

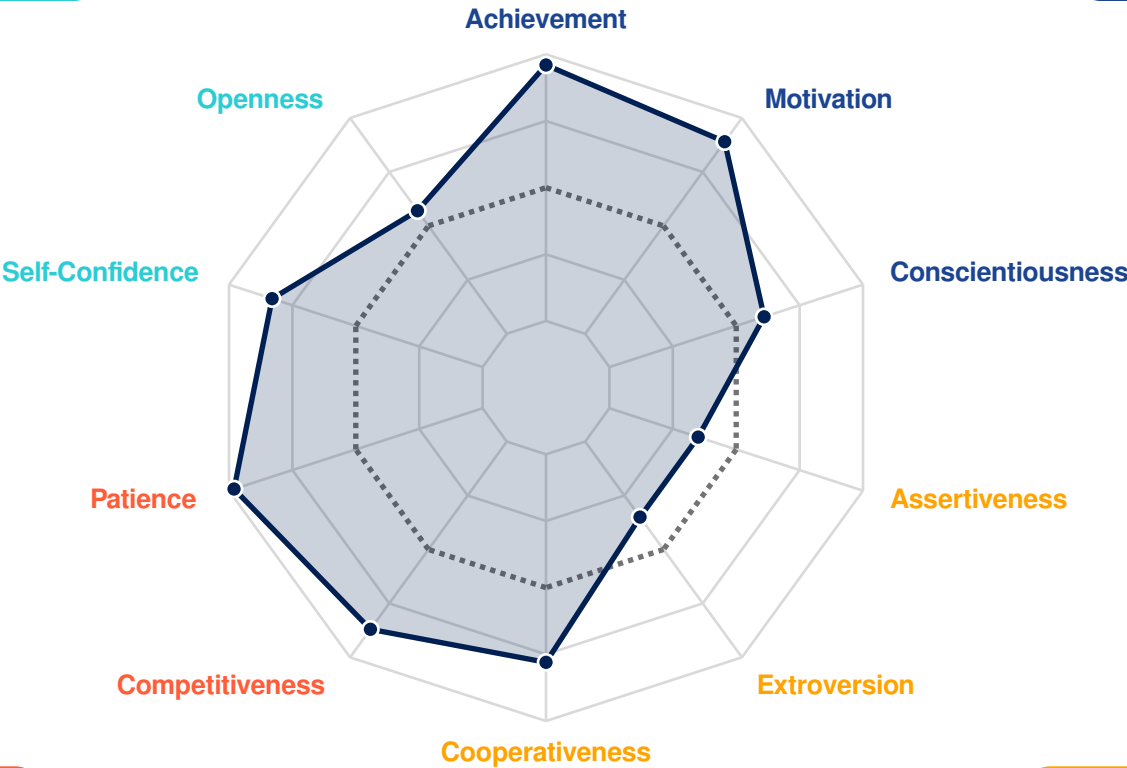
Welcome to your Workplace Insights report. You were asked to take assessments powered by Criteria Corp, and this report provides an overview of your personalized results. All of your responses were combined to create a unique profile for you. Within the report, it's important to know that there are no "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.

Gonçalo's Report Summary

Gonçalo 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

Cooperative

Values social harmony, inclined to seek common ground

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.



Cooperative.

You have an agreeable and cooperative personality, indicative of a willingness to work closely with others in work situations. Preferring an accommodative style to a more forceful one, you will instinctively incline towards preserving harmonious relations with co-workers over a more confrontational style. Colleagues and teammates would likely describe you as friendly and considerate. Cooperativeness is a trait well suited to service-oriented roles.



Motivated.

Possessing an inner drive, you are likely committed to achieving certain goals that are of personal importance. Team members will generally perceive you as being motivated and driven to succeed, provided that the goals are clear.

Temperament, Attitudes & Outlook



Competitive.

You are competitive by nature, valuing competition, and are inclined to place a high value on winning or surpassing standards of achievement set by others. In work settings, competitive individuals often excel in fields such as sales.



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.
- You are likely a "self-starter" who will not be difficult to motivate, provided the job expectations are clear.
- Your competitive nature and will to win are well suited to roles (e.g., sales) where clear, measurable, and transparent performance metrics are valued.
- Neither consistently assertive nor overly deferential, you will be assertive in some situations and not in others.
- You tend to be manageable and coachable, with a profile suitable for service-oriented roles. You will be agreeable and accommodating in most situations.
- 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.
- 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.
- A high level of self-confidence suggests you will generally be free from self-doubt.

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.
- In team settings, competitiveness has the potential to create conflict if it is not channeled or managed effectively.
- Cooperative individuals like you can be a bit too accommodating at times. This can create challenges, especially if you are in a leadership role where you need to make tough decisions.
- 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 motivation and drive are best harnessed by prioritizing activities in a way that optimizes your ability to achieve results. You should look for places where you can add the greatest value and use your natural drive to deliver in areas of impact.

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.

Usually not prone to "rock the boat", you will need to learn to be willing to go it alone sometimes. Teamwork and collaboration are important, but if deference to others is reducing efficiency, the best way forward may necessitate making unpopular decisions. The most effective people tend to find a balance between independence and collaboration.

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

Competitive by nature, you should look for win-win relationships. The most successful people are often those who are effective at building relationships of mutual value. Be aware and considerate of others' needs when interacting with them and focus on helping others achieve their objectives.

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

Knowing when to take a creative approach is important to accomplishing goals. However, there are also times when using tried and true methods are best for getting things done. The balance is in understanding the situation at hand, quickly learning the relevant history of what has already been attempted, and capitalizing on the more effective strategy.

When approaching a new task you may feel more confidence than is warranted. It's important to ensure that your confidence and self-assurance do not inhibit your willingness to prepare in advance. Often, success is the result of planning and effort.

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.

