

# Andi's Workplace Insights

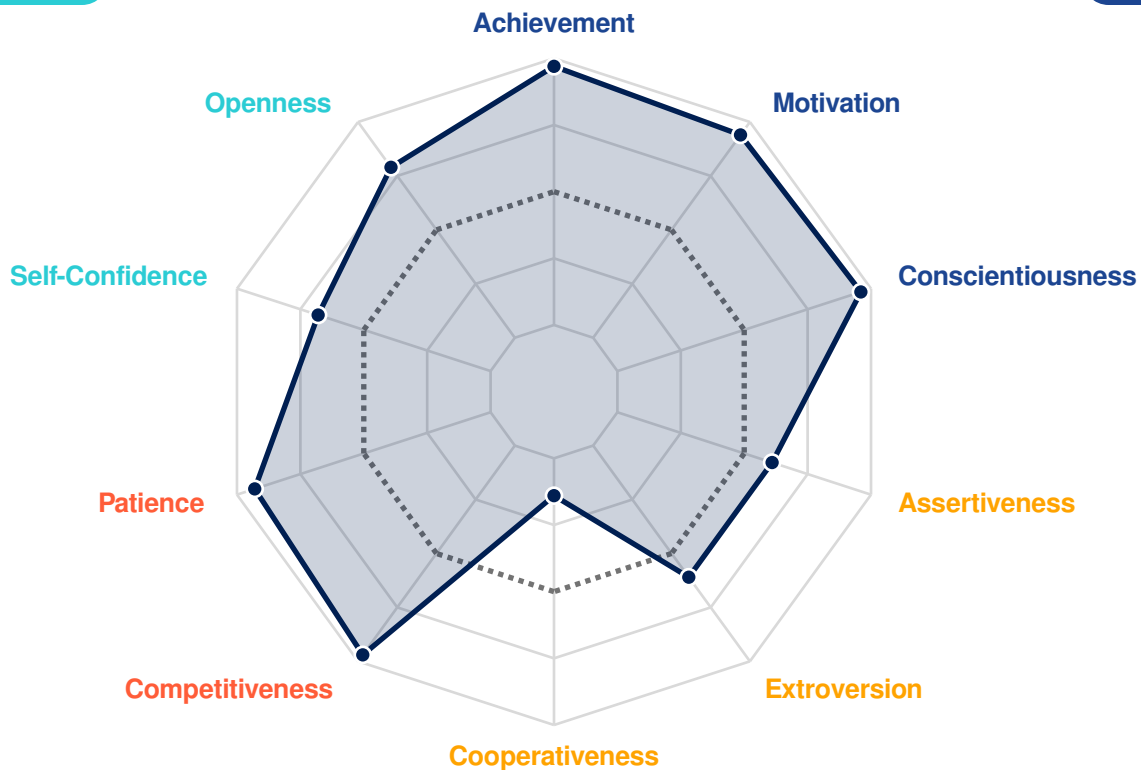
Welcome to your Workplace Insights report. You were asked to take assessments powered by Criteria Corp, and this report provides an overview of your personalized results. All of your responses were combined to create a unique profile for you. Within the report, it's important to know that there are no "good" or "bad" qualities. The results are designed to help you heighten your self-awareness and to understand how to relate better to others in the workplace.

## Report Summary

 General Population

### Attitudes & Outlook

### Work Habits



### Temperament

### Interaction Style

## Notable Traits

You can be described as:

### Goal-Oriented

Values achievement, sets goals, and prioritizes achieving them

### Independent, Aggressive

Often committed to own views; tends to take the lead in work situations

### Competitive

Innate drive to win, measures performance in comparison to others

### Patient

Accepting and tolerant of delays or challenges

## Work, Communication & Interaction Style



### Very Goal-Oriented.

As someone who tends to be driven by exceeding expectations, you are likely to be seen as a high achiever. As a result, you are likely to have excellent follow-through on tasks when appropriately engaged.



### Very Motivated.

You are likely to have a very strong inner drive, which should see you viewed as driven and committed. Team members will generally describe you as motivated to achieve your goals.



### Very Conscientious.

You are likely to be self-disciplined, careful, and dependable in work settings. You are highly persistent, hard-working, and tend to be organized and structured in your work style. You are likely attentive to detail and inclined to follow the rules. Across a wide range of job roles, high conscientiousness scores are linked to good performance in the workplace.



### Independent, Aggressive.

You are likely to have an independent streak and will be unafraid to act to get what you want. Individuals with low cooperative scores are often comfortable taking the lead on work projects and can be a good fit for results-oriented fields such as sales or managerial roles.

## Temperament, Attitudes & Outlook



### Very Competitive.

Compared to most people, you have a very strong drive to win. You are likely to be highly motivated by competition and will strive to meet and exceed external targets. In work settings, highly competitive individuals often excel in fields such as sales but are sometimes less well suited to roles like customer service.



