PERSONALITY GUIDE

Vlad-Alexandru
Tănăsescu
3rd January 2020

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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 Vlad-Alexandru'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 Vlad-Alexandru's personality profile.

The report compares Vlad-Alexandru'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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VLAD-ALEXANDRU TĂNĂSESCU

StrengthsCard

TECHNICIAN	GO GETTER	INVENTOR
Organized	Practical	Energetic
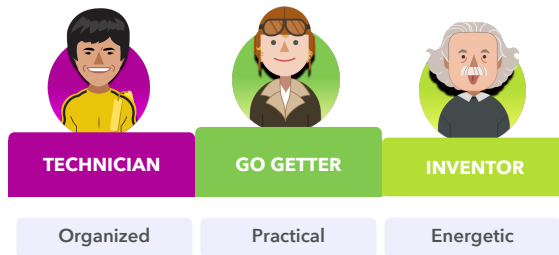
Personas Explained

Technicians are practical, analytical and competent. They have a strong work ethic and work best independently.

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

Inventors value honesty and enjoy working independently. They are inquisitive and creative.

Summary

Energetic and innovative, Vlad-Alexandru enjoys intellectual challenge, preferring to take on a lot of projects and focus on the most stimulating ones. An individualistic person, he/she likes to think and work in his/her own space.

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?
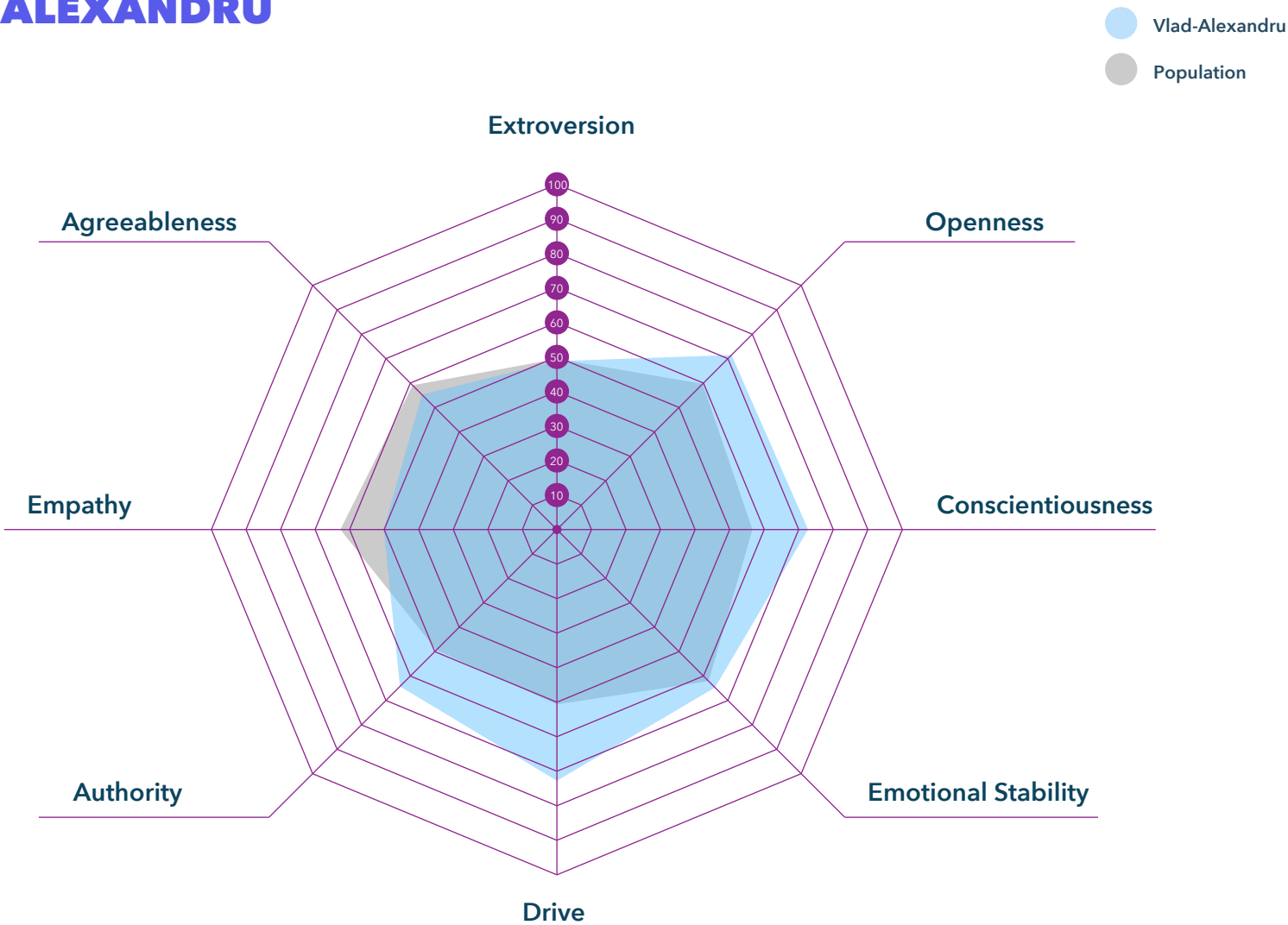5. What kind of coworker are you?

