PERSONALITY GUIDE

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Ballesteros
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ABOUT THIS REPORT

Good&Co's Personality Guide measures an individual's personality, using a model of eight primary factors describing the individual's character and performance at work. Our framework is based on the widely accepted Five Factor Model (FFM) of personality; in addition, we measure three further facets of personality, including emotional intelligence and motivation. These additional factors, which are highly relevant to workplace psychology, are not currently addressed by the FFM.

We focus on six principle work styles, namely: interaction, thinking, organizational, leadership, motivation and adjustment. These work styles describe Juan's approach to work and problem solving, interpersonal communication, stress-tolerance and drive.
Also presented are areas of strength and points for improvement associated with Juan's personality profile.

The report compares Juan's score on each measured trait with the population average of 3+ million Good&Co users.

Using this report can ultimately help you to:

1. See how your personality compares to the general public;

2. Gain an in-depth understanding of your motivations;

3. Recognize your approach to getting things done;

4. Identify your leadership qualities.

* Based on Good&Co App proprietary data.

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JUAN CASADO BALLESTEROS

StrengthsCard

GO GETTER	ADVOCATE	VISIONARY
Creative	Strong	Committed
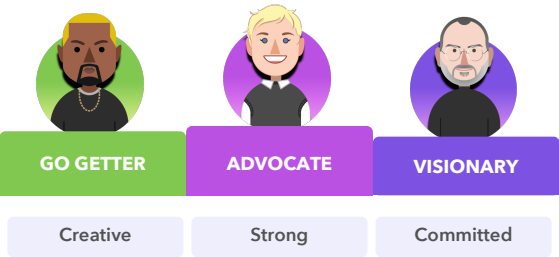
Personas Explained

Go Getters are always seeking new challenges. Sociable and energetic, they do well under pressure.

Advocates are warm and empathetic. They have a strong sense of duty and work best collaboratively.

Visionaries are multi-talented, driven and assertive. They work best when given autonomy and freedom to explore.

Summary

Juan is dedicated, motivated, and goal-oriented. He/She is innovative and creative in his/her thinking and can explore problems from different angles.