### Very Patient.

You are likely to be extremely tolerant of obstacles, setbacks, and others. Others may describe you as being calm and level-headed when under pressure, and unruffled by challenges and setbacks. You tend to have a relaxed outlook on life and come across as easy-going, but this may mean that others perceive you as not acting with urgency.

## Strengths & Potential Challenges

### Strengths

- You are likely to possess a very strong drive to achieve. As a result, you are likely to have excellent follow-through.
- Highly conscientious individuals like you tend to excel in a wide variety of roles, situations, and industries.
- You are a highly motivated person with a strong inner drive.
- You are highly competitive by nature, with an innate desire to win, which will serve you well in roles where performance measurement is valued. You are comfortable taking risks when required.
- Neither consistently assertive nor overly deferential, you will be assertive in some situations and not in others.
- You have a strong commitment to your own views and often choose to act proactively. You will favor direct expression over ignoring an issue or avoiding discussing it. This trait is often found in leaders.
- Ambiverts like you tend to be flexible enough to have potential suitability for a variety of roles, including those that emphasize social interactions and those that do not.
- You have a high level of curiosity and willingness to experiment. You will be comfortable in roles that evolve or change over time, or that involve many different elements. You may also exhibit creativity and "outside the box" thinking.
- Highly tolerant of frustrations and easy-going by nature, you are likely to bring a sense of calm and stability to collaborative tasks. You are likely to be more accepting of setbacks than most, and tend to be unruffled by the presence of stress or pressure.

### Potential Challenges

- While your high drive for achievement may have led to many successes, you may be particularly uncomfortable with potential failure. This discomfort may drive you to overwork yourself or be overly perfectionistic at times, leaving you vulnerable to burnout.
- Your highly competitive nature may, at times, be seen by others as unfriendly. You should find ways to ensure you are competing as a team towards shared goals, as opposed to competing against your team mates.
- Individuals with an aggressive, independent streak can at times be challenging for team members or managers to navigate.
- Roles that are very narrowly defined or don't involve an opportunity for a learning trajectory may be less appealing for you.
- Given your highly tolerant and relaxed nature, you may find it uncomfortable if required to act with a great sense of urgency when the situation calls for it.

## Development Suggestions

### Work Habits

Highly achievement-oriented by nature, you will likely benefit from taking on particularly challenging tasks to further optimize your effectiveness in a role. Taking on these challenges may also further refine your strengths and enable you to apply them for even greater impact.

Your exacting, precise, and organized approach to work will be beneficial in many tasks, but you do run the risk of being perceived as inflexible at times. Allowing for some flexibility and uncertainty in your projects, plans and approaches may be beneficial. It's possible that you may be so focused on the details, or on having everything perfect, that you lose sight of the bigger picture. Your style also runs the risk of being perceived as micromanaging people or processes, so allowing others additional flexibility and freedom from time to time may also be beneficial.

Your strong inner motivation and drive are likely to see you do well in a variety of tasks, even in tasks that you do not find intrinsically enjoyable. This strong inner drive can be best utilized in high impact activities where your motivation should see you achieving strong outcomes.

### Interaction Style

Some interactions call for a more direct approach, whereas others may require a gentler touch. When engaging with others, you should make sure to consider the situation, the people involved, and the context to help you determine the level of directness that is warranted.

You have an independent streak that will be an asset in many roles. But some activities are best completed by partnering with others. You will be well served to remember that no one is right 100% of the time.

Effective performance is often a combination of getting things done and interacting well with others. There are times when remaining focused on getting work done is the best approach and times when spending more time engaging with others is beneficial. It may benefit you to take a moment to consider the right balance for a particular job and where you may need to rebalance.

### Temperament

While there is a time and a place for healthy competition, there is also a risk that being highly competitive may have a negative impact on developing good relationships with others. It may be beneficial for you to consider using your energy and enthusiasm for success to help others in their attainment of goals. This may help you foster valuable working relationships. You may also benefit from understanding that it's OK to lose and to fail - doing so can encourage growth, build resilience, and help shape future goals.

Given your highly tolerant and patient nature, you are likely to feel uncomfortable being rushed or pressured by others into taking immediate action. Your prioritization of stable and calm relationships can mean you are unlikely to tell others when they have disappointed you. Understanding that your time, effort, and opinions are valuable may help increase your comfort with voicing your opinions when others don't meet your expectations.

### Attitudes & Outlook

Being creative and intellectually curious is a great asset in many fields. But there are times you must also realize that there is no need to use a complex solution when a simple one will do. Making sure that your solutions can be delivered on by others is also important. Being able to come up with straightforward and practical solutions can be valuable, as in addition to resolving the challenge at hand, simple solutions are more easily replicated by others.

## Workplace Stressors & Motivators

The following section relates common workplace situations to your behavioral preferences, to better understand how your potential may be best realized. Situations that may be comfortable or motivating for some people may be stressful or de-motivating for others. Below is a list of common workplace situations together with an indication of how each may impact you.