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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 VLAD-ALEXANDRU

Legend:
- Vlad-Alexandru
- Population

Axes: Extroversion, Openness, Conscientiousness, Emotional Stability, Drive, Authority, Empathy, Agreeableness

Energetic and innovative, Vlad-Alexandru enjoys intellectual challenge, preferring to take on a lot of projects and focus on the most stimulating ones. An individualistic person, he/she likes to think and work in his/her own space.

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GENERAL CHARACTERISTICS

**What Good&Co
science says about
Vlad-Alexandru**

Based on Vlad-Alexandru's responses he/she generally seems to be:

Fairly confident, communicative, and easygoing. He/She is likely to be comfortable working independently or with others and thrives in a supportive environment.

Diligent, meticulous and thorough. He/She can be very efficient working to fixed schedules, but may struggle to adapt to set backs and unplanned changes.

Intellectual and curious. He/She is likely to enjoy abstract and creative thinking, and will value opportunities for learning.

Thoughtful and polite. He/She strikes a balance between respecting and following authority, while also thinking for him/herself.

Balanced, easygoing ,and calm. He/She is slow to anger and rarely becomes irritable.

Persistent and ambitious. He/She is likely to favor personal goals over team effort, and can become frustrated when faced with limited growth opportunities.

Modest and ambiguity averse. While he/she is unlikely seek opportunities to manage others, he/she requires high levels of clarity in order to achieve his/her objectives.

Compelling, influential, but objective. He/She is likely to be effective in motivating and persuading others but may have difficulty building deeper connections.

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WORK STYLE

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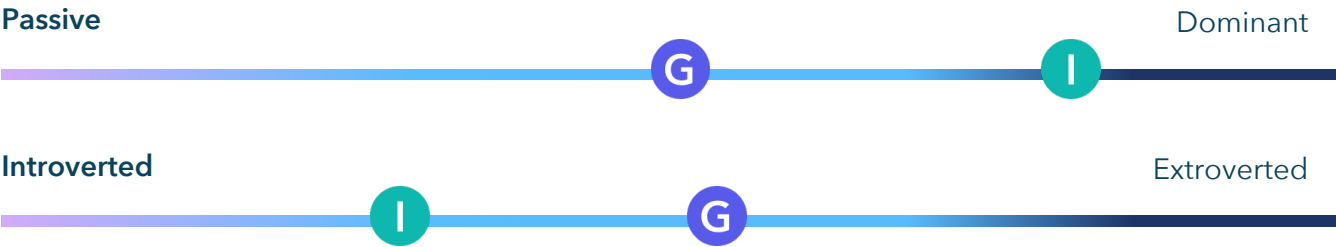
I Individual

G General Population

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

Vlad-Alexandru is self-assured and quite assertive, yet reserved. He/She is confident when interacting with others, but may avoid social situations if possible.