Assessment Progress

1. ✓ What are your unique strengths?
2. ✓ How do you come across to others?
3. ✓ What's your networking style?
4. ✓ How do you work most effectively?
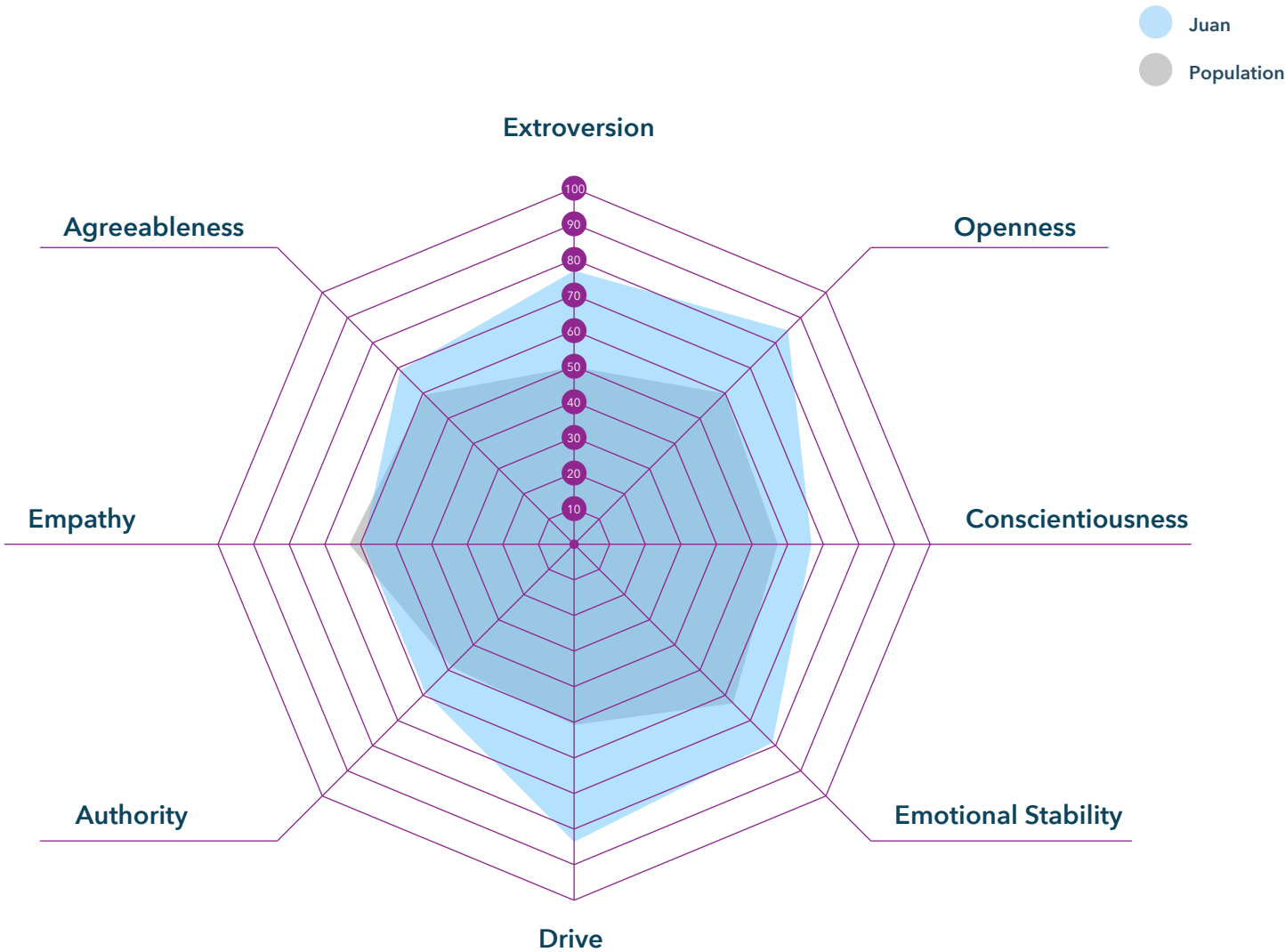5. ✓ What kind of coworker are you?

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GLOSSARY

Below we provide definitions to the measurements used by Good&Co and presented in this report.

When interpreting the results of this report, it is important to remember that whilst we represent traits scores numerically, higher scores are not necessarily better. An individual with lower scores on a trait will have different strengths and weaknesses to someone with high scores on that same trait. The combination of scores on each of the traits reflect individual's unique personality profile.

Factor	Low scores reflect:	High scores reflect:
Openness to Experience	Concreteness; practicality; narrow range of interests.	Appreciation of aesthetics; novelty-seeking; inquisitiveness.
Conscientiousness	Easy-going attitude; impulsivity; spontaneity.	Methodical approach; dependability; industriousness.
Extroversion	Introversion; quiet disposition; preference towards lone pursuits.	Sociability; attention-seeking; high energy.
Agreeableness	Unconventionality; independence; questioning of rules.	Conflict aversion; sincerity; compliance.
Emotional Stability	Sensitivity; self-consciousness; volatility.	Calmness; self-confidence; positivity.
Authority	Flexibility; modesty; avoiding leadership roles	Assertiveness; need for control; aversion to ambiguity.
Drive	Collaboration; aversion to competition; complacency	Competitiveness; persistence; forcefulness
Empathy	Directness; objectivity; hard-headedness	Sympathy; insightfulness; persuasiveness

* Based on Good&Co App proprietary data.

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ABOUT JUAN

Juan
Population

Extroversion
Openness
Agreeableness
Conscientiousness
Empathy
Emotional Stability
Authority
Drive

100
90
80
70
60
50
40
30
20
10

Juan is dedicated, motivated, and goal-oriented. He/She is innovative and creative in his/her thinking and can explore problems from different angles.

