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whilst others genuinely miss the in-person interactions, even if they don't miss the commute.

Mar. 21, 2023

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Less flustered by challenging events or periods of high workloads/deadlines	Struggle with criticism or challenging events or people
SELF CONFIDENCE	APPREHENSIVE
Rarely experiences self-doubt. Expects success not failure when tackling new challenges	Dwells on past mistakes. Apprehensive when facing challenges
CALMNESS	TENSENESS
Expects interruptions & petty inconveniences at work & remains calm when they happen	Allows inconveniences & setbacks to frustrate them. May struggle to switch off after work
TRUSTING	SUSPICIOUSNESS
Trusts others intentions & abilities at face value; including remote managers	Suspicious of ulterior motives & intentions of others. May struggle to delegate or trust
SELF-SUFFICIENT	AFFILIATION
Self-Reliant. Happy to work autonomously without close contact with others	Seeks out & needs company of others. May become demotivated if working remotely
DISTANCE	WARMTH
Less need for relationships at work. Prefer to keep their distance from others	Genuine interest in others. Tend to build deep friendships with work colleagues.

By Steve Evans.

Since the pandemic changed our attitudes towards working from home and accelerated an already growing trend towards remote working, there's a common theme among accounting commentators that the world of work has moved on and accounting firms need to catch up.

We've all heard stories of hiring accounting staff in remote teams. Like the previously high performing accountant whose productivity during remote working was so poor the firm viewed the tracking software they'd installed on the employees computer. They discovered they were being fed lies about the work that was being

done (or in this case not being done), and the employee spent most of the day on

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case of offshore or out-of-state hiring, may never once meet their employer face-to-face?

Personality assessments are one objective way to assess issues which might arise. Some of the better personality assessments can quickly provide valuable insights into suitability for remote working. Some, but not all. If the personality assessment you're using right now crams your candidate into a 4-letter box, tells you whether they are red or green, or a duck or a pigeon, then it's going to be as useless at measuring suitability for remote working as it is for making hiring or development decisions.

However, if you're using Big-5/OCEAN based assessments, or want to upgrade to them, here's some tips on how you can use candidate profiles to see how remote candidates, or even existing team members will cope with hybrid or working from home environments.

You'll find these personality traits under "Interacting and Coping" headings in most Big-5/OCEAN based questionnaires. Some will use variations of these traits names, but you'll quickly identify those variations by looking at the report.

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When you're looking at these factors in the personality report you have in front of you, take note of ones where the candidate is reporting on the "Least Likely" side – these are warning signs about how they will react during remote working. Bearing in mind the comments which follow about working preferences, consider what interview questions you want to use to delve in to this further.

Keep in mind that you need to stick to the ethical use of personality questionnaires in a hiring setting. Any personality questionnaire asks people about their preferences in given situations, so what you have in front of you is how someone will likely behave if they were to follow their preferences. Some people are well aware of their preferences and when they need to work against their natural style and some are not. Your job as an employer is to test those concerns with well crafted interview questions to determine whether, for example, someone with a high need for affiliation derives all their interactive fulfilment through their family, friends and hobbies and are more than happy to not have extensive affiliation at work.

Many of the better Big-5/OCEAN based personality profile reports include

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