Passive   **Dominant**

G   I

Introverted   **Extroverted**

I   G

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WORK STYLE

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

Vlad-Alexandru is highly intellectual, but averse to uncertainty. His/her inquisitiveness will flourish in routine-based, structured environments.

Concrete   Investigative

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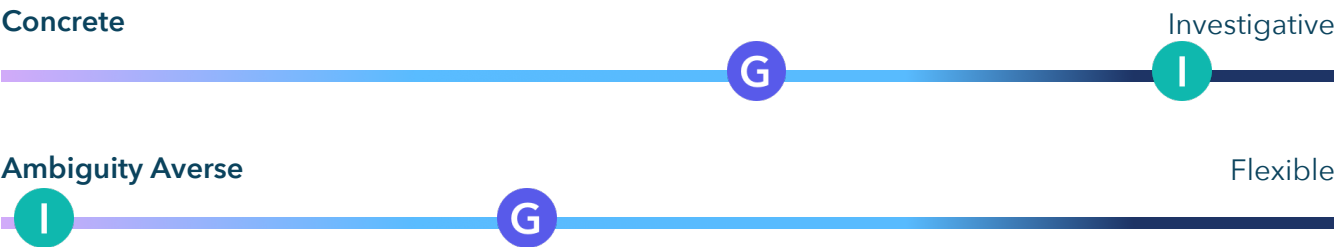
Organizational Style - Thoroughness and Compliance
Scales measure individual's work ethic and approach to getting things done.

Vlad-Alexandru is autonomous and relatively spontaneous. Being more inclined to take the wider view, he/she will avoid getting tied down with the small stuff. He/She will also thrive in less structured settings, where he/she can work to his/her own schedule.

Spontaneous   Organized

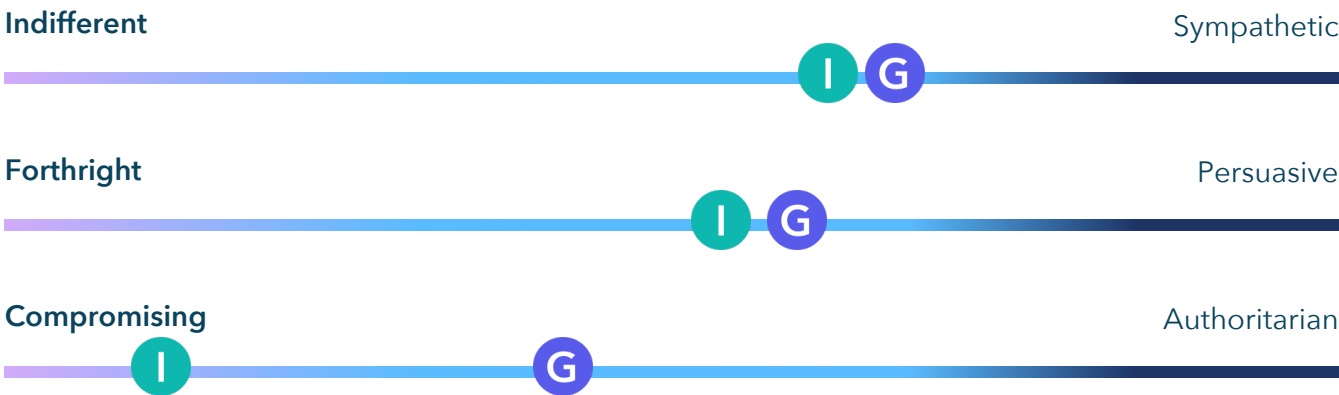**Self-directed**   Rule-abiding
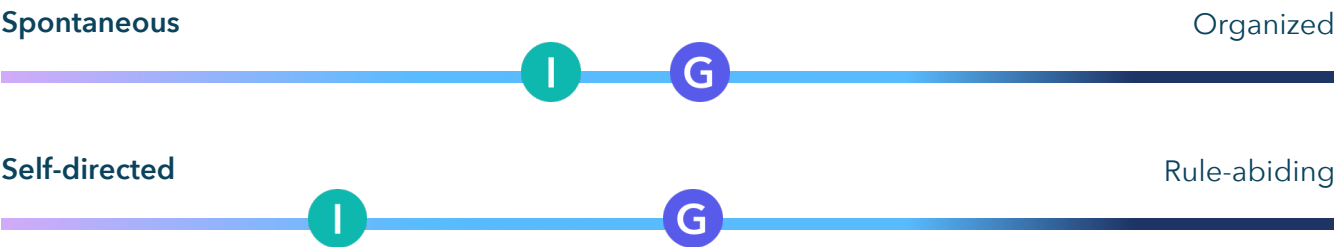
WORK STYLE

