more poorly with stress
- ④ Low score are emotionally stable. They are usually calm, even-tempered, and relaxed and able to face stressful situations.

Aspek pengukuran:

Anxiety	Kebimbangan
Hostility	Permusuhan
Depression	Kemurungan
Self-Consciousness	Kesedaran Diri –Malu
Impulsiveness	Mud
Vulnerability to Stress	Ketahanan diri

Deskripsi Profail:

High	Average	Low
Kuatir, Cemas, Emosional, Kesedihan yang tidak beralasan. Masalah Saikotik	Seimbang	Tenang, Tabah, Emosi Stabil, Puas terhadap diri sendiri

EXTRAVERSION (E)

- ① Extraverts are sociable, liking people and preferring large groups and gatherings
- ② Extraverts are also assertive, active and talkative. They like excitement and stimulation and tend to be cheerful in disposition.
- ③ They are upbeat, energetic, and optimistic.



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Aspek pengukuran:

Warmth **Kemesraan**

Gregariousness **Pergaulan**

Assertiveness **Ketegasan**

Activity(Energetic) **Bertenaga**

Excitement Seeking **Mencari Keseronokan**

Positive Emotion **Bersemangat**

Deskripsi Profail:

High	Average	Low
Bersemangat, Aktif, Boleh beri pandangan , Menyenangkan, Kasih Sayang, Bersahabat dll	Seimbang	Bersendiri, Tidak Ramah, Pemalu, Pendiam dll

OPENNESS TO EXPERIANCE (O)

- ④ This individual is generally open. They are curious about both inner and outer worlds.
- ④ He/she has an average imagination and only occasionally daydreams or fantasizes.
- ④ He/she enjoys new and different activities and has a low need for variety in his life.
- ④ They are willing to entertain novel ideas and unconventional values.

Aspek pengukuran:

Ideas **Rasa Ingin Tahu**

Fantasy **Imiginasi**

Aesthetics **Seni & Kecantikan**

Wide Interest **Minat Yang Luas**

Excitable **Bersemangat**

Deskripsi Profail:

High	Average	Low
Fikiran Terbuka	Seimbang	Tertutup (Close)
Suka cari maklumat baru		Mengikut sahaja apa yang sudah ada
Daya kreativiti tinggi		Tiada jiwa seni
Menjana Idea baru		Tertarik kepada satu hal sahaja

AGREEABLENESS (A)

- ④ Is primary a dimension of interpersonal tendencies.
- ⑤ This person is sympathetic to others and eager to help them, and believes that others will be equally helpful in return.
- ⑥ This person easily trusts others and usually assumes the best about anyone he meets.
- ⑦ He/she is generally frank and sincere, but he tends to put his/her own needs and interest before others'.
- ⑧ This individual holds his own in conflict with others, but he/she is also willing to forgive and forget.
- ⑨ He/she quite proud of himself/herself and high accomplishments, and happy to take credit for them.
- ⑩ He/she is hard-headed and tough-minded, and his social and political attitude reflect his/her pragmatic realism.

Aspek pengukuran:

Trust(Forgiving)	Kemaafan
Straightforwardness	Kejujuran
Altruism	Kepentingan Diri
Compliance	Ketaatan
Modesty	Kesopanan, Kesederhanaan

Deskripsi Profail:

High	Average	Low
Suka bantu orang lain, kurang konflik, Ikhlas, Mudah Memaafkan, Terus Terang, Dipercayai	Seimbang	Tiada Kerjasama, Sinis, Kasar, Rasa Curiga, Mudah Marah, Manipulatif

CONSCIENTIOUSNESS (C)

- ⦿ This individual is reasonably efficient and generally sensible and rational in making decisions.
- ⦿ He/she is moderately neat, punctual and well-organized and he is reasonably dependable and reliable in meeting his/her obligation.
- ⦿ He/she has a moderately high need for achievement, but he can also set work aside for recreation.
- ⦿ He is average in self-discipline and generally finishes the tasks he/she starts.
- ⦿ He is reasonably cautious and generally thinks things through before acting.



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Aspek pengukuran:

Competence (Efficient) **Berdaya Saing**

Order (Organized) **Ketertiban**

Dutifulness (Not Careless) **Keber tanggungjawaban**

Self-discipline **Displin Diri**

Deliberation **Ketelitian**

Deskripsi Profail:

High	Average	Low
Cekap, Tepati masa, Berhati-hati, Teratur, Bekerja Keras, Disiplin, Ambitius, Tekun	Seimbang	Tidak berdisplin, Tiada Tujuan, Malas, Lalai, Suka Bersenang-senang, Tidak Amanah

Kesimpulan

A table of the personality dimensions measured by the NEO PI-R, including facets, is as follows:

Neuroticism	Extraversion	Openness to Experience	Agreeableness	Conscientiousness
Anxiety	Warmth	Fantasy	Trust	Competence
Hostility	Gregariousness	Aesthetics	Straightforwardness	Order
Depression	Assertiveness	Feelings	Altruism	Dutifulness
Self-Consciousness	Activity	Actions	Compliance	Achievement Striving
Impulsiveness	Excitement Seeking	Ideas	Modesty	Self-Discipline
Vulnerability to Stress	Positive Emotion	Values	Tender Mindedness	Deliberation
Low	High	High	High	High

Good if
participant
in this level:



Who am I?



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CONFIDENTIAL

**Hasil Dapatan
Kajian Personaliti
CICT Tahun 2016**

SULIT

Maklumat berkenaan kajian ini adalah SULIT.

Kajian dijalankan semata-mata untuk membantu pengurusan CICT membuat perancangan yang lebih berkesan dalam menyusun dan merangka strategi atau kaedah yang efektif serta bersesuaian bagi meningkatkan tahap pencapaian prestasi staf di masa hadapan.

Staf CICT boleh berurusan terus dengan Pn Siti Faridah S A Rahman bagi mendapatkan keterangan lanjut berkenaan kajian ini.

Sekian.

We Share
because
We Care

SEKIAN, TERIMA KASIH



UTM Scoring High



CREATIVE INNOVATIVE COHESIVE TECHNOPRENEUR'.