

Hillary 's JobFit Report

Congratulations on finalizing
the SquarePeg Assessments!





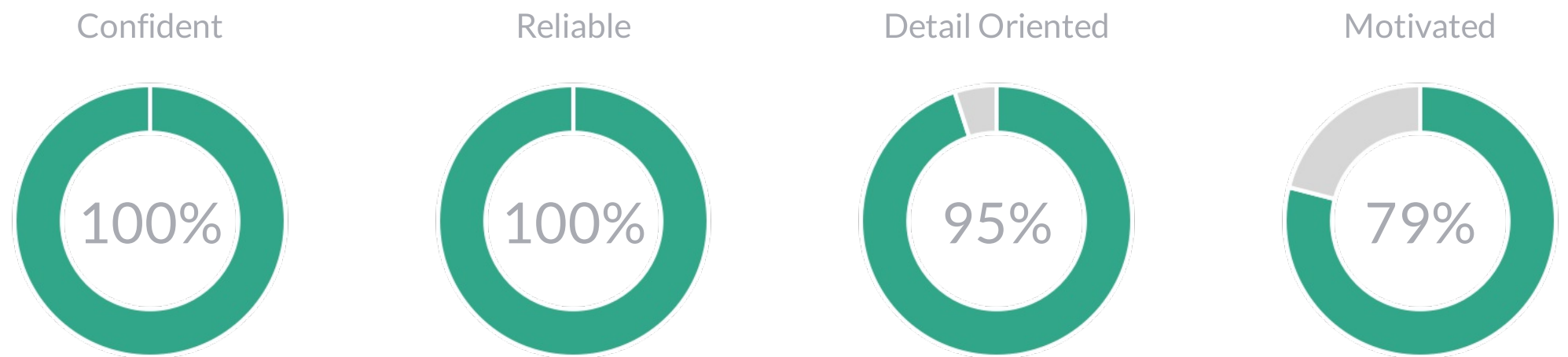
As you read your results, please keep in mind that we use a multidimensional approach to understanding your personality - meaning each quality and trait is observed individually. Unlike other assessments which may group you into a "type", we have thousands of different possible combinations for our custom results.

Personality research shows that people should not be grouped into a few standardized types when making employment related decisions. The nature of our personalities is complex and we often exhibit inconsistent and conflicting behaviors - so, attempting to understand you on more than one dimension, the report may at times seem to present conflicting results. In those cases, please think of both options and see which situations may prompt you to behave in one way or the other.

The purpose of this report is to stimulate self-exploration and self-awareness, so even if something doesn't seem right, it only contributes to the development of a more complete image of yourself at work.

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Your Scores



Your Top Traits

Highly Confident people are marked by a strong sense of security in themselves and a conviction in their views and abilities. They are self-assured and do not require validation from others to confirm their status or views.



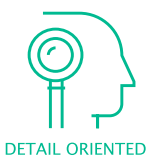
- They openly state their views and do not compromise them in the face of opposition or criticism
- They are assertive and can hold firm even when challenged by authority
- They are not afraid to make mistakes and are not easily embarrassed. They don't mind attention
- They are not easily intimidated and don't need others to lead the way
- They are capable of approaching new problems on their own and do not require extensive feedback or endorsements from others



RELIABLE

Highly Reliable individuals can be counted on by others to meet their commitments, producing work that is consistent and predictable.

- They are diligent when it comes to completing their assignments - managing their time and workload accordingly
- They make sure they are able to handle their current workload before agreeing to take on more
- They know how to deliver consistently



DETAIL ORIENTED

People who score highly on Detail-Orientation usually want their work to be perfect, concerning themselves with the specifics in order to achieve a level of quality they are able to accept.

- They prefer to invest time in producing polished results rather than rushing their work
- They are precise in their delivery and pay attention to all components involved, making sure important details are not overlooked
- They often find errors or omissions that others are likely to miss and like to see that they are addressed
- They are usually able to identify improvements needed in any stage of review



MOTIVATED

Highly Motivated people strongly value achievement and are ambitious in their pursuit of it.