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GENERAL CHARACTERISTICS

What Good&Co science says about Juan

Based on Juan's responses he/she generally seems to be:

Lively, self-assured, and social. He/She is likely to be spontaneous and proactive, confident in taking the initiative and may become frustrated by slow-moving projects.

Relatively organized and cautious. He/She can be trusted to complete tasks to agreed deadlines, but can be hesitant to work on tasks that haven't been thoroughly planned.

Intellectually curious and creative. He/She is very open-minded and enjoys new experiences, sometimes at the cost of practicality.

Typically good-natured and thoughtful. He/She is likely to be highly receptive of ideas and instructions, but will confidently disagree when he/she thinks necessary.

Calm and level-headed. He/She tends to remain unfazed by pressure, sometimes to the extent that he/she may seem insensitive to others.

Determined, competitive and goal-oriented. Driven to succeed, he/she can become frustrated in the absence of opportunities for getting ahead.

Thoughtful, considerate, and quite insightful. He/She is likely to be an effective communicator, as he/she has genuine concern and sympathy towards others, and an ability to understand their point of view.
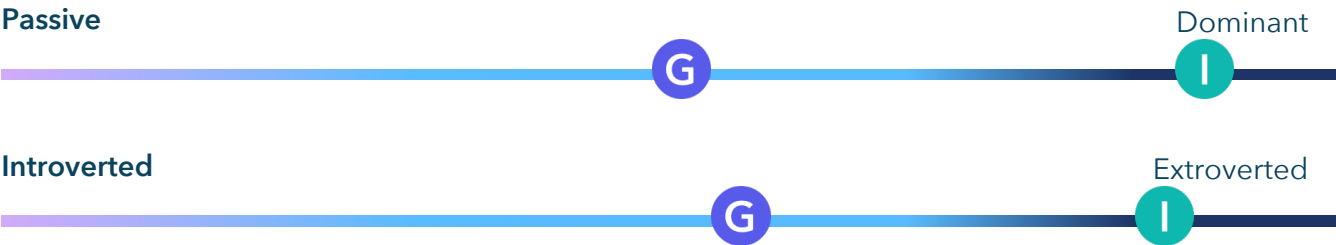
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WORK STYLE

Juan's work styles are presented below using graphs comparing his/her scores on each trait with the average scores of the general population.

I Individual

G General Population

Interaction Style - Sociability and Assertiveness
Scales represent how the individual approaches social interaction.

Juan is confident and friendly around others. He/She is very expressive in his communication style and is likely to dominate social situations.

Passive   Dominant

        G   I

Introverted   Extroverted

        G   I

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WORK STYLE

Thinking Style - Innovation and Flexibility
Scales measure individual's approach to problem solving and ambiguity.

Juan is highly curious and investigative, but may feel uneasy in ambiguous situations. He/She works best when being in a stable, organized environment.

Concrete   Investigative

Ambiguity Averse   Flexible

Organizational Style - Thoroughness and Compliance
Scales measure individual's work ethic and approach to getting things done.

Juan is methodical and diligent. He/She is inclined to pay attention to detail, rather than the broader picture. While he/she will prefer to work in his/her own structured and thorough way, he/she is likely to be respectful of instructions and requirements.