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.

Vlad-Alexandru is likely to steer clear of any leadership position. He/She is, however, an adept communicator, able to influence others, having both a pragmatic approach and some sensitivity towards others.

Indifferent　　　　　　　　　　　　　　　　　　　　　Sympathetic

Forthright　　　　　　　　　　　　　　　　　　　　　Persuasive

Compromising　　　　　　　　　　　　　　　　　　　Authoritarian

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WORK STYLE

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

Vlad-Alexandru is content and confident. While he/she is likely to have a good awareness of his/her strengths and how best to apply these, he/she is not necessarily driven by challenges.

Self-doubting   Self-believing

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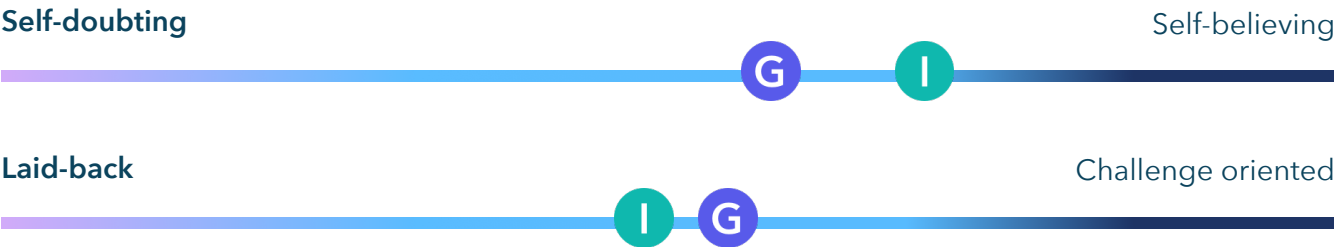
Adjustment - Resiliency and Emotional Stability
Scales represent individual's approach towards handling emotions and dealing with stressful situations.

Vlad-Alexandru is self-critical and easily discouraged by setbacks but remains cool-headed. While he/she is likely to be affected by stressful situations, others may not notice as he/she usually remains calm and composed.

Sensitive   Resilient

Steady   Temperamental
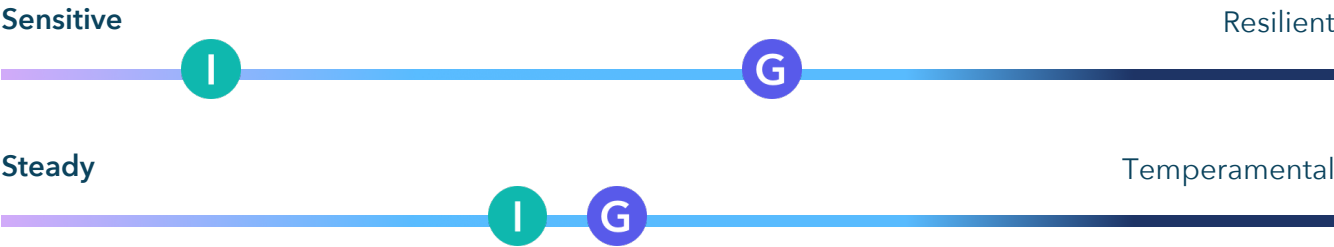
About Us

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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