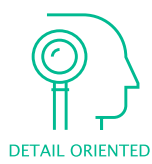
- They are distinguished by their drive to perform well at tasks associated with specific goals, and can be competitive at times
- They have a strong sense of purpose and align their actions and attitudes to their objectives. In many cases they are willing to make sacrifices to achieve these objectives.
- They value success, and encourage others to be successful
- They tend to have little tolerance for laziness

You stand out from your peers at work by:

Below are the specifics of your personality and work behavior, communication style, and approach that best distinguish you at work.



- Your strong personality and tendency to voice your opinions
- Your awareness of what you do well
- Your ability to face most situations without discomfort
- Your tendency to be assertive when you are sure of something



- Going the extra distance to ensure to quality, accuracy, and precision
- Your ability to spot mistakes in others' work
- Your ability to recall specific pieces of information
- Avoiding careless errors to see that information is presented fully and correctly
- Being meticulous at reviewing the details, proofreading your work and taking great care when submitting a final product



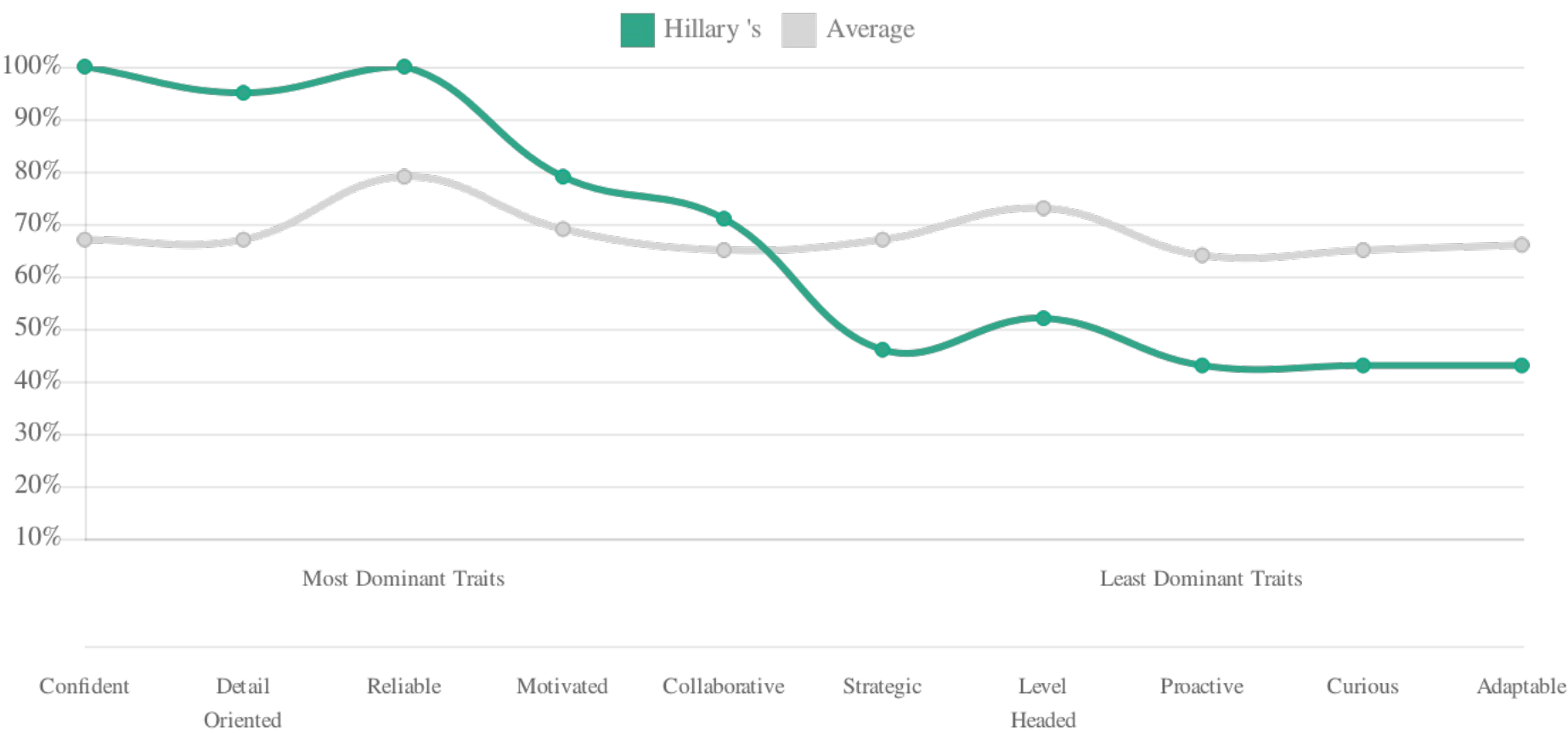
- How dependable you are - those who work with you can count on you to deliver without any surprises
- Showing responsibility and ownership of your work, seeing it through to completion
- Setting realistic expectations for what you can and can't handle
- Setting a precedent which you can deliver to



