

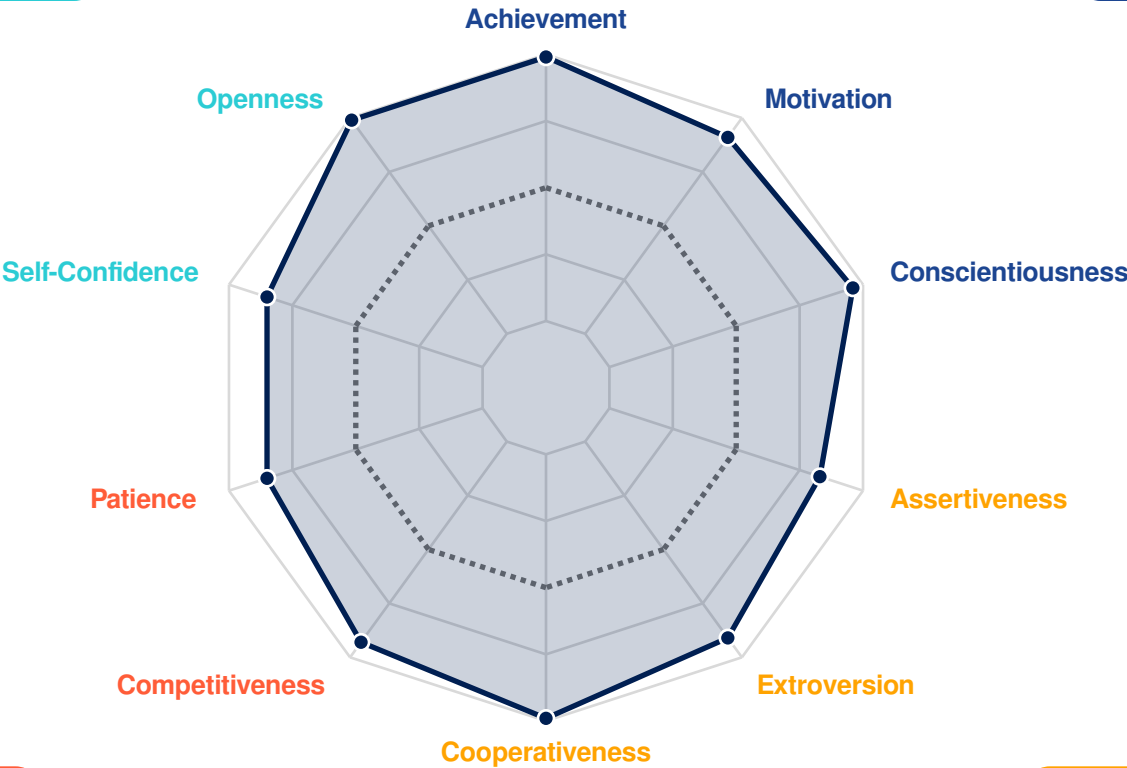
Welcome to your Workplace Insights report. You were asked to take assessments powered by Criteria Corp, and this report provides an overview of your personalized results. All of your responses were combined to create a unique profile for you. Within the report, it's important to know that there are no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

Paul's Report Summary

Paul 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

Extroverted

Socially outgoing, gregarious, often initiates social interactions

Competitive

Innate drive to win, measures performance in comparison to others

## 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 Extroverted.

You are much more extroverted than most, and people would likely describe you as sociable, lively, and gregarious. You are likely to prioritize social interactions, which may mean that you prefer roles and activities where you can frequently interact with others. You are likely very energetic and enthusiastic and should feel comfortable initiating social interactions, even with strangers.



### 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.



### Very Cooperative.

You are likely to be very cooperative and obliging, which suggests that you will value harmony in a group situation as opposed to advancing your own interests. You are likely to place a strong emphasis on treating others fairly and with respect, which should see you viewed as someone who is considerate, trustworthy, and perhaps even selfless. Cooperativeness is a trait well suited to service-oriented 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.

## 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.
- Expressing yourself directly should not be an issue for you.
- Lively, sociable, and gregarious, you are comfortable meeting new people and likely prioritize social interactions.
- You are likely well suited for roles that require a high degree of creativity, variety, or innovation. Others are likely to view you as an ideas person or experimenter. You are also likely to thrive in roles that evolve or change frequently.
- You are well positioned to cope with frustrations when faced with setbacks or challenges in task completion.
- 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.
- 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.
- In certain situations, team members may not be universally comfortable with your frank and direct style of expression.
- You may find that you become unmotivated quickly when required to do repetitive tasks. You may also find yourself getting lost in idea generation and may be less focused on idea execution.
- Too much patience can be a liability in certain fields where urgency is required.

## 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

It may be beneficial to consider when your direct approach may be useful and when it may be less so. While there is value in being assertive and leading the way, being too assertive can prevent others from sharing their opinions. Taking the time to consider the views and perspectives of others will not only help build relationships but often lead to better decision-making through collaboration.

As a highly extroverted person, you may need to be careful that you do not dominate meetings and other social events by talking too much. You may sometimes be prone to capturing the attention of a group when it would be better to give others a chance to shine. It may take effort for you to let others share the focus and attention of a group, but making this effort can help build relationships with others. You may also find it hard to maintain your energy while working on solitary tasks. You may need to manage the time you spend interacting with others in order to ensure that solitary tasks can be completed.

### 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.

While patience can be a virtue, so is knowing when to change course. Sometimes we all stick with an activity or a solution that no longer adds value or where success is unlikely. While tenacity and perseverance are important, it can be equally important to know when to change direction and use a different approach. Your time and effort are valuable, and efforts should be expended where they add the greatest value.

### Attitudes & Outlook

You are likely to thrive in creative roles or where innovation is highly valued. However, you may become easily unmotivated when required to follow conventional methods for extended periods of time. You may benefit from identifying other aspects of your work that can motivate you during these times. Additionally, you are likely to have a tendency to offer complex solutions where a simpler solution is available. This can make your solution difficult for others to follow. So it may be beneficial for you to practice creating simple and practical solutions and designing them from other people's points of view.

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.