Spontaneous   Organized

Self-directed   Rule-abiding
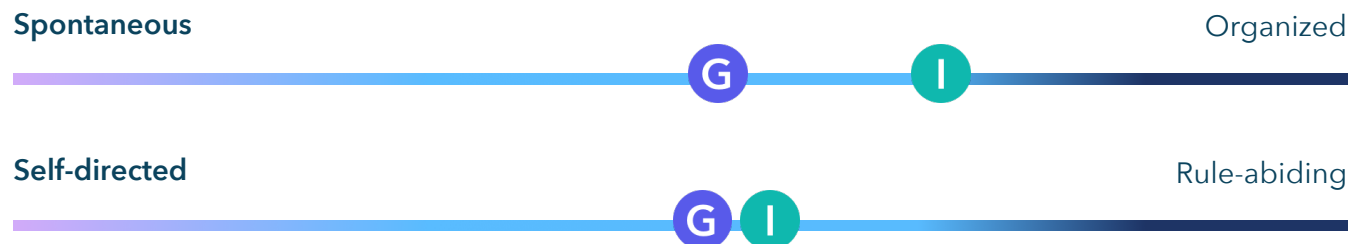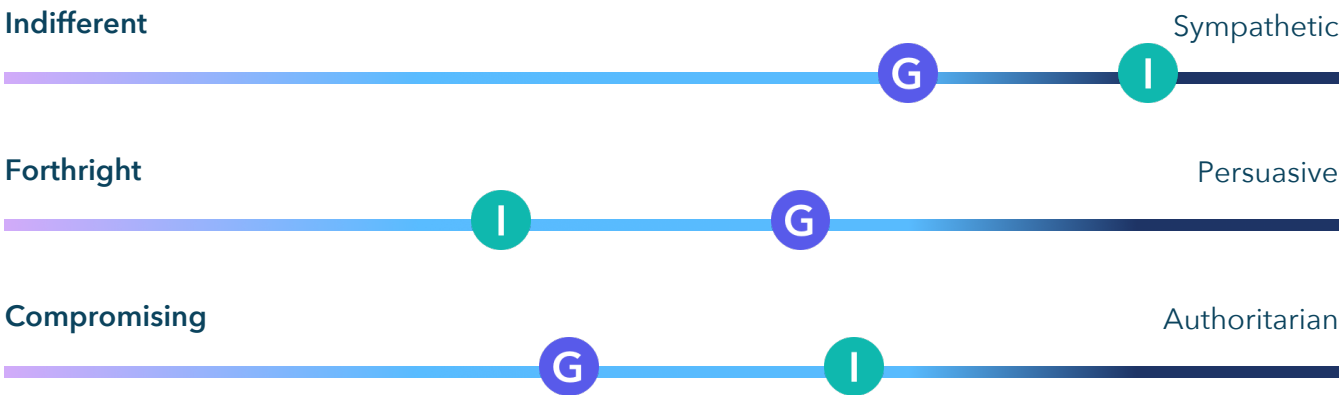
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WORK STYLE

Leadership Style - Emotional Intelligence and Leadership

Scales reflect the kind of leader the individual is likely to be by looking at one's understanding of others and predisposition to seek leadership roles.

Juan will actively pursue a leadership role, but not above all else. While his/her communication skills may let him/her down at times, his/her strong sense of fairness and high regard for others' feelings will win others over.

Indifferent   Sympathetic

G   I

Forthright   Persuasive

I   G

Compromising   Authoritarian

G   I

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WORK STYLE

Motivational Style - Efficacy and Seeking challenges
Scales measure individual's initiative, drive and self-belief in own abilities.

Juan is highly motivated to succeed and has a strong belief in his/her own abilities. He/She will enjoy taking on complex challenges and has faith in his/her ability to tackle these.

Self-doubting   Self-believing

G ————————————————— I

Laid-back   Challenge oriented

G ————————————————— I

Adjustment - Resiliency and Emotional Stability
Scales represent individual's approach towards handling emotions and dealing with stressful situations.

Juan is resilient in the face of stress, and fairly good at keeping his/her cool under pressure. When tensions run high, however, he/she will not be afraid to express his/her views and feelings about a situation strongly.
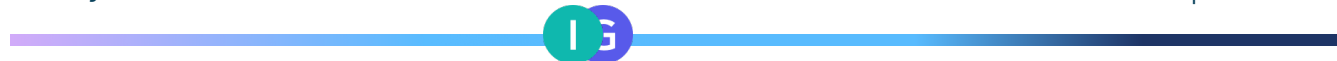
Sensitive   Resilient

I G ————————————————

Steady   Temperamental

I G ————————————————

About Us

Good&Co is a self-discovery platform that helps job seekers, students and employees identify strengths and weaknesses, find workplace cultures that are compatible with their personalities, and develop better relationships with their peers.

Good&Co's PPA (Proprietary Psychometric Algorithm) taps into over 30 years of psychometrics and psychological analysis, helping people identify their personal strengths for better fit with current and potential teams and employers.

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