- Your personal drive to succeed
- Your ability to define your achievements and not lose sight of them
- Your high standards and the lengths you will go to meet them
- Your often-competitive nature and desire to win

How you compare to others:

Thousands of job seekers have taken our assessments, so below are your relative scores compared to the SquarePeg average. This is where you stand out from other candidates in our database, and which aspects of your personality are less dominant.



What to watch out for:

These are areas of concern that are typically associated with extreme scores on your most and least dominant personality dimensions. These may not all be applicable to you, depending on how pronounced your individual characteristics are.

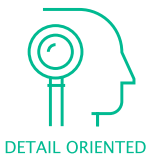
Concerns related to your most dominant traits



- Creating tensions with others who may see you as intimidating
- Failure to identify your mistakes or shortcomings, missing out on learning opportunities
- Lacking humility; difficulty acknowledging where others views might be more sensible
- Behaving insensitively towards others



- Difficulty delegating to others whose work is less predictable
- Hesitant to take advantage of sudden and unexpected changes
- Not deviating from directions or assignments when it might make sense to do so
- Avoiding assignments you don't think you can do well (until you feel comfortable enough to deliver with confidence)



- Overthinking your work and waiting too long to get early feedback which is sometimes necessary for effective learning and improvement
- Devoting too much energy to details that are not important or critical, wasting time that should be spent elsewhere on more value adding activities
- Wanting to rework things over and over can cause delays and bottlenecks, and prevent work from being delivered - especially when you are not on a strict deadline

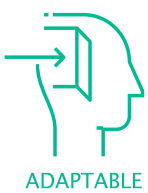


- Getting too wrapped up in achievement and pushing away anything that gets in the way or threatens your path to success
- Becoming irritated with others who you see as detracting from your work or not adding value
- Bypassing instructions or advice if it seems to run counter to your goals
- Pressuring yourself and others too much to excel

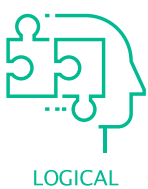
Concerns related to your least dominant traits



- Deliberating too much
- Relying too much on others to help you make a decision
- Always looking for more evidence and data instead of relying on your own judgment



- Resistance to environments or people you find disagreeable
- Discomfort when faced with unfamiliar or unpredictable situations
- Getting overwhelmed in chaotic or highly unstructured environments, preferring to deal with what you know
- Difficulty adjusting yourself or your work to sudden change



- Relying too much on your own intuition
- Engaging in hypotheticals instead of practical solutions
- Failing to rationalize your views and decisions with enough evidence or data



- Reacting to people or events instead of getting out in front of them
- Relying too much on instructions and directions to do what needs to get done
- Waiting for others to come up with new initiatives instead of doing it yourself

Roles & Environments where you may excel:

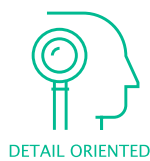
These are suggestions based on your strongest personality characteristics. They will not impact your SquarePeg job matches, which are curated based on hundreds of data points between each employer and candidate.



- Public-facing roles where you present and advocate for your own or your team's work
- Roles that involve regular interactions with leadership
- Roles that give you some autonomy to manage others and your own workload
- Challenging environments that might intimidate others



- Well-defined roles where you have autonomy over your work
- Implementation-focused roles
- Organizations that value consistency and adherence to process
- Roles with a relatively consistent scope of work



- Roles that require precision and great attention to detail
- Roles where you are responsible for editing, quality assurance, or overseeing a product to its final form
- Roles where you are appraised on the quality of output (over speed, volume, or other metrics)



- Meritocratic organizations that reward individual performance
- Competitive environments where you have clear metrics for achievement
- Organizations that set high standards and encourage self-development

How you measure across SquarePeg's dimensions

